

RESOLUTION #15

Supporting Passage of Fair Workweek Laws

Submitted by Delegate Steven M. Powell, UFCW Local 881

WHEREAS, in July 2019 the Chicago City Council unanimously passed the most progressive Fair Workweek scheduling law in the nation that for the first time includes healthcare and temp workers thanks to strong support and leadership offered by Mayor Lori E. Lightfoot and the labor movement, which will provide secure schedules to almost 400,000 workers in Chicago; and

WHEREAS, Chicago's law goes into effect on July 1st, 2020 which will cover a wide swath of industries that include both union and non-union workers such as retail, building services, hotels, and hospitals and hundreds of local union contracts, both governmental and private sector, have had for generations sensible scheduling clauses in them throughout all industries, much to the benefit of workers, their families, and employers; and

WHEREAS, Illinois' economy is increasingly fueled by growth in retail, food service, hospitality, and healthcare industries, yet too many people working hourly jobs can't keep up with last-minute, fluctuating work hours over which they have little to no control. These practices have caused profound insecurity for working families, making it difficult to predict their weekly income, make time for school, or care for children or elders; and

WHEREAS, both the Chicago law and the state bills seek to provide advance notice scheduling to hundreds of thousands of workers throughout Chicago and Illinois, who are increasingly at the mercy of unpredictable work schedules that result in no guarantee of minimum pay, even if they report to work; and

WHEREAS, enabled by workforce management technologies, employers now schedule workers on-call with no guarantee of work, change shifts as the last minute, deny additional hours to existing employees even if they request them, or send workers home early without compensation. Today's workweek is increasingly a source of economic instability for workers in Illinois, and

WHEREAS, unpredictable hours and volatile income leads to significant negative impacts for Illinois families, disproportionately affecting women and workers of color where 40% report they experience conflicts between their work schedules and caregiving responsibilities, 54% of workers who are enrolled in school and training programs regularly miss class because of unpredictable work schedules, and 70% of workers report their erratic schedules interfere with time with their families; and

WHEREAS, cities and states around the country are responding to the call for family sustaining workweeks through innovative and sensible "Fair Workweek" laws, accompanied by progressive employers who see the benefits in providing dependable schedules and doing away with on-call scheduling; therefore be it

RESOLVED, that the Illinois AFL-CIO strongly supports efforts to ensure working families have reliable and sensible schedules that they can count on, and calls on state legislators and the Governor to pass and sign into law Fair Workweek proposals; and be it further

RESOLVED, in doing so, lawmakers will enact commonsense limits to on-call scheduling that are important step in creating a pathway out of poverty for Illinois' most vulnerable workers and their families; be it further

RESOLVED, that the Illinois AFL-CIO will transmit a copy of this resolution to the Central Labor Councils and its affiliates throughout the State of Illinois to support and encourage efforts to pass a statewide Fair Workweek law that protects working families by ensuring stable and predictable work hours, opportunities to work more, healthier workweeks with adequate rest, and a greater voice in when and how much workers work.