



**Legislative Department
Seattle City Council
Memorandum**

Date: May 25, 2016
To: CRUEDA Committee
From: Patricia Lee, Council Central Staff

Subject: Briefing Paper on Secured Scheduling

Lonnie Golden is an Economics professor at Penn State at Abington with a focus on labor markets, labor economics and employment relations. He authored the briefing paper *Irregular Work Scheduling and Its Consequences*, for the Economic Policy Institute, which addresses irregular scheduling and its impacts on individuals and families and public policy measures that could be enacted.

We asked Lonnie Golden to address the following questions in his presentation:

1. Please provide a little background about yourself and EPI
2. There is a lot of both academic interest and advocacy interest in the challenges presented in the current US labor market –What are the changes in the current US labor market and what are the driving forces for these changes?
3. How has “work” changed e.g. less manufacturing, more service industry jobs
4. How has this impacted businesses and workers?
5. Do current labor laws/policies address these challenges and if not where are the gaps?
6. Specifically in the area of irregular and variable scheduling could you explain, in your briefing paper how you are using the term “irregular” work hours and is that different from “variable” work hours?
7. In the area of variable work hours – hasn’t that always been a characteristic of “work”. Has it changed and if so how?
8. What are the changes that would most help workers address variable work hours?

Below are some additional questions councilmembers may also want to ask.

1. Your briefing paper draws on various studies, does it also include research or analysis you conducted?
2. You note that some employers have voluntarily adopted arrangements that might be model practices, including some large companies in the retail sector. Can you provide more information on what those practices are and the impact of those changes.
3. You’ve identified some efforts to address these issues e.g. the San Francisco ordinances. Do you have recommendations on which policies are most needed or would be most effective.
4. Similarly if you had to rank the most important changes you think are necessary to address variable schedules what do you see as the most critical.
5. Are there any policy choices you would not recommend pursuing?

