**Effect of Oregon Predictive Scheduling Law on Worker Income Volatility**

**Background**

In 2017, Oregon governor Kate Brown signed the Oregon Predictive Scheduling Law which took effect in July of 2018. The law requires all employees in the state that work at companies in the retail, hospitality, or food services industries with 500 or more employees to provide a written work schedule to their employees 7 days in advance of the first day included in the schedule. The legislation was updated in 2020, with an extended notice period of 14 days.

Employers must pay employees one additional hour at the regular hourly rate of pay, in addition to any wages earned during the shift when:

* An employer adds more than 30 minutes of work to an employee’s shift
* An employer changes the hours of an employee’s work shift without reducing the number of hours they are scheduled to work
* An employer schedules an employee for an additional shift

Employers must pay employees half of their regular rate of pay, per hour, for each scheduled hour that an employee does not work when change results in lost hours or when an employer does not ask you to perform work when you are scheduled for an on-call shift.

Employers *may* maintain a voluntary standby list of employees who are willing to work additional hours. The employee is not required to accept the additional hours that have been offered, but is not eligible for the additional compensation outlined by the requirements.

Employers are also required to provide employees with a written “good faith estimate” of the work schedule, including the median number of hours the employee is expected to work in an average month.

**Research Questions**

What is the effect of the Oregon Predictive Scheduling Law on worker income volatility?

What are the channels through which worker income volatility is affected?

* Are employers incentivized to schedule workers in more regular shifts?
* Does advanced scheduling allow workers to more easily pick up a second job?
* Does advanced scheduling allow workers to more easily do gig work?

How does the Predictive Scheduling Law affect worker expenditures, borrowing, and saving?

* Does the law prevent workers from paying a premium on last-minute expenses, like last-minute childcare?
* Does the law reduce borrowing, and in particular from expensive sources of credit, like payday loans?

Why is this economically interesting?

* We know that workers don’t like unpredictable schedules and are willing to give up wages for advanced notice, but we don’t know why. We also don’t have a measure of the “real costs” of this.
* Is this an unexplored channel for the rise in inequality? What is the history of scheduling? (Can’t find anything clear on this.)
  + Increase in part-time work has escalated because of the [declining power of labor unions](https://www.nytimes.com/2012/10/28/business/a-part-time-life-as-hours-shrink-and-shift-for-american-workers.html)
* Rise of [scheduling technology](https://www.nytimes.com/2012/10/28/business/a-part-time-life-as-hours-shrink-and-shift-for-american-workers.html) that is enabling this kind of scheduling — what are the impacts of these kinds of technology?

**Literature**

* [Valuing Alternative Work Arrangements](https://www.aeaweb.org/articles?id=10.1257%2Faer.20161500&utm_source=TrendMD&utm_medium=cpc&utm_campaign=American_Economic_Review_TrendMD_1)
* [Susan Lambert](https://crownschool.uchicago.edu/crownscholars/s-lambert) has done a lot on worker scheduling
* [Worker scheduling and worker health/well-being](https://journals.sagepub.com/doi/full/10.1177/0003122418823184?journalCode=asra)

**Data**

* The JPMorgan Chase Institute has data on consumer clients based on their checking accounts.
  + They identify distinct jobs within labor income by observing consistency in the transaction description of recurring labor income receipts that are directly deposited into individuals’ checking accounts. How often can they identify who the employer is?
  + For their Online Platform Economy analysis, they are able to identify transactions for flowing into accounts from 30 different platforms.
* Credit card lending: JPMorgan Chase Institute has data on household credit card spending. Can these be linked to the checking account data?
* Payday lending: Oregon does require payday lenders to file [annual reports](https://dfr.oregon.gov/business/licensing/financial/Pages/payday-and-title-lending.aspx) that includes aggregate information about loan volume, APR, charge offs, etc. but does not require information about individual borrowers.
  + Payday loan transactions are usually conducted through one’s checking account. Can these transactions be identified?

**Methodology**

ALSO:

Effect on unemployment? Can see a quick result in the CPS.

Does the law work? Do we see reductions in hours? Need Oregon administrative hours data.

Does this cause spillovers? Either positive spillovers where other firms have to also start giving hours in advance / reduce hours variation. Or we could see worker sorting, then other firms would increase hours variation (maybe at a premium). Could check if this sorting is associated with worker characteristics (eg women have a greater preference for schedule stability).