

Press Statement
17 February 2011

Flexible Workplace Solutions for Low-Wage Hourly Workers

WF2010 and iwin to announce new framework following nationwide Dialogue on Workplace Flexibility

Workplace Flexibility 2010 and the Institute for Workplace Innovation (iwin) are delighted to announce the forthcoming release of “Flexible Workplace Solutions for Low-Wage Hourly Workers: A Framework for a National Conversation,” an innovative report with new key findings on this issue, in March 2011.

This report provides a fresh perspective on this issue by examining the similarities and differences in scheduling challenges for low-wage hourly workers in standard 9 to 5 jobs and for those workers with nonstandard schedules, and the implications for employer practice and public policy. It will answer basic questions about the types of scheduling challenges that low-wage hourly workers face; provide a framework for thinking through next steps; and link these to the broader national dialogue on workplace flexibility. This report will be useful to employers, employees, and unions who are thinking about how to provide greater flexibility to low-wage hourly workers, and advocates and policymakers who want to better understand the contours of this issue and policy solutions.

“Finding inventive scheduling solutions for low-wage hourly workers and their employers has big implications for the health, well-being, and economic security of these individuals and their families, and for workforce stability in the businesses that employ them.” Dr. Jennifer Swanberg, Executive Director and Founder, iwin, University of Kentucky, and Associate Professor at the University of Kentucky

“The hallmark of flexibility for low-wage hourly workers is an employer's willingness to rethink traditional scheduling practices. For some workers, this might mean reducing schedule rigidity by giving them more opportunities for meaningful input into their schedules without jeopardizing their jobs. For others, it might mean making scheduling practices more predictable and stable.” Liz Watson, Legislative Counsel, Workplace Flexibility 2010

The report will be issued on the heels of a U.S. Department of Labor event, “Challenges and Solutions for Hourly Workers,” that will be held in Pasadena, California on Thursday, February 17, 2011 from 12:45 to 17:00 at the Pasadena Convention Center. This event is part of the nationwide “Dialogue on Workplace Flexibility.”

“The need for workplace flexibility is not just an issue for some families, some communities, or some industries. Rather, the mismatch between the needs of American workers and the structure of the American workplace is a problem for all of us. By hosting this national dialogue, the Department of Labor drives home the point that flexibility – including flexible and predictable scheduling and paid time off – is a critical baseline for the health of our communities, families, and overall economy,” Katie Corrigan, Director, Workplace Flexibility 2010

To follow workplace flexibility issues, visit www.twitter.com, #worklifeprogess, #focusonflex.

For more information on Workplace Flexibility 2010, or to request an interview with Liz Watson, Jennifer Swanberg, or Katie Corrigan, kindly contact info@workplaceflexibility2010.org.

About Workplace Flexibility 2010

Workplace Flexibility 2010, based at Georgetown Law, is a policy initiative supporting the development of a comprehensive national policy on workplace flexibility. Through its efforts, Workplace Flexibility 2010 has helped set the stage for a robust national dialogue on how to restructure the workplace to meet the needs of today's workforce.

Workplace Flexibility 2010 has issued several topical reports including: Public Policy Platform on Flexible Work Arrangements, Family Security Insurance: A New Foundation for Economic Security, and the forthcoming Flexible Workplace Solutions for Low-Wage Hourly Workers: A Framework for a National Conversation.

Workplace Flexibility 2010 is part of the Alfred P. Sloan Foundation's National Initiative on Workplace Flexibility. The National Initiative is a collaborative effort leveraging innovative business practice, academic research and public policy in order to make workplace flexibility a standard of the American workplace.

Workplace Flexibility 2010: www.workplaceflexibility2010.org.

About iwin

iwin is an applied research center that develops and disseminate knowledge about the 21st century workplace to create environments that boost the bottom line, employee health, and work-life fit. Our research is informed by theory and guided by the need for innovative, practical solutions. We connect employers to these solutions by building, understanding and translating the research, creating applied tools and resources, influencing policy makers, and helping employers develop the workforce. But we don't stop there. We also help connect organizations to each other by fostering a regional employer learning community, where employers can learn from both local and national experts, and from of course, each other.

iwin: <http://iwin.uky.edu>