



MONTGOMERY COUNTY, MARYLAND
WOMEN'S DEMOCRATIC CLUB

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Senate Bill 994 - Maryland Predictable Scheduling Act
Senate Finance Committee – March 12, 2024
SUPPORT

Thank you for this opportunity to submit written testimony concerning an important priority of the **Montgomery County Women's Democratic Club (WDC)** for the 2024 legislative session. WDC is one of Maryland's largest and most active Democratic clubs with hundreds of politically active members, including many elected officials.

WDC urges the passage of [SB 994](#) *Maryland Predictable Scheduling Act*. This bill will require a food service facility, hospitality establishment, or retail establishment that employs at least 500 employees nationally or worldwide, or is part of a chain of at least 30 restaurants, or a franchisee, to provide written notice to employees of their consecutive 7-day work schedule at least fourteen days in advance, and to pay an employee 50 percent of their regular pay for shifts that are canceled or reduced. An employee may decline to work hours not included in the original work schedule. An employee may also decline to work a shift that begins 11 hours after the end of the previous shift unless the employee agrees in writing and is paid 1.5 times the employee's regular pay rate. An employer is required to post Notice of the employees' rights and keep specific compliance records for at least three years. This bill also includes anti-retaliation provisions, establishes procedures for investigating complaints by the Maryland Department of Labor, and sets forth penalties, including financial penalties, for non-compliance.

The food and retail service industry – especially chains and franchises – are among the most common users of just-in-time scheduling. [In general, retail workers are more likely](#) to be women and/or Black and Hispanic, who are employed in the lower-paid job categories that are most frequently subject to just-in-time scheduling. [When](#) workers' schedules [are unstable and unpredictable](#), they struggle to pay rent, hold a second job to make ends meet, or take classes to improve their work prospects. [They are also more likely to suffer](#) untreated stress and health issues, skip meals or rely on food pantries, move in with others, and place their children in unstable, last-minute childcare arrangements. One [study](#) found that 80 percent of hourly workers had little or no input into their schedules, and one in three received their schedule less than one week in advance. Another [study](#) found that fair schedules reduced employee turnover.

We ask for your support for SB 994 and strongly urge a favorable Committee report. Passage of this legislation will ensure that shift workers have schedules that will enable them to provide more stability and predictability for themselves and their families.

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WDC Working Families Committee

Cynthia Rubenstein
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