

Re: Schedules That Work Act of 2025

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 **Schedules That Work Act** in the 119th Congress. Today, millions of people—disproportionately women and people of color—are working in essential but low-paying jobs and often have little notice of their work schedules, experience last-minute shift cancellations that deprive them of vital income, and work “clopening” shifts that leave little time to commute, let alone rest, between shifts. Even as high demand for labor [drove modest wage gains](#) in service sector jobs in the wake of the COVID-19 pandemic, many employers have continued to use unpredictable scheduling practices that contribute to high turnover rates—producing volatility for employers, workers, and consumers alike. The Schedules That Work Act will curb these harmful practices, granting people a voice in their work schedules and helping working people meet their obligations on the job and in the rest of their lives.

A robust body of research highlights the prevalence of unpredictable work schedules, particularly in low-paying industries. For example, [national survey data](#) show that close to two-thirds of hourly workers in retail and food service jobs receive their work schedules with less than two weeks’ advance notice; more than one in five experience “on-call” shifts that require them to be available for a shift, but receive just hours’ notice of whether they will actually work (and get paid for) the shift; and more than one in three have been required to work the closing shift one night and the opening shift the next morning (a “clopening” shift). In addition to retail sales and food service jobs, just-in-time scheduling practices are increasingly well-documented in cleaning, warehousing, and hospitality jobs.

Volatile job schedules undermine workers’ efforts to make ends meet and care for their families—especially for women. Research shows that unstable and unpredictable work hours for parents—especially when accompanied by low wages—can [undermine children’s well-being](#) and healthy development. At the same time, these scheduling practices make it [hard for families to arrange and afford high-quality child care](#), or to secure the care they need to manage a health condition or disability. Volatile work hours also produce volatile incomes, making it [difficult for working families to budget](#) for expenses and [increasing their exposure to economic hardship](#), including hunger and housing insecurity. And when they seek out public benefits, [workers’ variable schedules and incomes may make them ineligible](#) for some programs. Unpredictable schedules can also prevent workers from holding down a second job, or from taking classes that could help them advance in their careers.

Many of the low-paid, hourly, service sector jobs in which just-in-time scheduling practices are most concentrated are [jobs that women are especially likely to hold](#). Women also still shoulder the majority of caregiving responsibilities in families which can make unpredictable work hours particularly problematic. Black, Latina, and AAPI women are overrepresented in the low-paid workforce and women of color are also especially likely to be [breadwinners for their families](#). Research confirms that people of color—[particularly women of color](#)—are more likely to experience cancelled shifts, on-call shifts, clopenings, and involuntary part-time work than their white counterparts, even within the same company.

Fair scheduling policies can boost the bottom line for businesses. Improving scheduling practices can improve profits, too. For example, when [Gap Inc. piloted strategies to make work schedules more stable](#) and predictable for employees, the stores that implemented them saw higher productivity as well as a notable increase in sales. Fair scheduling policies [create cost savings](#) for business by [reducing turnover](#) and increasing employee loyalty.

The Schedules That Work Act will help restore a fair workweek for millions of workers. Across industries, the Act provides employees with the right to request a schedule change without fear of retaliation. For those who need a schedule change to fulfill caregiving responsibilities, to work a second

job, to pursue education or training, or to attend to their own medical needs, employers are required to accommodate their requests unless there is a bona fide business reason for not doing so. The bill also grants employees a right to adequate rest by requiring employers to provide 11 hours between scheduled shifts—or time-and-a-half pay if an employee consents to work with a shorter break.

For nonexempt retail, food service, cleaning, warehouse, and hospitality employees, the Schedules That Work Act also requires:

- Two weeks' advance notice of work schedules;
- One hour of “predictability pay” when an employee receives a schedule change with less than the required notice, or is scheduled for a split shift that leaves them with a few hours of unpaid and largely unusable time in the middle of a workday; and
- Pay for half the hours not worked when an employer cancels or cuts hours from a shift an employee was counting on or sends them home early.

Similar provisions are already in place in jurisdictions across the country. Cities like Chicago, New York, Philadelphia, and Seattle, as well as the state of Oregon have [enacted comprehensive scheduling laws](#), while jurisdictions including San Jose, Vermont, and New Hampshire have passed laws that address some aspects of unfair scheduling practices. And evidence from [Seattle](#), [Emeryville](#), [Oregon](#), and [other cities](#) shows that these protections make a meaningful difference in workers' lives, including more stable and predictable work hours along with improvements in workers' well-being and financial security.

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The Schedules That Work Act will provide workers with a say in their schedules and begin to curb the volatile scheduling practices that create instability and economic insecurity for working families across the country. We cannot build an equitable economy—one that works for everyone, not just the wealthy few—without ensuring that working people have the stability, predictability, and input in their work schedules that they need to meet their obligations at work while fulfilling responsibilities in the rest of their lives.

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

Alabama Arise

All-Options

American Association of University Women

American Federation of Teachers

Americans for Democratic Action (ADA)

Asian Pacific American Labor Alliance, AFL-CIO

BreastfeedLA

Care in Action

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
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
Colorado Center on Law and Policy
Colorado Fiscal Institute
Connecticut Voices for Children
Connecticut Women's Education and Legal Fund (CWEALF)
Dēmos
Economic Opportunity Institute
Economic Policy Institute
Empowering Pacific Islander Communities
Equal Rights Advocates
Every Texan
Faith in Action
Faith in Public Life
Family Values @ Work
Florida Policy Institute
Georgia Budget and Policy Institute
Healthy Nourishment, LLC
Indiana Community Action Poverty Institute
Institute for Women's Policy Research
Jobs With Justice
Justice for Migrant Women
Kentucky Equal Justice Center
Long Beach Alliance for Clean Energy
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 Action Network
National Association of Councils on Developmental Disabilities
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 Domestic Workers Alliance
National Education Association
National Employment Law Project
National Employment Lawyers Association
National Immigration Law Center
National LGBTQ Task Force Action Fund
National Organization for Women
National Partnership for Women & Families
National Women's Law Center Action Fund
NETWORK Lobby for Catholic Social Justice
Network of Jewish Human Service Agencies

NextGen America
North Carolina Justice Center
Oxfam America
Paid Leave for All
Philadelphia Coalition of Labor Union Women
Poligon Education Fund
Public Advocacy for Kids (PAK)
Public Justice Center
Reproductive Freedom for All
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
Sustainable Advisors Alliance, LLC
TakeAction Minnesota
The National Domestic Violence Hotline
The Union of Southern Service Workers
The Workers Circle
Triad Early Childhood Council
United Food and Commercial
Workers International Union
United for Respect
Unitarian Universalists for Social Justice
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
WorkLife Law
YWCA of the University of Illinois
YWCA USA
ZERO TO THREE