

A Fair Workweek in Philadelphia for Hotel Workers

Cities and states around the country are standing for a family-sustaining workweek. To address poverty in Philadelphia, we need to ensure that the thriving service economy provides reliable jobs that deliver stability for working families.

Philadelphia hotel workers and their families need work hours they can count on and an end to on-calling scheduling. But big hotel chains are making life unpredictable for their employees.

On-Call Scheduling: Nearly a third of Philadelphia’s hourly service workers work “on call” shifts and must call just hours before their scheduled shift to find out if they are working.¹ Many hotels require housekeepers and banquet staff to work “on call,” making it impossible for these workers to predict weekly earnings, care for their families, and seize and create economic opportunities for themselves and their communities.

Right to Decline Unscheduled Hours: Housekeepers whose shifts are supposed to end at 4 pm regularly find themselves forced to stay hours later to continue turning over rooms. With many daycares charging *by the minute* for late pick-ups, these extra hours cost working parents more than the income they add. Under the Fair Workweek policy, managers would have to find volunteers for the extra hours.



Marisol, Marriott

“I get up at 5 o’clock in the morning in order to make it work on time. When I have to wake up that early, then I’m kept late at work, I don’t have time for a life. And we deserve a life.”

Kat, Marriott

“If I had a regular schedule, I could go home, and have dinner with my kids. Or take my kids to dinner, or go bowling. I could have a normal life.”



LeKesha, Marriott

“To get 40 hours a week is a blessing these days. I have three children that depend on me, and I’m not making enough to provide for them.”



Fair Workweek PHL is a growing coalition of community members and labor partners including One Pennsylvania, UFCW 1776, PASNAP, Philadelphia Council AFL-CIO, UNITE HERE, OUR Walmart and Restaurant Opportunities Center, coming together to restore dignity and respect in Philadelphia workplaces through a fair workweek.

SOURCES

¹ Daniel Schneider, UC Berkeley, Kristen Harknett, UCSF, “Working in the Service Sector in Philadelphia,” Institute for Research on Labor and Employment, Feb. 2018.