

ONE HUNDRED FIFTH LEGISLATURE

FIRST SESSION

LEGISLATIVE RESOLUTION 144

Introduced by Howard, 9.

PURPOSE: The purpose of this resolution is to examine the effects of nonstandard and volatile job schedules on Nebraska businesses, workers, and families. Many Nebraska workers, particularly those in low-wage occupations, face challenges and a high degree of work-life conflict as a result of scheduling instability and "just in time" scheduling. Scheduling instability includes highly variable or inadequate hours, shifts in which an employee works a late-night shift followed immediately by an early morning shift, split shifts, and being sent home or called in to work at the last minute. This study shall include, but is not limited to, an examination of the following:

(1) A review of existing state law and national best practices for addressing challenges faced by workers with volatile work schedules;

(2) The role scheduling instability plays in contributing to financial insecurity for families;

(3) The impact of volatile scheduling on businesses, including, but not limited to, absenteeism, poor worker morale, and productivity;

(4) The consequences of scheduling volatility for families and children, including, but not limited to, access to licensed child care, continuity of child care, and the reliance on family relations to address such volatility;

(5) The extent to which scheduling instability contributes to churn in public assistance programs, in which individuals temporarily lose eligibility and then quickly requalify and reapply for assistance due to income volatility;

(6) The child care needs of workers with nonstandard and volatile job schedules and current child care options available to such employees; and

(7) The role that the growth of "just in time" scheduling and other technological advances have played in scheduling instability.

NOW, THEREFORE, BE IT RESOLVED BY THE MEMBERS OF THE ONE HUNDRED FIFTH LEGISLATURE OF NEBRASKA, FIRST SESSION:

1. That the Business and Labor Committee of the Legislature shall be designated to conduct an interim study to carry out the purposes of this resolution.

2. That the committee shall upon the conclusion of its study make a report of its findings, together with its recommendations, to the Legislative Council or Legislature.