

The Fissured Workplace

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WHD's Mission

“Promote and achieve compliance with labor standards to protect and enhance the welfare of the Nation’s workforce.”

-- Wage and Hour Division, Strategic Plan

Another way to say it:

Make sure working people in the U.S. receive a fair day’s pay for a fair day’s work.

The Fissured Workplace



Fissured Hospitality



Fissured Supply Chains: Inside a Distribution Center



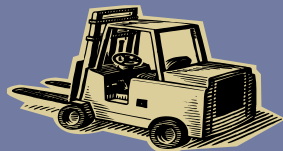
Information

Who is in Charge?

Third Party Logistics Co.

Temp Firm 1

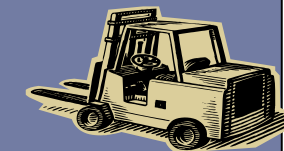
Incoming dock



Conveyer system

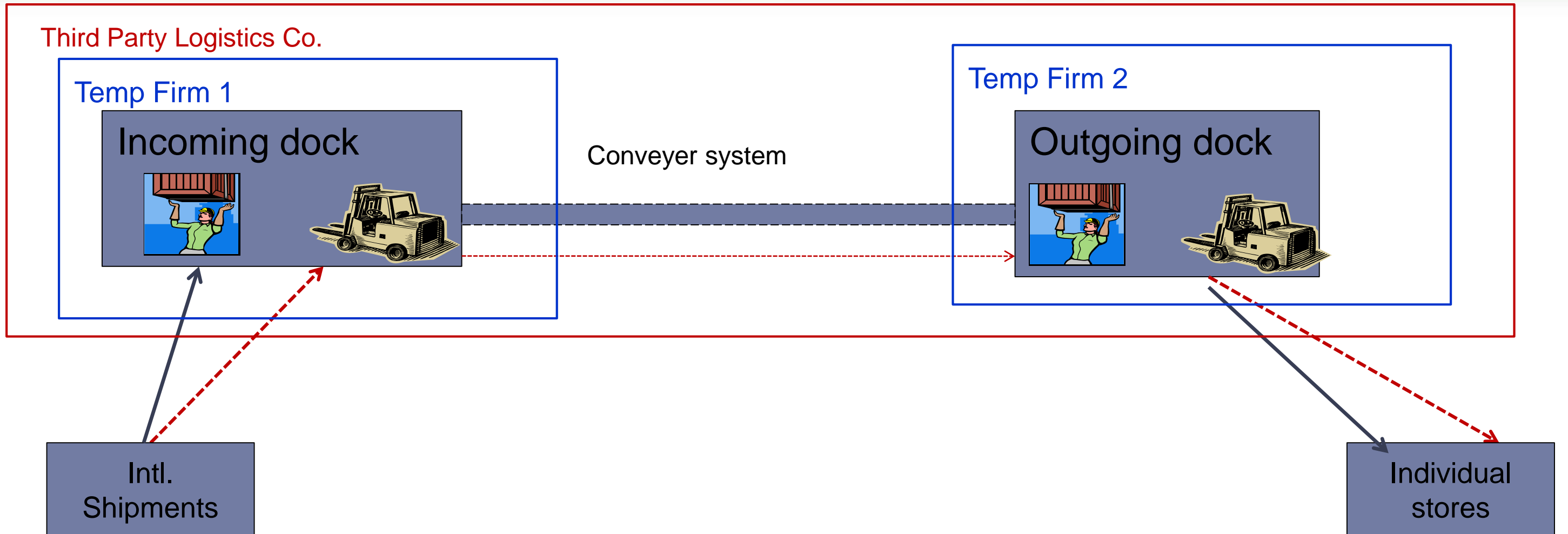
Temp Firm 2

Outgoing dock

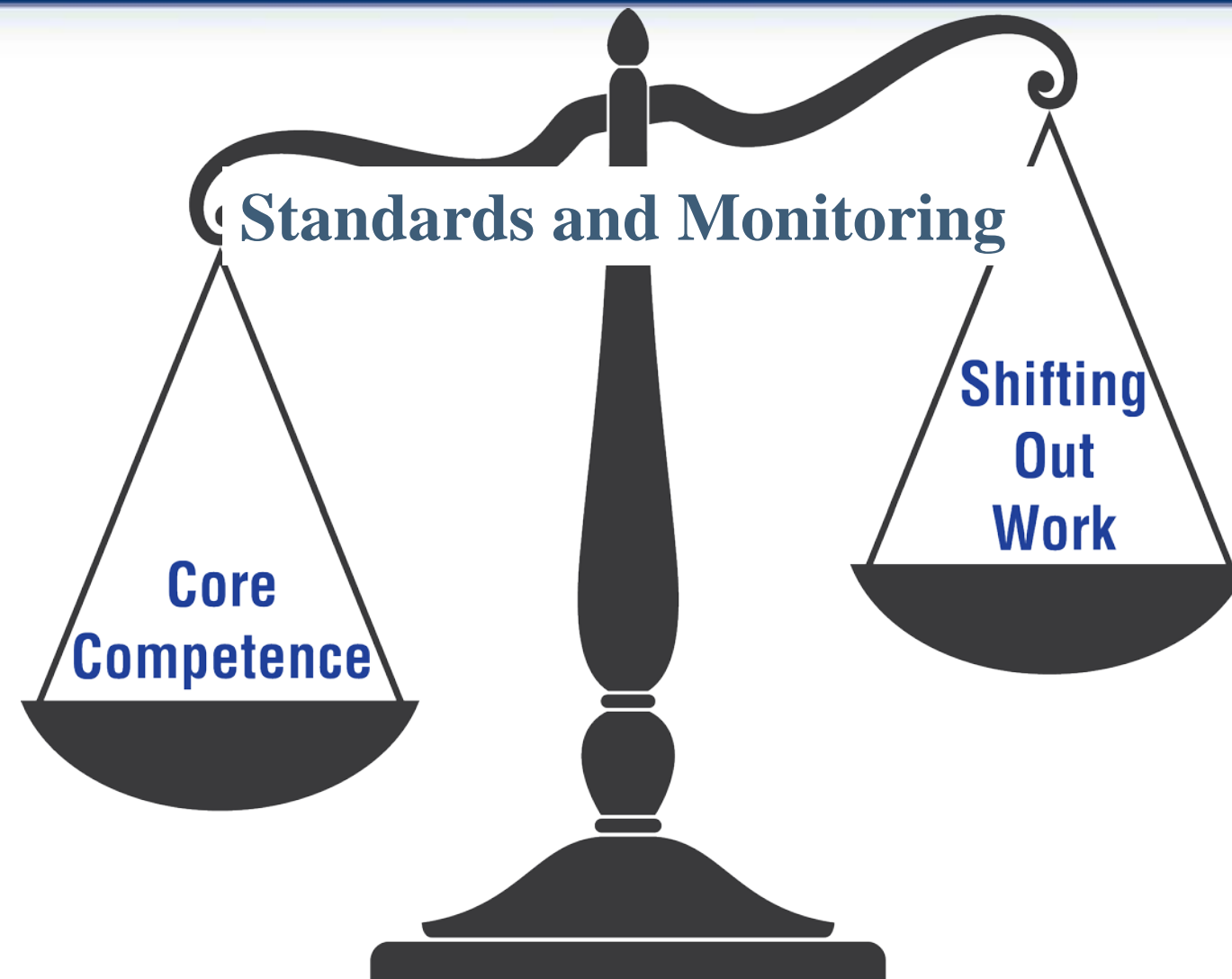


Intl.
Shipments

Individual
stores

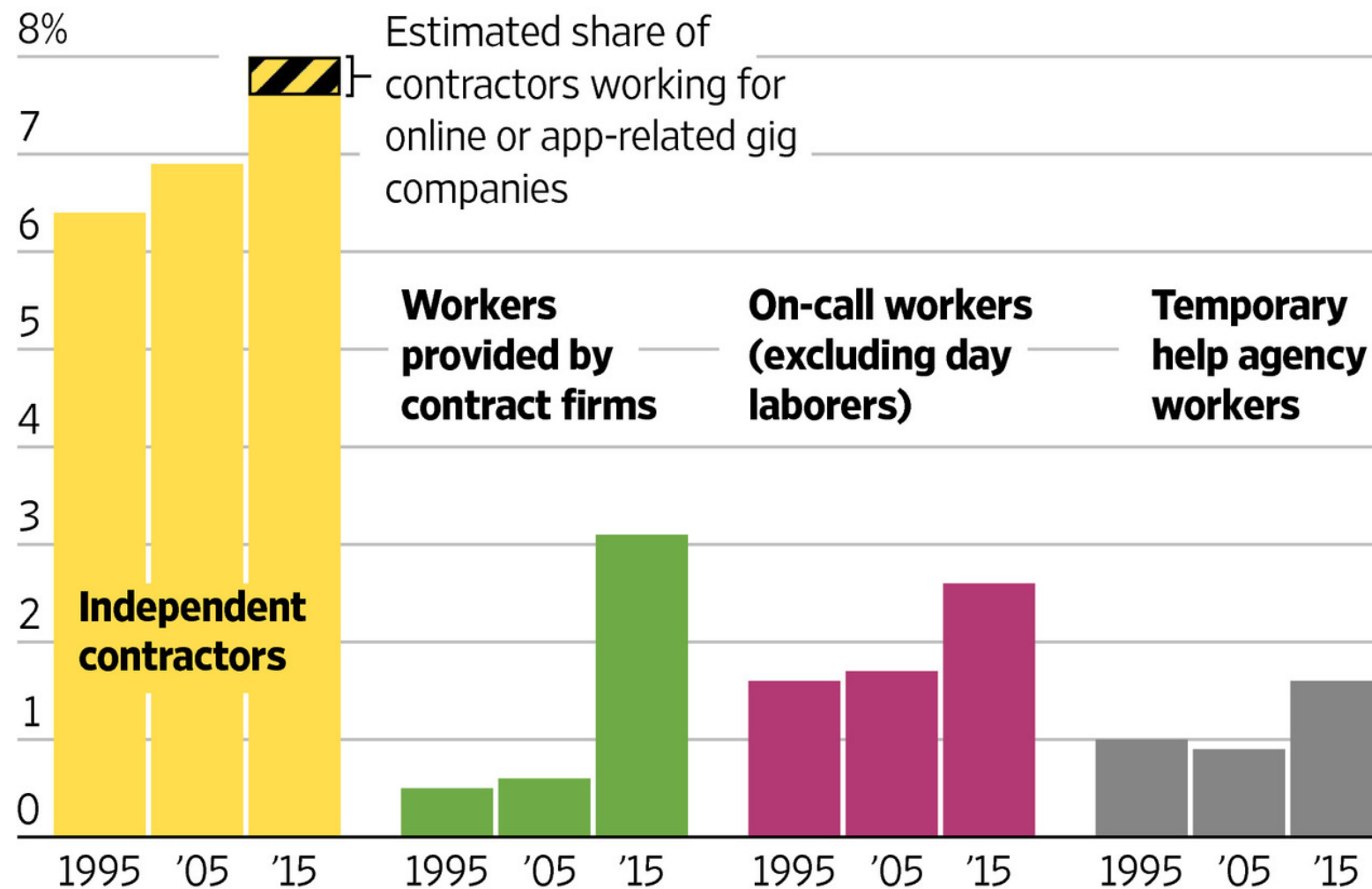


The Fissured Workplace: Balancing Two Interests



Growth of the Fissured Workplace

Share of workers in each type of alternate work arrangement

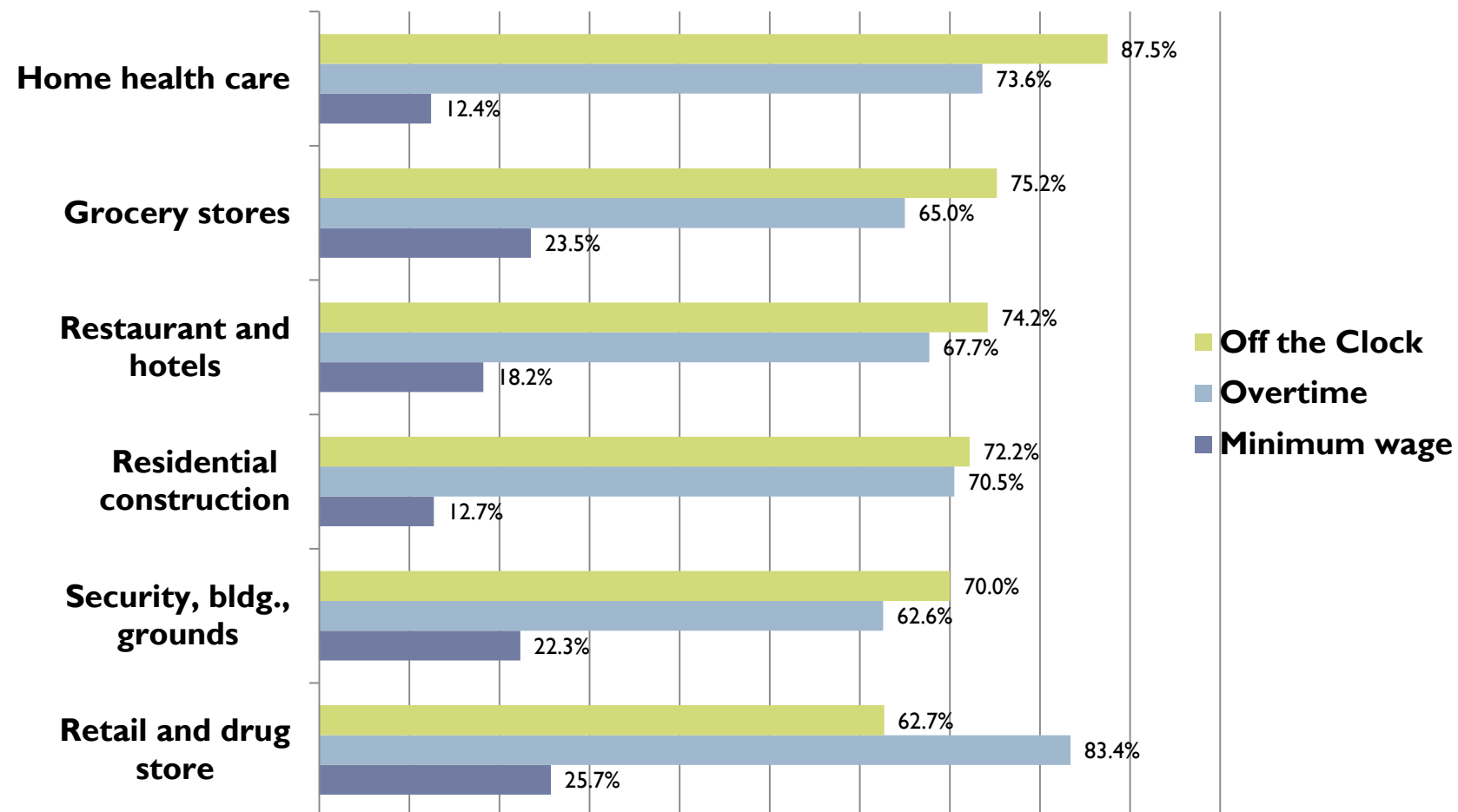


Sources: Labor Dept. (1995, 2005); Alan Krueger of Princeton U. and Lawrence Katz of Harvard U. (2015)

THE WALL STREET JOURNAL.

Consequences of the Fissured Workplace: Labor Standards Violations

**Labor standards violations:
Three city study of low wage workers**



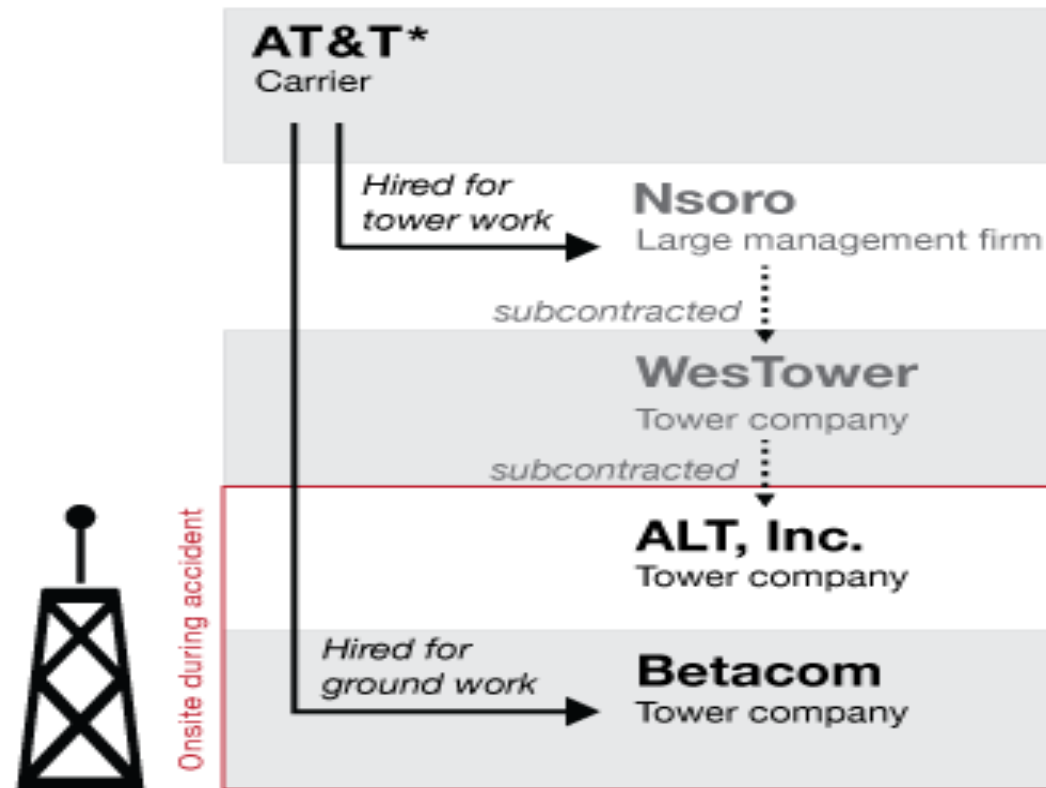
Source: Bernhardt et. al., 2013

**Prevalence of minimum wage
violations: CA & NY**

- 3 to 6 percent of all workers covered by the FLSA experience minimum wage violations.
- Est. 2 million + nationally.
- Between \$20 and \$29 million lost wages / week.
- 40% of earnings lost among those affected by violations.
- 7,000 California families and 8,000 New York families pushed below the poverty line.

Source: ERG for the US DOL, 2014

Consequences of fissured workplace: Health and safety

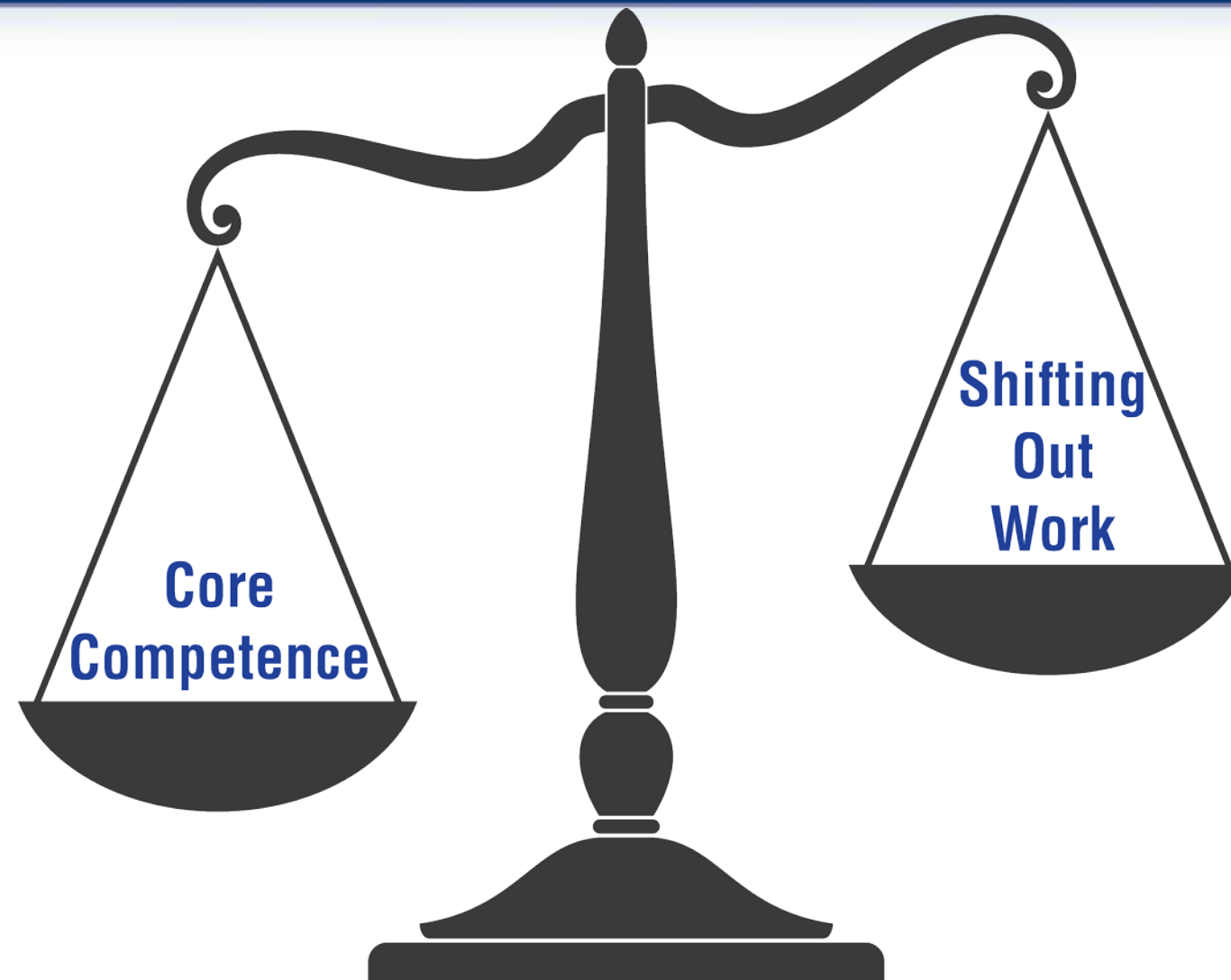


* then known as Cingular

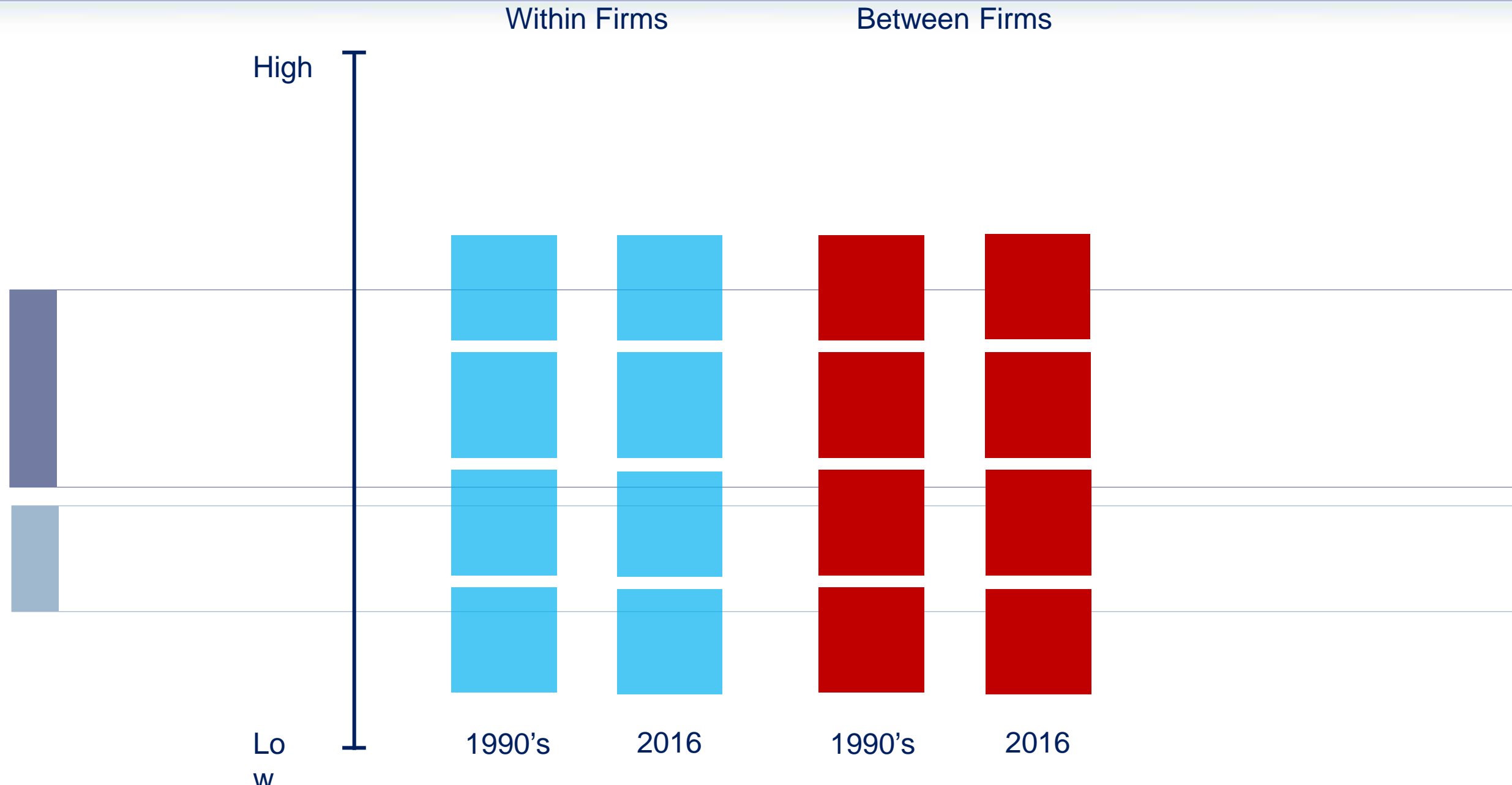
Graphic by Dan Nguyen, ProPublica / Cell tower icon by Dima and Christian Hohenfeld from The Noun Project

Source: Day and Knutson, 2012,

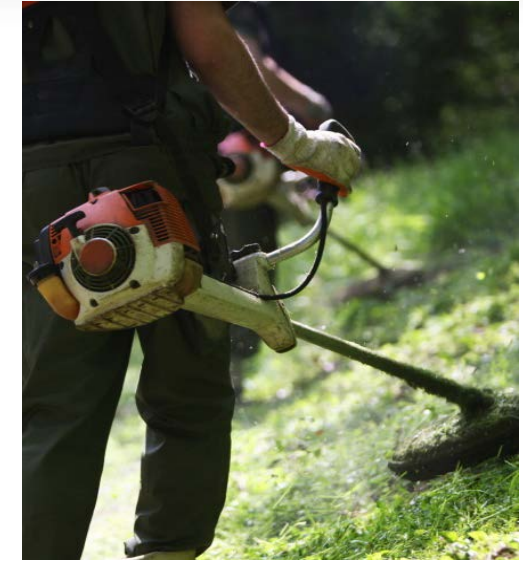
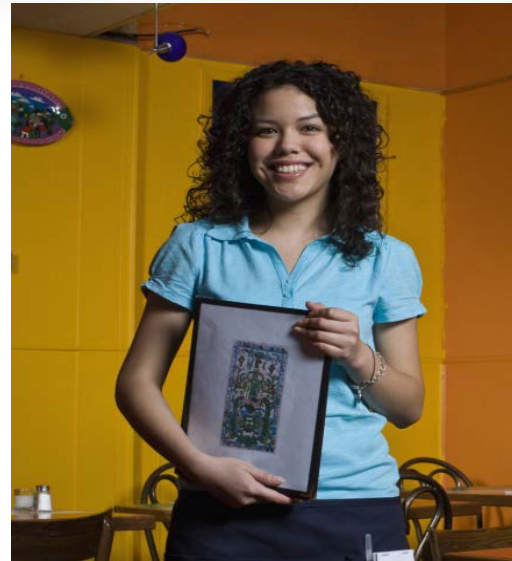
Responding to the Fissured Workplace: Strategic Enforcement



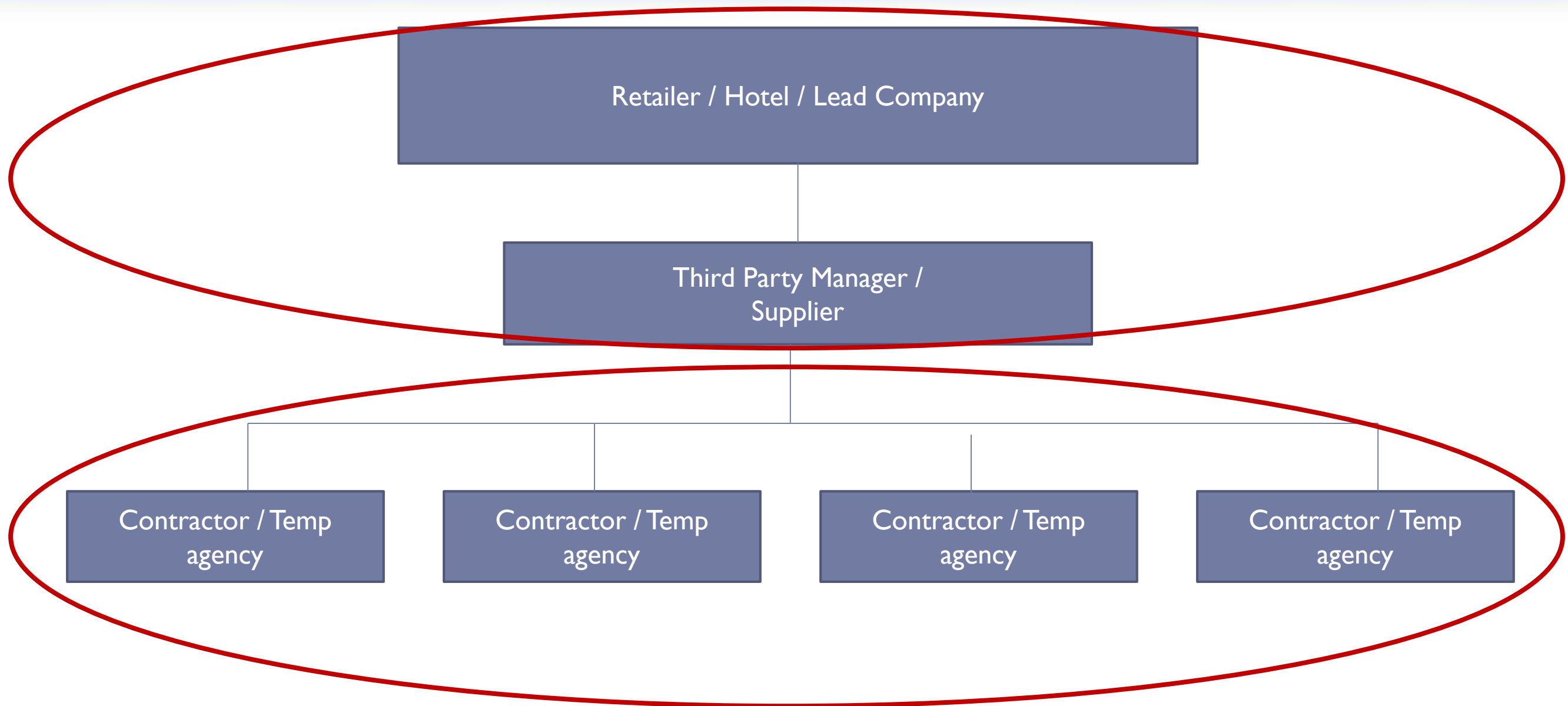
Impact of Fissured Workplace on Wages



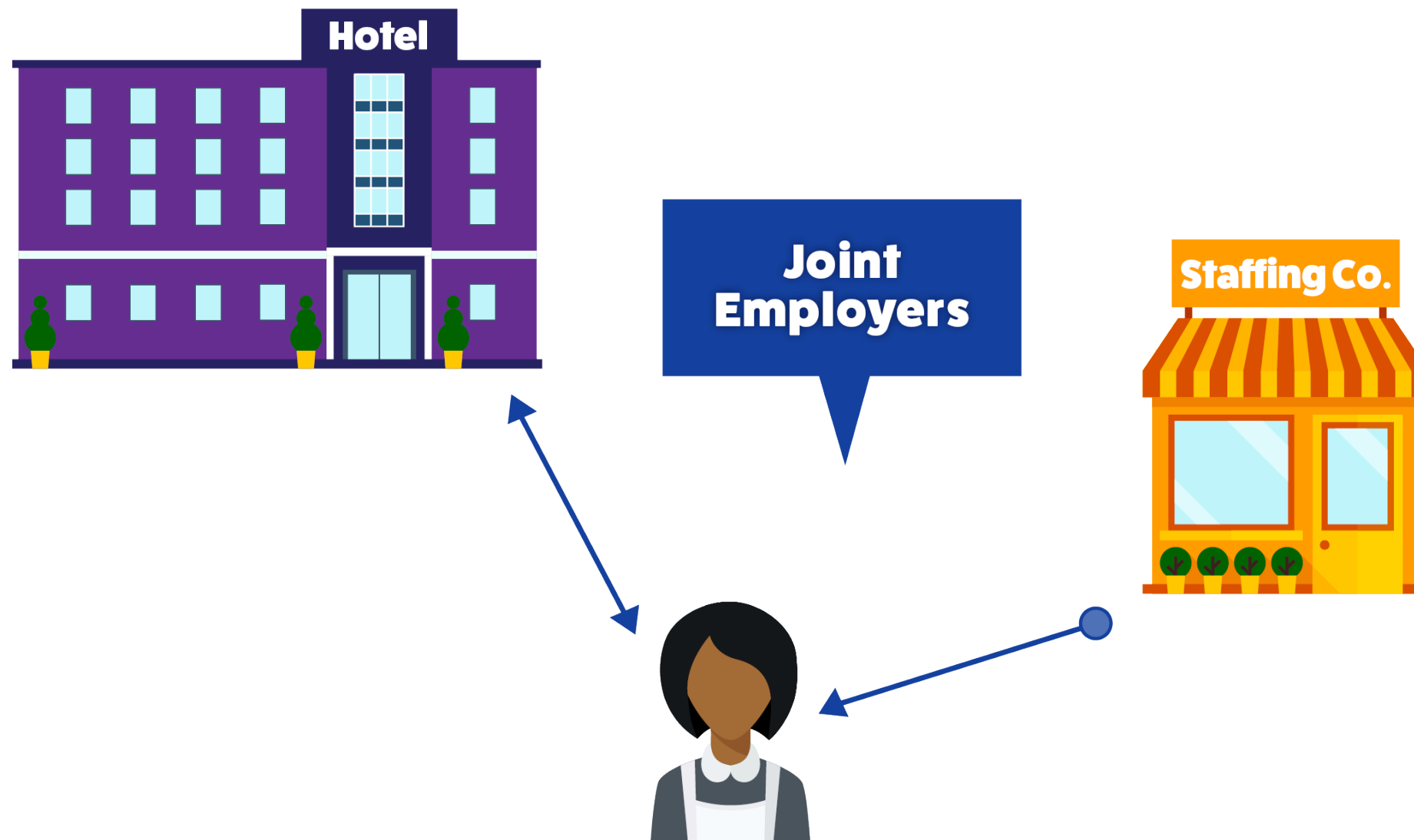
Strategic Enforcement: *Setting Priorities--Fissured Industries*



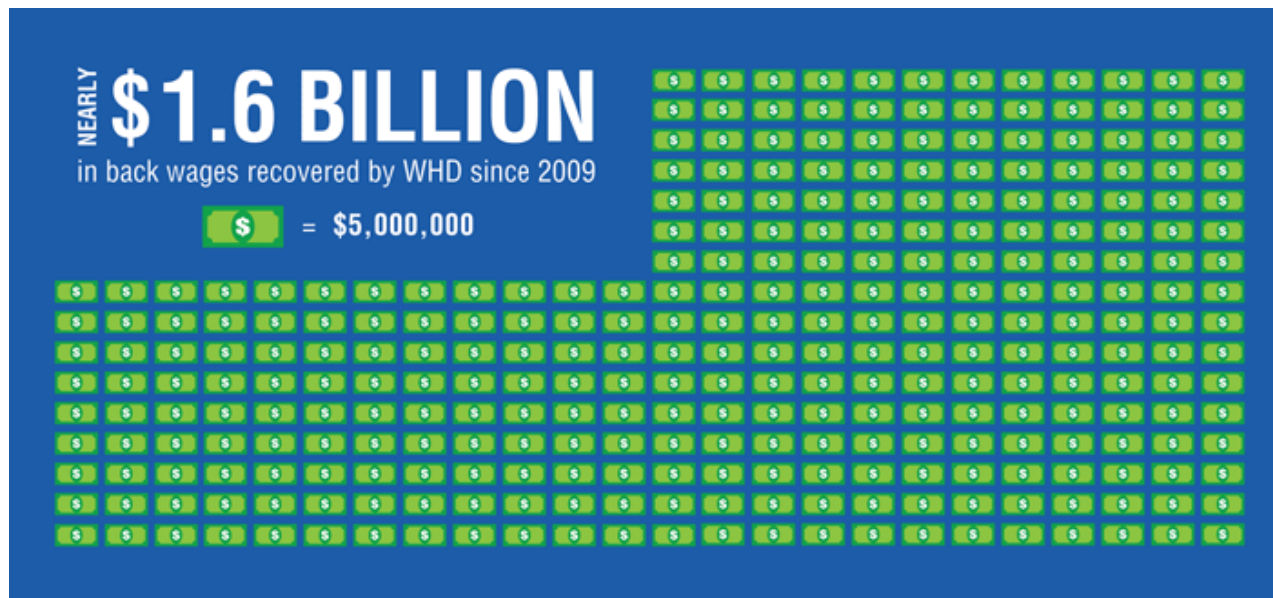
Strategic Enforcement: Focusing at the Top



Joint Employment



Working for a Fair Day's Pay



WHAT DOES \$1,000 BUY?

\$1,000 represents multiple paychecks to typical workers in many industries

More than five weeks of groceries

at \$185/week



More than a month's rent

at \$800/month



More than three months of utility bills

at \$300/month



More than 5 weeks of childcare

at \$185/week



(Estimated average wage rates and costs based on BLS national level data.)

The Fissured Workplace:

Impact on other Workplace Policies

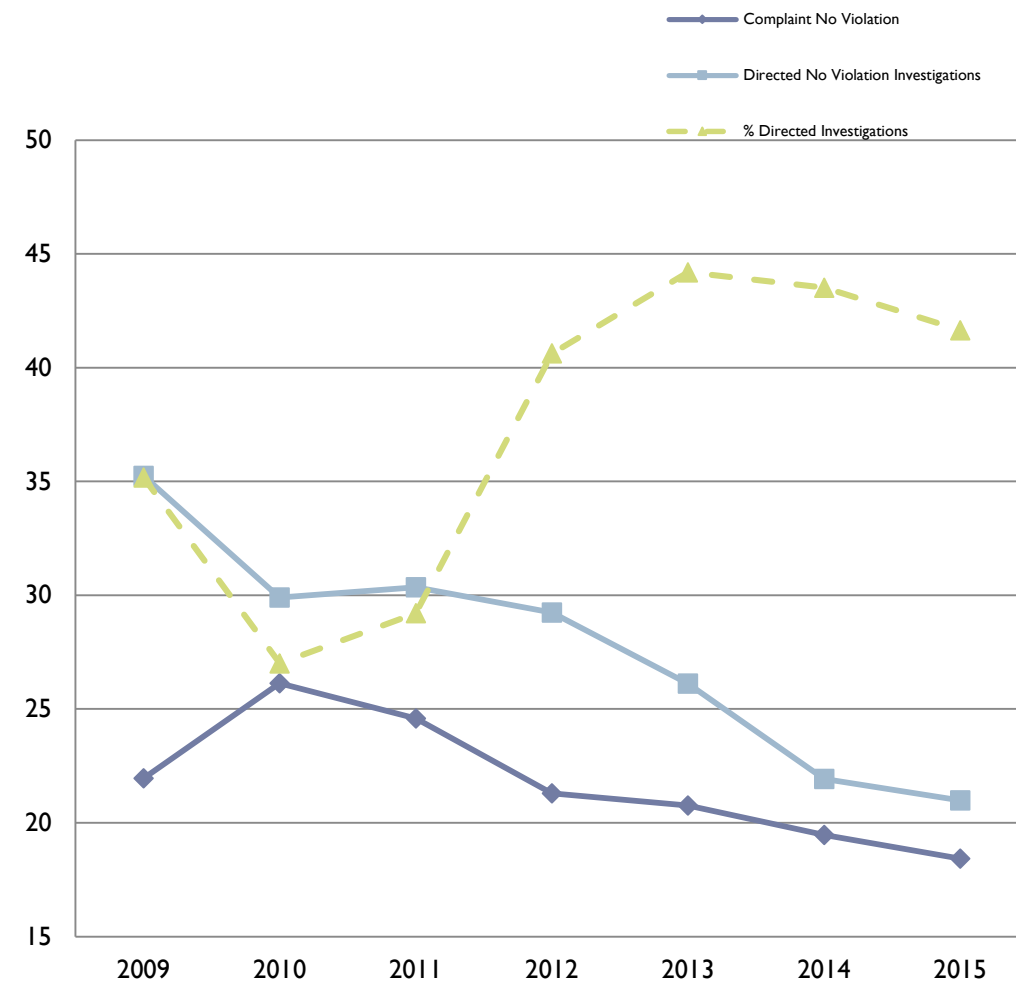
- Funding pensions and health care benefits
- Funding and providing training for the workforce
- Workplace safety net: unemployment and workers compensation
- Workplace representation under the NLRA





Progress in Strategic Enforcement

Percent Complaint and Directed No Violations



Back Wages per Employee--Directed

