

Oral Testimony for SB994  
Finance Committee  
Sheva Spangler  
Tuesday, May 12, 2024

Thank you Chair Beidle, Vice-Chair Klausmeier, and members of the Finance Committee for the opportunity to testify today in favor of Senate Bill 994. My name is Sheva Spangler, I am a Harford County resident and a parent of a teen who has been negatively impacted by the just-in-time scheduling practices at his part-time job.

My son obtained his first job last summer at a fast food chain restaurant. His schedule is released one week at a time and to this day he has yet to receive his schedule with more than 2 days' notice. More often than not he is given his schedule on Saturday, providing less than 24-hour notice of when his shift begins on Sunday. My son is a cadet in the Civil Air Patrol. He has missed out on several trainings and orientation flights because he was not sure if he had to work. He is not comfortable calling off work last minute, so he sacrificed his time outside of work to ensure availability. He has more concern and respect for his employer than they have for him. He has been asked to come in early and stay late, which he typically says yes because he feels obligated, sometimes working more hours than legally allowed. My son does not have any bills or a family to care for and yet he still feels pressure to assent to these unreasonable work conditions. These just-in-time scheduling practices impact a lot of workers, up to the 60-70% low-wage workers. I can only imagine the struggles and difficult choices they have to make. It was hard not to get emotional hearing the testimony last week in the House.

I also listened to the concerns from the business community. I understand where they are coming from, but research has shown that predictable scheduling practices benefits both the employees and the employers. And as a person who previously worked in fast food and retail establishments and never experienced these just-in-time practices, I believe the requirements in this bill are achievable.

I would like to thank Senator Benson for supporting this issue and I urge you to give SB994 a favorable report and support workers so they no longer have to work under these unreasonable conditions. Thank you!