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- FORMER CLIENT

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## **DO YOU HAVE THE RIGHT TO DISCONNECT?**

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In today’s hyper-connected world, the boundary between work and personal time has become increasingly blurred. With the advent of smartphones and remote work, the pressure to stay “on” 24/7 is higher than ever. But what if you had the legal right to disconnect from work outside of office hours?

This concept is gaining traction globally, and it might be on its way to the United States. In Australia, a bill was recently passed allowing workers the right to disconnect. Could this trend make its way to American shores? Barrett & Farahany will look at what this could look like if it did, using Australia’s law as inspiration.



## **WHAT IS THE RIGHT TO DISCONNECT?**

The right to disconnect is a legal provision allowing employees to disengage from work-related activities during non-working hours without facing repercussions. This means they don't have to check emails, answer work calls, or any other form of work-related communication.

The introduction of a right-to-disconnect law would inevitably alter workplace dynamics. Employers would need to adopt new strategies to respect employees' boundaries while maintaining productivity.

Clear communication channels and defined working hours would become essential to ensure employers understand and respect the time of their employees...

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unique needs of each state they serve.

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