



SB994: Maryland Predictable Scheduling Act

Hearing of the Senate Finance Committee, March 12, 2024

Position: FAVORABLE

Good afternoon Chairwoman Beidle and members of the Senate Finance committee. My name is Tracy Lingo. I am the Presidents of UNITE HERE Local 7, our Union represents over 2,000 workers who work in hotels, university food service, casinos , events centers and stadiums throughout Maryland. Hospitality workers, including our members, often have unpredictable schedules. Many do not know what hours or days they will be working until days before a new pay period begins. Our members have trouble finding childcare or planning other necessary life activities like doctors appointments because they don't know when they will be working. Even things as simple as planning transportation to work become a problem when you don't know when you will be working until the last minute. In the hospitality industry, hours are often cut unexpectedly at the last minute. This not only makes it difficult for our members to plan a budget but often means that our members need to work more than one job to survive. This makes unpredictable scheduling even more of an issue when you are waiting to hear from one employer before you can tell another employer what days you will be available. Sometimes are members lose second jobs they depend on because their hours on their first job unexpectedly conflict.

You'll hear today from one of our members Caroline Easley Brooks who works for Fanatics running the Team store at Camden Yards. Through two pervious Union operators Caroline had a predictable Monday through Friday set schedule with extra work available on game days. Although the team store is still open year round, at least five days per week, the new operator Fanatics, has chosen to break up the five day schedule into less predictable segments of three days one week and two days another week because they say their

business model does not include full time work. As a result of this loss of income and stability Caroline must now juggle less predictable schedules at Fanatics and the Baltimore Convention Center, waiting to get a schedule at one job, to let the other job know when she is available.

SB 994 would create life changing stability for thousands of hospitality workers including our members. For this reason we urge you to give SB 994 a favorable report.