

The Impact on Oregonians of the Rise of Irregular Scheduling

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American Community Survey Data Analysis:

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National Rise of Irregular Scheduling

- very short notice of work schedules, even less than 24 hours
- Frequent schedules changes, after posting
- extremely variable total weekly hours
- no guaranteed minimum number of hours
- “on-call” scheduling
- sent home before end of shift
- “clopening” – evening closing followed by early morning opening
- requirement of “open availability”

Negative Impacts on Workers & Families

- Uncertainty over pay
- Difficulty arranging stable childcare
- Very hard to attend school
- Health effects: stress, lack of sleep
- Challenging to obtain second job
- Hard on family life, friendships, community
- Inability to plan medical care, social events

Significant Policy Concern

Affecting growing segment of the labor force

Derailing education, training and career development of young people

Harmful for people with responsibility for the care of children, elders and the ill, as well as care recipients

Prevalent in occupations projected to add the most jobs to the Oregon economy in the next eight years: retail, food service, hospitality and some other service positions

Top Occupations by Projected Job Openings in Oregon by 2024

Retail Salespersons

Waiters and Waitresses

Cashiers

Combined Food Preparation & Serving
Workers, including Fast Food

Registered Nurses

Several more in list of Top 20 Growth Jobs – see Table 1

Source: Oregon Employment Department

Little Formal Data Available for Oregon

Labor market surveys assume a standardized schedule

Don't include the questions we need

National researchers forced to rely on smaller surveys, none large enough to include a reliable sample for Oregon:

Current Population Survey Supplement, May 1997, 2001, 2004

National Longitudinal Survey of Youth

General Social Survey

UO LERC Research Effort

Qualitative Evidence: Ellen Scott, UO Sociology Faculty

Quantitative Evidence:

Fair Work Week Survey, Winter 2016

Prevalence and Experience of Irregular Scheduling
750 1-Hour, Face to Face Interviews with People
from 40 Oregon cities

American Community Survey Annual Data, 2015

Profile of Oregonians in Impacted Industries &
Occupations

Experience of Irregular Scheduling, FWWS 2016

“Clopening”	44% (327) have worked back to back shifts, such as closing one day and opening the next
On Call Shifts	24% (172) are scheduled for on-call shifts
Open Availability	73% (499) are expected to have open availability to work to obtain more hours
Sent Home Early	41% (300) have been sent home early
Double Shifts:	25% (178) have worked double shifts
Split Shifts	24% (175) have worked split shifts

Experience of Irregular Scheduling, FWWS 2016

Schedule Changed

- 11% (80) report the schedule is always changed after posting
- 62% (444) report the schedule is sometimes changed
- 27% (195) report the schedule is never changed after posting

Notification

- 52% (267) are notified of a schedule change after posting
- 31% (162) are sometimes notified of schedule change
- 17% (86) are not notified of a schedule change after posting

How does having an unpredictable schedule impact you?”

Financial Difficulties: reported by 326 people

Difficulty Going to School: said by 162 people

Issues with Childcare or Parenting:
stated by 138 survey respondents

Negative Impact on Health: reported by 294

Difficulty Getting a Second Job: found from 204

How does having an unpredictable schedule impact you?"

Family Life: Difficulties with Partner, Never see Spouse, Hard to See Kids & Grand-kids, Can't Attend or Plan Family Events, Can't Coach Kids' Teams

Friendships: No social life, can't plan activities with friends, no life beyond work

Community: Miss church, volunteer activities, sporting events,

Personal Time: Miss out on exercise, hobbies, travel

Impossible to Plan: Medical care, Long-term Planning

Notice of Work Schedule, FWWS 2016

Amount	Number	Percent
Less than 24 Hours	115	16%
Between 24 Hours and 6 Days	163	22%
7 Days	115	16%
Between 8 and 14 Days	141	19%
3 Weeks	27	4%
Schedule Stays the Same	153	21%
Other	13	2%
Total	727	100%

Irregular Scheduling Practices by Industry, FWWS 2016

	On-Call Shifts	Sent Home Early	“Clopening”
Temping	44%	78%	44%
Hospitality	52%	57%	61%
Food Service	27%	54%	59%
Healthcare	31%	27%	37%
Retail*	17%	31%	48%

*Participation by UFCW in gathering some interviews probably increased unionized proportion of retail workers well above national 5.3% of retail workers represented by a union, improving retail figures in this survey.

Part-time Status and Other Commitments, by Industry, FWWS 2016

	Part-time	Support for Family	In School
Temping	11%	44%	0%
Hospitality	17%	61%	39%
Food Service	61%	40%	34%
Healthcare	20%	63%	25%
Retail	54%	47%	22%

American Community Survey Data, 2015 (based on 2014) - 1

Broad Occupational Classifications: Numbers Most Reliable

Narrow Occupational Classifications: Focus on Impacted Jobs

Broad Occupations: Tables 6 & 7

Food Prep and Service; Sales, Personal Care & Service

Younger than Labor Force as a Whole:

Interference with Education and Career Development

As Many Children as Labor Force:

Challenges for both Providing & Arranging Quality Care

American Community Survey Data, 2015 (based on 2014) - 2

Particularly for workers in Food Prep & Service and Personal Care and Service:

Higher proportion of poor and near poor in these occupations than labor force as a whole

High proportion of employees with low and very low earnings

Lower health insurance coverage

Higher levels of SNAP (food stamps) receipt

American Community Survey Data, 2015 (based on 2014) - 3

Narrowly Defined Occupations in Tables 8 and 9 Cashiers, Combined Food Prep & Food Service (Fast Food), Maids and Housekeeping Cleaners

Younger workers over-represented as Cashiers and in Fast Food,
Middle-aged workers over-represented in Maids & Housekeeping

Women and people of color significantly over-represented in all
three occupations

People in these jobs are more likely to have children in the
household than the labor force as a whole

American Community Survey Data, 2015 (based on 2014) - 4

Narrowly Defined Occupations in Tables 8 and 9 Cashiers, Combined Food Prep & Food Service (Fast Food), Maids and Housekeeping Cleaners (cont.)

Rate of poverty and near poverty double the general workforce

Nearly two-thirds of workers earned less than \$15,000 in 2014

Health care insurance coverage markedly low in Fast Food and
among Maids & Housekeeping Cleaners

SNAP receipt between 37% and 45% in 2014

Irregular Scheduling Keeps People in Poverty

Oregonians in highly impacted occupations are the working poor

Irregular scheduling practices keeps earnings low, and makes it difficult to obtain further education and training, or to work a second job

Irregular scheduling affects a large number of people with children, creating challenges for providing care and maintaining stable, high quality care arrangements

Poverty in childhood is directly correlated with worse school outcomes, lower earnings and poverty in adulthood.