



City of Chicago



R2017-504

Office of the City Clerk

Document Tracking Sheet

Meeting Date: 6/28/2017

Sponsor(s): Waguespack (32)
Foulkes (16)

Type: Resolution

Title: Call for hearing(s) regarding unfair scheduling and employment practices on low wage workers and jobs

Committee(s) Assignment: Committee on Committees, Rules and Ethics

RESOLUTION

WHEREAS, in 2014, 77.2 million workers age 16 and older in the United States were paid at hourly rates, representing 58.7 percent of all wage and salary workers; and

WHEREAS, there are 3.3 million workers in the United States who are paid wages at or below the federal minimum wage; and

WHEREAS, low-wage jobs account for almost a third of the labor force and nearly one in three workers earn under 12 dollars an hour; and

WHEREAS, workers in low wage industries are particularly vulnerable to unfair scheduling practices such as forced part-time work, erratic schedules and unpredictable hours; and

WHEREAS, the most disruptive scheduling challenges cited by hourly workers include: under-scheduling or inadequate scheduled hours, highly varied scheduled hours per week, being sent home early from a shift or being called in to a shift at the last minute, inability to provide input or exercise control regarding one's schedule, and split shifts; and

WHEREAS, approximately one-third of workers in the United States report income fluctuations, and among that group more than 40 percent attribute the income instability to inconsistent work schedules; and

WHEREAS, one national poll showed that almost twenty-five percent of workers report experiencing unpredictable schedules, which disproportionately impact mothers and persons who provide care for family or household members; and

WHEREAS, in a recent national poll 27 percent of hourly workers reported experiencing day-of changes to their work schedules; 27 percent of hourly workers reported inadequate rest between shifts – closing late at night and returning to open the next day; 31 percent of hourly workers reported changes to their schedules after they have been posted; 38 percent of hourly workers reported a varying number of work hours week-to-week; and 49 percent of hourly workers reported working fewer hours than they would like each week; and

WHEREAS, workers without dependable income and consistent employment practices report decreased job satisfaction and loyalty, harming productivity of both workers and businesses; and

WHEREAS, workers without a dependable living wage and employment are more likely to depend upon publicly subsidized programing such as Medicaid, Temporary Assistance for Needy Families (TANF) and Supplemental Nutrition Assistance Program (SNAP),

NOW THEREFORE, BE IT RESOLVED that the Mayor and the members of City Council call for hearings before the Committee on Human Relations to consider how best to remedy unfair scheduling and employment practices.

Scott Miguenspaede 32

[Signature]
