

Maeve Smythe

District 32, Glen Burnie

**FAV**

Hello,

I am writing today to express my strong support for the Maryland Predictable Scheduling Act, an Act which would be greatly positive for myself and countless others. All too often, I've been scheduled for a shift that ends late at night, followed by one that begins in early morning. At times, I've only been given seven hours between them. This is an experience shared among countless shift workers regardless of sector.

It is easy for the employer to do, with little recourse for the employee. And yet, it can wreak havoc on mental health, impact your attitude or performance at work. I've felt less able to work safely when I haven't had time to get enough sleep. And worse yet, management can actively put you on these shifts to sabotage your ability to work effectively, and then punish you for not working effectively, leveraging their power over you to make you quit or fire you.

And on top of all of that, it often means we can't spend time with the people we love.

When this becomes normal, which it has, it can lead to drastic consequences to our health and our livelihoods. There should be protections in place to prevent these situations from happening involuntarily. I think HB1226 would be a perfect fit, it doesn't make it illegal to work those shifts. But, it does make them opt-in, voluntary, as something like this should be.

We should pass HB1226, and give people the protections from these practices that they deserve.

Thank you for your time,

Maeve Smythe