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September 30<sup>th</sup>, 2016

The Honorable Dianne Martinez  
Mayor, City of Emeryville  
1333 Park Avenue  
Emeryville, CA 94608

Dear Mayor Martinez,

I would like to express my support for the proposed Fair Work Week Ordinance. I was a manager at Barnes & Noble at Bay Street and oversaw scheduling while employed there. I firmly believe that we need regulations for businesses to ensure that employees receive their schedule in enough time to plan accordingly, and that when changes are made that impact their lives they are compensated appropriately.

It is true that some companies have policies in place that require schedules to be posted well in advance. This is a wonderful policy, as it improves morale and quality of life for workers, as well as decreases call-outs by allowing employees ample time to plan for their shifts. It is not, however, true that all businesses with these policies consistently adhere to them. Nor are there checks and balances in place to monitor adherence. Sometimes schedules are subject to changes until days or even hours before the previously scheduled shift.

While overseeing scheduling at Barnes & Noble I was able to post schedules three weeks in advance per company policy consistently for a time. Employees provided their availability, and could give feedback per our open door policy. Change management fluctuations became rampant during 2014-2015 and there were many changes to the business and the way we scheduled shifts. As a result employees were not receiving their schedule in time to properly plan for their shifts. The fallout was drastic as our turnover rate reached well over 50% and both the business and the employees suffered dearly.

It is my firm belief that advance notice expectations and predictability pay could have saved the company money and time. Rather than paying my hourly wage while I made calls to cover shifts, we could have offered predictability pay as compensation to raise morale and fill shifts faster at less cost to the company. There were days when I spent over an hour covering shifts and adjusting schedules at a pay rate nearly double what one extra hour from a minimum wage employee would have cost.

Businesses need to provide stable schedules to their employees. Anything less demonstrates a lack of respect for the lives of those impacted by schedule changes. Since it is clear that policies established by businesses to protect their employees are not consistently enforced it is up to our government to protect them. The Fair Work Week Ordinance is a necessary and important step toward that end.

Thank you for your time and consideration.

Sincerely,

Stevie Marie Miles