

LABOR AND WORKFORCE DEVELOPMENT

Resolution LWD-16-24

ESTABLISH LEGISLATION THAT CREATES A RIGHT TO REQUEST FLEXIBLE WORKING ARRANGEMENTS, REQUIRE ADVANCE NOTICE OF WORK SCHEDULES, AND REQUIRE EMPLOYERS TO OFFER EXISTING PART-TIME WORKERS ADDITIONAL HOURS BEFORE NEW PART-TIME WORKERS ARE HIRED

WHEREAS, every day millions of workers have to deal with unpredictable scheduling practices in their workplace which make it difficult to coordinate child care, attend school, or address medical concerns;

WHEREAS, employers are increasingly using “just-in-time” scheduling practices in order squeeze every last bit of savings possible out of their workers;

WHEREAS, these practices shift responsibility for slower demand for a company’s services or products onto the workers, who pay the price when work is slow by being required to be available to work but not actually paid for that availability;

WHEREAS, these practices are devastating to workers, who are left with schedules that change from week to week or even daily, and without enough work hours to make ends meet; and

WHEREAS, eight states have schedule protection laws but few individuals know about them.

THEREFORE BE IT RESOLVED, that the National Black Caucus of State Legislators (NBCSL) supports in those states with such laws legislation to expand their coverage, increase the minimum number of hours for which workers must be paid, or improve outreach and education about current laws so that workers would be more aware of their existing rights;

BE IT FURTHER RESOLVED, that the NBCSL supports the promulgation and passing of similar legislation in states without such laws to ensure workers who are required to be available for work would be provided with a minimum level of compensation;

BE IT FURTHER RESOLVED, that the NBCSL supports legislation that establishes a right to request flexible working arrangements, require advance notice of work schedules, and require employers to offer existing part-time workers additional hours before new part-time workers are hired; and

BE IT FINALLY RESOLVED, that a copy of this resolution be transmitted to the President of the United States, the Vice President of the United States, members of the United States House of Representatives and the United States Senate, and other federal and state government officials as appropriate.

SPONSOR: Senator Ronald Rice (NJ)

Committee of Jurisdiction: Labor and Workforce Development Policy Committee

Certified by Committee Co-Chairs: Senator Ron Rice (NJ) and Assemblywoman Annette Robinson (NY)

Ratified in Plenary Session: Ratification Date is December 4, 2015

Ratification is certified by: Senator Catherine Pugh (MD), President