



Testimony in Support of the Maryland Fair Scheduling Act SB0345
(cross-filed with HB 349)
Senate Finance Committee
February 23, 2023

TO: Hon. Melony Griffith, Chair; Hon. Katherine Klausmeier, Vice Chair and members of the Senate Finance Committee

FROM: Carol Rosenblatt, President, MD/DC Alliance for Retired Americans
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We seek your support of SB0345. The MD/DC Alliance for Retired Americans is a grassroots advocacy organization with more than 96,000 members. It is part of the Alliance for Retired Americans, which was founded in 2001 by the AFL -CIO and has 4.4 million members nationwide. Our members come from all walks of life and are united in the belief that everyone deserves a secure retirement after a lifetime of hard work. The MD/DC Alliance works closely with the labor movement and other grassroots organizations to build a more just and secure future for all Americans. We have retired members in our chapter from a large number of unions and allied organizations including the American Federation of State, County and Municipal Employees; the International Brotherhood of Electrical Workers; the United Auto Workers; the International Association of Machinists and Aerospace Workers; the Communications Workers of America; Service Employees International Union; International Brotherhood of Teamsters and National Active and Retired Federal Employees to name a sampling.

I am currently a retired member from the American Federation of State, County and Municipal Employees, but have also been a member of Service Employees International Union and Communications Workers of America and am proud that during my employment I had the benefits of collective bargaining agreements including negotiated provisions regarding my schedule. However, at other points in my career I was a retail and restaurant worker and did not have the benefit of fair scheduling.

According to the Women Employed website: "A reliable work schedule with adequate hours shouldn't be a luxury. Every working adult should have one, yet more than half of all full-time hourly workers report that their work schedules are anything but reliable – not stable not predictable, constantly in flux. This all-too-common practice of unfair scheduling is particularly rampant in low-paid jobs where women represent roughly two-thirds of workers. Accordingly, it is women-and especially women of color – who more often bear the brunt of unstable and

unpredictable scheduling. It's bad for workers and ultimately, bad for business. Since work schedules dictate everything, consider the impact of not knowing yours more than a few days- or even a few hours-in advance. You're constantly concerned about whether you'll be given enough hours to make ends meet, consistent enough hours to allow you to take classes or a second job, with sufficient notice to make doctors' appointments and be there for your family. No working person should have to deal with the uncertainty and unnecessary pressure that unfair scheduling creates."

A Department of Labor Blog Post on 9/30/22, The Benefits of Fair Scheduling for Workers and Businesses states "...In a tight labor market like the one we are experiencing now, non-monetary benefits like scheduling flexibility and predictability can help recruit workers, reduce turnover, and increase productivity. While pervasive scheduling issues are common in sectors like retail, hospitality, and food service, many cities and states have passed "fair workweek" laws to provide additional labor protections to workers. Additionally, unions have long played an important role in promoting flexibility, as workers who are represented by a union are more likely to know their schedule in advance compared with non-union workers. ."

In a CNN Business post on 9/12/22, entitled, It's not just money. Unions are fighting for better schedules, safety and work conditions "...It's not just pocketbook issues," said Fred Redmond, secretary-treasurer of the AFL-CIO. "They want their voices heard. They're working horrendous schedules. Workers are finding out their bosses don't respect their voice, they don't respect them."

SB0345 addresses the problem of unpredictable, unfair, and inflexible work scheduling, the burden of which falls disproportionately on low income workers. For all the reasons listed above the MD/DC Alliance for Retired Americans strongly supports SB0345 and requests the committee issue a favorable report.

Thank you for your consideration.