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

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Logistics

• Type in your questions at any time!
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]
More than 4 out of 5 restaurant workers and half of retail workers get less than 2 weeks’ notice.

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* 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.
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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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]
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]

- Cut back on buying school supplies or clothes: 31 (Parents*) and 19 (Non-parents)
- Needed to fill a prescription but couldn't because of a lack of money or insurance: 22 (Parents*) and 11 (Non-parents)
- Went hungry because there wasn't enough money to buy food: 17 (Parents*) and 7 (Non-parents)

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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
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JUGGLING TIME
Young Workers and Scheduling Practices
In the Los Angeles County Service Sector

CLASP
Center for Law and Social Policy
UCLA Labor Center
December 2016
Challenging Scheduling Practices

96% of workers experience at least one of these challenging scheduling practices:

- Schedules that fluctuate from week to week
- Less than two weeks notice
- On-call shifts
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
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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