

Research Brief: The Price of Unpredictability

Economic Benefits and Cost Savings for Businesses under HB23-1118

Colorado Fair Workweek (HB 23-1118) would ensure that workers and their families can better plan their lives. Predictable scheduling is a win-win for Colorado businesses: a new Colorado Fiscal Institute analysis finds that this policy would yield millions in annual cost savings for employers.

THE LONG AND SHORT OF THE LABOR SHORTAGE: WHY WORKERS QUIT

A Pew survey of workers who quit their jobs in 2021 shows workers are quitting for reasons related to scheduling instability:



CHILDCARE ISSUES

48%

of workers with a child younger than 18 left jobs because of issues arranging for care; fair scheduling is proven to help parents access more reliable care.



LACK OF RESPECT

57%

of all workers quit because they felt disrespected at work; this includes a lack of respect for worker's right to know their schedule in advance

*percent of workers identifying as either a major or minor reason for quitting

It costs employers about **one-fifth (20%) of a worker's salary** to replace that worker.



of Colorado service sector workers want **more stability and predictability** in their work schedules, according to 2023 data.

When employers respect worker's need to plan ahead for their families, the economic evidence tells us workers are more **productive and committed** to their employers, which translates to **better business performance**.

Greater scheduling instability = high turnover



Predictable scheduling reduces turnover by supporting working families



Quit rates for service sector employees with less than a week of advance notice of their schedules are almost **35% greater than those with 2 weeks advance notice**.



Better retention would save Colorado businesses nearly



130 MILLION

in turnover costs annually:

nearly 85 million in savings for Colorado's retail industry, over 30 million for food services, and over 12 million for food manufacturing establishments.

Fair Workweek is a common sense policy to support the backbone of our economy: working and middle class families. Vote yes for a stronger workforce **and** thriving businesses.