



March 24, 2015

Honorable Roger Hernández,
Chair of the Assembly Committee on Labor and Employment
1020 N Street, Room 155
Sacramento, California 95814
Fax: 916.319.2191

Re: Assembly Bill 357 (Chiu/Weber) - Support

Dear Chairman Hernandez,

The Center for Law and Social Policy (CLASP) supports the Fair Scheduling Act of 2015, Assembly Bill 357 (Chiu/Weber), which will improve workers' economic security and help them to support their families. CLASP is a national organization that works to improve the lives of low-income people by developing and advocating for federal, state, and local policies that strengthen families and create pathways to education and work. CLASP strongly urges the Committee on Labor and Employment and the Assembly to pass this bill.

AB 357 would ensure that employees of large, chain food retail grocery, general merchandise, department and health and personal care employers receive two-weeks advance notice of their work schedule, are compensated when shifts that are changed with little notice, and are accommodated when they request unpaid time off to attend to any required appointments necessary to apply for or maintain eligibility for food and basic needs government assistance for poor, working families. CLASP works extensively on job quality issues, including fair job scheduling. Based on our experience in this field, we strongly believe that this bill would make a significant difference in the lives of California's working families.

Nationally, more than half of food and general retail store employees receive their job schedules one week or less in advance. According to a recent survey of employees at large retail and grocery stores, only 40% have consistent minimum hours per week and the vast majority find out from a supervisor if they are needed for on-call shifts a mere two hours before the shift starts. The effects of such scheduling practices are far reaching. Without predictable and stable schedules, workers' income fluctuates unexpectedly, making it virtually impossible to budget. Moreover, volatile schedules make arranging childcare extremely difficult; impede access to needed income and work supports; interfere with workers' abilities to hold second jobs or pursue education and training; and contribute to physical and mental health problems for workers' and their children.

Unfortunately, 64 percent of poor Californians live in a working family and over 40 percent of CalFresh recipients in California live in a home with earnings. These families work in jobs that simply do not pay enough – or offer stable enough pay – to enable them to leave poverty. The Fair Scheduling Act is an

important step forward in the fight to end poverty in California. CLASP respectfully requests your support for this bill.

Sincerely,

Elizabeth Ben-Ishai, Ph.D.
Senior Policy Analyst

CC: Assembly Assistant Speaker pro Tempore, David Chiu (Author)
Assembly Member, Dr. Shirley Weber (Author)
Jessica Bartholow, Western Center on Law and Poverty (Sponsor)
Sam Rodriguez, United Food and Commercial Workers (Sponsor)