



## SUPPORT

House Bill 1027 – “Overwork Prohibition Act”  
House Economic Matters Committee  
The Honorable Dereck Davis, Chair  
March 10, 2015

Advocates for Children and Youth is a statewide non-partisan non-profit focused on improving the lives and experiences of Maryland’s children through policy change and program improvement. Our multi-issue platform helps us to improve the entirety of children’s worlds—the systems they touch, the people they interact with, and the environment where they live.

In fulfilling our mission, Advocates for Children and Youth identifies opportunities to improve the well-being of Maryland’s young people. ACY supports HB 1027 because it will improve the lives of children and families.

We know that hourly workers, who generally are at the lower end of the pay scale, are subject to unpredictable scheduling practices that create profound insecurity and instability for them and their families. House Bill 1027 helps workers and families gain stability in the workplace so that they can move forward economically.

Half of Maryland’s total workforce is comprised of hourly workers who are more likely to experience volatile and precarious schedules. Workers cannot predict their hours or pay from day to day, make time for schooling or to care for children or family, secure a second job or qualify for promotions to full-time employment. Employers schedule workers to shifts that can make getting adequate rest difficult, such as working a late night shift followed by an early morning shift or working mandatory overtime.

The Overwork Prohibition or Right to Rest Act will ensure that employees are protected from unhealthy overwork caused by long work weeks as well as involuntary daily overtime.

This Right to Rest Bill will help ensure that employees get paid for their time. It also requires employers to give their workers adequate time to plan their work and family lives. Workers, particularly women, are forced to juggle childcare and other responsibilities with fluctuating schedules, and denied promotions and hours. Hourly workers -- a growing proportion of Maryland’s workforce -- need a fair work week to earn a family sustaining paycheck.

We urge a favorable report for this important legislation.

Thank you.

Rebecca Wagner, Executive Director