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Dear friends and colleagues,

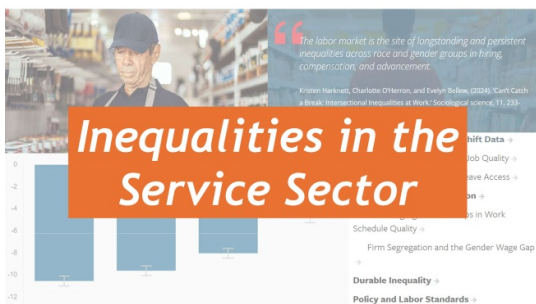
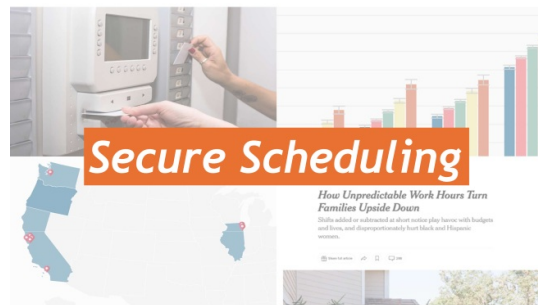
To commemorate Labor Day, this newsletter details the work that Shift team members and affiliates have done over the past four months to advance our research on service sector labor. New research examines algorithmic management, the effectiveness of paid sick leave mandates, how schedule instability undermines worker dignity, and the extent of heat exposure in the workplace.

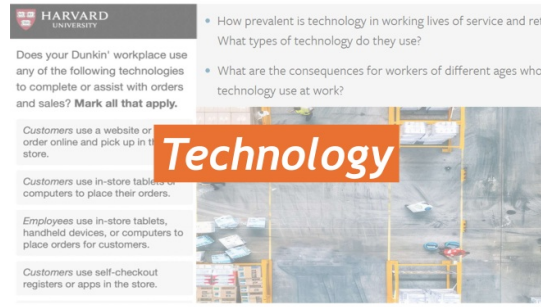
Looking forward to connecting further this academic year,

The Shift Team

SHIFT WEBSITE: NEW RESEARCH AREA PAGES

Check out the research area pages on [our new and improved Shift Project website](#)! Each page features key Shift findings on that topic, as well as discussion of policy context and information about our relevant survey measures.





NEW PUBLICATIONS

[Regulating Algorithmic Management: A Multi-Stakeholder Study of Challenges in Aligning Software and the Law for Workplace Scheduling.](#) Jonathan Lynn, Rachel Y. Kim, Sicun Gao, Daniel Schneider, Sachin S. Pandya, & Min Kyung Lee (2025). *FACCT '25: Proceedings of the 2025 ACM Conference on Fairness, Accountability, and Transparency.*

Workplace scheduling software is increasingly utilized by employers to comply with Fair Work Week standards. Drawing on in-depth interviews with a wide-range of stakeholders, this article shows the challenges of translating law into software.



ACM FACCT
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[Estimating the Impact of State Paid Sick Leave Laws on Worker Outcomes in the U.S. Service Sector, 2017-2023.](#) Tyler Woods, Daniel Schneider, and Kristen Harknett (2025). *SSM - Population Health.*

Exposure to paid sick leave laws successfully increased service sector workers' access to paid sick leave and reduced the prevalence of working while sick, with no indication that employers cut other benefits in response.

[Heat Exposure in Indoor Service Sector Workplaces.](#) Hana Shepherd, Kristen Harknett, and Henri Jackson (2025). *Shift Project Research Brief.*

Reflecting inadequate regulations for heat in

the workplace, almost two-thirds of indoor food service and retail workers report being overheated on the job, with many experiencing headaches, fatigue, and nausea as a result.

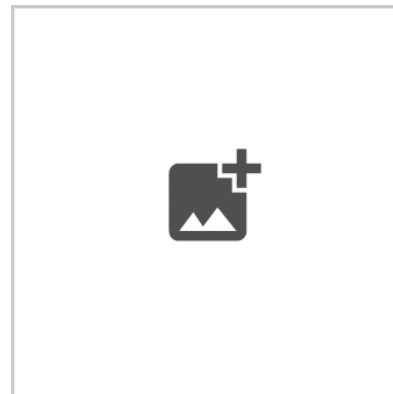


[Temporal Autonomy: Schedule Instability as a Threat to Perceived Dignity in the U.S. Service Sector.](#) Tyler Woods (2025). *Social Problems*.

Just-in-time scheduling practices, like having less than two weeks' notice of one's work schedule, are strongly associated with workers feeling unfairly treated and disrespected by supervisors.

[\(Un\)Supportive Workplaces: Experiences of Workplace Climate for Formerly Systems-Involved Young Workers.](#) Kristen Harknett, Daniel Schneider, Rebecca Wolfe, and Paige Prater (2025). *Shift Project Research Brief*.

New research finds that young workers formerly involved in the juvenile carceral and child welfare systems face unsupportive workplaces, negatively impacting wellbeing.



SHIFT IN THE NEWS

[Is Job Hopping Bad for the Careers of Gen Zers? We Asked Experts for Their Insight](#)

[Burrito Bowl Blues: How Chipotle Became a Wall Street Darling – and a 'Wall of Shame' Employer](#)



Kristen Harknett discusses how poor job quality contributes to rapid workplace turnover.



Chipotle's rising stock value has been accompanied by worsening conditions for its employees, as illustrated by Shift data.

Shepherd, Harknett, and Jackson's research brief on workplace heat exposure informs a proposed national heat standard being reviewed by the Occupational Safety and Health Administration.

[As Philly region sees record temperatures, report shows heat illness and health risks among indoor service workers is widespread](#)

[The Hidden Heat Crisis: Report Finds Urgent Need for Workplace Protections Indoors](#)



RECENT EVENTS

Kristen Harknett delivered the keynote address at the annual [Council for Community and Economic Research \(C2ER\) conference](#) in May, which brought together experts in economics, public policy, and workforce development. Her talk drew on a decade of Shift Project findings to

65TH C2ER + LMI INSTITUTE ANNUAL CONFERENCE
SACRAMENTO 2025



illustrate the consequences of insecure scheduling for workers, families, and businesses.

Shift pre-doctoral fellow Henri Jackson presented research on the effects of minimum wage increases at Princeton University's [2025 Pre-Doctoral Economics Conference](#). The conference attracted early-career researchers from across the globe and highlighted research on topics including labor, finance, and wealth inequality.



In June, Danny Schneider participated in a [National Academies panel on Structural Drivers of Population Health: Exploring Labor Policy and Population Health](#). There, he shared insights on the effects of work schedule quality on the health and wellbeing of workers and their families.

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