The Impact on Oregonians of the Rise of Unpredictable Scheduling

Report to the Oregon Work Group on Schedules that Work

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Abstract: Irregular scheduling is on the rise, particularly in the retail and service sectors, in the form of shifting schedules, little advance notice of schedules, requirements that employees be available "on-call" or have open availability and other practices that prioritize "just-in-time" scheduling over workers' abilities to arrange care for children and other family members, go to school or even get enough sleep. The Fair Work Week Survey, conducted in Oregon in Winter 2016, reveals significant use of irregular scheduling, particularly in food service, in hospitality, retail and health care industries. Occupations most affected by the expansion of irregular scheduling are projected to add the most jobs in the state in the next eight years. Oregonians in particularly impacted occupations are frequently members of the working poor, disproportionately women, people of color and Latino, and just as likely to have children at home as the labor force in general. They are, however, more likely than others to be trying to further their own education, and obstructed in this effort by irregular scheduling practices, as they are to arrange childcare, medical appointments, transportation and participate in family events and community life.

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The Rise and Expansion of Irregular Work Scheduling Practices

Employers are increasingly managing their employees, as they do their inventory – on a just-in-time basis. Long-standing workplace practices have been up-ended; many Oregonians can no longer count on a predictable work schedule, or even being able to work a regular number of hours each week.

People are confronting tremendous uncertainty about the size of their paycheck, and lack the ability to plan their lives, including care for children and other family members, further schooling, medical care and other essential life activities.

The problems associated with unpredictable scheduling are of significant concern, because they appear to be

a) affecting a growing segment of the labor force,
b) particularly disrupting the lives of young people who could otherwise be pursuing further education, training and career development,
c) especially harmful for people with responsibility for the care of children, elders and the ill, as well as those depending on them for care, and
d) particularly prevalent in the occupations projected to add the most jobs to the Oregon economy in the next eight years.

Widespread attention to irregular scheduling practices was spurred in part by a 2014 New York Times piece describing the extreme challenges of a young, single mother working incredibly hard with few resources to obtain an education and provide a decent life for herself and her young son while struggling with inhuman work scheduling practices.[1] New scheduling software has allowed many retailers to pursue just-in-time scheduling.[2]

Irregular scheduling practices include

- very short notice of work schedules, sometimes less than 24 hours,
- frequent changes in work schedules once posted,
- extremely variable total hours scheduled, week to week,
- no guarantee of a minimum number of hours each week,
- "on-call" scheduling, requiring employees to be available to work on days they may not be asked to work or paid, or asked to work at the last minute,
- being sent home early on a scheduled shift, if business is slow,
- being scheduled for shifts that allow little time for rest, such as a closing shift in the evening followed by an early morning shift the next day,
- a requirement of "open availability" for work at any time,

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[1] Kantor, Jody, 2014. "Working Anything but 9 to 5: Scheduling Technology Leaves Low-Income Parents with Hours of Chaos." *New York Times*, August 13.
[2] Editorial Board, 2015. "When Bosses Schedule Hours that Just Don't Work." *New York Times*, Sept. 1.

Data on irregular scheduling practices is very limited. Our large, representative national surveys were created for a labor market characterized by standardized work schedules. Some of the best data on irregular scheduling came from a special supplement to the Current Population Survey (the source of our unemployment data), but was only gathered in May 1997, 2001 and 2004 and is now far out of date.[3] Researchers at the University of Chicago have made good use of a smaller survey on people aged 26 to 32, the National Longitudinal Survey of Youth (NLSY), which recently added new questions on notice and variability of work schedules.[4] Economist Lonnie Golden, an expert on precarious and contingent labor, has relied on the General Social Survey data.[5]

What is emerging nationally about irregular work scheduling is that it has worsened and spread from little advance notice of schedules among traditionally male enclaves such as the skilled trades, where employees were assumed to have finished their training and to bear no care giving responsibility for children, seniors or even themselves.[6]

Irregular scheduling is now particularly found in sales and service work, among part-time employees, young people and the working poor. People who work in the private sector, lack union representation, are female, non-white, single or less-educated are now all more likely to confront irregular scheduling practices than those with the opposite characteristics. Irregular schedules are associated with greater levels of both work-family conflict and stress at work, often related to under-staffing.[7]

Irregular schedules constitute a poverty trap for both the affected workers and their children. Unpredictable schedules make it much more difficult to obtain further education or a second job, or to maintain stable childcare arrangements. Both childhood poverty and lack of access to high quality, early childcare significantly reduce children's odds of economic mobility as adults.[8]

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[3] McCrate, Elaine, 2012. "Flexibility for Whom? Control Over Work Schedule Variability in the U.S." *Feminist Economics* 18 (1): 39-72.
[4] Lambert, Susan J., Peter J. Fugiel and Julia R. Henly, 2014. *Precarious Work Schedules Among Early-Career Employees in the US: A National Snapshot*. Employment Instability, Family Well-Being, and Social Policy Network, School of Social Service Administration, University of Chicago. http://www.scholarsstrategynetwork.org/brief/realities-unpredictable-work-schedules-americas-hourly-employees
[5] Lonnie Golden, 2015. "Irregular Work Scheduling and its Consequences." Economic Policy Institute Briefing Paper #394. Washington, D.C.: Economic Policy Institute.
[6] Lambert et al, 2014.
[7] Lonnie Golden, 2015.
[8] Caroline Ratcliffe and Signe-Mary McKernan, 2010. "Childhood Poverty Persistence: Facts and Consequences." Urban Institute Brief #14, Washington, D.C. http://www.aecf.org/resources/childhood-poverty-persistence/

What's Going on in Oregon?

Certainly there is no reason to imagine that scheduling practices are different in Oregon than in the rest of the country, and retail and service workers are reporting that national chains and other firms are increasingly using new scheduling software to pursue "just in time" scheduling here.

However, we have little data to describe irregular scheduling at the state level. Each of the datasets mentioned above includes too small an Oregon sample to generate reliable estimates for the state.

To fill that gap, the University of Oregon's Labor Education and Research Center (LERC) has launched a project to better understand the scope and implications of new scheduling practices in Oregon. This report is a preliminary assessment of the quantitative evidence, from two sources, that will inform that investigation.

First, the Fair Workweek Survey provides information about Oregonians' experiences with different forms of irregular scheduling, based on in-person interviews during the winter months of 2016. Working Families Party canvassers conducted most of the interviews, speaking face-to-face with people for up to an hour each, often traveling on public transportation. Members of both the Asian Pacific American Network of Oregon (APANO) and the United Food and Commercial Workers (UFCW) performed additional interviews, bringing the total number of interviews to 744.

Second, American Community Survey (ACS) data, collected annually by the U.S. Census Bureau, allows us to accurately characterize the group of Oregonians at work in the industries and occupations where irregular scheduling practices are most prevalent, as identified by the Fair Workweek Survey and the academic literature.

Evidence from Oregon

Irregular scheduling is a growing problem for Oregon families, which should be expected to worsen without policy change. The four occupations expected to add the most jobs to the Oregon economy in the next 8 years are all increasingly susceptible to irregular scheduling, as shown in Table 1, below. Indeed, at least half of the top 20 growth occupations on this list are in areas in which employers are shifting to unpredictable scheduling practices.

Duncan, Greg J., W. Jean Yeung, Jeanne Brooks-Gunn and Judith R. Smith, 1998. "How Much Does Childhood Poverty Affect the Life Chances of Children?" *American Sociological Review* 63 (3): 406-423.

Table 1: Top Occupations by Total Projected Job Openings in Oregon, 2014-2014

	2014 Employment	Percent Change	Total Openings
Retail Salespersons	63,827	15.3%	31,917
Waiters and Waitresses	28,303	21.4%	19,666
Cashiers	38,188	6.4%	18,683
Combined Food Preparation & Serving Workers, including Fast Food	32,775	22.2%	17,867
Registered Nurses	33,421	14.8%	12,841
Cooks, Restaurant	22,006	26.3%	11,616
General & Operations Managers	27,869	14.9%	11,214
Customer Service Representatives	26,451	17.4%	11,122
Laborers and Freight, Stock & Material Movers, Hand	23,972	14.0%	10,493
Personal Care Aides	19,347	29.4%	10,052
Office Clerks, General	33,978	8.0%	10,047
Farmworkers and Laborers for Crops, Nurseries and Greenhouses	22,343	11.4%	8,497
Janitors & Cleaners, Except Maids and Housekeeping Cleaners	26,152	12.5%	8,454
Stock Clerks and Order Fillers	17,071	10.6%	7,232
Truck Drivers, Heavy and Tractor-Trailer	23,686	12.1%	6,898
Bartenders	10,518	24.4%	6,519
Counter Attendants, Cafeteria, Food Concession and Coffee Shop	8,122	15.2%	6,121
Food Preparation Workers	13,915	16.0%	6,108
Accountants and Auditors	12,623	21.4%	6,074
Maids and Housekeeping Cleaners	14,475	16.9%	5,902

Source: Oregon Employment Department, Occupational Employment Projections, 2014-2024. https://www.qualityinfo.org/-/long-term-job-openings-fueled-by-growth-retirements

With 744 completed observations, this sample is a large enough to be indicative of conditions on the job in Oregon, though it is not representative because the sample was not randomly selected.

Some surveys are missing some answers, so responses to particular questions may total fewer than 744.

Of the 668 respondents who shared the city in which they work, 59% worked in Portland. The remaining 41% work in 39 other Oregon towns and cities, ranging from Ashland to Bend to the Dalles to St Helens and Forest Grove. The full list is found in the Appendix.

Prevalence of Irregular Scheduling Practices Among Respondents to the Fair Work Week Survey, Oregon, Winter 2016

The full range of irregular work scheduling practices observed around the country is evident in the Fair Work Week Survey data in large numbers:

"Clopening"	44% (327) have worked back to back shifts, such as closing one day and opening the next day.
On Call Shifts	24% (172) are scheduled for on-call shifts.
Open Availability	73% (499) are expected to have open availability to work to obtain more hours or a better schedule.
Sent Home Early	41% (300) have been sent home early.
Double Shifts:	25% (178) have worked double shifts.
Split Shifts	24% (175) have worked split shifts.
Schedule Changed	11% (80) report the schedule is always changed after it's posted. 62% (444) report the schedule is sometimes changed after posted. 27% (195) report the schedule is never changed after posted.
Notification	52% (267) are notified of a schedule change after posting. 31% (162) are sometimes notified of schedule change. 17% (86) are not notified of a schedule change after posting.

Impacts of an Unpredictable Schedule

Interviewees asked, "How does having an unpredictable schedule impact you?" responded with answers that indicate significant distress resulting from these scheduling practices.

Financial Difficulties: 326 people reported financial difficulties

Difficulty Going to School: 162 said that it was hard for them to go to school

Issues with Childcare or Parenting: 138 stated that their schedule created issues with childcare or parenting

Negative Impact on Health: 294 people reported a negative impact on their health, with sleep, stress and an inability to make time for meals mentioned particularly

Difficulty Getting a Second Job: 204 described difficulty pursuing or keeping a second job

Other: 81 people described other negative impacts of an unpredictable work schedule on their lives. Many mentioned negative impacts on their family life and ability to participate in their children's and grandchildren's lives, as well as stress on their relationships with partners, friends and extended family members. People struggle to make medical appointments; create long-term plans; attend church, family gatherings and sporting events; exercise; participate in hobbies; volunteer in the community; and to travel. Transportation is more difficult.

Advance Notice of Work Schedule

As shown in Table 2, below, 54% of survey respondents had one week or less notice of their work schedule. Even so, the schedule was often subject to change, as indicated by the nearly ¾ of survey respondents who said that the schedule was sometimes changed after it was posted.

Table 2: Amount of Notice of Work Schedule, Winter 2016

	Number	Percent
Less than 24 Hours	115	16%
Between 24 Hours and 6 Days	163	22%
7 Days	115	16%
Between 8 and 14 Days	141	19%
3 Weeks	27	4%
Schedule Stays the Same	153	21%
Other	13	2%
Total	727	100%

Source: Author's calculations from the Fair Workweek Survey Data, Labor Education and Research Center, University of Oregon.

Unsurprisingly, temp work stands out in this survey as the industry with the shortest notice, though numbers are small, as seen in Table 3. Hospitality emerges as by far the worst regular industry for notice, followed by food service. Notice in health care is unexpectedly short, perhaps due to per diem work.

Notice in retail appears better than expected, which may reflect the participation of UFCW in survey gathering, raising the proportion of unionized retail workers surveyed above that

Table 3: Amount of Notice of Work Schedule by Industry (Number and Percent of Respondents by Industry), Fair Work Week Survey, Winter 2016

	Up to 24 Hours		2 – 6 Days		7 Days or More	
	No.	Pct.	No.	Pct.	No.	Pct.
Temping	8	89%	0	0%	1	11%
Hospitality	**8**	**35%**	**11**	**48%**	**4**	**17%**
Food Service	**29**	**17%**	**57**	**34%**	**83**	**49%**
Healthcare	10	20%	5	10%	36	71%
Retail	25	8%	60	20%	211	71%
Education	1	5%	3	15%	16	80%
Government	3	17%	1	6%	14	78%
Non-Profit	3	11%	3	11%	21	78%
Professional Services	4	13%	7	22%	21	66%
Other	23	25%	12	13%	56	62%

Source: Author's calculations from the Fair Workweek Survey Data, Labor Education and Research Center, University of Oregon.

in retail more generally. Nationally, only 5.3% of retail workers were represented by a union in 2015.[9]

More than half of survey respondents in hospitality reported being expected to be available for on-call shifts, as did between one-quarter and a third of people working in healthcare and food service, as seen in Table 4.

Nearly 4/5th of temp workers have been sent home early, as have well over half of surveyed employees in hospitality and food service industries.

Approximately 60 percent of survey respondents in both hospitality and food services, as well as nearly half of retail workers, stated that they'd been scheduled for "clopening shifts," requiring them to close up in the evening and return first thing in the morning.

A stunning proportion of survey respondents in the food service and retail industries are working part-time, as shown in Table 5. Wages are low in both industries, at or near the minimum wage, and part-timers receive few benefits.

Despite the prevalence of irregular scheduling practices reported in hospitality, food service, health care and retail, employees in these industries report significant

[9] U.S. Bureau of Labor Statistics, 2016. Industries at a Glance: Retail Trade. http://www.bls.gov/iag/tgs/iag44-45.htm

Table 4: Proportion of Respondents Reporting Irregular Scheduling Practices by Industry (As % of Total Respondents in Industry), Fair Work Week Survey, Winter 2016

	On-Call Shifts	Sent Home Early	"Clopening"	Total Resp. in Industry
Temping	44%	78%	44%	9
Hospitality	**52%**	**57%**	**61%**	**23**
Food Service	**27%**	**54%**	**59%**	**169**
Healthcare	**31%**	**27%**	**37%**	**51**
Retail	**17%**	**31%**	**48%**	**296**
Education	10%	35%	5%	20
Government	22%	33%	22%	18
Non-Profit	22%	33%	30%	27
Professional Services	35%	38%	22%	32
Other	22%	45%	27%	91

Source: Author's calculations from the Fair Workweek Survey Data, Labor Education and Research Center, University of Oregon.

Table 5: Proportion of Respondents Working Part-time, Supporting Family Members and In School, by Industry (As % of Total Respondents in Industry), Fair Work Week Survey, Winter 2016

	Part-time	Provides Support to Family	In School	Total Resp. in Industry
Temping	11%	44%	0%	9
Hospitality	**17%**	**61%**	**39%**	**23**
Food Service	**61%**	**40%**	**34%**	**169**
Healthcare	**20%**	**63%**	**25%**	**51**
Retail	**54%**	**47%**	**22%**	**296**
Education	40%	40%	35%	20
Government	22%	33%	11%	18
Non-Profit	26%	37%	26%	27
Professional Services	13%	34%	22%	32
Other	32%	46%	23%	91

Source: Author's calculations from the Fair Workweek Survey Data, Labor Education and Research Center, University of Oregon.

responsibilities for children and other family members as well as high enrollment rates in school. Clearly Oregonians are grappling with the same work-family time conflicts and stresses reported nationally.

In sum, the nearly 750 people interviewed for the Fair Work Week Survey early this year reveal conditions documented at the national level. The interviews attest to both the prevalence of irregular scheduling practices in Oregon - particularly in hospitality, food service, health care and retail establishments- and suggest the toll exacted on their care giving responsibilities and educational hopes.

While the Fair Workweek Survey data provides a glimpse of work scheduling practices not available from our large, formal national surveys such as the Census, the sample of respondents is neither randomly selected nor large enough to provide a representative picture of the workers in impacted occupations and industries. For that we turn to the American Community Survey.

Census Bureau's American Community Survey Data

The best source of data on the Oregonians employed in the occupations where irregular scheduling practices have been increasing would be the U.S. Census. However, since the Census is taken only every ten years, the most recent Census data available is from the 2010.

To provide more up-to-date information, though drawn from a significantly smaller sample, the U.S. Census Bureau conducts the American Community Survey (ACS) every year. The tables below rely on the most recent ACS data available, collected in 2014 and released in 2015.

Table 6 highlights the differences in demographic profiles between Oregonians in all occupations, and those in the broad occupations of Food Preparation & Serving, Sales, and Personal Care & Services. More narrowly defined occupations are examined later, in Tables 8 and 9.

Clearly people in each of these broad occupations are younger than the population as a whole, raising the concern that irregular scheduling practices in these jobs may interfere with their further education.

Each of these broad occupations include people raising children in about the same proportions as the general population, indicating significant potential for work conflict with care giving responsibilities and difficulty maintaining stable care arrangements for children.

Stability is so fundamental to the quality of care that employee turnover in the care sector is frequently used as a proxy for quality.[10]

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[10] Oregon Department of Human Services. 2015. *Wages, Fringe Benefits, and Turnover for Direct Care Workers Working for Long-Term Care Providers in Oregon*. Chicago, IL. RTI International, p. 7-3

Table 6: Demographic Profile of Oregonians in All Occupations, and in Broad Occupations Characterized by Irregular Scheduling Practices (Percent of People Occupation), 2014

	All Occup.	Food Prep & Serving	Sales	Personal Care & Services
Age				
16-18	2.4	7.8	3.5	3.0
19-24	11.7	27.3	15.9	18.5
25-34	22.2	27.4	21.8	23.2
35-44	21.7	16.8	17.8	17.0
45-54	20.3	10.1	17.7	20.6
55-64	17.0	8.8	17.4	13.2
65+	4.6	1.8	5.9	4.6
Race & Sex				
White Men	45.0	37.4	45.8	14.2
Men of Color	7.6	11.7	4.5	3.3
White Women	40.8	40.2	43.6	68.9
Women of Color	6.6	10.8	6.1	13.5
Ethnic Latinos (included above)				
White Latino Men	4.0	6.9	2.2	1.6
Latino Men of Color	2.7	4.5	1.3	1.0
White Latina Women	3.2	5.0	2.6	6.1
Latina Women of Color	1.7	3.5	1.8	3.2
Children in Household				
Under 6 only	**8.9**	**9.2**	**8.5**	**8.4**
Between 6 and 17	**22.7**	**22.1**	**23.7**	**22.5**
Educational Attainment				
Less than High School	9.7	20.8	6.9	9.2
High School or GED	21.6	27.3	25.5	31.6
Some College	28.8	35.5	36.3	34.1
Associate's Degree	8.7	7.8	7.3	9.9
Bachelor's Degree	19.7	8.0	20.6	13.6
Master's Degree +	11.4	0.7	3.4	1.6
School Enrollment				
Enrolled	11.0	22.4	12.8	16.0

Source: American Community Survey Micro Sample for Oregon, 2014.

Table 7: Income, Poverty, Health Insurance and SNAP Benefits of Oregonians in All Occupations, and in Broad Occupations Characterized by Irregular Scheduling Practices (Percent of People in Occupation), 2014

	All Occup.	Food Prep & Serving	Sales & Related	Personal Care & Services
Household Income				
up to 100% Poverty Line	11.5	25.4	12.2	20.5
100 – 200% Poverty Line	17.9	31.8	18.4	27.9
Annual Individual Earnings				
No Earnings or Net Loss	3.4	4.2	2.6	3.0
$1 to $15,000	**26.7**	**55.2**	**31.9**	**54.8**
$15,001 to $30,000	**24.2**	**31.8**	**25.3**	**29.8**
$30,001 to $45,000	15.3	6.0	13.2	6.6
$45,001 to $60,000	11.5	2.6	9.5	3.9
$60,001 to $75,000	6.2	0.1	4.3	0.9
$75,001+	12.7	0.3	13.3	0.9
Health Insurance Coverage				
Has Coverage	86.3	70.5	86.9	82.3
Lacks Coverage	13.7	29.5	13.1	17.7
Received SNAP Benefits in the Past Year	19.0	34.8	19.8	33.0

Source: American Community Survey Micro Sample for Oregon, 2014.

Women, people of color and Latinos appear to be disproportionately employed in Food Preparation and Serving, as well as Personal Care and Services. Women and people of color both shoulder a disproportionate of unpaid care giving work, whether for children, adult children with disabilities or seniors.[11]

The broad occupational category of Sales includes a number of people employed as corporate sales representatives and other contexts quite different than the retail sales occupations experiencing the rise of irregular scheduling. Presumably that's the reason the broad category looks much like the general population.

[11] Nancy Folbre, 2012. *For Love and Money: Care Provision in the United States*. New York: Russell Sage Foundation, and AARP Public Policy Institute and National Alliance for Caregiving. *2015 Report: Caregiving in the U.S.* http://www.aarp.org/content/dam/aarp/ppi/2015/caregiving-in-the-united-states-2015-report-revised.pdf

Food Preparation and Serving workers are far more distinct from the general population, by having much less education.

As shown in Table 7 above, employees in both Food Preparation & Serving and Personal Care and Services are far more likely to live in households with incomes near the poverty line, to earn very low wages themselves and to have received food stamps, now referred to as Supplemental Nutrition Assistance Program (SNAP) benefits.

These broad occupations tell us a lot, but each includes a number of people not particularly affected by irregular work scheduling practices.

More narrowly defined occupations are better for focusing in, and understanding who is particularly facing increased demands for on-call availability, being sent home early, being guaranteed no minimum number of hours, and receiving very little notice of their work schedules. Because the number of people in the narrowly defined occupations are smaller, the exact figures are less reliable than for broad occupations, but still very informative about conditions in these occupations.

Tables 8 and 9 below highlight the same information as Tables 6 and 7, but for narrow occupations within the broader occupations discussed above. These are cashiers, people whose jobs combine preparing and serving food (including fast food workers), and maids & housekeeping cleaners.

Cashiers, a segment of the broader Sales occupational cluster, appear both younger and more female than the labor force as a whole. They are even more likely to have children at home: 11 percent with children under 6 and 30 percent with children between the ages of 6 and 17. **The poverty rate of Oregonian cashiers is 2.5 times that of the general labor force and two-thirds earn less that $15,000 a year.** Consequently 37 percent had to resort to the Supplemental Nutrition Assistance Program (SNAP), or food stamps. More than one-quarter is enrolled in school, despite their difficult schedules.

Conditions are even worse for the fast food and other employees categorized in the "combined food preparation and food service" occupation. More than half of the people in this occupation are younger than 25, while another 40 percent are in prime child-rearing years of 25 to 44. Just under 5 percent have kids under 6, but 31 percent have school-age children.

White men are significantly under-represented in this occupation, while white women appear in the same proportion as the labor force as a whole. People of color are more than twice as likely to work in this occupation than in all occupations considered as a group.

Table 8: Demographic Profile of Oregonians in All Occupations, and in Detailed Occupations Characterized by Irregular Scheduling Practices (Percent of People in Occupation), 2014

	All Occup.	Cashiers	Comb. Food Prep & Serv (Fast Food)	Maids & Housekeeping
Age				
16-18	2.4	14.7	19.8	0.7
19-24	11.7	29.7	32.9	11.7
25-34	22.2	21.0	16.6	16.7
35-44	21.7	10.9	22.7	27.7
45-54	20.3	8.5	5.4	24.4
55-64	17.0	13.1	0.3	15.7
65+	4.6	2.0	2.2	3.2
Race & Sex				
White Men	45.0	24.0	21.6	7.0
Men of Color	7.6	4.1	18.7	5.6
White Women	40.8	58.6	41.8	66.2
Women of Color	6.6	6.6	17.8	21.1
Ethnic Latinos (included above)				
White Latino Men	4.0	0.9	1.1	0.8
Latino Men of Color	2.7	0.9	18.7	3.6
White Latina Women	3.2	5.8	9.5	24.6
Latina Women of Color	1.7	4.5	7.8	13.8
Children in Household				
Under 6 only	**8.9**	**11.0**	**4.9**	**12.5**
Between 6 and 17	**22.7**	**29.9**	**31.0**	**25.8**
Educational Attainment				
Less than High School	9.7	17.2	37.1	38.5
High School or GED	21.6	30.5	13.3	31.0
Some College	28.8	39.9	38.2	20.6
Associate's Degree	8.7	6.0	4.1	4.3
Bachelor's Degree	19.7	5.2	7.3	4.4
Master's Degree +	11.4	1.2	0.0	1.1
School Enrollment				
Enrolled	**11.0**	**27.9**	**28.6**	**6.5**

Source: American Community Survey Micro Sample for Oregon, 2014.

Table 9: Income, Poverty, Health Insurance and SNAP Benefits of Oregonians in All Occupations, and in Detailed Occupations Characterized by Irregular Scheduling Practices (Percent of People in Occupation), 2014

	All Occup.	Cashiers	Comb Food Prep & Serv (Fast Food)	Maids & Housekeeping
Household Income				
up to 100% Poverty Line	**11.5**	**27.7**	**29.8**	**30.5**
100 – 200% Poverty Line	**17.9**	**33.5**	**33.1**	**30.2**
Annual Individual Earnings				
No Earnings or Net Loss	3.4	3.9	11.1	3.1
$1 to $15,000	**26.7**	**64.3**	**61.0**	**58.2**
$15,001 to $30,000	**24.2**	**26.5**	**27.3**	**28.9**
$30,001 to $45,000	15.3	3.9	0.6	7.7
$45,001 to $60,000	11.5	1.5	0.0	1.5
$60,001 to $75,000	6.2	0.0	0.0	0.6
$75,001+	12.7	0.0	0.0	0.0
Health Insurance Coverage				
Has Coverage	86.3	81.6	68.7	72.5
Lacks Coverage	13.7	18.4	31.3	27.5
Received SNAP Benefits in the Past Year	**19.0**	**37.1**	**43.1**	**44.6**

Source: American Community Survey Micro Sample for Oregon, 2014.

Latinos, with the exception of white, male Latinos, are over-represented by factors ranging from nearly 7 times for Latino men of color to just under 3 times for white Latinas.

This level of over-representation by Latinos, in combination with the fact that more than a third of these workers lack a high school degree, and less than 70 percent have health insurance suggests a relatively large immigrant workforce in this occupation. By far the largest group of foreign-born Oregonians comes from Mexico, where general educational levels are markedly lower than in the U.S.[12]

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[12] *Assessment of the Socio-economic Impacts of SB 1080 on Immigrant Groups: Final Report SR 500-270*. Mary C. King with John G. Corbett, John Chiappetta, Anabel López Salinas. June 2011. Oregon Department of Transportation and the Federal Highway Administration. Salem, Oregon. http://www.oregon.gov/ODOT/TD/TP_RES/docs/Reports/2011/SB1080.pdf

Like cashiers, nearly two-thirds of employees in this narrowly defined occupation earn less than $15,000 a year and 43 percent relied on food stamps to help feed their families.

Maids and Housekeeping Cleaners are older, on average, than cashiers or fast food workers and are more likely than average to have both young and school-age children at home.

Nearly ninety percent are women; both women of color and Latinas are markedly over-represented in this occupation. Again, it's likely that a significant number are immigrants, given the relatively high numbers of Latinas, people with less than a high school education and relatively low rates of health insurance coverage.

Thirty percent live in households with incomes at or below the poverty line, and 45 percent received food stamps in 2014.

Conclusion

These narrow occupations most likely to impose irregular job scheduling practices on their workers employ the working poor. These jobs are among the lowest paid in the state. Approximately sixty percent of people working in these positions earned less than $15,000 a year in 2014, and a comparable proportion were living in households with incomes at or below 200% of the poverty line.

People working in the jobs most impacted by unpredictable scheduling are more likely than the general workforce to have children at home and significant family responsibility for their care.

Cashiers and people working in fast food are 2.5 times as the labor force as a whole to be enrolled in school, and attempting to provide a better life for themselves and their children.

Taxpayers are subsidizing working conditions in these occupations with food stamps.

Many of these same trends are clear, even in the data for broader occupational groups that also include some better jobs.

It's now well known that raising the incomes of poor families with children and high quality early childhood care and education significantly enhances the life chances of poor children, by increasing their educational attainment, yet irregular scheduling works directly against the efforts of Oregonians to escape poverty.

Irregular scheduling acts as a poverty trap, for this generation and the next, as it actively diminishes the ability of the working poor to pursue a second job or the education they need to pursue better-paid occupations, and to provide for consistent care for their children while they are working.

Appendix: Oregon Cities in which Fair Work Week Survey Respondents Work

Albany	2
Aloha	3
Ashland	1
Aurora	1
Banks	1
Beaverton	34
Bend	36
Canby	20
Clackamas	11
Coos Bay	5
Corvallis	8
Cottage Grove	1
Estacada	1
Eugene	13
Florence	1
Forest Grove	3
Government Camp	1
Gresham	10
Happy Valley	7
Hillsboro	22
Junction City	1
Keizer	1
Klamath Falls	2
Lake Oswego	1
Milwaukie	3
Newberg	10
Oregon City	7
Portland	393
Roseburg	10
Salem	27
Silverton	3
Springfield	3
St. Helens	2
Stayton	2
The Dalles	1
Tigard	11
Tillamook	1
Tualatin	2
Wilsonville	2
Woodburn	5