



Connecticut Association for Human Services

2018 Fair Scheduling & Paid Family Leave Policy Brief

Fair Scheduling

Connecticut should join other leaders nationwide in pushing for measures that ensure that hourly workers are granted the stability they need to achieve financial success.

When work schedules change unexpectedly, working families may struggle to find reliable childcare, navigate transportation, or secure a second part-time job. Unpredictable work scheduling is particularly harmful to the children and families of low-wage workers who are already under pressure to find enough hours to bring home a reliable paycheck. Unpredictable and unstable work may take the form of “just-in-time scheduling,” in which hourly workers are called in based on fluctuations in consumer demand, highly variable “on-call” scheduling, unpredictable month-to-month changes in hours, and involuntary part-time work. **These scheduling issues are most prevalent for workers low-wage jobs, and are particularly problematic for early-career hourly employees of color, who report having less control over scheduling than their white coworkers.**

In Connecticut, 22 percent of workers over the age of 18 are in low-wage jobs, and statewide, 58 percent of all jobs are in hourly occupations that pay less than 200% of the federal poverty level. According to estimates from the Center for Popular Democracy, in 2015, 256,000 of Connecticut’s hourly workers were parents of children below the age of 18, and 30 percent of them were single parents. Black and Latino workers are most likely to be paid hourly; of the Black and Latino workforce in Connecticut, 77 percent and 76 percent, respectively, are paid hourly in contrast to 52 percent of the White workforce.

Unpredictable and unstable work schedules have significant impacts on family income, stress, ability to secure childcare and transportation, as well as the amount of quality time that parents are able to spend with their children. Nearly half of the hourly workers included in a national survey reported nearly half of the retail workers surveyed reported that their household incomes vary from week to week, and one-third reported that it is hard for them to pay their bills in a typical month.

Right to request provisions have been enacted in New Hampshire, Vermont, Seattle, WA, and San Francisco and Emeryville, CA

Paid Family Leave

Low-wage, hourly workers are also less likely to have access to paid family leave. **No parent should be forced to choose between caring for the family they love and keeping the job they need.** Affordable, accessible, publicly administered paid family leave will ensure that hardworking Connecticut residents can take the time needed to fulfill their medical, parental, and care-giving responsibilities without falling behind on the bills.

Income and scheduling volatility make it harder for parents to access and afford high-quality child care, to pursue education or training, or secure a second job needed to make ends meet. Creating policies that give all employees the right to make scheduling requests without employer retaliation and giving employees a say in their work schedules is an essential step to ensuring that working families can get ahead and stay ahead. Connecticut should join other leaders nationwide in pushing for measures that ensure that hourly workers are granted the stability they need to achieve financial success. Paid Family Leave policies have been enacted in California, Rhode Island, Washington, New Jersey, and New York? and the District of Columbia.

References

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