



April 3, 2017

Chair Taylor, Vice Chair Knopp and Members of the Committee:

On behalf of the American Association of University Women (AAUW) of OR, we respectfully request your support for Senate Bill 828.

The American Association of University Women (AAUW) believes that creating a work environment that helps employees balance the responsibilities of work and family is smart for businesses and good public policy.

The Oregonians most often working in occupations affected by irregular scheduling are disproportionately women, people of color, younger and are more likely to have children at home. Wages are low in these occupations, and poverty rates high.

It also appears that reliance on part-time workers, who are more often subject to unpredictable work schedules, is becoming the “new normal” in the labor market, reflecting a serious structural shift. In addition, because “precarious employment is concentrated among relatively lower-income earners, it [also] exacerbates growing income inequality, stifling potential economic expansion and underutilizing potential available labor input.”¹

It is not surprising that while 11% of workers on regular work schedules “often” report experiencing work-family conflict, as many as 26% of irregular/on call shift employees and 19% of rotating/split shift workers do. Even after spending the time, money and effort getting to jobs, only to be told to leave early or that they are not even needed, employees are faced with having to make constantly changing arrangements regarding child, personal and elder care. If they are attempting to obtain additional education, scheduling complications multiply. It is also difficult to budget when income levels are in a constant state of flux, and fluctuating work demands undermines the recovery or rest time needed in order to perform effectively.

We hope that you will join us in support of Senate Bill 828.

Sincerely,
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¹ Ellen Scott, Mary King and Raahi Reddy, *The Impact on Oregonians of the Rise of Irregular Scheduling*, University of OR and Portland State University, February 2017.