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# Why Secure Scheduling Matters

# IN OUR OWN WORDS

By the working members of





I get 2 days notice of my schedule. It's hard to get 4 kids to school and appointments with that kind of notice. Management ignores requests for time off, so I can't get things done. And I have to interrupt my days off to check the schedules. If I got more advance notice, it would really help with babysitting. Right now, I have to take my lunch break to go pick up my kids at school and then have them sit in the break room. If I knew my schedule in advance, I could get together someone to pick them up.

I get my schedule 2 days before it starts, so it's hard to make appointments. This is especially problematic because I have high blood pressure. With more notice, I would make more appointments. I'd feel relieved.

**Aundrea, Safeway**



**Rachael, Safeway**





Getting my work schedule just 2 days in advance makes me mad. I feel it's unprofessional. I feel that I don't have freedom. I work in a restaurant right now as well as Safeway, and the restaurant gives me 2 weeks in advance. If I had more notice, it would be amazing. I would feel that my voice is heard if this passes. I would feel respected. I would be able to plan things better with my boyfriend.

**Elena, Safeway**



Because I didn't get my schedule early enough, I missed a school test, and I haven't been able to go to my school club because of so little notice. If I could get my schedule in advance, I'd feel more prepared. I wouldn't stress about managing my time with school and work.

**Brandon, Safeway**





Getting a work schedule just 2 days before it starts makes it extremely hard to make doctor's appointments, or do any planning for social and family activities. If my schedule was posted with more advance notice, I would be more prepared to plan my life, and my appointments would be a lot easier to plan.

**Hampton, Safeway**



I am the produce manager here. They never give me enough hours to give to my employees. I always have to try to balance the hours between everyone as evenly as I can. I am stressed. I am trying to keep my people here. I try to keep them happy with the hours that I can. I don't want them to leave because of hours. It is hard enough keeping people here. Biggest thing is trying to keep my team's morale up. It is important for me to make sure that people have enough hours to pay their bills and everything. I have to use vacation days to supplement my hours some weeks. I haven't been able to take a real vacation in a few years. I took one in September because I got married. But it is hard any other time. I can't expect to have a normal life outside of work. Whatever the store needs is what we have to do. You can plan to a certain degree, but not getting enough hours when they call you in you have to come in for the hours.

**Kiefer, Safeway**





I don't get my work schedule until 2 days before, which means I don't have a life. If I got more notice of my schedule, I could make plans with my friends and family. I have trouble making doctor's appointments and planning family time. It's brutal. Employers don't pay ENOUGH or have respect for employees. They eat them up and spit them out.

**Carolyn, Safeway**



Getting my schedule just 2 days before it starts really screws me up. My days off change so often. I have 2 kids who are 10 and 18. I like to have a weekend day to be with them, but then I only have one other day where I can get things done. The other week my daughter broke her wrist ice skating. She took a tumble with a few friends and ended up hurt. I've had to try to make appointments to get it all worked out and it's so hard to do not knowing when I'll be working. Also I just rescued a cat from the neighborhood. I am trying to get him checked out by a vet, but it needs to be a lower-income vet. I already had to reschedule once. It will be another month till I can get in again, but then I don't know if I'll be working. My son is getting ready to go to college. We have been trying to get times to go look at schools, but it is almost impossible with this scheduling. If I got more notice of my work schedule, I could make plans. I would know that I could keep the appointments that I have made for the necessary things. I could spend more time with my kids. My daughter likes to spend time with her friends so it would be nice to know when they could come over and we could go to lunch or something. My son has to keep an eye out for her when I'm at work. He likes to come out when I've made dinner or come home with groceries, he's 18. I wish I would get more respect from my manager about having children and working a grocery schedule. I can do a better job when I am allowed to do what I know I can do. I don't like it when people are down my neck. It can be such a double standard working here, it can be hard. I feel like I am reprimanded more because I have a family so I have to have this job. Other people doing the same things do not get in trouble. They don't need this job like I do. It would be a lot smoother if everyone was treated equally, and given enough hours. If I know I'm getting enough hours and I'll be able to pay my bills and take care of what I need, I will be able to bring that calmness to work. But when that doesn't happen, I can bring anxiety and unhappiness.

**Sabrina, Safeway**





I am a full time high school student and often it is difficult to get changes to my work schedule when I find out about curriculums last minute. Schedules can be inconsistent and difficult to adjust. In the past, I've been unable to get changes or adjustments easily for curricular activities.

**Tristan, QFC**



I get my schedule 2 days in advance. It doesn't affect my life too much since my schedule is usually consistent each week, but if there's any unusual changes it messes up plans I've made in advance. If I got more notice, it would give me more peace of mind for anything I plan in advance because I would have a concrete schedule, and I would be able to talk to my managers with more time in advance if any issues come up.

**Jonah, Safeway**





I get my schedule two days before it starts. It makes it hard to go to church.

**Carol, Safeway**



I can't get enough hours at work. I'm trying to save money to buy my own car. I am divorced just last year. I have had domestic violence issues. I moved from Alaska to get away from him. I am trying to make money and go to school to make my life better. I am going into business management to one day own my own scuba diving store—I love scuba diving. If I got more hours, I would be able to afford a car. I could work 2 jobs if I knew how many hours I would get here to afford my car and college.

**Lady, Safeway**





I don't get enough notice of my schedule, just 2 days in advance. That messes up my routine. I can't plan. If I got more notice of my work schedule, I would feel more motivated. I would take my job more seriously.

**Francisco, Safeway**



I have an issue right now where I don't get 2 days off. I work 6 days a week.

**Joel, QFC**





I have not had the same weekly schedule ever. The number of hours for a grocery checker varies week to week. In order to get the most hours available, you have to be available 24 hours a day and 6 days a week. Any restrictions or requests for an additional specific day or time off can cut your hours. Company policy is that you lose your seniority claim to hours if you are not fully available 24/6. On top of that, our weekly schedules do not come out until Thursday evening for a schedule that runs the following Sunday through Saturday. It is very stressful to plan anything and paychecks are not dependable. With just 2 days' notice of my schedule, it is hard to commit to ANY activity outside of work. I am an elected PCO for my precinct and a board member of an organization. When I ask for time off to attend meetings, I risk losing hours because of not having open availability. I constantly have to say that I will know if I can attend when I get my schedule Thursday night. It is also impossible to make medical appointments with short notice. Most places schedule out a week in advance, when I only get my schedule 2 days in advance. Again, asking for time off can get your hours cut because of the company's availability policy. I always have to say "I can come if I am off. I won't know until Thursday night." The most recent time I said this was today in answer to attending training session with my political party. I would like to have a 2 week out schedule. It would relieve the constant stress of arranging my life to the company's demands.

**Sue, Safeway**



I get 2 days' notice of my work schedule. I'm unable to make plans ahead of time, like a doctor appointment for a day off. If I don't know when I work a week or two out, how am I able to make any sort of those kind of plans? With advance notice, I could be able to plan more ahead of time. Doctor's appointments most importantly, and anything recreationally that needs some notice.

**Nick, Safeway**





I get just 2 days advance notice of my work schedule, which means I spend less time with my son. I have to scramble to pick my son up from school. If we got more notice, I'd be happy. I feel like I would have more of a life, and I could be there for my son more.

**Tiffany, Safeway**



With our schedules, inconsistency is the name of the game. You will not work the same timeframe every day, you will not have the same days off between weeks, you will not get the same amount of hours every day. You aren't even guaranteed to work the hours you see on your schedule, you may be asked to leave early or stay late depending on the workload of the day. Frequently we will be short-staffed and not allowed to call for backup, resulting in three people having to do the work of five and stay later than scheduled. It is more common to leave later than scheduled than it is to leave on time. Additionally, while not my issue, a coworker of mine was recently scheduled to work 9 days in a row without a day off, with some of the shifts on that schedule being "clopening" shifts.

**Travis, Safeway**





With only 2 days' notice of my schedule, I can't plan anything. I need to relax, de-stress from work. If I could get my schedule earlier, it would feel amazing. I would go see movies. Plan out short trips. I'd have less stress. I could hang out with friends. As of right now, I am living to work.

I get my work schedule two days before. It's difficult to make appointments, make plans with family or friends, make holiday plans, to know if I can be at church. It's very difficult to have a normal life never knowing when you're going to work or what your next day off is. I have noticed in the past couple years that they are taking hours from the senior employees making it harder for us to get the hours we need. If I got more notice of my schedule, I could plan ahead.

**Lisa, Safeway**



**Sheryl, Safeway**





I have a different schedule every single time I work. And I can't get enough hours. If I could get enough hours every week, I could provide better for my family. But I can't make plans if I want more hours, because to get more hours I have to practically be on call.

When I work clopening shifts, the biggest thing that suffers is my mental health. When I have to clopen, I usually don't get a lot of sleep, because it does take me awhile to get tired after working an 8 hour shift. That messes up my sleep schedule, so in turn I believe that is one of the strong reasons I have anxiety and am slowly starting to become depressed. I wish we'd at least have some sort of a consistent schedule and that our bosses wouldn't be allowed to change the schedule without even asking or letting us know.

**Danielle, Fred Meyer**



**Alyjah, QFC**





My work hours vary, and it makes my paycheck unpredictable. I am saving for a car and then to go to college. I want to go into architectural design and be even better at math. I want to plan out homes for people. I have been taking care of my family a lot. I have 4 younger siblings that I've been looking after and helping support. They are 19, 18, 7 & 6. The older two have jobs now, but now I help take care of my mom as well. Having a predictable paycheck would make it easier to take care of my family and save money. I want to do more than work at Safeway. I'd like to have more predictable time to spend time with my cousin and not worry how much money I'm losing out on. I would love to know how many hours I would work so I could plan my life and save money to better my life. I had to miss my mom's college graduation because I couldn't get the time off work. I could spend real time with my family. I bought her champagne and a balloon because she did so much for us as a single mom. She has been really very sick with mini strokes and bigger ones. Me and my brother and sister have to be on watch to make sure she is okay. It would be nice to know when I will be working so I can spend more time with her. My mom asks me when I'm going to go to college. Working here I would like to be able to know how much I'll be making to help out and still save up for college. Let us know ahead of time our schedules so we can take care of our families and our lives. I want to have a big meeting where we can all meet and talk about what's going on and people's struggles. We might be smiling, but we're all struggling. There are bills, family and life, it could be anything.

**Peter, Safeway**



With work hours that change all the time, my paychecks change too. With unpredictable pay, I am not able to go out with my family. I had to sell our cabin. I have a special needs child and I have a hard time getting all she needs with not enough money. There is a lot more at-home time. With regular hours where I knew how big a paycheck to count on, we could go to the parks, go to the movies, and go out to eat. It would be nice to be able to spend more time with family.

**Deena, Fred Meyer**





With varying hours, my paychecks are unpredictable. I just graduated from high school and moved from Yakima. I live with my brother and friends so I have rent and bills. I need to save enough for bills and to soon get an apartment with just my brother. It's hard to be on my own and not have enough money. I have thought about getting food stamps so I can live here. Once I have a reliable paycheck I will be able to know how much I can save and budget for other things. It would make it a lot easier to save.

**Erik, Safeway**



My work hours vary a lot, which makes my pay unpredictable. That means always having to figure out which bill I have to pay for the week (and which ones I can wait on). It would make it easier to budget if I just had consistent hours.

**Stephanie, Safeway**





My schedule is unpredictable. Some weeks I get 40 hours and then they will go down to 20 or so. My wife works a job during business hours during the week. It would be nice to be able to have a more predictable schedule to spend time with her. We try to get at least one day off together to spend time with each other. If I got more hours each week, I'd make more money. My wife would be happier. We are trying to save money and pay property taxes. We live in Seattle so they are really expensive. We wanted to save up to pay off taxes and hopefully move out of Seattle. We are also trying to pay off credit card bills. Not having enough hours, it's hard to pay them off. My car broke down, so we don't have a car right now, so we are saving for that also. We are using the car share services to go out and do things but they get expensive. We love to go on road trips. We like to go to the ocean and through the passes. One day we'd like to go to Florida, do the whole thing. Really, I wouldn't be able to get that much time off.

**Jeremy, Safeway**



With regular hours, I could budget better and pay my bills. I would like to take my lady out to a nice dinner. Just simple things that normal people do. But with an unpredictable schedule I can't do these things. She doesn't mind but I would like to treat her to things. We are getting married next year and I want to be able to give her something special. My schedule brings a lot of stress. It is hard to pay bills and budget to save. I needed to pay my mortgage, my phone bills. I need to have my hours. I am tired of being treated unfairly. I live in Shoreline and it is ridiculously expensive there to. It's hard to live. It needs to be better, plain and simple. We need to be able to live.

**Ken, Safeway**





With just 2 days notice of my schedule, it's hard to make any plans. I can't go visit family in Portland. Sometimes I have 4 days off, but I don't know it far enough in advance. I also can't make appointments. I have 3 appointments I need to make, but can't because I don't know my schedule. I don't drive, so that makes it all harder. If I got more notice of my schedule, I could make plans and actually have a life. My sister wants to visit, but doesn't know how much time to take because I don't know my schedule. I want to be able to be around family.

**Janet, Safeway**



My managers change my schedule at the last minute and my schedule is so unpredictable. You think you know what you're doing, but then you turn around and it's something completely different. I am constantly tired and need so much sleep. It is hard work. There was a time that they changed my schedule after I had made plans with my family. My parents live out on the peninsula. My kids were home from boarding school and staying with them. My manager told me that I was going to get some days off. At the last minute they changed it, and I had to lessen my time with my family. My parents had to drive me back early. My son is in community college now, so I try to see him more. My daughter is graduating this year. I want to be able to go to Canada to see her graduate. I hope I can get the time off.

**Anita, Safeway**





My hours vary a lot and it makes my paycheck hard to predict. I've had to pawn my stuff once, and sometimes my bills end up being late. If I could get enough hours regularly, I could relax knowing I'm going to get benefits every month.

**John-Brendon, Safeway**



They told me that I would full time hours, but they are not giving then to me. It's hard for me to pay the bills. I have 4 kids. It's hard to have them do extra things because I don't know how much money I'm going to get. I like working here, but they just keep cutting hours. I didn't have enough money to buy the kids a lot of presents during the holidays.

**Zhamila, Safeway**





Our scheduling needs to be more personal! If the person making the schedule would be forced to make it more consistent, I would love that!! I could actually see my family!

**Brittany, Fred Meyer**



My biggest issue with my work schedule is that sometimes I have to work a closing shift one night and an opening shift the next day. When I have to work shifts like that and can't get enough rest in between, what suffers most is simply my happiness at work. I'm just not too happy going to work that day, much less than I would be for a normal day.

**James, QFC**



It's hard to schedule activities outside of work like doctor's appointments and job interviews to advance my career when I don't know what my days off will be until a couple days before. It makes it even more difficult that I am semi-regularly having my scheduled altered mid-week without notice. If I got more notice of my schedule, it would make my life much easier. I would be able to plan activities with my significant other like hiking during the summer or seeing family. I could schedule interviews to get a better job. I would be able to actually schedule things more than a couple days in advance. The Thursday before this last Christmas (2018) they put my schedule out. My schedule was that I would have Sunday, Tuesday and Wednesday off. On Sunday morning at 5:53 AM they changed my schedule and made no effort to notify me. The new schedule changed my days off to be Tuesday, Wednesday, and Thursday. They then called me in on Thursday to work. I told them that the new schedule said I had Thursday off. They responded that I was supposed to work according to the old schedule and I need to follow both schedules despite their differences. I missed out on the hours I would have worked on Sunday, and a couple hours on Thursday resulting in my paycheck being much less than I had planned for. Working in a grocery store is draining. We're understaffed so we end up with long lists of responsibilities we can't reasonably complete. When we do happen to get more employees to possibly lighten the workload they just cut our hours so there is still too much work. It is not uncommon for us to be looked down upon and even insulted by customers because they believe our jobs are easy and we should have no problem never making mistakes. My difficulties with my work schedule are by far one of the biggest stresses in my life. I work this job after graduate with my Bachelor's degree just as something to pay bills until I could get a career in the field I studied in. Now I feel stuck in it because I can't really afford to take a day off to go interview and it's very difficult to schedule interviews for something better when I'm only get my schedule 3 days before it begins. Sometimes we don't even get schedules until the day before the week begins or they decide to change the schedule during the week.

**Kelson, Safeway**

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One week I work 40 hours and the next week I work 26 hours. And I would be opening, working out the bread wall, and then I would also be closing as well the same week. I'm basically working the hours that no one wants to work for less hours. The times they cut my hours to 26 hours or less, I almost wasn't able to pay my car bill and be able to get food or put gas in my car. I live 30 minutes from work, I'm not working 5 hours or less when I have to drive 30 minutes there and back home. If I worked 35 to 40 hours a week, I would be able to afford my bills, food, and also be able to afford moving out of my parents' house if I was working 40 hours.

**Jennifer, Safeway**



My work hours vary a lot, and my unpredictable schedule gets in the way of things I have to do. If I had steady hours, I could plan my finances better.

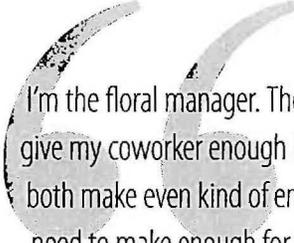
**David, Safeway**



Imagine if you couldn't make any sort of plans with family or friends because you don't know when you'll be working. It's impossible. I can only make plans within the week or more than 3 weeks out so I can request it off. Even then, they don't always give us requested days off. If I got more notice, it would certainly make it easier. I recently had a friend who we wanted to go to the zoo and take pictures, but it was hard to do without knowing my schedule. I just got a new camera on Black Friday. I am just learning to take photographs, so I really want to have time to practice. My friend and I were going to go together but just could find the time. It ended up that we had to make plans a month in advance. I shouldn't have to do that.

**Spencer, Safeway**





I'm the floral manager. They don't give me enough hours to have enough for me and to give my coworker enough hours. I have been taking a vacation day each week so we can both make even kind of enough money. I have a new house, so I have a big mortgage. I need to make enough for that and to take care of my family. I have 3 kids, they are 4, 3 and just one year old. I can't afford daycare, so my mom has to take care of my kids. She is going to have to have to start taking care of my brother's family. I don't know what I'm going to do, because I can't afford daycare. My husband owns his own roofing company, so he doesn't have a lot of extra time. I worked nights for a month when my mom went back home to Lebanon. It was so hard to do with my husband's schedule and then getting my coworker enough hours as well. It is hard to work on these schedules. Sometimes I feel like a machine. The company doesn't care about us. I have had to come to work when my kids were sick with a 105 degree temperature. I knew that I would get in trouble if I didn't come in. I was in the emergency room with them all night one night and I came into work the next day in the morning because I didn't want to get in trouble and I would make no money. I had to stay out of work for a week then. My backup helped cover me, and when I came back they were not happy with me. I want to be treated like a human with some respect. I had to only take 2 weeks off after surgery because I was not going to make any money. I had used up my vacation to get enough hours to live and my sick pay has been used up with me and my kids being sick. If I stayed out after vacation hours, they might have taken more hours after I came back. When I was pregnant, I had to work until only one week before I gave birth. My doctor said I couldn't work but I had to—my manager made me. He said the department needed to be taken care of. After my son was born, I came back after only 6 weeks because they needed me to come back because my department wasn't being taken care of. They didn't even give me 40 hours then. Also, even during the busiest time of the year like Valentine's Day, Christmas and Thanksgiving we don't get 40 hours. We are so busy, but they don't give us more hours. We work about 30 hours per week. They can give us hours, they just don't. The manager that I dealt with with my baby doesn't work for Safeway anymore, but he was here for 2 years treating us like that. I want my story to be heard. There are so many of us.

**Hanan, Safeway**



My schedule is not predictable, so I can't count on my income. There is a huge difference between 35 and 20 hours on a paycheck. I can't pay rent sometimes. My bills are included in that, so I have a hard time with those as well. My parents have to help me with rent sometimes when my employer changes my hours. My last paycheck was \$240, and the one before that was \$400. I can't go get a second job, because I have to be available here—if I don't have open availability they'll cut my hours drastically. I would get a second job if I knew when I could. I have worked 2 and 3 jobs before. In the deli, where I used to work, my schedule was all over the place starting at different times of the day. It was hard on my sleep schedule which is hard in life. If my hours were regular, it would be better. I would know how much money I would be getting and be able to plan my life accordingly. I would like to take a vacation sometime, but can't afford it with not enough hours. Last week I worked 6 days and only worked 32 hours.

**Randy, Safeway**





My main scheduling issue is not getting enough hours at work. If I could get enough hours each week, I would be able to get a place of my own for my son and I. We're currently couch surfing with friends and family. And just because I chose to have a kid and my hours had to change based on daycare hours, I shouldn't be punished or threatened with being fired because my availability has changed. I just want a fair schedule and one that is posted 2 weeks in advance so I can schedule doctor appointments or plan for things.

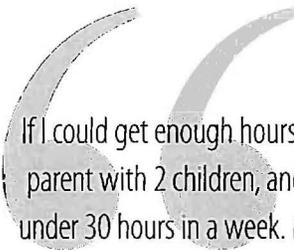
**Lesley, Fred Meyer**



If I got enough hours, it would allow me to do more than just pay bills and actually save for the future. Unpredictable schedules don't allow us to plan ahead. It's extremely unhealthy.

**Rusty, Fred Meyer**





If I could get enough hours, it would allow me to actually make ends meet. I am a single parent with 2 children, and I get the fewest hours in my department. I am the only one under 30 hours in a week. Myself and one other person in the department have children.

She gets 40 hours a week. I am lucky if I get 25. I have had weeks where I get as few as 15. My husband is in the process of divorcing me, and child support is based on me working a 40-hour week, which I have never gotten. Our manager does his best to give me extra hours when he can. I have gone into work injured, sick, and on short notice, but not knowing if I am going to have enough hours from week to week is stressful. My children feel guilty asking for anything because they know I can't afford it. Due to the lack of hours and low pay, I find there are bills that I am unable to pay, and I often have to choose between paying a bill, or getting food or something my daughters need. Hours are divided by seniority, and while I started two weeks before one of my co-workers, I find I am considered at the bottom of the seniority food chain. I have begged for more hours, asked to be cross-trained to another department (which was denied), even looked for a second job, even though I have no idea where I would fit it in. I feel I am in danger of losing my apartment, as my lease is almost up, and they ask for proof of income before I am able to extend and sign a new one. Even with the child support, I cannot afford my home without my ex-husband, and this was the only place that would allow my dogs to remain. From what I understand, they project how many hours are needed for each department each week. Hours are then divided from there. The manager, decorators, and bakers are guaranteed 38-40 hours a week, usually getting 40. The three of us that are sales for the department, get the remaining hours. The two others are younger, single, not living on their own, and have no children. They get 32-36+ hours a week. I started 2 weeks prior to one of them. I am 42, a single parent with two children, and trying to make ends meet while providing for my girls. I get 15-25 hours a week. It is stressful to have to not pay a bill when I have to buy food, but what choice do I have? I make \$11.60 an hour, with no guarantee of enough hours. More hours and a higher pay rate would do wonders for me, and my family, allowing me to feel more secure, and my girls as well.

**Kristy, Safeway**



My boss works with me with my schedule. But we do get random days. We get a new schedule every Tuesday that gives us 4 days to plan ahead for our personal life. My wife is not so lucky. We have a 3-year-old boy and another kid on the way. At first her work was good, we had a family member watching our son but he was not reliable. Her boss pushed her to get a reliable babysitter so we did, and we pay a pretty penny for it. But there is no babysitter that will watch on weekends. My boss works with me on weekdays but he needs me on weekends. So my wife couldn't work the weekends. As soon as she handed a written letter saying she couldn't work the weekends, they cut her hours to 4 hours a week. Now she has no health care and she's 6 months pregnant. They put up a job posting for her job. Now they hired a new guy that's not on the schedule. Under my wife's name, they put all the hours on her schedule and then cross off all but 4 hours, then hand-write the new guy's name with the hours that they crossed off my wife's schedule.

**Joe, Albertson's**





Me and my fiancé both work for Safeway and live an hour away from the store. With us not getting our schedule more than 2 days in advance, it does not allow either of us to make any kind of plans for our life. It makes it hard to have a schedule for taking care of our new puppy, for making doctor's appointments, for carpooling to save money, as well as any other kind of thing that needs planning. Getting the schedule more in advance would make my life as well as my fiancé's life much easier to save money as well as plan basic everyday things. It would make me happier because it would allow me to plan things and know in advance if I got vacations off, had a day off to take care of doctor's appointments and other things I need to plan in advance, as well as make it easier to plan for someone to be able to take care of our new 8-week-old puppy.

**Kimberly, Safeway**



I've been working for the same Safeway store for almost 20 years. All I asked for is to have 35 hours a week, but I guess that's too much to ask for. With my unpredictable schedule, it's hard to plan time for appointments and family time with my grandson. 1, I wish we could get our schedule for 2 weeks in advance. 2, I wish I didn't have to worry about my hours going from 35 hours one week to 20 the next week. And 3, stop hiring help if you are just going to cut our hours back.

**Jonathan, Safeway**





I usually get my schedule only the day before the schedule starts. I am a mom, and I can't figure out if I am off the next day or not. Being a mom and not knowing my schedule at least 2 weeks in advance means I can't plan things with my child. If I got more notice of my schedule, I'd feel less pressure. I would be able to plan things for my child better.

**Corey, Safeway**



It's not easy to live on unpredictable paychecks, that's for sure. My water heater and furnace just broke. I had to take money from my 401K to fix them since I don't always get enough hours here. I have rheumatoid arthritis. I feel like they don't always give me hours because of it. I feel like they are pushing me to retire. They don't treat me with the respect I deserve. If my hours were more regular and predictable, it would be so much better. I would get to spend time with my family. I spend time with my family on weekends, but they have been having me work. I had asked for Sunday off but then they take other hours away. I've taken care of my brother and sister's kids, who are all grown now, for many years. Not spending time with them is hard.

**Betty Jo, Safeway**





It's hard to live on unpredictable paychecks. Last week I had 5 days off and only 2 work days totaling only 13 hours, so my next paycheck on 1/30/19 is going to be pretty low. I've been having to work another job with my father. I don't blame the managers, they are just doing what they are told. But it's hard on a lot of us. If I could get regular hours, I'd be happier, I wouldn't have to stress about making rent or any of the bills. But instead I have to work a second job and every time they call me in I have to tell them I'm not able to make it. I'm having to really budget these last couple of weeks, and now my savings account is closed due to it being dipped into so much. Help us out if you can.

**Jesus, QFC**



I pay for school and work at the same time. Trying to budget for books, classes and my day to day expenses becomes a nightmare when I don't know for certain that I'll be getting my full schedule or only two days' worth in my next check. I try to work with my manager to get my full schedule, and even though he agrees, it's obvious he doesn't notice if I get my hours or not. I don't have the time to constantly go and negotiate more hours onto my schedule every week. If my hours were regular, to start, the budgets and financial plans I make for myself would actually have a chance to work. The next part is that I would know weeks in advance if I will be getting the same amount on my next few checks rather than scurrying and worrying about how I might not be able to pay for any of my livings expenses one week while having excess the next. My friends and family will constantly ask if I have obligation for Sunday or Monday the week before and it's always an "I don't know, I'll probably be working, so don't count on me being there." I have regular familial obligations concerning taking siblings to sporting events or school, and it's always, always a last-minute scramble of scheduling because I will have requested the days off, but I never know until right before whether or not I will really have to work. I also have to constantly remind my managers last minute of days or hours I can't work the next week, and even then my availability isn't always heeded. Working a scheduling like this is grueling and undignified. Hours are intentionally unpredictable, my coworkers have to manually override the scheduling system to give journeymen consistent hours if they are not managers. The next week always feels like a toss up for the newer employees, and even after being with Safeway for a year and a half, I still feel constantly overlooked when it comes to getting enough hours. I don't consider this a real job because it feels like the part time nightmares I have worked before, with the schedule coming out only days before the next week. At this point, I would say it feels like there's a lack of respect for the people dedicating their time to this company. The people I work with have kids and families and I honestly don't know how they keep their lives running with the unpredictability we are faced with. Life is already stressful enough for most people, worrying about your next paycheck when you've been working with a company for over a year is heartbreaking.

**Terese, Safeway**





I never get to set an alarm for a regular time to wake up, because my shifts vary day to day. I currently do not have weekends. I have been discouraged from taking weekends for over a decade. If I had a reoccurring weekend I could plan job interviews, leave town for two days, and hopefully use my college degree. I'd say our scheduling is hell. Grocery workers all over are forced to live-to-work, not work-to-live. The grocery industry as a whole has managed to find a way to squeeze the most amount of labor with the least amount of employees. With technology on the horizon and our jobs soon to be outsourced, employees like myself that have spent their entire lives living paycheck to paycheck will have never have been compensated for the physical strain that it does to our bodies.

**Chris, QFC**



If I have inconsistent paychecks and hours, how am I supposed to pay my bills?? I can't live on this small amount they call a living. I work 20 to 30 if not more hours a week and I don't make enough to live off of. When it fluctuates so consistently, my quality of life is vastly affected. If my hours were more regular, I would be able to pay bills, I would be able to provide for my family. I could afford my rent. My quality of life could improve. My unpredictable schedule means little family time, missed school events. It's an underpaid and overworked system, beneficial to corporate big shots who just see us as numbers. I'm grateful for my job and hours, but it's a joke when you over expect from people treated like trash and underpaid. Your groceries don't stock themselves.

**Jacob, Fred Meyer**





If I got more notice of my schedule, I would be able to spend more time with my sister. I would feel as though I have some control of my personal schedule. This is a physically and mentally difficult environment to work in. On two days' notice, it is difficult to make appointments. It is difficult to schedule time with my only family member who lives in Seattle.

**Marianne, Safeway**



I have really varied hours. The hardest part of not knowing how much I'll make from week to week is not being able to pay rent on time. If I got more regular hours, I would know what kinds of paychecks to expect and it would be easier to budget (and pay rent on time).

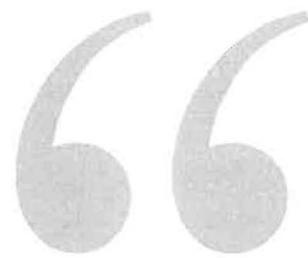
**Andrew, Safeway**





I live an hour from work and live with my fiancé who also works at the same store and we would like to be able to coordinate shift changes so we can carpool on days where we otherwise are unable to. If we got more notice of our schedules, I would be able to make plans to do things rather than finding out 2 days in advance that I may or may not work 6 days the following week.

**Alex, Safeway**



If I could get more hours at work, I feel I could advance in life. Maybe buy a house.

**Leo, Safeway**





I've had to work every single holiday and holiday eve. I would like to spend that time with family and friends. It's hard to work these schedules, because you don't really get your schedule in advance. And I can't get enough hours. If I got enough hours at work each week, it would allow to move out and be able to go to college.

**Kelsie, Safeway**



I only get my schedule 2 days in advance. Because of this lack of notice, I don't get to see my daughter as much. If I got more notice of my schedule, I would feel relief. I would see my daughter more.

**Lincoln, Safeway**





I've worked at my Fred Meyer since August 2006. I have always had open availability, willing to work whatever I was scheduled. I would say before Halloween in 2018 hours were cut. If you were part time, you now got scheduled only around 20 hours. When I questioned why, I was told that was all they had to schedule me. Even when we were able to have more hours before. I did ask HR how someone was to be able to live off these hours, and was told that it wasn't the company's responsibility to let us have enough hours to live on, even when we have no restrictions on our hours. They want us to stay by the phone in hope we get called in. If I didn't have a sister who let me live with her, I would be on the street. I'm not sure how someone can live off 20 hours a week. If I could get enough hours, I feel like I could be independent more, and not have to live off my sister.

**Gina, Fred Meyer**



I want to move. But I cannot budget because I don't know how many hours I'm going to get. I put restrictions on my schedule because they were making me work all hours of the day, including overnights for file maintenance. I have bipolar disorder which I manage with medication and taking care of myself. Working such random shifts started affecting my mood. I was not willing to do that, work crazy shifts, because it affected my health. I had been managing my mental health with therapy and taking care of myself. I was able to get off medication for a while, but then they changed my schedule to such crazy times I had to go back on medication. They started cutting my hours after I said something. I want to quit because I am not supported here and I'm not able to budget and get enough hours. I love my job in floral, I wish I didn't need to leave. Also, my family lives just out of town, but with split days off I can't visit as often as I'd like. My great grandma has dementia. The last time I visited, she didn't remember who I was because it had been so long since I was able to visit. My boyfriend is living in Castle Rock right now, so on my days off I have to pick who I'm going to visit because I can only take the one day of my 2 split days off. If my hours were more regular, I'd be able to budget and maybe stay living around here. I would feel more comfortable budgeting time off going and doing things with my family if I didn't have to worry if I'll make my rent. I could go and have birthdays and holidays with my family if I knew when I would be working. Three days before is not enough to have any sort of life. I have to make a constant decision to work or spend time with my family. If I need to call out I could get fired, but if I could have any time that is predictable outside of my job I wouldn't have to make those big decisions.

**Jacklyn, Safeway**





I usually get my schedule 5 days in advance. When I don't get enough notice of my schedule, it's hard to plan for appointments and having enough work clothes cleaned ahead. If I got more notice, I could book dentist / doctors appointments easier and I wouldn't have to take time off for these appointments. I have dental work that needs to be done and I'm having a hard time scheduling it because I get my schedule late Thursday for the week starting Sunday and my dentist office is closed Fridays.

Also, by the time I get my schedule my doctor is booked for the week. The way scheduling is now, I am at the mercy of the scheduling manager. Right now I have a scheduling manager that is willing to work with me. That could change—I have had scheduling managers who don't get the schedule out until Saturday afternoon for Sunday morning and then it changes before I get to work the next day. No one is held accountable for this. It's a very erratic unpredictable way to live and work.

**Robin, Albertson's**



I am the produce manager. I am here to create jobs in produce. I write a schedule and then my managers chop all the hours and mess it all up. I have my schedule in and they keep taking. I want to have hours to give my guys. Us produce managers are like puppets. I have worked at Albertson's and other places. There have always been problems. I want to have hours and have my workers have hours. Since I'm in charge, I worry about my department all the time. I worry even at home. I don't know what it is going to look like in the morning and what my managers will say to me. They say why does your department not look right? Why can't you get things done? Why is everything rotten and terrible? It's because I don't have enough hours to keep it up. They nitpick. We feel like they are setting us up for failure. My job is so much harder without enough hours. They give me the hours, I write the schedule and then they change it. They have got to stop changing the schedule after they put it out. We all start planning on what was up and then they change it. Our companies have been bragging about how much the companies have made, how their profits are so high. They are not willing to send that down. We deserve better. I even had to work on my birthday. They don't respect our time.

**Mark, Safeway**

