



**Testimony in Support of Senate Bill 994
Maryland Predictable Scheduling Act**

Senate Finance Committee
March 12, 2024

Maryland Rise strongly supports SB 994, the Maryland Predictable Scheduling Act, which requires certain businesses to guarantee workers a minimum payment for shifts canceled or shortened at the last minute, as well as allow workers to decline schedules that do not permit sufficient rest time between shifts. These important changes allow working Marylanders to plan both their work and personal lives.

Unpredictable work schedules—common in low-wage service jobs—make it harder for workers to balance their work, family, and personal responsibilities. When workers are only given their shift schedules days in advance, it is a challenge to arrange childcare, plan transportation, address health care needs for themselves and other family members, hold down an additional job, or take classes to advance their career opportunities. Moreover, workers who cannot predict their hours in advance cannot ensure they will take home enough money to make ends meet. It also prevents workers from resting, taking part in religious communities, and having the time and space to plan for the near future and set longer term goals.

SB 994 provides covered workers with two weeks' notice of shift schedules, compensation when shifts are changed at the last minute, and time between shifts to commute, eat, and rest. Predictable scheduling protects workers from unfair, dangerous shift scheduling practices that make it a challenge for workers to build economic security. SB 994 is a just approach that ensures workers – particularly those working in hourly jobs and on the lower end of the wage scale – can schedule their work time, meet family and other obligations, and rest.

Many service-sector employers use “just in time” scheduling to adjust work schedules week-by-week, day-by-day, and even hour-by-hour, as they seek to have just enough workers to meet immediate needs. While this works for employers, it is disruptive to workers, their families, and others who rely on those workers.

Maryland Rise works to promote economic opportunity for all Marylanders. The ability to control one's own time at work and otherwise is foundational for all people and ensures that people can be fully present in their work and personal lives.

Maryland Rise urges a favorable report on SB 994. Thank you for your consideration.

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Maryland Rise works to promote economic opportunity for all Marylanders.

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