

## Re: Part-Time Worker Bill of Rights Act of 2022

Dear Members of Congress:

As organizations dedicated to strengthening workplace protections and promoting economic security for working families, we write to urge you to co-sponsor the **Part-Time Worker Bill of Rights Act** in the 117th Congress. Throughout the COVID-19 pandemic, part-time workers—who are far [more likely than full-time workers to be required to report to work in person](#)—have often had to put their health at risk for jobs that leave them with volatile hours, unstable paychecks, and few benefits or opportunities to advance. The Part-Time Worker Bill of Rights Act will help ensure that part-time workers have the pay, hours, and benefits they need to support themselves and their families.

**Relative to their full-time counterparts, part-time employees frequently make less per hour, face unpredictable schedules, lack access to important workplace benefits, and are denied promotion opportunities.** All working people deserve fair treatment on the job. But employers [pay part-time employees less per hour](#) than full-time employees in the same occupations, and part-time workers are far less likely to have access to [employer-sponsored benefits](#) such as health insurance, retirement benefits, and paid—or even unpaid—time off. Employers are [more likely to give part-time employees short notice](#) of their work schedules and [change their hours from week to week](#). And research shows that [employers are more likely to promote full-time workers](#) than part-time workers.

**For millions of people across the country, working part time is not a choice.** Many people seek part time work to support their families while caring for loved ones, going to school, or attending to other obligations. But as of December 2021, among the nearly 33 million people working part time in the United States, about [one in eight work part time “involuntarily”](#) (as defined by the Bureau of Labor Statistics) and would prefer full-time work. And these estimates do not capture people who want to work part time but receive fewer hours than they are seeking from their employer—a scenario that is common in many low-paid service sector jobs. For example, research from the Center for Law and Social Policy shows that [up to 40 percent of all people working part time would prefer more hours](#), including half of people working part time in service occupations. In addition, for some people—[especially women](#)—who work part time due to caregiving responsibilities or other obligations, the “choice” of part-time work may be forced by high child care costs or inflexible and unpredictable work schedules. And while rates of involuntary part-time work have come down from their 2020 peaks, the risks posed by new variants of the coronavirus and continued economic uncertainty continue to create instability for part-time workers.

**With low pay, volatile work hours and incomes, and little opportunity to advance in the workplace, part-time workers struggle to make ends meet.** The challenges of part-time work have severe consequences for working families, as many [people working part time—predominantly women—are primary earners for their households](#). Part-time workers experience poverty at far higher rates than full-time workers, and the economic hardship that Black women and Latinas working part time face is especially pronounced. Addressing this reality, and improving the quality of part-time work, is key to promoting family economic security and to reducing gender and racial income disparities—particularly in the wake of a pandemic that has disproportionately harmed women and people of color.

The [Part-Time Worker Bill of Rights Act](#) will extend protections to the part-time workforce that all working people deserve. The Act provides part-time employees with:

- **Part-time parity.** For jobs that require substantially similar skills, responsibilities, and duties, employers would be required to treat part-time and full-time employees equally, including with regard to wages, ability to accrue benefits, and eligibility for promotions.
- **Access to hours.** Some employers spread hours among a large pool of part-time staff in order to “flex up” on short notice, rather than offering stable, full-time positions. By requiring employers to offer additional available hours to their qualified existing employees before making new hires, the law would promote more adequate hours for part-time employees and full-time work for people who want it.
- **Employer pension plans.** The Act would modify the Employee Retirement Income Security Act of 1974 (ERISA) to allow part-time employees who have worked at least 500 hours for two consecutive years to access the employer-sponsored retirement plans available to full-time workers.
- **Family and medical leave.** Access to leave—both paid and unpaid—is notably lacking in the U.S., especially for part-time workers. The Act would eliminate the “hours of service” requirement from the Family and Medical Leave Act (FMLA), which would allow any employee who has worked for their employer for least 12 months—regardless of how many hours they work per week—to be eligible for leave under the FMLA.

We urge you to co-sponsor and pass this important legislation.

Sincerely,

9to5

A Better Balance

Action for Children

AFL-CIO

African American Health Alliance

All-Options

American Association of University Women

Americans for Democratic Action (ADA)

Asian Pacific American Labor Alliance, AFL-CIO

BreastfeedLA

Catch Fire Movement

Center for Law and Social Policy (CLASP)  
Center for Popular Democracy  
CenterLink: The Community of LGBT Centers  
Chicago Foundation for Women  
Child Care Aware of America  
Children's Defense Fund  
Citizen Action of New York  
Coalition for Social Justice  
Coalition of Labor Union Women, AFL-CIO  
Coalition on Human Needs  
Connecticut Women's Education and Legal Fund (CWEALF)  
Economic Policy Institute  
Equal Rights Advocates  
Every Texan  
Faith in Public Life  
Family Values @ Work  
Healthy Nourishment, LLC  
Jobs With Justice  
Justice for Migrant Women  
Kentucky Equal Justice Center  
Legal Aid at Work  
Legal Momentum, The Women's Legal Defense and Education Fund  
MANA, A National Latina Organization  
MomsRising  
National Black Worker Center  
National CAPACD- National Coalition for Asian Pacific American Community Development  
National Center for Law and Economic Justice  
National Council of Jewish Women

National Employment Law Project  
National Employment Lawyers Association  
National Organization for Women  
National Partnership for Women & Families  
National Women's Law Center  
NETWORK Lobby for Catholic Social Justice  
Network of Jewish Human Service Agencies  
North Carolina Justice Center  
Oxfam America  
Poligon Education Fund  
Public Justice Center  
ROC United  
Service Employees International Union  
Shriver Center on Poverty Law  
Start Early  
Sugar Law Center for Economic & Social Justice  
TakeAction Minnesota  
The National Domestic Violence Hotline  
United Food and Commercial Workers International Union  
United for Respect  
We All Rise  
Women and Girls Foundation of Southwest PA  
Women Employed  
Women's Fund of Rhode Island  
Women's Law Project  
Women's Media Center  
Workplace Fairness  
YWCA of the University of Illinois

YWCA USA

ZERO TO THREE