



Seattle City Council

Office of Councilmember Lisa Herbold Memorandum

DATE: March 7, 2016

TO: Civil Rights, Utilities, Economic Development, and Arts Committee Members
Councilmember Kshama Sawant
Councilmember Mike O'Brien

FROM: Councilmember Lisa Herbold

SUBJECT: March 8th CRUEDA Committee meeting regarding Secure Scheduling

ATTACHMENT: [Schedule Unpredictability among Early Career Workers...](#)

Questions the presenters are prepared to answer:

1. How prevalent is the problem, and is it more prevalent in certain sectors?
2. Why is this happening - what are the economic forces, and/or changes in the national/global/local economies that are leading to the creation of more part-time workers, independent contractors, and employers trying to maximize every employee hour?
3. What are the legislative remedies that have been tried in other jurisdictions and how successful have they been?
4. What are the components you see as necessary to effective legislation that would address this?
5. What are the unintended consequences or pitfalls to certain legislative remedies that we should be aware of and avoid?

Presenter Biographies:

- ❖ **Susan J. Lambert** is Associate Professor in the School of Social Service Administration. Her fields of special interest include lower-skilled jobs and low-wage workers, work-life issues, and organizational theory and management.

Professor Lambert teaches courses on the labor market and lower-skilled jobs, organizational theory and development, and doctoral-level research methods. Currently, Lambert is co-Principal Investigator (with Julia Henly) of a cluster-randomized field experiment that will assess the worker- and store-level effects of a workplace intervention intended to improve scheduling practices in entry-level retail jobs. She recently completed a study of 88 lower-skilled jobs in 22 workplaces in 4 industries (retail, hospitality, transportation, and financial services). Her research is supported by grants from the Ford Foundation, the Annie E. Casey Foundation, and the Russell Sage Foundation.

- ❖ Professor **Charlotte Garden** teaches Constitutional Law, Labor Law, Appellate Litigation and Legislation & Regulation at Seattle University School of Law. She also serves as the Litigation Director at the School's Korematsu Center for Law & Equality, and is a faculty advisor for the School's chapter of the American Constitution Society.

Professor Garden's scholarship focuses on the labor movement and the First Amendment. Her articles have appeared in *George Washington Law Review*, *Fordham Law Review*, and the *William & Mary Law Review*, among others. She has also written shorter pieces for SCOTUSblog, Salon, and Huffington Post. Her legal analysis has been featured on media outlets such as NPR's Marketplace, the Washington Post, The Nation, and the Detroit Free Press.