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● **TheUpshot**

Work in America Is Greedy. But It Doesn't Have to Be.

May 15, 2019 **By Claire Cain Miller**

Long, inflexible hours are the norm. But in a tight job market, more companies are offering flexibility on the when and where of work. The best employees show unending loyalty to work, staying long hours and being on call for bosses or clients. At least, that's the credo of 21st-century American capitalism. But it doesn't have to be this way. Even though long, unpredictable hours have become a feature of many jobs, and people who work them now earn disproportionately more, some employers have figured out how to cede more control over where or when work gets done.

That's true at **Wente Vineyards**, a winery in Livermore, Calif. Grape pickers, wine bottlers and tasting room servers cannot easily take extended breaks. But during their employment anniversary month, they receive eight hours off to use as they please — taking a few hours off on a few different days — and the company has considered expanding those breaks to other times of the year. It has begun training people to do more jobs so they can easily fill in for other employees, said Amy Hoopes, the president.

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AMY HOOPES