

THE WORK QUALITY ACT

To provide for research for solutions to the problem of the lack of meaningful work in all occupations and industries, and technical assistance to those companies, unions, and local governments seeking to find ways to deal with the problem, and for other purposes.

Title

Sec. 1. This Act is called the Work Quality Act.

Statement of Findings and Purpose

Sec. 2(a). The legislature finds that:

- (1) Given the importance of work in modern society, the quality of working life is a public concern;
- (2) Lack of meaningful work often results in high rates of absenteeism, high turnover, poor quality work, a decline in craftsmanship, and decreased productivity;
- (3) Lack of meaningful work often results in poor mental health, alcoholism, drug abuse, and crime, with the result that the state and local government must expend funds on programs to deal with this social dissatisfaction;
- (4) It is in the interest of the state and the general public to encourage the humanization of working conditions and work itself to decrease the social costs of work dissatisfaction; insofar as possible, work should be designed to maximize potentials for democracy, security, equity, and craftsmanship;
- (5) It is in the state and public interest to promote the fullest development of the abilities, creativity, skills, and personal growth of all California workers, thereby improving the strength of the state's economy;
- (6) Promising efforts to improve the quality of work carried out in the United States and in Europe are not widely known; it is in the public interest that such efforts be understood and discussed;
- (7) Companies, unions, and local government in California interested in improving the quality of work can benefit from research and technical assistance provided by the state.

Sec. 3(a). The Director of Industrial Relations and the Director of Employment Development are hereby authorized to either directly or by way of grant, contribution, or other arrangement:

- (1) Conduct research to determine the extent and the severity of job discontent and the problems related to the nature of work in

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California, included but not limited to:

- (a) Levels of turnover, absenteeism, and loss of productivity; and the monetary costs to the economy of those problems; and
  - (b) Worker health, including statistics on mental and physical health.
- (2) Conduct research on approaches now being tried in both this Nation and abroad to improve the quality of work, including more flexible hours of work, reduced working days, profit sharing, job rotation, worker participation in decision making, redesign of jobs and production, autonomous work groups, and additional opportunity for education, training, and advancement;
  - (3) Collect and disseminate research results and recommendations for improving the quality of work to companies, workers, unions, to schools of management and industrial engineering, to local governments and to the general public;
  - (4) Provide technical assistance to companies, workers, unions, and local governments for practical experimentation in improving work quality; for the development and conduct of demonstration projects including but not limited to such programs as job enrichment, reduced workdays and weeks, flexible hours, autonomous work group, job restructuring, increased worker participation in decision-making, job rotation, group productivity bonuses, continuing education for job advancement and new careers;
  - (5) Assist in the development and evaluation of curriculum and programs for training and retraining professionals and subprofessionals in work humanization approaches and methods; and
  - (6) Conduct pilot projects for job redesign in selected state agencies including but not limited to the Department of Employment Development and the Department of Industrial Relations.

Sec. 3(b). Each December 31, the Directors shall file an annual report including any recommendations for further legislation with the legislature.

Sec. 4. The Director of Employment Development and the Director of Industrial Relations shall consult with each other concerning the implementation of this Act for the purpose of avoiding duplication or conflict in the activities of their respective Departments under this Act. They may establish an inter Agency working group composed of their representatives to assist them in implementing the Act.

Sec. 5. There is hereby authorized an appropriation of \$5,000,000 in Fiscal Year 1976 and \$5,000,000 in Fiscal Year 1977 to carry out the provisions of this Act.

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