

## 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 “closening” 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 “closening” 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, closenings, 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)  
Asset Building Strategies

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  
JustLeadershipUSA  
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  
New Jersey Citizen Action  
New Jersey Time to Care Coalition  
NETWORK Lobby for Catholic Social Justice  
Network of Jewish Human Service Agencies  
NextGen America  
North Carolina Justice Center  
Oxfam America  
Paid Leave for All Action  
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  
Workplace Justice Project  
YWCA of the University of Illinois  
YWCA USA  
ZERO TO THREE