



## Fact Sheet:

### Civis Analytics National Fair Workweek Poll

#### Data Overview

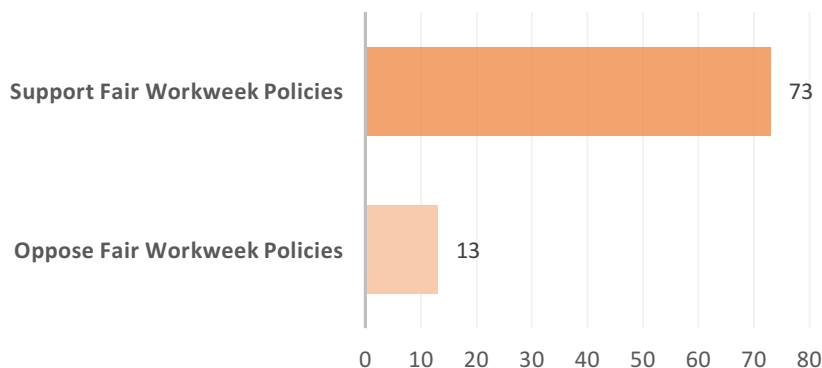
From October 3rd through November 6th 2016, Civis Analytics conducted a national landline survey among a representative sample of 5,570 adults in the United States. The survey included a support question for general fair workweek policies and a series of questions designed to gauge an individual's vulnerability to unfair workweek practices. In this survey, "unfair fair workweek practices" include day-of changes to work schedules, inadequate rest between shifts, changes to work schedules after they have been posted, variable number of hours week-to-week, and working fewer weekly hours than desired. These general support questions ran for all five weeks. Additionally, each week we also asked an alternating list of targeted support questions for specific policy provisions.

After conducting the survey, Civis built a statistical model to predict the likelihood of every adult in America to support general fair workweek policies. Civis matched survey respondents' answers back to their records on a national individual file, enabling an analysis of how hundreds of variables from the file interact with responses. Survey responses were collected using a stratified design to improve the performance of this model, and were weighted to resemble the general population in reporting.

#### Findings

*This nationally representative poll found that nearly **three in four people support fair workweek policies**. When asked the question, "Fair workweek laws require employers to give workers stable hours, input into schedules, and more opportunities for full time work. Do you support or oppose these laws?" 73% of respondents said they support the policies and only 13% oppose.*

**Fair workweek laws require employers to give workers stable hours, input into schedules, and more opportunities for full time work. Do you support or oppose these laws?**



Statistical models built using these survey responses suggest that high level of support for policies similar to those in the federal Schedules that Work Act are consistent at the state level across the country:

State	Statewide Support
AK	77%
AL	76%
AR	77%
AS	79%
AZ	77%
CA	77%
CO	71%
CT	77%
DC	84%
DE	80%
FL	77%
GA	77%
HI	80%
IA	74%
ID	72%
IL	81%
IN	78%

State	Statewide Support
KS	73%
KY	76%
LA	76%
MA	80%
MD	81%
ME	73%
MI	79%
MN	75%
MO	76%
MS	78%
MT	72%
NC	77%
ND	74%
NE	75%
NH	73%
NJ	78%
NM	80%

State	Statewide Support
NV	79%
NY	79%
OH	76%
OK	75%
OR	76%
PA	77%
RI	81%
SC	76%
SD	73%
TN	75%
TX	77%
UT	72%
VA	77%
VT	75%
WA	69%
WI	76%
WV	80%
WY	68%

In addition to determining general support for new work hours standards, we wanted to better understand support for specific fair workweek policy provisions. Over the course of five weeks, we rotated through specific policy questions on the topics listed below with their respective national support levels. It is clear that both as a broad category of modern wage and hour law, and as specific policy, Americans overwhelmingly support these reforms.

**Reporting and on-call pay, 71% support** – Policy that guarantees employees are compensated with at least four hours of pay when a shift is cancelled at the last minute.

**Access to hours for part-time staff, 63% support** – Policy that requires employers to offer additional work hours to existing qualified part-time employees before hiring of new part-time or temporary staff.

**Guaranteed Minimum Hours, 61% support** – Policy that guarantees a minimum number of hours each week for employees in targeted industries.

**Advanced notice of schedules, 54% support** – Policy requiring employers to provide at least two weeks advance notice of work schedules and to compensate employees for employer-requested changes.

**Predictable Pay, 53% Support** – Policy that requires employers to compensate workers with one hour of pay for every schedule change the employer makes after posting.

These findings are consistent with research conducted across the country. For example, *The Washington Post* reported on a Luntz Global poll that showed more than 78% of the Chamber of Commerce’s own members support policies guaranteeing more predictable schedules for hourly workers.<sup>1</sup> And, the conservative Institute for Family Studies wrote in a blog post titled *The Conservative Case for Fair Scheduling* that, “In our recent focus group with 10 working-class parents, the group of mostly Trump supporters all said that they would like to see Congress consider passing the ‘Schedules That Work Act,’ a bill introduced in 2014 by Sen. Elizabeth Warren (D-MA).”<sup>2</sup>

Our research also found that 52% of respondents reported experiencing unfair work hours practices, with 22% reporting often experiencing practices considered unfair. Those rates are higher among hourly workers of whom: 67% sometimes and 28% often experiencing unfair work hours practices. Specifically, the survey found:

- 27% of hourly workers reported experiencing day-of changes to their work schedules;
- 27% of hourly workers reported inadequate rest between shifts – closing late at night and returning to open the next day;
- 31% of hourly workers reported changes to their schedules after they have been posted;
- 38% of hourly workers reported a varying number of work hours week-to-week; and
- 49% of hourly workers reported working fewer hours than they would like each week.

It is clear from our latest research, as well as that done by many others, that not only do fair workweek policies like the Schedules That Work Act have overwhelming, multi-partisan support, but also that working families across the United States need these standards in order to attain balance and stability in their workweeks.

For more information about the Fair Workweek Initiative and our research, please contact Asya Pikovsky at [apikovsky@populardemocracy.org](mailto:apikovsky@populardemocracy.org).

---

<sup>1</sup> Leaked documents show strong business support for raising the minimum wage, *The Washington Post*, [https://www.washingtonpost.com/news/wonk/wp/2016/04/04/leaked-documents-show-strong-business-support-for-raising-the-minimum-wage/?utm\\_term=.e2a96875c34f](https://www.washingtonpost.com/news/wonk/wp/2016/04/04/leaked-documents-show-strong-business-support-for-raising-the-minimum-wage/?utm_term=.e2a96875c34f), April 4, 2016. See also pages 38 and 39 of the slide deck: <https://www.scribd.com/doc/306912486/COSC-Presentation>.

<sup>2</sup> *The Conservative Case for Fair Scheduling*, Institute for Family Studies, <https://ifstudies.org/blog/the-conservative-case-for-fair-scheduling>, January 16, 2017. The focus group findings are available at <http://ifstudies.org/wp-content/uploads/2016/12/FINAL2-LappFocusGroupReportonWorkingClass.pdf>.

## Appendix: Survey Sample Size

Question	Sample Size
Support for fair workweek laws	5,570
Vulnerability to unfair practices	5,570
Support on-call pay	764
Support access to hours	1,232
Support guaranteed minimum hours	1,214
Support advanced notice of schedules	1,120
Support predictable pay	1,240