



# SCHEDULES THAT WORK ACT

## LEGISLATION TO ESTABLISH FAIR WORK SCHEDULES

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Workers need fair schedules that allow them to succeed at work and at home. Yet, all too often hourly workers get their schedules only a day or two before they must report to work. For some, the number of hours they are scheduled to work varies greatly from week to week, and this practice sometimes causes fluctuations in their paychecks. An analysis of the National Longitudinal Survey of Youth even showed that nearly half of early-career workers in hourly jobs reported that they had no say in their schedules.

These difficult scheduling practices are increasingly pervasive in retail, restaurant, and cleaning occupations—some of our economy’s fastest-growing and lowest-paying jobs. Hardworking families in America should have some certainty about their work schedules that allows time to maintain other responsibilities. The ***Schedules That Work Act*** provides employees with the flexibility, predictability and stability they need, while helping employers foster the stable work environment needed to run their businesses. The legislation draws on a familiar framework in existing state and local laws to provide relief to workers facing rigid, unpredictable and unstable schedules.

### The Schedules That Work Act:

- ***Protects all employees from retaliation for requesting a more flexible, predictable or stable schedule.*** The legislation creates a process for employers to consider employee requests, and prohibits retaliation against employees for making scheduling requests. When employees request schedule changes to care for families, attend school, hold a second part-time job to make ends meet, or address their own health needs—the legislation creates a presumption that the employer will permit the schedule change unless there is a good business reason to deny such request.
- ***Ensures that employers post schedules two weeks in advance.*** For employees in restaurant, retail and cleaning occupations where abusive scheduling practices are especially well-documented, employers must provide schedules two weeks in advance.
- ***Offsets the difficulty of last-minute changes to the schedule.*** If an employee is sent home early from work without being paid for the hours in the employee’s scheduled shift, the legislation requires a minimum of four hours of pay or the amount of hours in the employee’s shift, whichever is less. For call-in shifts, split shifts and shifts changed with less than 24 hours’ notice, the bill requires an extra hour of pay. The legislation also authorizes the Secretary of Labor to extend these protections to additional occupations where scheduling abuses are common.

**Giving workers a say in their schedules benefits both employers and working families.** Studies have shown that when workers have fair schedules that allow them to plan their lives, businesses experience reduced absenteeism and workforce turnover. Employers also experience greater employee morale and engagement. In turn, families enjoy greater economic security, more stability and quality time with children, and fewer strains on marriage.