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Dear friends and colleagues,

2025 is off to a busy and exciting start at the Shift Project! In the first few months of the year, our researchers have continued to inform evidence-based policy and advance research in state legislatures, academic conferences, and newsrooms. We're thrilled to share updates on our recent research and outreach across the country—spanning groundbreaking work on the impact of labor laws and unstable schedules to new research agendas including labor violations and the experiences of systems-involved youth in the labor market. Below, you'll find highlights from presentations, media coverage, and policy engagement that are advancing our understanding of low-wage work in the U.S.

Looking forward to connecting, collaborating, and staying in touch in future!

The Shift Team

MINIMUM WAGE

New coverage in The Atlantic, The Guardian, and the AP continues to place findings from the [Shift Project's research brief on California's \\$20 fast food minimum wage](#) at the center of policy debates. The brief from last year shows major wage increases with no evidence of reduced hours, schedule instability, or loss of benefits:



The Atlantic

[The California Job-Killer That Wasn't](#)



[Fast-food chains claim raising the minimum wage 'hurts everyone'. California workers disagree](#)



[Fast food is a staple of American culture, but some of its workers struggle to survive](#)

Testimony in Washington State

In February, Kristen Harknett testified before the Washington State House and Senate, using Shift data to inform a bill proposing a new state minimum wage and paid vacation requirements.

CONFERENCES



“The Prevalence and Consequences of Punitive Time and Attendance Policies in the Food and Retail Industries”

Meredith Slopen, Kess Ballentine, Kristen Harknett, Daniel Schneider

43% of hourly workers at large service sector firms report being under sanctioning point systems at work. Points sanctions are negatively associated with a range of workplace and wellbeing outcomes, most strikingly with working while sick.

“A Fair Workweek? The Impact of Work-Hour Regulations on Work Schedules and Worker Well-being”

Kristen Harknett, David Arbelaez, Daniel Schneider

Fair Work Week regulations led to sizable increases in the share of workers receiving at least two weeks’ advance notice of their work schedules and had smaller effects on other aspects of work schedule stability. Improved schedule notice was accompanied by improved worker happiness and reduced material hardship.

“Parent and Child Well-being, Precarious Work, and the Safety Net”

Daniel Schneider, Margot Jackson, Yifei Huang

Can a more generous safety net offset the negative effects of precarious work on parents and their children? We find limited evidence of such buffering, as precarious work negatively impacts families,

“Estimating the Impact of State Paid Sick Leave Laws on Worker Outcomes in the U.S. Service Sector, 2017-2023”

Tyler Woods, Daniel Schneider, Kristen Harknett

State PSL laws increased workers’ PSL access and reduced the share of workers who worked while sick. These benefits were not offset by any reductions in wages, benefits,

even in more generous safety net contexts.

or schedule stability.

[“Predictably Unstable? Precarious Work and Precarious Relationships in the United States”](#)

Kristen Harknett, Elizabeth Kuhlman

Shift workers who are subject to unstable and unpredictable work schedules are at higher risk for relationship dissolution.



[“Labor Standards Compliance and Worker Complaints: New Data and Insights”](#)

David Weil, Daniel Schneider, Gonalo Costa

This paper draws on several novel linked data sets to estimate the comparative prevalence and severity of labor standards compliance problems versus complaints by sector, place, and firm.

OTHER EVENTS



Danny Schneider visited the University of Chicago and appeared on the Stone Center’s Inequality Podcast. [Listen in on Spotify or Apple Music](#) to hear how precarious work schedules affect households across the country.



To commemorate Equal Pay Day 2025, Kristen Harknett spoke on proactive pay equity strategies panel hosted by the National Partnership for Women and Families. [Click here to watch the recording!](#)



Danny Schneider also presented “A Fair Work Week: Raising the Floor on Precarious Scheduling” at the Vanderbilt’s [Center for Research on Inequality and Health](#) in February.



In a presentation called “*Living Life On Call: U.S. Retail Workers and the Battle over Time*,” Kristen Harknett presented findings from the Shift Project at the [University of Sheffield’s Centre for Decent Work](#)

MONTHLY MEETING SPOTLIGHT



PhD student **David Arbeláez** presented “A Fair Work Week: The Impact of Work Hour Regulations,” showing that schedule regulation increases advance notice and stability without reducing job quality.

Rebecca Wolfe, post-doctoral fellow with the Shift Project, previewed findings from an upcoming report on the supportiveness of workplaces for systems-involved young workers. The research offers a portrait of this population, assesses their particular needs, and analyzes what makes a difference for this vulnerable group.

Professors **David Pedulla** and **Daniel Schneider** explored between-firm variation in job quality and workers’ limited information about which employers offer better opportunities—work that could reshape how we think about labor market matching.

TEAM UPDATES

Finally, we’re proud to share some wonderful news about Elizabeth Kuhlman: her tenure as a pre-doctoral fellow with the Shift Project concludes this May, and she’ll be heading off to begin her PhD in



sociology at Stanford University this fall. Please join us in congratulating her on this exciting next chapter!

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