

**DATA
BRIEF**

Hourly Work and Workers in Connecticut



APRIL 2015

PREPARED BY THE FAIR WORKWEEK INITIATIVE—CENTER FOR POPULAR DEMOCRACY



The Center for Popular Democracy (CPD) works to create equity, opportunity, and a dynamic democracy in partnership with high-impact base-building organizations, organizing alliances, and progressive unions. The Fair Workweek Initiative (FWI), a collaborative effort anchored by CPD, is dedicated to restoring family-sustaining work hours for all working Americans. We partner with diverse stakeholders to advance an integrated set of strategies that include policy change, workplace-based demands and high road employer advocacy. Please contact Elianne Farhat (efarhat@populardemocracy.org) to learn more.

Data Brief: Hourly Work and Workers in Connecticut

Connecticut has almost **885,000 hourly workers**—nearly **57 percent of Connecticut’s total workforce**^a—who would benefit from updating workplace protections to match our modern workweek. Across multiple measures, hourly workers are more likely than salaried workers to experience volatile, precarious schedules. A national survey found that 41 percent of early-career hourly workers know their schedules a week or less in advance and half of the hourly workers in the study said their schedules were decided by their employer alone. Nearly three-quarters of hourly workers reported that their weekly work hours had fluctuated in the past month.¹

Connecticut’s Hourly Workforce

Hours

Twenty-nine percent of Connecticut’s hourly workforce is employed part-time at their main job (working less than 35 hours a week), compared to just eight percent of the non-hourly workforce. 6.5 times as many of these hourly part-time workers would prefer to work full-time (78,000) than non-hourly part-time workers (12,000). Fifty-six thousand hourly workers hold more than one job, more than twice as many as in the non-hourly workforce.

Even though the majority of both hourly and non-hourly workers are assigned 40 or more hours of work a week, hourly workers are much more likely than non-hourly workers to be assigned fewer work hours. (Fig. 1). Connecticut has almost 129,000 women paid hourly who work less than 30 hours a week, and an additional 33,000 female hourly workers who have hours that vary week to week. (Fig. 2). One in three women paid hourly work less than 30 hours a week, compared to one in 10 women not paid hourly.

Jasmine Jackson

Hamden, CT

My name is Jasmine Jackson and I live in Hamden CT. As an hourly worker I live not only paycheck to paycheck but on a manager’s scheduling whim.

About a year ago, I attempted to enlist in the Airforce. I performed well enough on my tests to qualify for Officers’ Training School. The recruiter told me that as a condition to enlist I had to make three payments on my student loans.

Back at work, the schedule came out and it had me working enough hours in one week for me to make a payment on my student loans. I was so excited I told everyone about my ability to pay my loans and head to Officers’ School. Then, right before I was to start those hours, the schedule changed and my hours were cut drastically. My plans to pay my loan fell through and I was unable to enroll in the Officers’ School.

Currently, there is nothing a worker can do to make an employer give her the hours she was promised but when they are taken from you at the last minute, it is even worse. You find yourself thinking: “If I knew, I would have done this or that.” You cannot plan with short notice scheduling.

Fair scheduling guidelines will bring some accountability to employers and will help me and many other pursue our dreams without being afraid of what next weeks schedule will look like.

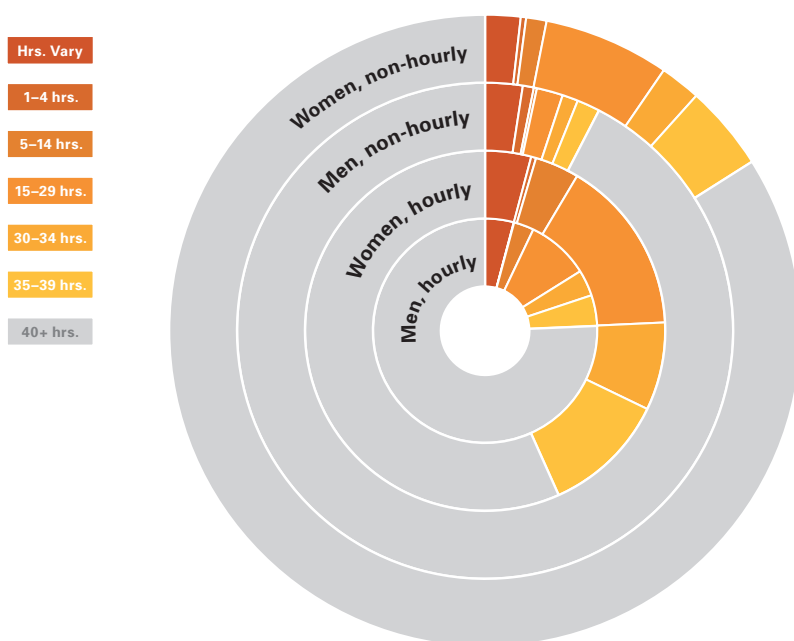
^a This refers to the workforce earning wages and salaries who were employed, at work, or employed, absent from work. All data in this brief is based on CPD analysis of the U.S. Bureau of Labor Statistics’ Current Population Survey Outgoing Rotation Group Data for 2014, unless otherwise noted.

Fig. 1 Usual hours worked per week, hourly workers

USUAL WEEKLY HOURS	ALL	% OF HOURLY WORKFORCE	MEN	WOMEN
Hours Vary	64,000	7%	30,600	33,200
Between 1 and 4	1,900	0%	1,100	800
Between 5 and 14	42,800	5%	11,100	31,700
Between 15 and 29	141,000	16%	45,000	96,100
Between 30 and 34	73,000	8%	19,200	54,100
Between 35 and 39	83,000	9%	25,600	57,000
40 or more	478,000	54%	272,000	206,400
Total	884,000*	100%	405,000	479,300

*May not sum to total due to rounding. Hours worked at main job.

Fig. 2 Hours worked per week, by type of worker



Alissa Connell
Bozrah CT

Dear members of the committee,

Hi, my name is Alissa Connell. Over the past thirteen years, I have graduated from high school and received my Bachelor's and Master's degrees. Throughout this time, I have also been employed by Stop & Shop. As I seek opportunities to work on my area of studies I continue to work at Stop & Shop to sustain myself.

As a part time associate In Stop and Shop, I am only guaranteed 15 hours of work a week. This means that my weekly check from Stop & Shop varies by \$100 based on what they decide to schedule me. As a result, every time I try to get ahead and create a savings account or pay extra on my bills, the next week my hours are diminished and I'm in worse shape than I was financially. Moreover, Because of the lack of steady hours and advance notice, have been forced to put my student loans into forbearance twice and continue to accrue interest on these loans while making interest-only payments.

If I knew in advance how many hours I was working in a week, it would be easier to then budget my expenses, plan for the future and pursue my business. In order for me to prosper, to pay off my student loans and to make a better living for myself, I need my employer to give me sufficient notice of my schedule. This is why, I support the "The Just Scheduling Act" HB6933.

Wages

In 2013, 22,000 of Connecticut's hourly workers were paid at or below minimum wage (then \$8.25 per hour).² In 2014, at least^b 140,000 of Connecticut's workers were earning between minimum wage and \$10 per hour (or between \$17,200 and \$20,800 per year), and 183,000 hourly workers earned between \$10 and \$15 per hour (or between \$20,800 and \$31,200 per year). We predict that at least 365,000 low wage hourly workers will be protected under the new scheduling provisions.

b The actual number of low-wage workers affected will be greater. About 30 percent of hourly workers did not respond to questions on the Bureau of Labor Statistics survey regarding their hourly rate of pay and several of them may have been low-wage workers. Thus, these figures provide a conservative estimate.

Gender

Fifty-four percent of all hourly workers in Connecticut—or 480,000—are women, and forty-eight percent are men.

Overall, 60 percent of working women in Connecticut are paid hourly, compared to 53 percent of working men (Fig. 3).

Families

256,000 hourly workers are parents of children below the age of 18. 71,000 of them, or nearly 30 percent, are single parents.

Overall, one-third of mothers in hourly jobs are single mothers, compared to 15 percent of mothers working non-hourly jobs. A single mother in Connecticut is three times more likely to be paid hourly than to be paid a salary.

Age and Education

Fifty-seven percent, or nearly 509,000 out of all hourly workers, have attended college. Over 518,000 hourly workers, or a significant majority, are of prime working age, between 25 and 54 (Fig. 4).

Fig. 3 Hours worked per week, by type of worker

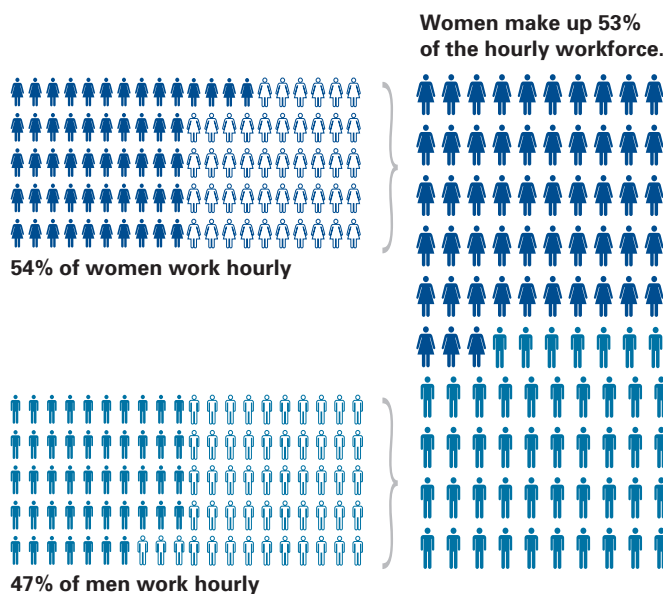
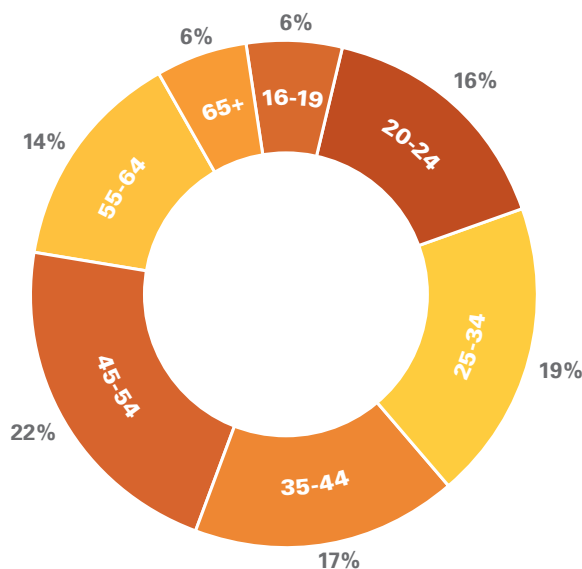


Fig. 4 Age of hourly workforce



Elibel Garfias

I have been working as a cleaner in Greenwich Office Park for 13 years. For over 10 years, I worked there part-time. Part-time workers cannot support a family. That's a fact. For someone like me, a mother with a school-aged son, it was hard to make ends meet and almost impossible to send money to my daughter who lives in Mexico. Thank God three years ago I was able to pick up more hours and become full time. My life changed overnight. The worry about what bills to pay was gone. All of a sudden, I had health insurance, and being able to send money to help support my daughter and my two granddaughters wasn't just a dream.

Now, my son just turned 18, and we are looking at how we get him to college. Three years ago, this would have been unthinkable. We live modestly, but we can pay bills and rent, and I am even able to dream of a better life for my family.

Race

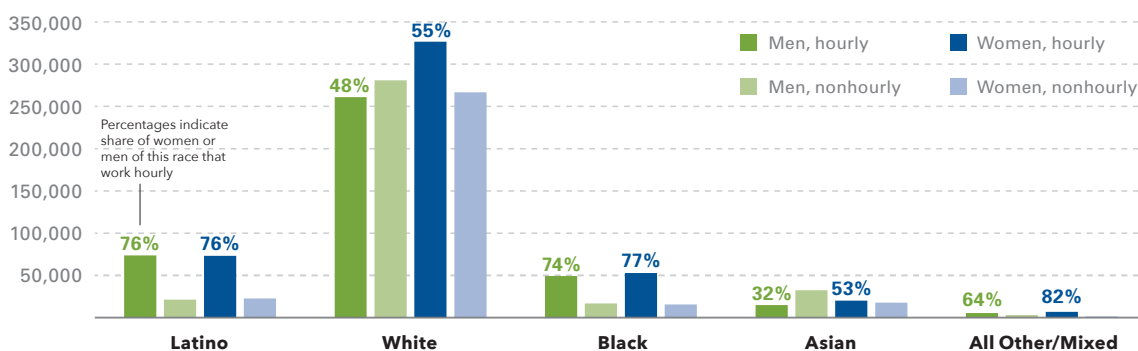
Sixty-six percent of Connecticut’s hourly workforce is white, while 34 percent are people of color (Fig. 5). Black and Latino workers are most likely to be paid hourly: 77 percent of the Latino workforce and 76 percent of the Black workforce in Connecticut is paid hourly, compared to 52 percent of Whites, and 41 percent of Asian workers. Black, White and Asian women are all more likely to work hourly than men of the same race (Fig. 6).

Fig. 5 Connecticut’s hourly workforce, by race

RACE*	# WORKERS	SHARE OF HOURLY WORKFORCE
White	587,000	66%
Latino	147,000	17%
Black	102,000	12%
Asian	35,000	4%

*Latino is all Hispanic; all other races do not include Hispanic

Fig. 6 Connecticut’s workforce, by race and gender



Industries

Several of Connecticut’s top industries employing hourly workers are in the service sector (Fig. 7). These industries are widely known for their low paying jobs. Less known, yet with no less of an impact on individual and family income, hourly work in these sectors is characterized by fluctuating and unpredictable work hours. Ninety percent of early-career food service workers paid hourly experience schedule volatility. This means their weekly schedules, and therefore their paychecks, can vary by as much as 68 percent of their usual hours worked. Eighty-seven percent of early-career retail workers paid hourly experience schedule volatility, and their paychecks and hours can swing by almost 50 percent.³ Nearly one-quarter of Connecticut’s hourly workers are employed in these two sectors alone (Fig. 8).

Fig. 7 Top 10 industries employing hourly workers, by gender

INDUSTRY	PAID HOURLY	HOURLY WORKERS	ALL WORKERS (RANKING)	FEMALE (RANKING)	MALE (RANKING)	% OF HOURLY WORKFORCE THAT IS FEMALE
All industries	57%	884,318				53%
Retail trade	76%	135,892	1	1	1	51%
Manufacturing	52%	95,002	2	6	2	36%
Health care services, except hospitals	68%	86,073	3	2	5	79%
Educational services	37%	71,155	4	3	6	77%
Food services and drinking places	90%	65,464	5	5	3	53%
Hospitals	64%	52,200	6	4	8	77%
Public administration	57%	36,241	7	9	4	49%
Professional and technical services	32%	35,475	8	8	7	64%
Social assistance	66%	30,193	9	7	10	86%
Finance	31%	20,173	10	10	9	77%

Fig. 8 Percentage of hourly workers, by industry and gender

INDUSTRY	ALL HOURLY WORKERS	% ALL HOURLY	WOMEN (#)	% HOURLY WOMEN	MEN (#)	% HOURLY MEN
All industries	884,318		479,771		404,547	
Retail trade	135,892	15%	69,208	14%	66,684	16%
Manufacturing	95,002	11%	34,277	7%	60,724	15%
Health care services, except hospitals	86,073	10%	67,739	14%	18,333	5%
Educational services	71,155	8%	54,766	11%	16,389	4%
Food services and drinking places	65,464	7%	34,886	7%	30,578	8%
Hospitals	52,200	6%	4,510	1%	47,826	12%
Public administration	36,241	6%	40,067	8%	12,132	3%
Professional and technical services	35,475	4%	17,753	4%	18,488	5%
Social assistance	30,193	4%	22,587	5%	12,888	3%
Finance	20,173	4%	12,493	3%	22,658	6%

Impact on Business

In the top industries characterized by hourly work, the majority of workers are employed in firms with 20 or more employees.⁴

INDUSTRY		Number of Employees in Business								
		< 5	5 - 9	10 - 19	20 - 49	50 - 99	100 - 249	250 - 499	500 - 999	1000+
Retail Trade	Workers	11,951	19,446	26,915	35,186	23,665	53,117	n/d	n/d	n/d
	Firms	6010	2882	1980	1167	344	356	31	2	n/d
Manufacturing	Workers	–	–	9,642	23,355	24,251	32,843	19,983	7,253	33,710
	Firms	3290	1726	1410	1514	700	444	114	22	18
Health care and social assistance	Workers	8,075	16,117	26,477	33,883	25,336	57,129	22,358	12,001	55,193
	Firms	3913	2399	1975	1150	370	380	68	18	26
Educational Services	Workers	1,386	1,640	2,759	3,945	5,149	8,142	3,130	5,430	25,453
	Firms	923	252	212	130	73	55	10	8	7
Accommodation and food services	Workers	–	10,689	22,915	47,822	21,806	7,984	n/d	n/d	n/d
	Firms	2,977	1,558	1,668	1,591	345	57	4	1	n/d
Professional and technical services	Workers	13,418	10,804	13,198	16,281	11,242	12,089	n/d	n/d	7,087
	Firms	9775	1664	989	558	168	82	21	6	5
Finance and Insurance	Workers	10,217	9,425	11,074	–	10,827	9,179	n/d	27,409	n/d
	Firms	4121	1520	732	357	146	70	25	17	12

n/d: no data disclosed

Notes

- 1 Susan J. Lambert, Peter J. Fugiel, and Julia R. Henly, "Precarious Work Schedules among Early-Career Employees in the US: A National Snapshot," EInet (Employment Instability, Family Well-being, and Social Policy Network) at the University of Chicago, August 2014.
- 2 Bureau of Labor Statistics, United States Department of Labor, "Characteristics of Minimum Wage Workers: 2013," March 2014.
- 3 Lambert et al, 2014.
- 4 BLS Quarterly Census of Economic Wages, First Quarter 2014.



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