



CERTAIN UNCERTAINTY

How Unpredictable Scheduling Fails Us All

We work either too few hours or far too many. Ever-changing schedules force us to be available 24/7 without a guaranteed steady income, wreaking havoc on our family lives and economic security.

For the first time, a national survey of **early career adults** has confirmed what millions of workers already knew from experience: workers across the labor market – but particularly workers in part-time, hourly-waged jobs – are at high risk of unpredictable, last-minute, fluctuating work hours over which they have no control.*

WITH NO INPUT

 **1 in 2** hourly workers, including over **45% of parents**, report that their employer schedules them without their input. Among workers of color, the percentage is even higher: **55% of Black workers** & **58% of Hispanic workers** have no say in their work schedules.

LAST MINUTE

Fully **41%** of all early career adults—and almost half (**47%**) of those working part-time—are given their schedules **one week or less in advance**.

UNPREDICTABLE HOURS

4 out of 5



Most workers have fluctuating hours, and among hourly part-time workers, more than **four in five (83%)** reported that their weekly work hours **fluctuated by an average of 87%** (when compared to their usual hours). The more workers' weekly hours fluctuate, the more likely they know their work schedule only a week or less in advance. **This makes it impossible for them to predict either their schedule or their income.**

Millions of hourly workers today are struggling to arrange for  childcare,  go to school,  work a second job,  budget or  move up the ladder.

That's why it's time for a fair workweek.