

Re: Part-Time Worker Bill of Rights Act of 2023

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. Part-time workers—who are [disproportionately women and people of color](#)—are far more likely than full-time workers to face volatile hours, unstable paychecks, and few benefits or opportunities to advance on the job. 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 33 million people working part time in the United States, more than one in eight work part time “involuntarily” (as defined by the Bureau of Labor Statistics) and would prefer full-time work. In fact, the numbers may be much higher, since 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.

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—especially as many [people working part time 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.
- **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 change 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 90 days—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

American Federation of Teachers

Americans for Democratic Action (ADA)

Asian Pacific American Labor Alliance, AFL-CIO

BreastfeedLA

Caring Across Generations

Catch Fire Movement

Center for Economic and Policy Research (CEPR)

Center for Law and Social Policy (CLASP)

Center for Popular Democracy

CenterLink: The Community of LGBT Centers

Chicago Foundation for Women

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 Opportunity Institute

Economic Policy Institute

Empowering Pacific Islander Communities

Equal Rights Advocates

Every Texan

Faith in Public Life

Family Values @ Work

Florida Policy Institute

Georgia Budget and Policy Institute

Institute for Women's Policy Research

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

Maine Center for Economic Policy

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 Education Association

National Employment Law Project

National Employment Lawyers Association

National Immigration Law Center

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

NextGen America

North Carolina Justice Center

Ohio CLUW

Oxfam America

Philadelphia Coalition of Labor Union Women

Poligon Education Fund

Public Justice Center
ROC United
Service Employees International Union
She Leads Justice
Shriver Center on Poverty Law
Sojourners-SojoAction
Start Early
Sugar Law Center for Economic & Social Justice
TakeAction Minnesota
The National Domestic Violence Hotline
The Workers Circle
United Food and Commercial Workers Internatioanl 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
Workplace Fairness
YWCA of the University of Illinois
YWCA USA
ZERO TO THREE