

QUALITY JOBS LISTENING SESSION
March 31, 2016

OCS staff have been talking with experts and discussing what factors contribute to quality jobs. Below are some elements of quality jobs that have been discussed.

1. Good Working Conditions
 - a. Stable and predictable working hours (and adequate advance notice of schedule for jobs that demand variable hours (usually 1 to 2 weeks in advance))
 - b. Sufficient working hours (full-time)
 - c. Regular employment (vs. contract employment)
 - d. Paid leave (vacation, sick, family, personal, bereavement, and holiday leave)
 - e. Workplace flexibility
 - f. Voice (e.g., opportunities for collective action)
 - g. Basic health and safety provisions (e.g., safety training and appropriate and sufficient safety equipment)
 - h. Reasonable commutes
 - i. Health programs at company (i.e., healthy food programs in lunch rooms, walking clubs)
 - j. Free from harassment and discrimination)

2. Sufficient Compensation
 - a. Self/family supporting wages
 - b. Health insurance (or if dropping health insurance, pay increases to cover purchase on an exchange)
 - c. Retirement benefits
 - d. Opportunities for employee ownership
 - e. Production bonuses

3. Opportunities for Job Growth and Career Advancement
 - a. Promotion opportunities and career ladders
 - b. Opportunities for education and training – either employer-based or external
 - c. The “right to request training”
 - d. Financing and flexibility to support advancement opportunities
 - e. Wages increase tied to increase skill levels and competencies
 - f. Autonomy—employees’ ability to make decisions about their work
 - g. Voice—the ability to provide input into the way employees’ jobs are structured and how the job is done
 - h. Dignity and respect—the job is designed to utilize employees’ problem solving and critical thinking skills