



# PROGRESSIVE MARYLAND

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## Testimony of Larry Stafford, Jr., Executive Director of Progressive Maryland

### SB 530 – Maryland Fair Scheduling Act

February 17, 2022

Position: Favorable

Dear Chair Kelley and members of the Senate Finance Committee:

Thank you for the opportunity to offer testimony in support of Senate Bill 530. Progressive Maryland is a statewide grassroots organization with over 100,000 members, supporters, and affiliates who live in nearly every legislative district across the state. Our mission is to improve the lives of working people and families in Maryland.

**Please note our strong support for SB 530, the Maryland Fair Scheduling Act.** This legislation will begin to address the problem of unpredictable, unfair, and inflexible work scheduling practices in Maryland’s retail and food services industries. Employers in these industries have increasingly begun to use “just-in-time” scheduling algorithms that change shift assignments in real time, with little warning to workers, in order to maximize their company profits and spend as little as possible paying workers for the cost of their labor. Worker shift assignments can change by the hour in response to factors that range from fluctuations in customer demand to shifts in the weather forecast.

Unsurprisingly, the burden of these practices falls disproportionately on low-income workers and workers of color. These workers are forced to rearrange their lives – and those of their family members and children – to respond to the whims of company profit margins, typically for artificially low wages that fail to reflect the value of their labor in the first place. It should be noted that many of the workers most affected by these erratic scheduling practices are also “essential workers,” those who have kept our economy running throughout the COVID-19 pandemic by providing critical services to Marylanders. It’s past time that we actually treat them as essential.

Already, fair workweek laws and regulations exist in nine states: California, Connecticut, Massachusetts, New Hampshire, New Jersey, New York, Oregon, Rhode Island, and Vermont. The working people of Maryland are now calling on our representatives in the General Assembly to implement these protections here.

**We respectfully urge the Committee to issue a favorable report on SB 530.**

Larry Stafford, Jr.  
Executive Director  
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