

# Fair Workweek

## What the legislation does:

- Establishes a standard of two week advanced notice for employee work schedules across large retail, food service, and hotel companies. If there are changes made to the schedule after it has been posted, this legislation also ensures that the employee is given extra compensation to cover the unexpected needs of fulfilling a short notice shift, or of losing a shift at the last minute.
- Improves communication and transparency around how many hours a person can actually expect to work when offered a job
- Allows current employees the chance to gain additional hours when new opportunities arise, before the employer posts about the opening externally.

## Why it is important:

Ensuring predictable scheduling-

- **Combats poverty by:**
  - Enabling people to enroll in and reliably attend college classes, GED courses, and other continuing education programs that improve career skills and advancement opportunities
  - Increasing wage hours; mitigating the impact of last minute shift cancellations that can otherwise devastate a person's take home pay and ability to keep a household budget.
  - Allowing a worker to coordinate work schedules at more than one job.
- **Strengthens families by:**
  - Enabling parents to utilize high quality child care services. Pennsylvania's eligibility for state subsidized child care requires parents to maintain a consistent 20 hours of regular work per week. The current system of unpredictable scheduling and last minute notice leaves parents and their children vulnerable to losing access to crucial state programs. Private childcare programs are also negatively impacted by last minute changes to parent's schedules.
  - Reducing workplace instability which is shown to place stress on a family and negatively impact young children's development and behavior.
- **Improves health by:**
  - Allowing workers to schedule and attend doctors' appointments for themselves and their families
  - Minimizing unpredictable or fluctuating disruptions to a person's circadian rhythm. Workers with no guaranteed rest time between shifts and last minute notice of shift changes can experience something known as Shift Work Sleep Disorder- chronic circadian fluctuations that increase the risk of workplace injury, heart disease, gastrointestinal disorders, diabetes, and multiple forms of cancer.
- **Reduces costs to businesses by:**
  - Meeting best practices that increase employee retention, reducing the cost of hiring and training new employees.
  - Spreading out the cost of new scheduling systems or programs, as many of the companies who would be impacted by this legislation have already invested in solutions for locations where Fair Workweek legislation has already passed (Philadelphia, New York, California, etc).

Pennsylvania is one of the 8 states with the highest underemployment rate in the nation. This legislation will help reduce underemployment and involuntary part-time work, which has become a structural part of today's economy especially in the retail, hospitality, and food service industries- which amount for 54.3% of the national growth of involuntary part-time employment. This growing trend does not impact all people equally- the majority of people facing involuntary part-time work are between 25-54 years-old and they are disproportionately black or Latinx. Ultimately, families of color bear the brunt of irregular and insufficient work schedules.

**#FairWorkweekPA**