



## MARYLAND LEGISLATIVE LATINO CAUCUS

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TO: Delegate C. T. Wilson, Chair  
Delegate Brian M. Crosby, Vice Chair  
Economic Matters Committee Members  
FROM: Maryland Legislative Latino Caucus  
DATE: 2/28/24  
RE: HB1226 - Maryland Predictable Scheduling Act

### **The MLLC supports HB1226 - Maryland Predictable Scheduling Act**

The MLLC is a bipartisan group of Senators and Delegates committed to supporting legislation that improves the lives of Latinos throughout our state. The MLLC is a crucial voice in the development of public policy that uplifts the Latino community and benefits the state of Maryland. Thank you for allowing us the opportunity to express our support of HB1226.

This bill is intended to address the issue of unpredictable work schedules for hourly employees in the food services, retail, and hospitality industries. Unpredictable work schedules cause uncertainty for individuals regarding their wages, planning for their expenses, arranging childcare, planning transportation, working an additional job, taking classes, and addressing healthcare needs.<sup>1</sup> According to research by Harvard's Shift Project, 70% of workers have received at least one last-minute shift change in a one month period, and over 60% have received less than a two weeks' notice.<sup>2</sup>

Data collected by the U.S. Bureau of Labor Statistics between 2017 and 2018 show that Latinos are significantly less likely to adjust their work schedules based on their preferences and are overrepresented in occupations with unpredictable schedules.<sup>3</sup> Furthermore, almost 25% of Latino workers have less than one week's notice about their schedules, and only 49% know their schedules at least four weeks in advance, compared to 57% of non-Latino workers.<sup>4</sup> Among Latinos and African Americans, new data shows that women are particularly more likely to be assigned irregular schedules, which causes harmful repercussions to their families.<sup>5</sup>

HB1226 establishes certain requirements on food service establishments, hospitality establishments, and retail establishments regarding work schedules for employees. The bill will:

- Require covered employers to provide two weeks' notice for workers' schedules;
- Require "predictability pay" for employer-initiated schedule changes: employer must pay one additional hour of pay for last-minute requests, and must pay half of the scheduled hours for canceled shifts; and,

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<sup>1</sup> [Maryland Predictable Scheduling Act of 2024](#)

<sup>2</sup> Ibid.

<sup>3</sup> [Latino Workers Are Often Segregated Into Bad Jobs](#)

<sup>4</sup> Ibid.

<sup>5</sup> [How Unpredictable Work Hours Turn Families Upside Down](#)

- Provide a right to rest between shifts: employers must provide at least 11 hours between shifts; employees who agree to work another shift within an 11 hour period must be paid 1.5 times the hourly rate.

The bill authorizes certain employees to request an adjustment in a work schedule before beginning a shift and to decline to work hours that occur during a certain period.

The Commissioner may conduct an investigation to determine whether a provision of Subtitle 18 of this Title has been violated, on the Commissioner's own initiative or on receipt of a written complaint of an employee.

For these reasons, the Maryland Legislative Latino Caucus respectfully requests a favorable report on HB1226.