

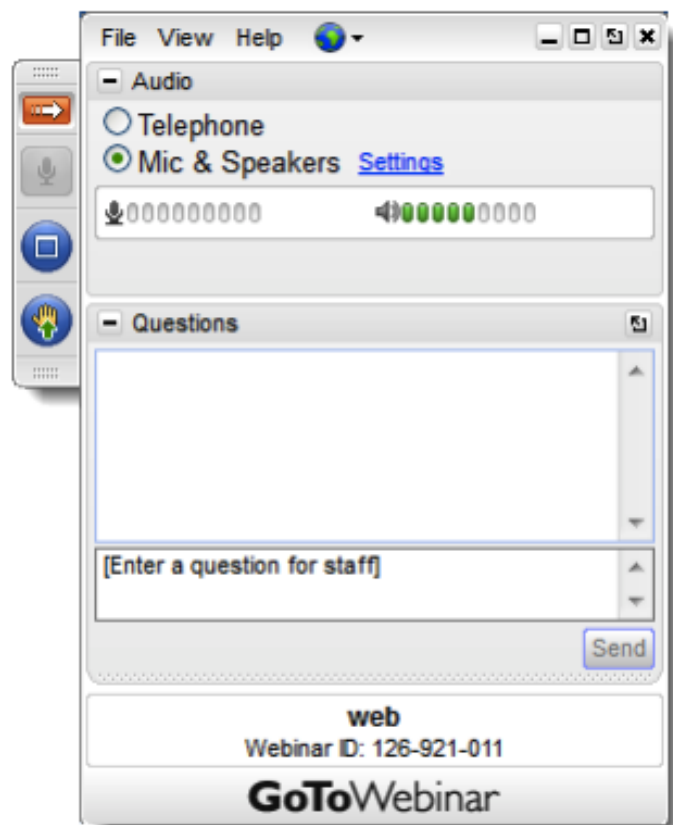
Fair Scheduling On the Coasts: A Look at Research and Campaigns in NYC and LA



- **Liz Ben-Ishai**, Center for Law and Social Policy (CLASP)
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- **Brad Lander**, New York City Council Member
- **Saba Waheed**, Research Director, UCLA Labor Center
- **Aiha Nguyen**, Los Angeles Alliance for a New Economy (LAANE)
- **Elianne Farhat**, Center for Popular Democracy (CPD)

Logisitcs

- Type in your questions at any time!



Harold Stolper

Senior Labor Economist

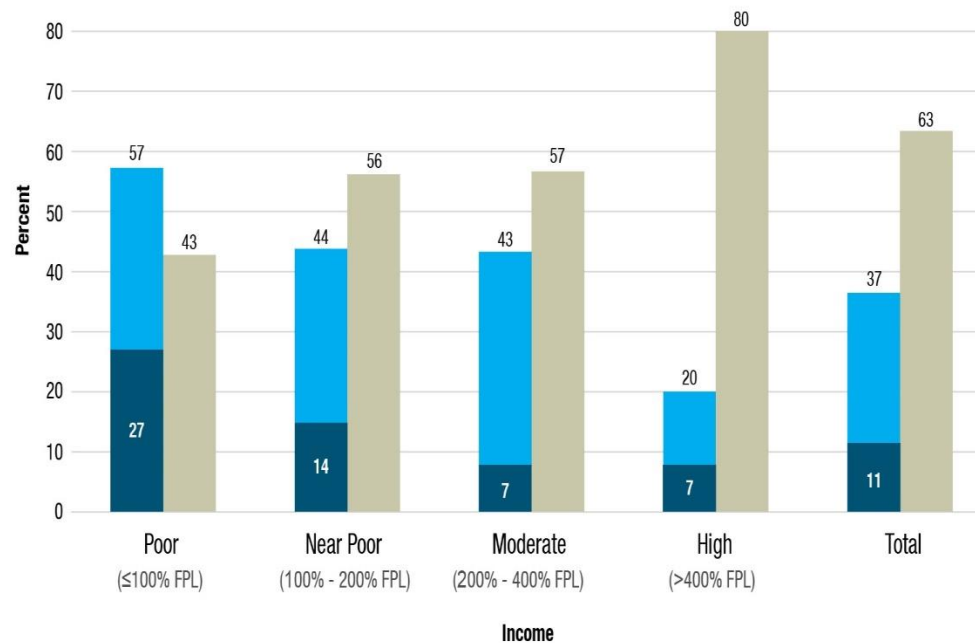
Community Service Society



ADVANCE NOTICE OF WORK SCHEDULES

Short notice is a common problem for all workers, but more so for the working poor. More than 1 out of 3 employed New Yorkers are given their work schedules less than 2 weeks in advance, including more than half of poor New Yorkers.

Q: How far in advance do you usually know what days and hours you will need to work? [All Employed Respondents]

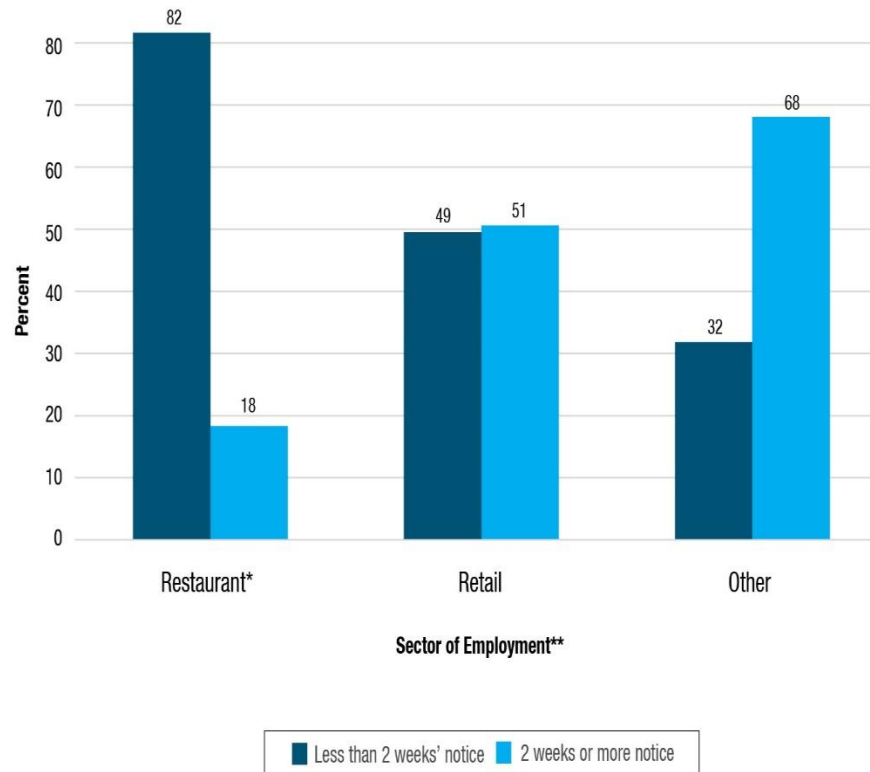


■ 24 hours or less notice ■ Less than 2 weeks' notice ■ 2 weeks or more notice

ADVANCE NOTICE OF WORK SCHEDULES

More than 4 out of 5 restaurant workers and half of retail workers get less than 2 weeks' notice.

Q: How far in advance do you usually know what days and hours you will need to work? [All Employed Respondents]



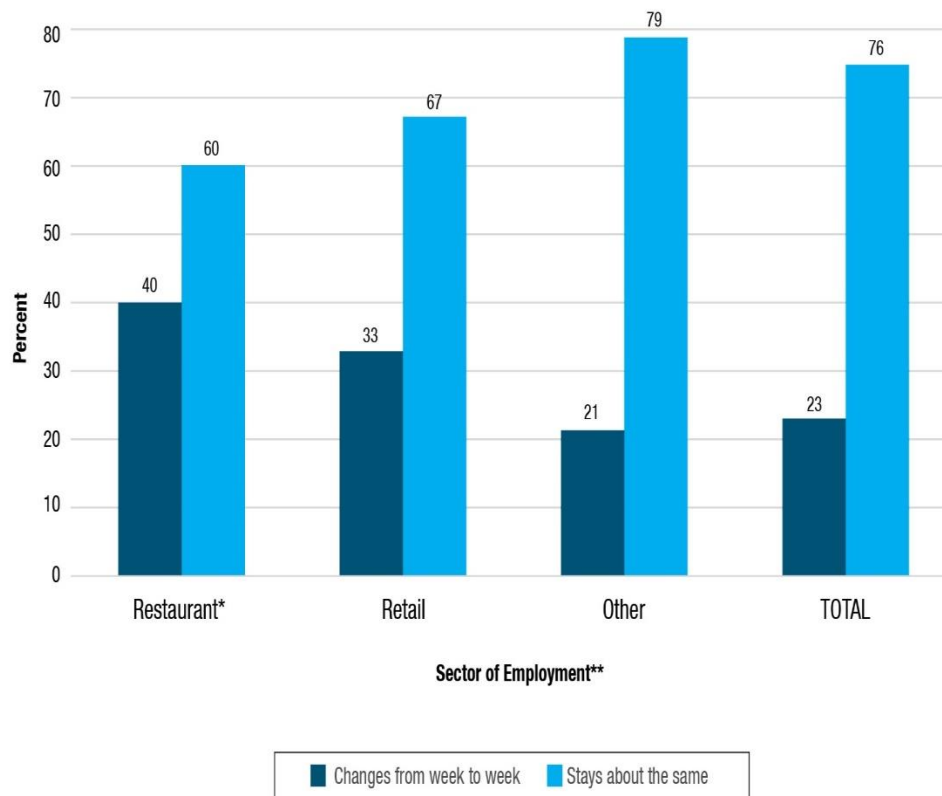
* Denotes a sample size of under 75 observations that should be interpreted cautiously.

** Sector is based on self-identification by survey respondents. It is likely that fast food workers associate themselves with the restaurant sector.

WORK SCHEDULE VOLATILITY

More than 2 out of 10 New Yorkers face fluctuating hours, including more than 3 out of 10 in the retail sector and 4 out of 10 restaurant workers.

Q: Do the number of hours your employer needs you to work change a great deal from week to week, somewhat from week to week, or stay about the same? [All Employed Respondents]



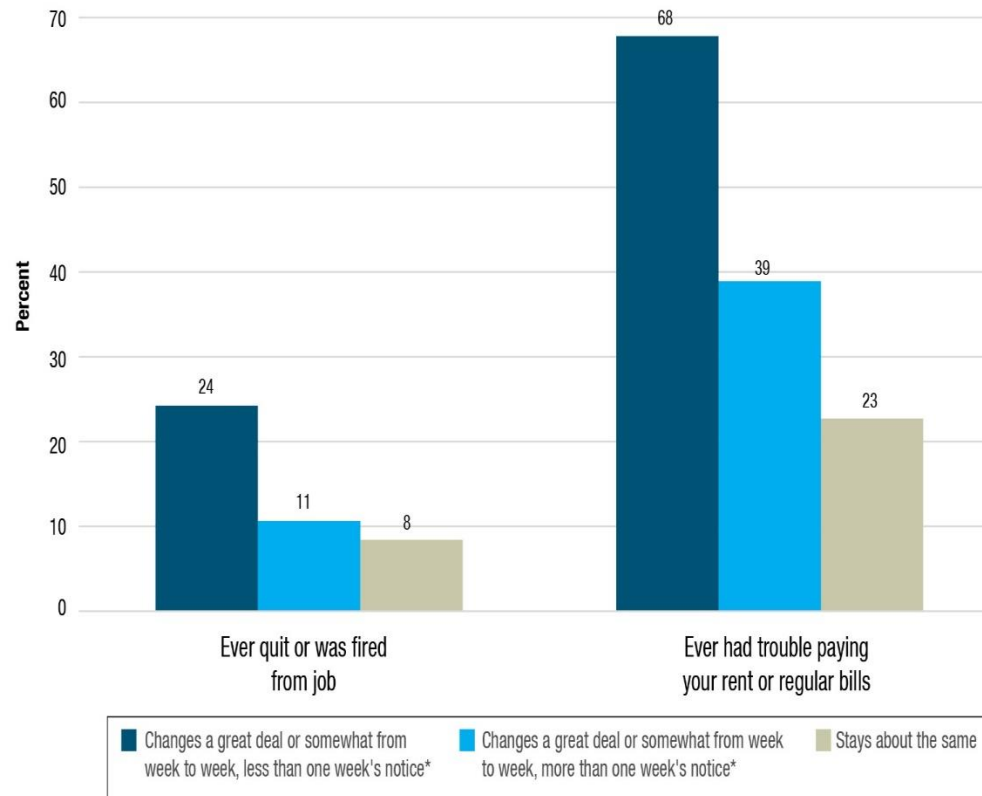
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WORK SCHEDULE VOLATILITY

Among low-income workers, those with fluctuating hours and less than one week's notice are 3 times more likely to have lost their job than those with stable hours and more advance notice. More than 2 out of 3 low-income workers with fluctuating hours and limited notice have trouble paying their rent or regular bills.

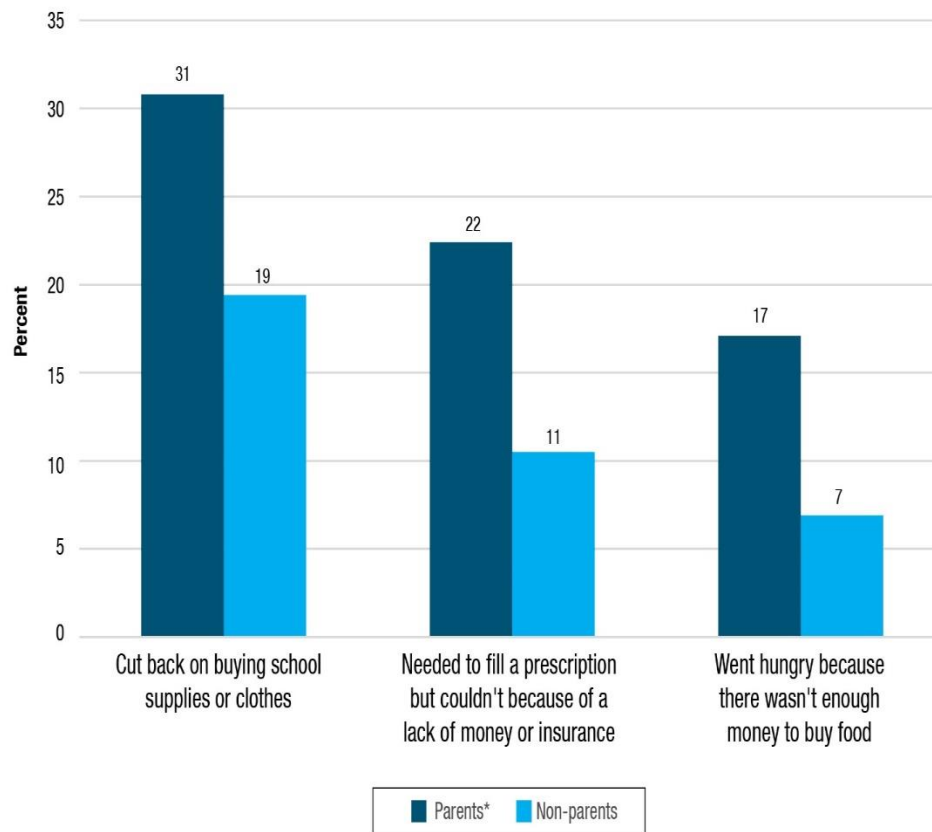
Q: Please tell me if any of the following has happened in your job because the schedule or number of hours was too unpredictable. [All Employed Low-income Respondents]



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While low-income workers are hit harder by unpredictable scheduling than moderate-higher income families, unpredictable scheduling also presents greater problems for parents and their children than non-parents. Often times this means cutting back on school supplies, prescriptions, and even food.

Q: In the last year have you or any member of your household ... [All Respondents with <2 weeks' notice and fluctuating hours]



* Denotes a sample size of under 75 observations that should be interpreted cautiously.

New York City Council Member Brad Lander



A Fair Work Week for New Yorkers

For Fast Food Workers

Intro 1396 – Advance Scheduling for Fast-Food Workers

Intro 1388 – Restrictions on "Clopenings"

Intro 1395 – Access to Hours for Fast-Food workers

Intro 1384 – Deductions to Nonprofits for Fast-Food workers

For Retail Workers

Intro 1387 – Prohibits On-Call Scheduling

For all Workers

Intro 1399 – Right to Request a Flexible Schedule

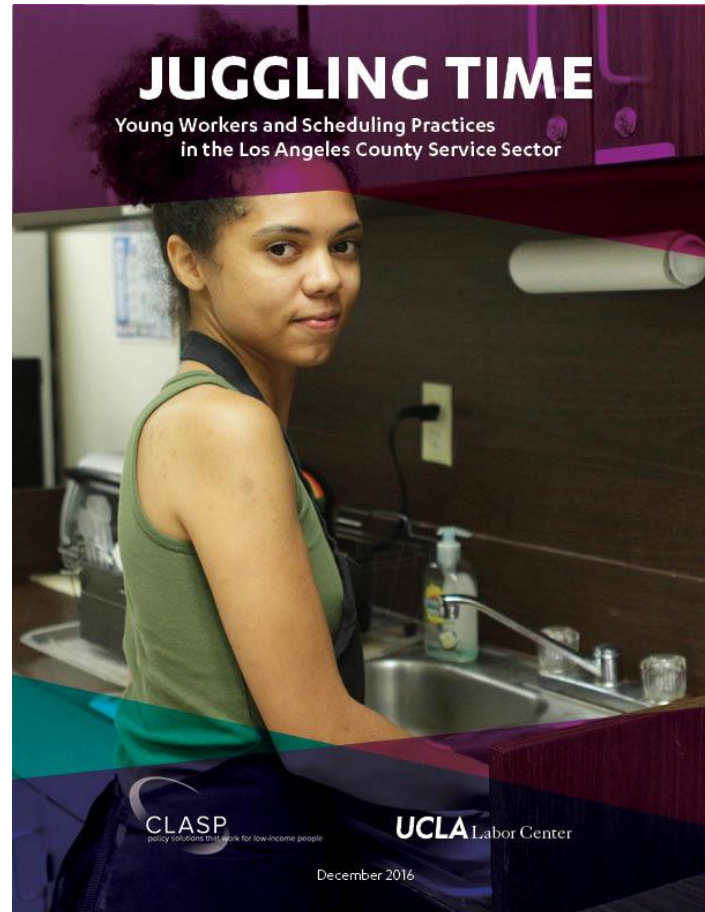
For more information: <http://bradlander.nyc/a-fair-work-week-for-new-yorkers>

Or contact Annie Levers: alevers@council.nyc.gov

Saba Waheed

Research Director

UCLA Labor Center



Challenging Scheduling Practices



Challenging Scheduling Dynamics

93% of worker experience at least one of these challenging scheduling dynamics

- Lack of input into schedule
- Hours reduced or changed without input or consent
- Shift canceled the same day
- Not enough hours
- Hours reduced as a result of asking for time off or calling in sick



Source: UCLA Labor Center Young Worker Survey 2015

Aiha Nguyen
Director, Shop Well L.A. Project
Los Angeles Alliance for a New Economy
(LAANE)



Placeholder – Elianne slide

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Thanks for joining! For more resources on scheduling policy, please visit

<http://www.clasp.org/issues/work-life-and-job-quality/scheduling-resources>