

**Oral Testimony in Support of HB1226**

Maryland Predictable Scheduling Act

Economic Matters Committee

Sheva Spangler

Wednesday, March 6, 2024

Thank you Chair Wilson, Vice-Chair Crosby, and members of the Economic Matters Committee for the opportunity to testify today in favor of House Bill 1226. My name is Sheva Spangler, I am a Harford County resident and a parent of a teen who has been negatively impacted by the just-in-time scheduling practices at his part-time job.

My son obtained his first job last summer at a fast food chain restaurant. His schedule is released one week at a time and to this day he has yet to receive his schedule with more than 2 days' notice. More often than not he is given his schedule on Saturday, providing less than 24-hour notice of when his shift begins on Sunday. My son is a cadet in the Civil Air Patrol. They periodically have weekend trainings, and orientation flights that are dependent upon the weather. He is not allowed to sign up for these events unless he is sure he can attend. He has turned down several opportunities because he is unsure if he has to work, only to find out when the schedule was released that there would not have been a conflict. The one time he decided to make plans before the schedule came out, he was chastised from his manager for providing late notice. The hypocrisy was not lost on me.

I found this appalling and began to research. I expected to find a law that required sufficient notice of a work schedule, and was surprised to find there are none. This issue impacts so many people - 60%-70% of low-wage workers according to research I've read. How can such workers arrange for child care, plan doctor's appointments, or the plethora of other plans that require more than a day's notice - including scheduling Civil Air Patrol trainings?

I am grateful that Delegate Foley continues to support this issue and want to leave you with this thought. We are barraged with the narrative that people don't want to work, that our youth don't want to work. I believe it is time for us to realize that maybe people are not opposed to working, but are opposed to working under these unreasonable conditions.

I urge you to give HB1226 a favorable report.

Thank you!