



Implementing a Fair Workweek Law in Illinois:

Protecting Frontline Workers from Unpredictable Schedules

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Covid-19 Impacts on Essential and Frontline Workers



What is Fair Workweek?

- Advance notice of schedules
- Access to hours for existing employees before new ones are hired
- Right to request scheduling changes,
- Right to a reasonable amount of rest in-between shifts
- Predictability pay to compensate employees for last-minute scheduling changes





Fair Workweek
impact on the
Labor
Shortage
and wages.

Oregon is Currently the Only State with Statewide Fair Workweek Legislation

1

The law protects 172,000 workers in retail and hospitality jobs

2

Workers reported improvements in rest times and advance notice of schedules

3

Weekly earnings increased by 4% and underemployed decreased by 1%

4

Worker turnover decreased and stable employment increased



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Chicago's Fair Workweek Ordinance Covers Workers at Large Employers in 7 Industries:

- Building services
- Health care
- Hotels
- Manufacturing
- Restaurants
- Retail trade
- Warehouse services

Passing a statewide Fair Workweek Ordinance would protect over 1 million Illinois workers in these essential and frontline industries.



Labor Market Outcomes in Covered Industries Before and After Oregon's Fair Workweek Act

Hourly Workers	Oregon: Retail Trade, Accommodation, and Food Services Paid by the Hour			All Other States: Retail Trade, Accommodation, and Food Services Paid by the Hour		
Labor Market Outcome	30-Month Average Pre-Policy	30-Month Average Post-Policy	Difference	30-Month Average Pre-Policy	30-Month Average Post-Policy	Difference
Average Wage	\$16.21	\$19.14	+18.1%	\$17.13	\$19.13	+11.7%
Weekly Wages	\$580.86	\$679.02	+16.9%	\$613.53	\$688.97	+12.3%
Underemployed Workers	8.4%	7.4%	-1.1%	7.1%	6.6%	-0.5%

Worker Turnover Rates in Covered Industries Before and After Oregon's Fair Workweek Act

Large Establishments with 500 or More Employees			6-Quarter Average Pre-Policy	6-Quarter Average Post-Policy	Difference
Quarterly Turnover Rates	Accommodation and Food Services	Oregon	14.6%	15.0%	+0.4%
		United States	14.0%	15.0%	+1.0%
	Retail Trade	Oregon	10.4%	10.4%	-0.0%
		United States	10.9%	11.0%	+0.1%

What Would Passing a Fair Workweek Law in Illinois Do?

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Protect essential and frontline workers from unstable scheduling practices

2

Include two weeks Advance Notice of employee's schedules

3

Provide bonus Predictability Pay for last-minute adjustments to schedules

4

Improve job satisfaction, worker health, and work-life balance

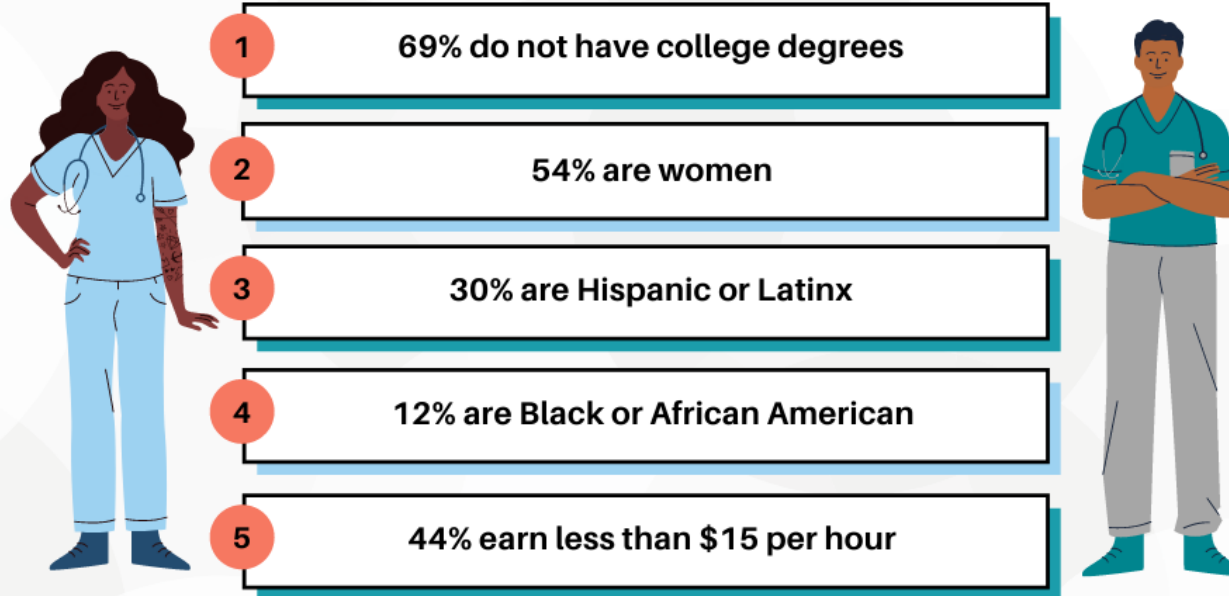
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Ensure underemployed individuals can pick up additional hours

Oregon and 7 cities—including Chicago—have Fair Workweek Laws.



Fair Workweek Law Would Protect Over 1 Million Essential and Frontline Illinois Workers



A Fair Workweek Law can help address labor shortages by improving worker retention and making jobs in health care, restaurants, hotels, retail, warehousing, manufacturing, and building services more attractive—reducing turnover costs for employers.

Figure 5: Estimated Number of Workers Covered Under a Potential Fair Workweek Act in Illinois, 2019

Industry	Total Industry Employment	Share of Workers in Firms with 250+ Employees	Nonsupervisory Share of Employment	Total Covered Workers
Manufacturing	585,894	65.3%	69.9%	267,394
Retail Trade	587,163	68.2%	85.4%	341,646
Accommodation and Food Services	528,446	43.0%	88.2%	200,680
Warehouse Services (and Transportation)	281,410	71.2%	87.4%	175,047
Health Care (and Social Assistance)	780,949	59.7%	88.3%	411,527
Building Services (Administrative and Waste Services)	438,704	66.3%	89.0%	259,043
Estimated Workers Covered by Policy				1,655,337
Total Employees in Illinois				5,995,905
Estimated Share Covered by Policy				27.6%

Illinois Workers Directly Affected by a Fair Workweek Law

Summary Statistics for Workers in Illinois by Sector	Workers in the Seven Covered Industries	All Workers in All Industries	Difference
Demographics			
Women	53.7%	47.3%	+6.4%
Men	46.3%	52.7%	-6.4%
White (non-Hispanic)	51.7%	62.9%	-11.2%
Black or African American	12.3%	11.3%	+1.1%
Hispanic or Latinx	30.0%	18.3%	+11.6%
Educational Attainment			
No College Degree	68.8%	47.2%	+21.7%
College Degree	31.2%	52.8%	-21.7%
Labor Market Data			
Average Wage Per Hour	\$19.30	\$29.01	-33.5%
Earns Less than \$15 Per Hour	44.2%	23.8%	+20.4%
Earns Less than \$26 Per Hour	79.8%	54.5%	+25.3%

Policy Recommendations

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