

The Schedules That Work Act Works for Millennial Employees



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Economic Challenges Facing Millennials

Millennial workers ages 18 to 24 predominantly rely on low-wage jobs in the retail and service sectors to pay for their education, provide for their families, or both.¹ However, unpredictable and unstable job scheduling makes it difficult for young workers to find the time or money for a quality lifestyle. The detrimental impact of unfair scheduling practices is particularly acute for Millennial parents ages 18 to 34, who account 83 percent of new parents² and are experiencing the highest poverty rates seen by any young parents in the past 25 years.³ Millennial parents need predictable and flexible job schedules so that they can plan for childcare, a second job, or education or training to advance their careers.⁴

The Schedules That Work Act would alleviate the stress faced by low-income workers by granting employees the right to request work schedules from their employer in advance and without retaliation. The act would also:

- Provide workers in target industries, like retail and food service, with two weeks advance notice of their schedules.
- Give workers an hour of “predictability” pay when they receive a last-minute scheduling change, are on call, or are scheduled for a split shift.
- Allow workers to request schedules changes from their employer to address caretaking, educational, or medical needs.

Childcare: For Millennial parents planning childcare – or just planning to have enough hours of work to pay for childcare – a secure, predictable work schedule is essential.

- In one study, 40 to 60 percent of employees who missed work due to childcare problems reported losing pay or benefits or otherwise being penalized.⁵ Requiring employers to provide work schedules in advance will help parents better plan childcare and avoid lost wages.
- Additionally, parents working minimum-wage jobs may not be able to find and pay for a babysitter because of a last-minute schedule change. This is because the cost of childcare and education has grown from 2 percent of the total cost of raising a child in 1960 to 18 percent in 2013.⁶



Education: Low-wage workers report a lack of opportunities to pursue additional education and training due to lack of schedule flexibility.⁷ Assuring that workers have access to their schedules in advance will help young parents plan for their education and career development.

- 40 percent of postsecondary students who are parents also work full-time jobs.⁸ The Schedules That Work Act would allow student-parents to request work schedules that fit their class schedule, in turn helping them complete their degree.

Economic Security: The Schedules That Work Act will particularly help low-wage workers, who can least afford last-minute schedule changes or shortened shifts that result in lower pay.

- Over 40 percent of 18- to 24-year-olds and around a quarter of 25- to 34-year-olds work in low-wage jobs with ever decreasing pay.⁹
- Young parents typically work more hours than non-parents, but their inability to find a flexible work schedule can make career advancement difficult.¹⁰ Implementing the Schedules That Work Act will help Millennial parents become more economically secure while being able to fulfill their caretaking responsibilities at home.

¹Tom Allison and Konrad Mugglestone, *Where Do Young Adults Work?* (Washington, DC: Young Invincibles, 2015), 1, accessed July 13, 2015, <http://younginvincibles.org/wp-content/uploads/2014/12/Where-Do-Young-Adults-Work-12.4.pdf>.

²Young Invincibles, *Young Adults More Likely to Qualify for Special Enrollment* (Washington, DC: 2014), 3, accessed July 13, 2015, <http://younginvincibles.org/wp-content/uploads/2014/04/Young-Adults-and-Special-Enrollment-FINAL.pdf>.

³Konrad Mugglestone, *Finding Time: Millennial Parents, Poverty, and Rising Costs* (Washington, DC: Young Invincibles, 2014), 3, accessed July 13, 2015, <http://younginvincibles.org/wp-content/uploads/2015/04/Finding-Time-Apr29.2015-Final.pdf>.

⁴See, e.g., “Fair Work Schedules,” National Women’s Law Center, accessed July 13, 2015, <http://www.nwlc.org/our-issues/employment/fair-work-schedules>.

⁵Liz Watson, Lauren Frohlich, and Elizabeth Johnston, *Collateral Damage: Scheduling Challenges for Workers in Low-Wage Jobs and Their Consequences* (Washington, DC: National Women’s Law Center, 2014), 3, accessed July 13, 2015, http://www.nwlc.org/sites/default/files/pdfs/collateral_damage_scheduling_fact_sheet.pdf.

⁶Mugglestone, *Finding Time*, 4.

⁷Watson, Frohlich, and Johnston, *Collateral Damage*, 5.

⁸Mugglestone, *Finding Time*, 10.

⁹Allison and Mugglestone, *Where Do Young Adults Work?* 3-4.

¹⁰Mugglestone, *Finding Time*, 3.