

tia Chair and committee members, thank you so much for listening to me today. I have been in the restaurant industry as a host and mainly a server for 3 ½ years. My experience illustrates why this bill needs to be passed.

I would like to begin with speaking about employer retaliation for a change in work schedule.

At about a year and a half of working, I presented my manager with a change in my availability due to two classes I needed to take for school. I was immediately told that employees were starting to be let go when they presented more complex availability. I was confused and afraid because the change would only be for three months and I knew of several other workers who had even more limited schedules who were given no complication for accommodation. Though my schedule was cleared and I remained employed, many others in my situation who have even more seniority, this is not uncommon.

Especially for those who have families to support and raise and for those pursuing education, retaliation from an employer based on availability because of their other life circumstances is absurd.

Secondly, I would like to address the issue of changing shifts with less than two weeks notice. My experience can go even more extreme to less than 24 hours. Over the

Summers I work as a henna artist at a local farmer's market.

I work there during the day and then work at night serving. One Saturday, I was on call at 4.

I received a call saying they needed me at a specific time. Then I got a call again saying they needed me at a different time. I got another call again saying they needed me at another time. So I began at 4, and in the course of an hour they changed my schedule 3 times the day of, with about a difference in 3 hours from their original start time to the one they ended with.

That made my day very stressful because I could not just leave my other job of which they were well aware of.

My experience being on call and having my schedule changed was always a nightmare because I was rarely notified 24 hours in advance.

The instance that particular saturday was an exception. I have had it happen where they change my schedule in less than 24 hours and I do not receive a call regarding the change, I do not see my updated schedule, and then i get in trouble for either missing my time or coming too

early. This sort of fickleness makes planning my other daily activities immensely difficult.

The third instance I'd like to highlight is scheduling so that you understand the kinds of issues that happen even where employees do have protections.

There was one particular night where I was scheduled a shift as a host at 9:30 am on Saturday. I was then on at 11:30 am. I was scheduled a double, and so also had a start time at 5:15 pm the same day. I did not receive a break once and when I asked a manager, i was told to i had to wait until we were off the wait.

It was a busy saturday, right after valentine's day. Finally i got so hungry and tired I just clocked off and ordered food to eat quickly. It was about 6:00 pm and I hadn't had a single break. One manager saw me eating and told me to come into the office.

I was just about to clock back on after only being off for 15 minutes and we were getting busy. He told me to sign a document waiving my right to a 30 minute break every 6 hours.

I had no time to read it and I felt extremely pressured to sign it even though I did not know what it really was. I told

him i did not get a break and that i needed to eat something which was why I clocked off to take a break after 7 ½ hours of work.

He insisted i sign it so i did not fully knowing what it was.

When i got home that night i looked the form up online and read it over. I found that the document was intended only for employees who make tips and might wish to work through a break so as to not loose any tips. At the time i was only a host who made no tips so for me the time off would not yield a significant loss in income.

I was furious that i felt coerced into signing it and immediately messaged him to take it out of my file. He did and since then i was not scheduled a double as a host on Saturdays again. This sort of coercion and poor planning is unacceptable because it affects the health of employees and is greatly discouraging for an employee who may not feel bold enough to inquire more deeply about what exactly they are being expected to do.

In summary of my experience, this bill would pass several actions that will improve the day to day life of the employee and improve the integrity of the company when the employee feels like their presence, hard work, and

loyalty are being recognized. I am still currently in this industry as a server and in a few months i will be getting married. I need to have the assurance that my scheduling will be fair and reliable because i will now have a family to help support. The essence here is to honor hard work and recognize that these industries contain people who work hard.

I'd like to mention that it could be said if one is unhappy with one's position in a job like this, move on and find a different job. That is simply not the reality most people in this industry can afford. Move aside all labels of immigration or millennialism and think about a case where a student who would like to go to school cannot because he needs to help his single mother pay the bills. Or the mother who needs to help her husband make an income for them and their children whose living situation is less than ideal but unfortunately unavoidable. There is no entitlement for regulating schedules and subsequently better treatment for employees. There is no free-loading in asking for more reliable work! These people work just as hard if not harder for less pay and most of the know that. There should be no division in better treatment of a human employee just because of the line of work they are in.