



AAUW Lake Oswego
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April 3, 2017

Chair Taylor, Vice-Chair Knopp and Members of the Senate Committee on Workforce:

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

The mission of AAUW is to promote equity and advancement for women and girls. We support the provisions of SB 828 that make it possible for workers to predict their work hours and accurately anticipate their total weekly pay.

The use of irregular scheduling practices is increasing. Nationally, more than one in six employees experience some form of irregular scheduling, especially if they work in occupations such as retail sales, food service, as cashiers, and in institutional care-giving. These fields are expected to add the most jobs to the Oregon economy by 2024.

As an example, care-giving employees in an assisted living facility in Lake Oswego are subject to work schedules that can fluctuate suddenly, depending on the number of residents. Many of the employees commute by car or bus from up to 20 miles away, and when shifts are reduced or canceled without much notice, the negative financial impact is immediate. Sudden changes in schedules can also compromise the quality and consistency of care for vulnerable residents.

In addition to preventing employees from being able to predict their earnings, irregular scheduling prevents workers from holding a needed second job or furthering their education, and prohibits parents from being able to structure consistent and quality child care, or care for elderly relatives. Significant negative effects are impacting young people, women, and the working poor.

AAUW is concerned for the effect of these irregular schedules on women and the people they support and care for. This means not only younger women, but also women with less education, whose employment prospects are often limited to low-wage, hourly work. They struggle with a range of pay and scheduling issues that directly imperil their economic security.

In summary, we believe SB828 will have a direct and positive impact on the women in these low wage jobs and their families who depend on them.

Respectfully submitted,

Patricia E. Squire
President, AAUW Lake Oswego