

The 2025 Presidential Transition Project is the conservative movement's unified effort to be ready for the next conservative Administration to govern at 12:00 noon, January 20, 2025.

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**Sabbath Rest.** God ordained the Sabbath as a day of rest, and until very recently the Judeo-Christian tradition sought to honor that mandate by moral and legal regulation of work on that day. Moreover, a shared day off makes it possible for families and communities to enjoy time off together, rather than as atomized individuals, and provides a healthier cadence of life for everyone. Unfortunately, that communal day of rest has eroded under the pressures of consumerism and secularism, especially for low-income workers.

- **Congress should encourage communal rest by amending the Fair Labor Standards Act (FLSA)<sup>9</sup> to require that workers be paid time and a half for hours worked on the Sabbath.** That day would default to Sunday, except for employers with a sincere religious observance of a Sabbath at a different time (e.g., Friday sundown to Saturday sundown); the obligation would transfer to that period instead. Houses of worship (to the limited extent they may have FLSA-covered employees) and employers legally required to operate around the clock (such as hospitals and first responders) would be exempt, as would workers otherwise exempt from overtime.