

The Effect of the Philadelphia Fair Workweek Standard on Workers and their Families

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Scheduling regulation

- Building on body of work demonstrating relationship between scheduling regulations and worker outcomes
 - Emeryville, CA
 - New York, NY
 - Seattle, WA
 - Oregon
 - Chicago, IL

Philadelphia, PA: Fair Workweek Standard

Unique policy context

Passed December 2018

In this paper...

We use daily diary survey methodology to test the effect of scheduling regulation on hourly workers with young children

Fair Workweek Standard



Who's covered?

Retail, hospitality, or food services
250 workers & 30 locations

FWS Implementation

Started July 1, 2020
Enforcement began June 1, 2021



Schedule Notice

10-day advance notice
and predictability pay



More shifts

Prior to hiring new workers,
shifts offered to existing
employees



9 hour rest

Unless with written
consent and \$40

Daily survey data

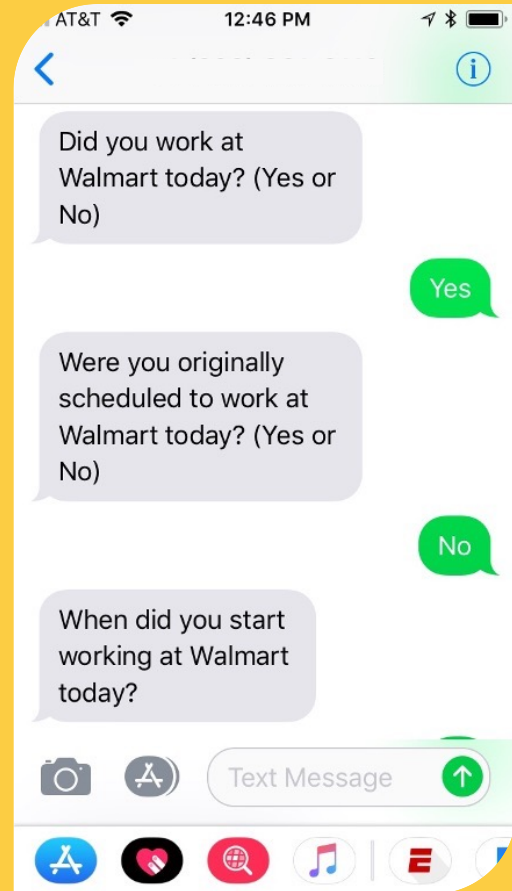
Sample: 1,100 hourly service workers with young children

- Selected via venue-time sampling strategy

Questions asked via automated text message for two 30-day periods

- Aug – Dec 2019
- Sep – Dec 2020

Work, scheduling, personal & child well-being



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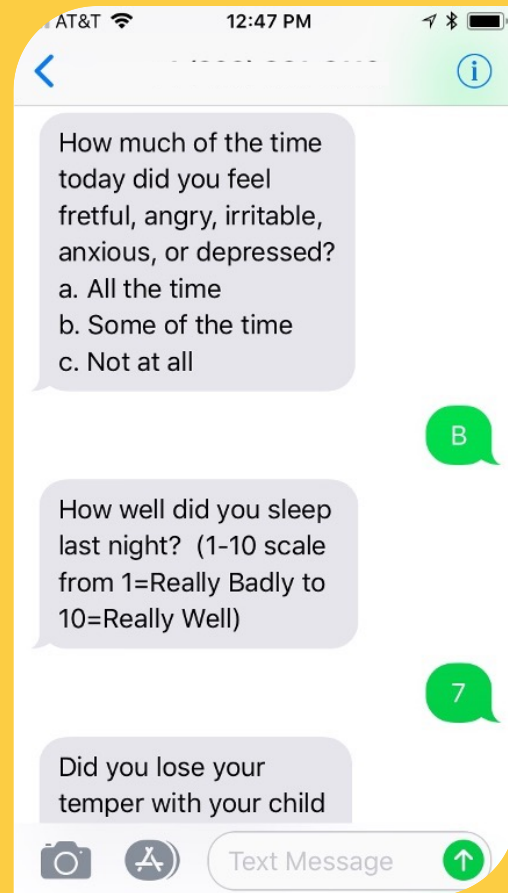
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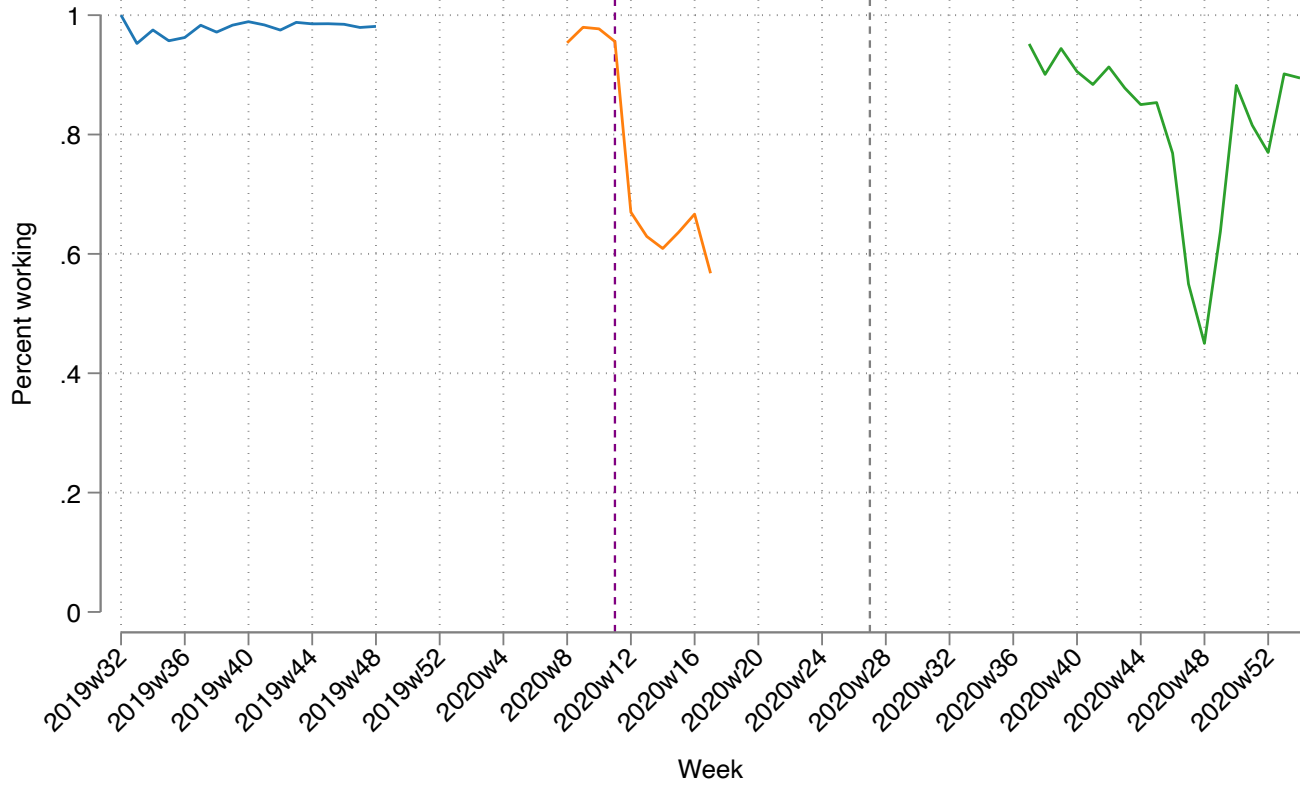
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Work, scheduling, personal & child wellbeing



Worked this Week



Estimating effect of FWS policy

Person – job – day estimates

$$Y_{ijt} = \beta_0 + \beta_1 Post_t + \beta_2 Covered_{ij} + \beta_3 Post_t * Covered_{ij} + \gamma_{ij} + \delta W_t + \varepsilon_{ijt}$$

where γ_{ij} are individual – job level random effects and W_t is an indicator for weekend day

Person – day estimates

$$Y_{it} = \beta_0 + \beta_1 Post_i + \beta_2 Covered_t + \beta_3 Post_t * Covered_i + \gamma_i + \delta W_t + \varepsilon_{it}$$

where γ_{ij} are individual level random effects and W_t is an indicator for weekend day

No effect of FWS on work schedules

	(1)	(2)	(3)	(4)	(5)	(6)
	Worked today	Hours deviated from schedule	Shift was cancelled	Worked surprise shift	Any change to schedule	Any change <i>at late notice</i>
Post FWS Impl	-0.069*** (0.020)	-0.025*** (0.007)	0.015** (0.007)	-0.014*** (0.004)	-0.008 (0.011)	-0.017** (0.007)
Job covered	0.030 (0.023)	0.015* (0.009)	0.005 (0.004)	-0.006 (0.004)	0.019* (0.010)	0.003 (0.008)
Post*covered	-0.015 (0.025)	-0.005 (0.010)	-0.005 (0.008)	0.005 (0.005)	-0.008 (0.013)	0.006 (0.009)

Note: SE clustered by person-job.
Coefficients on weekend indicator not shown.

No. person-job-days: ~25,000
No. person-jobs: 513

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Did FWS effect worker wellbeing?

- Workers in covered and uncovered jobs experience worse wellbeing later in the pandemic
[More likely to feel fretful, angry, irritable, anxious, or depressed today, worse sleep quality]
- No change in wellbeing relative to covered status
- Unsurprising given no effects on work schedules

Enactment of FWS improving over time?

	Fall 2020			Summer/Fall 2021		
	Covered	Uncovered	dif	Covered	Uncovered	dif
Employer asked R to take a shift that began < 9 hrs after last shift	30.6%	27.2%		28.6%	23.5%	
Employer pays \$40 extra for working closely spaced shifts	6.0%	4.7%		15.4%	0.0% ***	
R can turn down closely spaced shift without consequences	49.5%	51.3%		60.8%	58.4%	
Employer hired new workers without offering current workers more hours	51.7%	22.7% ***		47.2%	27.3% **	
Employer posts work schedules publicly	77.4%	56.1% ***		75.8%	59.0% **	

No changes to scheduling in pre-enforcement period

- Steep decline in percent working due to COVID19
- Lack of enforcement leading to low compliance
- Evidence of potentially greater adherence to standard in late 2021
 - Next: additional survey data on scheduling and worker wellbeing

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Philadelphia recruitment team

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Questions?

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