

IMPACT STATEMENT

Legislation title: Recognize that irregular, unpredictable work schedules negatively affect businesses, employees and the families of employees, and encourage employers to review their worker scheduling practices and consider changes that ensure workers have predictability and the chance to work the hours necessary to earn a full, livable, paycheck (Resolution)

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Presenter name: Community members will present invited testimony.

Purpose of proposed legislation and background information:

This resolution seeks to recognize the problem that irregular, unpredictable work schedules create for businesses, employees, and the families of employees. Although the resolution is non-binding, the goal is to call attention to this important problem, which disproportionately affects people of color, women, and parents of young children, and encourage all employers to review their scheduling practices and consider changes that ensure predictability for employees.

Financial and budgetary impacts:

This non-binding resolution does not have a financial impact for the City.

Community impacts and community involvement:

This resolution encourages employers to review their practices with respect to scheduling so that employees have predictability needed to, for example, arrange for child care, care for elderly or sick relatives, and plan a budget based on a predictable number of work hours. Currently, Oregon State law prevents Portland from enacting any employer work schedule requirements until the 2017 Legislative session concludes or August 31, 2017, whichever comes first.

Other cities have considered, and the Cities of Seattle and San Francisco have adopted, employee scheduling requirements for some employers. If Portland considers similar legislation in the future, significant community involvement will be needed to ensure that a policy balances business needs with the need for predictable employee schedules.

Budgetary Impact Worksheet

Does this action change appropriations?

- YES:** Please complete the information below.
- NO:** Skip this section

Fund	Fund Center	Commitment Item	Functional Area	Funded Program	Grant	Sponsored Program	Amount