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Fired Without Warning or Reason: Why New Yorkers Need Just Cause Job Protections

By Irene Tung, Paul Sonn, Anika Dandekar, Amy Pinilla, and Angeles Solis

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Executive Summary

In the United States, unlike in most other countries in the world, employers can legally fire most workers without warning or explanation.¹ These firings can cause great harm to workers and their families when the paycheck they depend on is there one day and gone the next. Even for workers who aren't fired, the fact that their employers have such outsized control over their livelihoods intensifies the power imbalance between them and their employer. This in turn can create pressure on workers to accept substandard working conditions and undermine their ability to speak up about legal violations, mistreatment, or abuse.

A growing movement across the country is calling for the adoption of “just cause” laws that would require employers to provide advance notice, a good reason, and a fair process for any termination. Fast-food workers in New York City have been at the forefront of this movement by successfully campaigning for the adoption of a new local law prohibiting unfair and abrupt firings.² Widely popular across the political spectrum, such just cause laws promote economic security and stability for workers and their families and protect workers from being punished or fired in retaliation for speaking up about critical workplace problems such as wage theft, discrimination, or health and safety violations.

New York City can continue to lead the nation on this important issue by adopting the Secure Jobs Act (Intro. 837), which would prohibit unfair and abrupt terminations and extend just cause job protections to all workers in the city.

To better understand the problem of unfair terminations in New York City, Secure Jobs NYC, a coalition of groups that includes the National Employment Law Project and Make the Road New York, partnered with Data for Progress to conduct a survey of the city's workforce (employed and unemployed). The results document just how widespread unfair and abrupt firings are for workers in all kinds of jobs and how the threat of losing a job causes many to accept abusive or illegal working conditions. Survey results also show a large majority of workers are subject to electronic monitoring on the job. Finally, the survey finds overwhelming support for greater job security protections among workers across the political spectrum. The margin of error for the survey was +/-4 percent.

1 Kate Andrias and Alexander Hertel-Fernandez, *Ending At-Will Employment: A Guide for Just Cause Reform*, Roosevelt Institute, January 19, 2021, <https://rooseveltinstitute.org/publications/ending-at-will-employment-a-guide-for-just-cause-reform/>

2 Kimiko de Freytas-Tamura, *No One Should Get Fired on a Whim: Fast Food Workers Win More Job Security*, New York Times, December 17, 2020, <https://www.nytimes.com/2020/12/17/nyregion/nyc-fast-food-workers-job-security.html>

Key findings from the survey include the following:

- More than half of fired workers in New York City (60 percent) say employers gave them either no reason or an unfair or inaccurate reason for their termination.
- Nearly 9 out of 10 workers in New York City who were fired were given no warning.
- Only 3 percent of fired workers were ever offered more training before termination.
- Almost half of all working New Yorkers (43 percent) — including majorities of women, Latinx workers, and Black workers — are only one or two paychecks away from not being able to pay their bills.
- Many workers in New York City feel pressure to accept unsatisfactory work demands or illegal conditions to avoid being fired or disciplined. Examples include working unwanted overtime (56 percent), skipping breaks (56 percent), accepting less pay than was owed to them or working unpaid hours (48 percent), and enduring verbal abuse or hostility from a manager (44 percent). In addition, nearly 1 in 4 New York City women and 1 in 10 New York City men have endured sexual harassment on the job to avoid being disciplined or fired.
- About 1 in 7 workers in New York City have been fired or disciplined for speaking up about workplace concerns.
- Two-thirds of currently employed New Yorkers say they would speak up more on the job if they had stronger legal protection against unfair firing and discipline.
- An overwhelming majority of workers in New York City (79 percent) support the adoption of laws requiring employers to provide a good reason and advance notice before they can fire a worker.
- More than 3 in 4 currently employed New Yorkers say that their employer uses at least one form of electronic monitoring in the workplace.

The report elaborates on these findings and recommends that New York City lawmakers adopt the Secure Jobs Act (Intro. 837), which would create a basic framework for discipline and termination to ensure that employers:

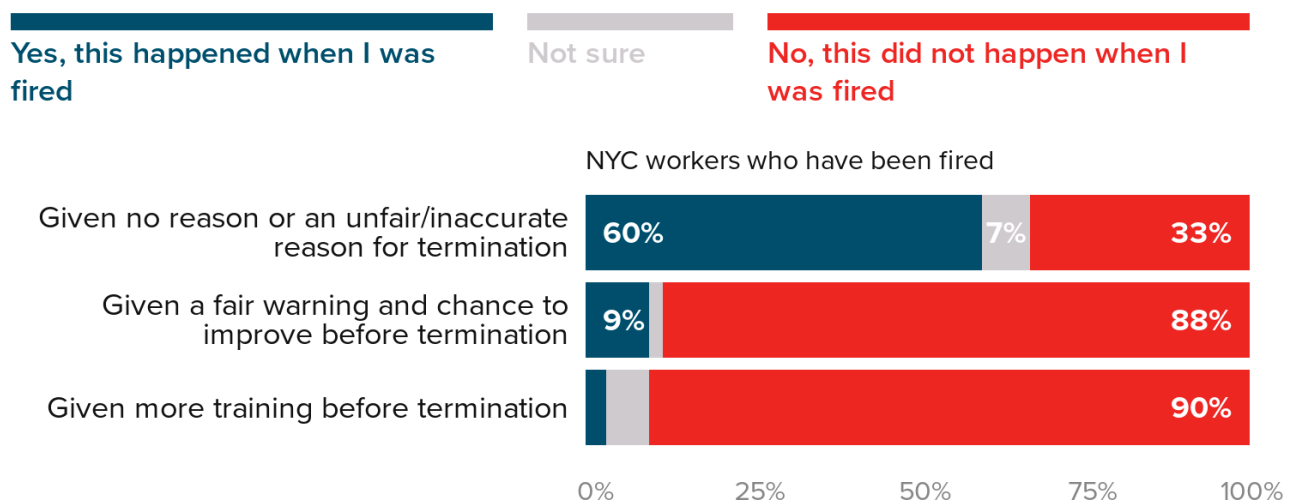
- Demonstrate a good reason for discharge, such as job performance or economic hardship.
- Give employees fair warning, adequate training, and a chance to improve before firing them.
- Apply disciplinary policies fairly and consistently.
- Limit the use of employee electronic monitoring in discipline and discharge.

1. UNFAIR AND ABRUPT TERMINATIONS ARE THE NORM IN NEW YORK CITY.

Our findings show that when New Yorkers are fired, they are seldom given a fair reason or a warning. More than half of fired workers (60 percent) were given either no reason or an unfair or inaccurate reason when their employers terminated them. Nearly 9 out of 10 workers in New York City who were fired were given no warning. Only 3 percent were ever offered more training before termination.

Experiences of NYC Workers Who Reported Having Been Fired From a Job

Thinking back to the time(s) when you were fired, did any of the following happen to you?



134 workers who have been fired before, from survey of 516 adults in NYC labor force, Sept. 21-29, 2022



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ID: JFWFK2

Survey respondents were given the opportunity to describe in their own words the circumstances surrounding their terminations. Here are some examples of their descriptions:

“Manager only said that it’s not working out. She was new and did not like me and I was with [the] company for about six years.”

“Despite having made record sales for the next review, I was let go [...] I believe [it] had nothing to do with my performance and there was nothing I could have done to prevent it.”

“I believe management wanted to promote certain people like family and friends rather than an employee with experience and seniority.”

“The manager just didn’t like me from her first day and she just found small things to pick on me with. I was a great worker and there’s no reason I should have been fired.”

“Sales environment—male manager—95 percent men. [It was] a hostile environment. [I was in the] top 5 percent of the sales team and worked in a jealous environment.”

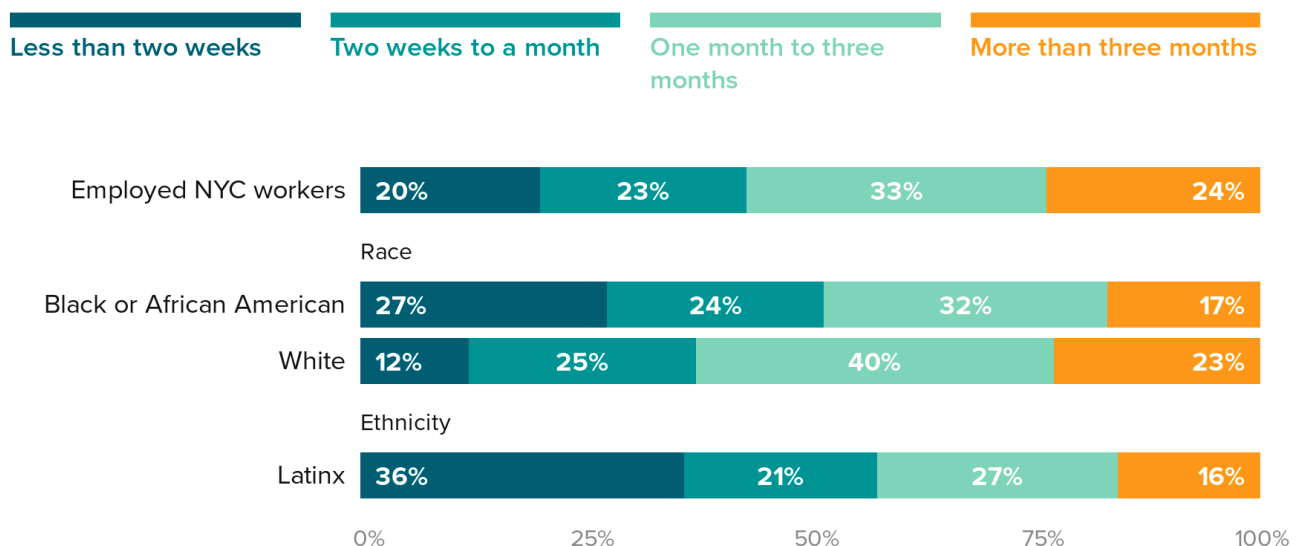
“I believe they wanted to replace me with someone else who accepted lower wages.”

2. ARBITRARY AND SUDDEN FIRINGS HAVE THE POTENTIAL TO WREAK FINANCIAL HAVOC ON NEW YORKERS, ESPECIALLY WOMEN, BLACK, AND LATINX WORKERS.

For the many working New Yorkers who are just a paycheck or two away from not being able to meet their expenses, being terminated suddenly and without warning has the potential to cause great hardship. And women, Black, and Latinx workers have significantly less wealth and savings on average to help them weather even brief spells of unemployment. Our survey finds that almost half (43 percent) of currently employed workers in New York City have only enough savings to cover one month or less of expenses if they were to lose their job today. This is true for a majority of currently employed women (52 percent) in New York City, compared to 36 percent of currently employed men, and for a majority of currently employed Latinx workers (57 percent) and currently employed Black workers (51 percent), compared to 37 percent of white workers.

Nearly Half of NYC Workers Could Not Afford More Than a Month of Regular Expenses Without Income

If you were to lose your job(s) today, how long would you be able to pay for **all** your regular expenses without income?



464 employed workers, from survey of 516 adults in NYC labor force, Sept. 21-29, 2022



DATA FOR **PROGRESS**

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These findings are even more troubling given that more than a third of job separations in the United States result in workers not having a stable job for at least three months, even when the labor market is strong.³ And Black and Latinx workers are more likely than white workers to face an extended period of unemployment after a job separation. This disparity between racial groups in the length of unemployment grows even larger during recessions.⁴

³ Irene Tung, Paul Sonn, Jared Odessky, *Building Racial Equity and Shifting the Power Balance between Workers and Employers*, National Employment Law Project, April 2021, <https://www.nelp.org/publication/just-cause-job-protections-building-racial-equity-and-shifting-the-power-balance-between-workers-and-employers/>

⁴ Tung et al., 2021

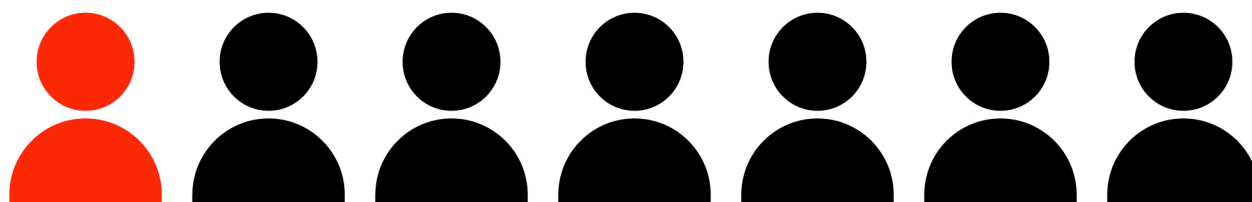
Our survey results are consistent with previous research showing that workers in New York and across the country struggle with economic insecurity, including a Federal Reserve finding that 4 in 10 adults would have difficulty covering an unexpected expense of \$400. The Federal Reserve also reported that “the median [B]lack family had just \$3,600 in household wealth in 2018, the median Latino family had \$6,600, and the median white family had \$147,000.”⁵ The fact that — as a result of past and continuing inequities in the United States — Black and Latinx workers have less household savings or family wealth to fall back on during periods of extended unemployment makes the potential impact of joblessness more severe for those groups.⁶

3. MANY NEW YORKERS HAVE EXPERIENCED RETALIATION FROM THEIR EMPLOYERS FOR SPEAKING UP ABOUT WORKPLACE CONCERNS.

A troublingly high share of New York City workers—1 in 7 (14 percent)—have been disciplined or fired for speaking up about workplace issues such as working conditions, pay, or benefits.

1 in 7 New York City Workers Has Been Disciplined or Fired for Speaking Up About Workplace Issues

Have you ever felt that your employer disciplined or fired you as a consequence for speaking up about issues related to your work conditions, pay, or benefits? Yes No



Survey of 516 adults in NYC labor force, Sept. 21-29, 2022



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Here are some examples that workers describe of issues they raised that led employers to fire or discipline them:

“Disciplined for speaking up about mold in office, heavy workload, and disrespectful coworkers.”

“Errors in paycheck.”

“Substance abuse clinic [where I worked] was billing Medicaid for non-existent visits.”

“I spoke up about the over prescribing of Oxycontin and gave proof of the damage the drug was doing. I also testified about what was happening. I was fired with absolutely no reason given and my employer, who was making a lot of money prescribing Oxycontin, verbally ruined my chances at getting a similar job at equivalent salary.”

⁵ Board of Governors of the Federal Reserve System, Report on the Economic Well-Being of U.S. Households in 2018 – May 2019, last updated May 28, 2019, <https://www.federalreserve.gov/publications/2019-economic-well-being-of-us-households-in-2018-dealing-with-unexpected-expenses.htm>

⁶ Kriston McIntosh, et. al., *Examining the Black-white wealth gap*, Brookings Institute, February 2020, <https://www.brookings.edu/blog/up-front/2020/02/27/examining-the-black-white-wealth-gap/>

“Unsafe working conditions. Lack of sick pay.”

“Workers had to bring their own toilet paper and hand soap to work because the employer wouldn’t provide it.”

“The conditions of work there was rats and roaches and mold everywhere.”

“Because I felt that my boss wasn’t paying me a fair amount of money.”

Worker respondents also describe being fired or disciplined after speaking up about discrimination and harassment. A Black female who was surveyed writes that she “spoke out about sexual harassment and bullying and [had] my hours cut.” Similarly, another respondent who is a white female writes, “I noticed someone was trying to tease a female worker. Then I reported the issue to the higher up. Then I got fired for this reason. This is unfair.” In another case, a Black male describes retaliation for speaking up about racial harassment. He writes, “I spoke up about a racist coworker, but the manager favored him, so instead of disciplining him, I was demoted.” Other respondents say they were fired or disciplined for raising concerns about “discrimination between male and female responsibilities for the same role” and “racism and racist remarks.”

While existing laws may technically protect workers from retaliation in some of these instances, without broad protections against arbitrary firings and a basic framework of fairness in discipline, it is extremely difficult for workers to enforce their rights related to retaliation because employers can provide any reason other than retaliation or no reason at all for firing them.

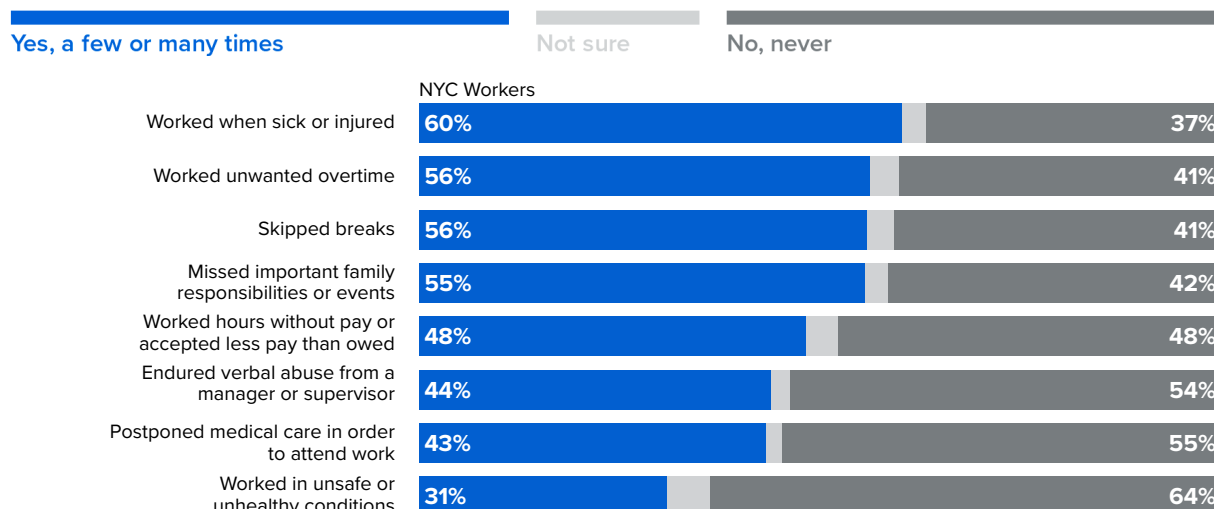
4. THE THREAT OF BEING FIRED CREATES PRESSURE ON NEW YORKERS TO WORK IN SUBSTANDARD CONDITIONS AND HARMS THEIR HEALTH AND FAMILIES.

Given the prevalence of retaliation — and with many workers just a paycheck or two away from not being able to meet their expenses — the threat of being fired or disciplined can factor heavily in a worker’s relationship with their employer. It is not surprising that many workers in New York City feel pressured to accept unsatisfactory work demands, low pay, and even illegal treatment to avoid being fired or disciplined. A majority of New York City workers have worked unwanted overtime (56 percent) or skipped breaks (55 percent) to avoid being fired. About half (48 percent) have accepted less than what was owed to them or worked hours without pay to avoid being fired. Almost half (44 percent) have endured verbal abuse or hostility from a manager or supervisor to avoid being disciplined or fired. About one-third (31 percent) of workers have worked under hazardous or unhealthy conditions to avoid being fired. In addition, 32 percent have avoided asking for better pay and benefits due to concern about being fired or disciplined.

Workers in New York City also deprioritize their own family and medical needs to attend to work demands to avoid being fired or disciplined. More than half (55 percent) have neglected important family responsibilities or events to avoid being fired. Sixty percent have worked while sick or injured, and 43 percent have postponed medical care to avoid being disciplined or fired.

More Than Half of NYC Workers Say They Work When Sick, Skip Breaks, Work Unwanted Overtime to Avoid Being Disciplined or Fired

At a current or previous job, have you done any of the following to avoid being disciplined or fired?



Survey of 516 adults in NYC labor force, Sept. 21-29, 2022



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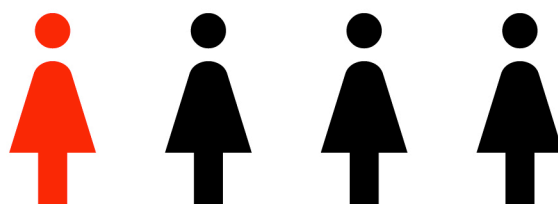
BY TOPP/REUTERS

Additionally, nearly 1 in 4 New York City women (23 percent) and 1 in 10 New York City men (10 percent) have endured sexual harassment on the job to avoid being disciplined or fired.

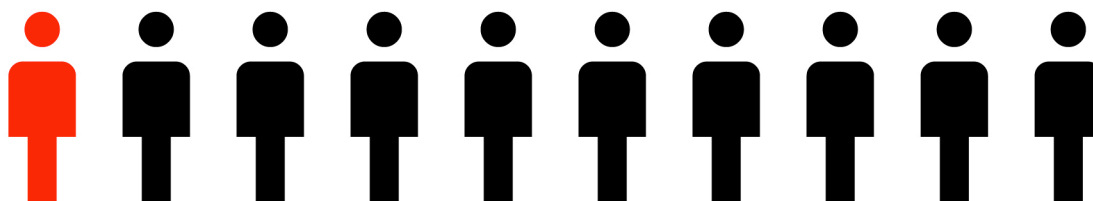
Nearly 1 in 4 New York City Women Have Endured Sexual Harassment on the Job to Avoid Disciplinary Action

At a current or previous job, have you ever endured sexual harassment from a co-worker, manager, or supervisor to avoid being disciplined or fired?

Yes No



1 in 10 New York City Men Have Endured Sexual Harassment on the Job to Avoid Disciplinary Action



Survey of 516 adults in NYC labor force, Sept. 21-29, 2022



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When workplace legal violations such as wage theft, health and safety hazards, harassment, or discrimination occur, public agencies depend on workers to step forward to initiate the enforcement process. However, even though laws against retaliation are currently on the books, without broad protections against arbitrary firings, many workers refrain from voicing concerns about mistreatment on the job, knowing that their employer can easily punish them for speaking out without having to give a reason. This makes enforcement of laws such as those setting a minimum wage or protecting against discrimination or sexual harassment more difficult.

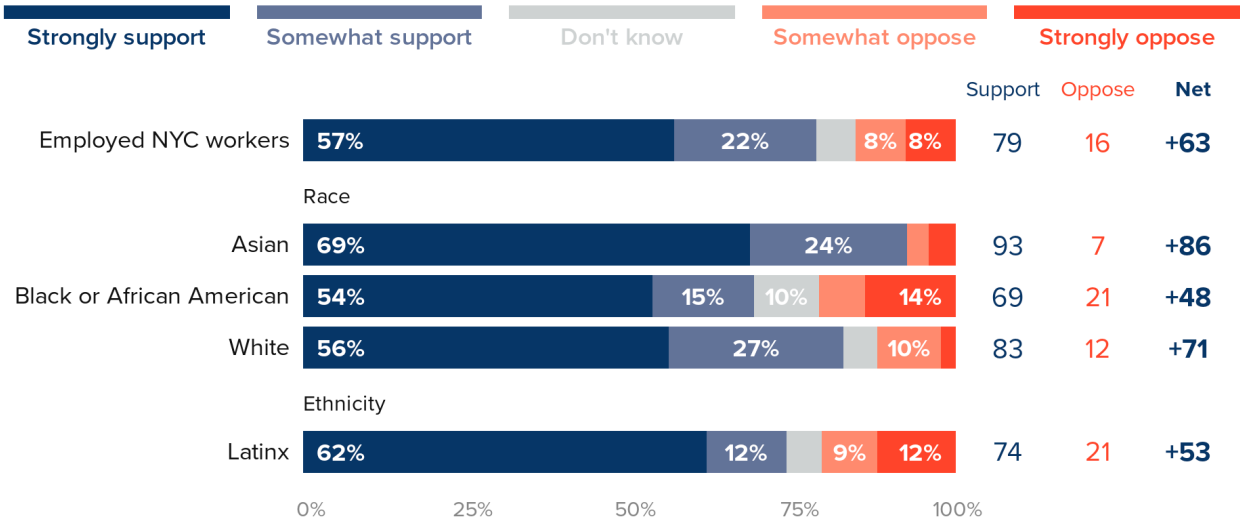
5. NEW YORKERS SUPPORT LAWS THAT PROTECT WORKERS FROM UNFAIR FIRINGS AND WOULD SPEAK UP MORE ABOUT WORKPLACE CONCERNS IF THEY HAD THOSE PROTECTIONS.

Just cause job protection laws that would require employers to give fair warning and a good reason for discharge are broadly popular across the political spectrum.⁷ Our survey finds that an overwhelming majority of New York workers (79 percent) support the adoption of such laws.

Just Cause Laws Strongly Supported by NYC Workers

In most jobs in the United States, a worker can be fired for any reason or without reason. Some lawmakers are considering passing "just cause" laws, which require that employers must give advance notice and good reason before they can fire a worker.

Do you support or oppose "just cause" laws?



Survey of 516 adults in NYC labor force, Sept. 21-29, 2022

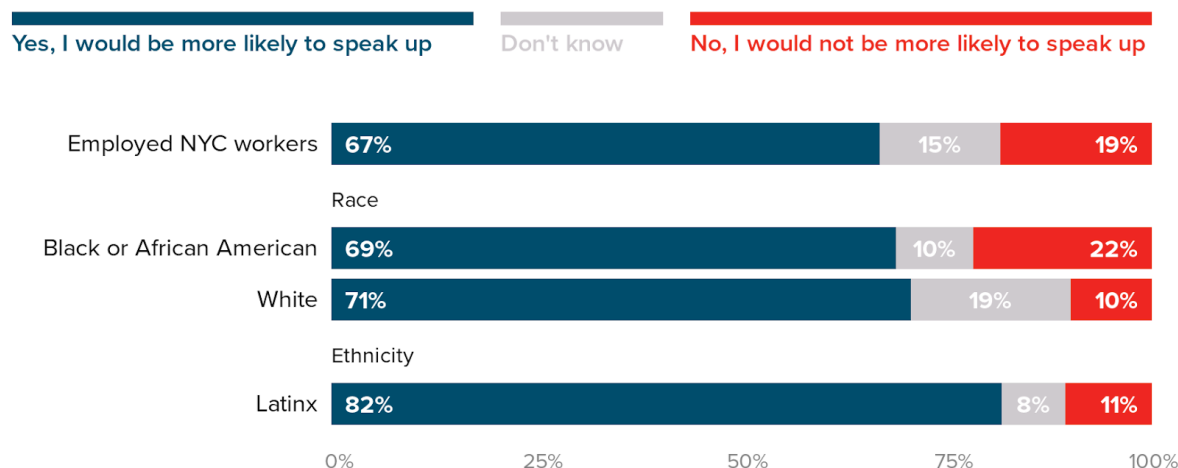


If a just cause law were adopted in New York City, a large majority of New Yorkers say that the increased protections would help them be more vocal about workplace concerns. Two-thirds of currently employed workers in New York City (67 percent) say they would speak up more on the job if they had stronger legal protection against unfair firing and discipline. Eighty-two percent of Latinx workers, 71 percent of white workers, and 69 percent of Black workers say this is the case.

7 Tung, et al., 2021

Two-Thirds of NYC Workers Say They Would Be More Likely to Speak Up About Workplace Concerns if More Protections Against Job Loss Were in Place

Would you be more likely to speak up about your working conditions if you had more legal protection against losing your job?



432 workers who are employed and not self-employed, from survey of 516 adults in NYC labor force, Sept. 21-29, 2022



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BY JENNIFER

6. EMPLOYER USE OF ELECTRONIC MONITORING IS WIDESPREAD IN NEW YORK CITY WORKPLACES.

Electronic monitoring refers to the use of computers and other technological tools such as video cameras, phone surveillance software, scanners, active badges, or digital ratings to observe, record, track, and evaluate employee activities. Today, workers across the economy are increasingly subjected to workplace monitoring using these kinds of electronic surveillance tools.⁸

Introducing electronic monitoring into workplaces can further widen the power differential between workers and employers, especially when such technologies are used by employers to discipline and terminate workers. New forms of technological control can also intensify productivity demands and make jobs more precarious.⁹

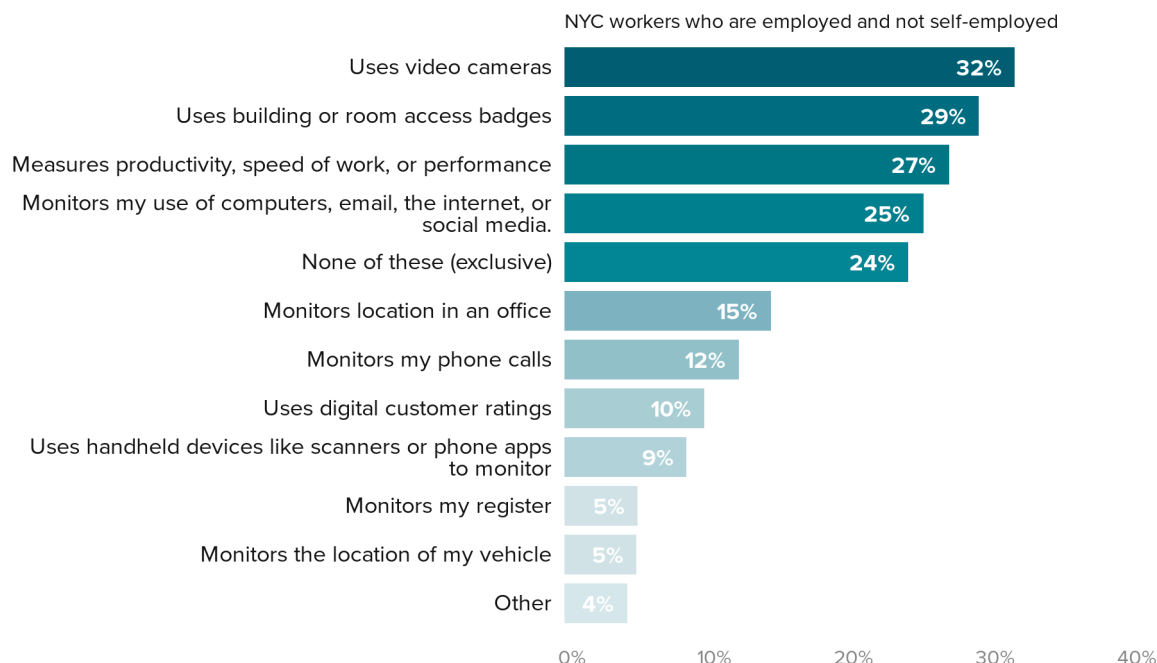
⁸ Jodi Kantor and Arya Sundaram, *The Rise of the Worker Productivity Score*, Aug 14, 2022, New York Times, <https://www.nytimes.com/interactive/2022/08/14/business/worker-productivity-tracking.html>; David Kravets, *Worker fired for disabling GPS app that tracked her 24 hours a day*, March 2015, Ars Technica, https://static1.squarespace.com/static/5e449c8c3ef68d752f3e70dc/t/5f4cffe23958d79eae1ab23/1598881772432/Amazon_Report_Final.pdf; Alexandria Mattescu and Aiha Nguyen, *Workplace Monitoring Surveillance Explainer*, February 2019, https://datasociety.net/wp-content/uploads/2019/02/DS_Workplace_Monitoring_Surveillance_Explainer.pdf; Jack Morse, *Amazon announces new employee tracking tech, and customers are lining up*, Mashable, December 2020, <https://mashable.com/article/amazon-aws-panorama-worker-customer-tracking-technology-smart-cameras/>; *Language Needed to Protect UPS workers from Spy Technology*, Teamsters for a Democratic Union, https://www.tdu.org/news_language-needed-protect-ups-drivers-spy-technology.

⁹ Brishen Rogers, *Beyond Automation*, Roosevelt Institute, July 2019, <https://rooseveltinstitute.org/publications/beyond-automation-workplace-technological-change/> and Daniel A. Hanley and Sally Hubbard, *Eyes Everywhere, Amazon's Surveillance Infrastructure and Revitalizing Worker Power*, Open Markets Institute, August 2020, <https://www.openmarketsinstitute.org/publications/eyes-everywhere-amazons-surveillance-infrastructure-and-revitalizing-worker-power>

Our survey shows that workplace electronic monitoring is widespread in New York City. Seventy-six percent of employed respondents say that their employer uses at least one form of electronic monitoring in the workplace.

Over Three-Quarters of NYC Workers Are Electronically Monitored by Their Employer

Below are some ways employers electronically monitor workers. Which of these do your **current** employer(s) use? Select all that apply.



432 workers who are employed and not self-employed, from survey of 516 adults in NYC labor force, Sept. 21-29, 2022



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One-third (32 percent) of all New York City employed workers say that their employer uses electronic monitoring to make disciplinary or discharge decisions.

1 in 3 New York City Workers Have Employers That Use Electronic Monitoring to Make Disciplinary Action Decisions

Does your current employer use information from electronic monitoring (such as video cameras, phone call monitoring, vehicle location monitoring; internet activity, productivity measuring) to make decisions about disciplining and firing employees?

Yes **No**



432 workers who are employed and not self-employed, from survey of 516 adults in NYC labor force, Sept. 21-29, 2022.



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7. RECOMMENDATIONS

For the first time in decades, there is a growing grassroots movement powered by workers — including many Black and immigrant workers — organizing to prohibit arbitrary and abrupt terminations and provide greater job stability for workers. In 2019, parking lot workers in Philadelphia won a new law establishing just cause protections for that industry.¹⁰ Fast-food workers in New York City won similar legislation in early 2021.¹¹ And journalists at many leading publications have successfully fought for and won just cause employment protections in recent years under union collective bargaining agreements.¹²

New York City lawmakers have an opportunity to continue to lead on this issue by enacting the Secure Jobs Act (Intro. 837), which establishes a just cause standard for termination. The Secure Jobs Act includes the following key protections, which are essential to a robust just cause policy:

1. **GOOD REASON FOR DISCHARGE.** The core of a just cause employment system is a requirement that the employer demonstrate a good reason for discharging a worker, such as poor work performance that does not improve after feedback and coaching, violation of important employer policies, or employee misconduct. Just cause systems also allow employers to discharge workers for bona fide economic reasons, such as when business declines, if the business can document those reasons.
2. **DUTY ON THE EMPLOYER.** Under a just cause system, the employer is responsible for showing a good reason for discharging the worker — the reverse of the current system where employees must show that a firing was for an impermissible reason. Shifting that responsibility to the employer is widely recognized as essential for protecting workers against arbitrary and unfair firings.
3. **TRANSPARENT PERFORMANCE STANDARDS, FAIR NOTICE TO WORKERS, AND AN OPPORTUNITY TO ADDRESS PROBLEMS.** Another key component is fair notice to the worker of any performance standards, rules, or policies that the worker is expected to meet or follow. In addition, the employer must give the worker fair notice of any performance problems and the opportunity to address them before being discharged. This process, often called “progressive discipline,” is well established. It also mirrors the process that many responsible employers already use — giving employees feedback and coaching on performance issues, and support in addressing them before getting to the point of possible discharge. However, a just cause policy should make clear that certain kinds of serious misconduct may trigger a bypass of the progressive discipline process and allow for immediate employer action. These should include conduct that threatens the safety or well-being of other people, such as violence or harassment.
4. **EQUAL COVERAGE OF TEMP AND STAFFING EMPLOYEES.** Economic theory suggests that if it becomes more difficult for employers to discharge workers, they will shift to employing more temporary and staffing agency employees if those employees are not subject to the same standards.

¹⁰ Juliana Feliciano Reyes, City Council approves ‘just-cause,’ a cutting-edge worker protection law, for the parking industry, *Philadelphia Inquirer*, May 16, 2019, <https://www.inquirer.com/news/just-cause-firing-bill-philadelphia-parking-lot-workers-seiu-32bj-20190516.html>

¹¹ de Freytas-Tamura, 2020, Fired on a Whim: The Precarious Existence of NYC Fast-Food Workers, Center for Popular Democracy, National Employment Law Project, Fast Food Justice, SEIU 32BJ, February 2019, <https://populardemocracy.org/fired-on-a-whim>

¹² Hannah Aizenman, Stefanie Frey, and Mai Schotz, We Finally Won Just Cause Protection at The New Yorker after AOC and Warren Refused to Cross Our Picket Line, *Labor Notes*, October 23, 2020, <https://labornotes.org/2020/10/we-finally-won-just-cause-protection-new-yorker-after-aoc-and-warren-refused-cross-our>

Therefore, it is crucial that just cause employment protections apply equally to employees working for employers through temp or staffing agencies. A just cause policy should expressly address these issues — for example, by requiring the same showing of just cause for ending employment for an employee working at a host company through a temp or staffing agency.

5. **LIMITS ON DEFINED-TERM EMPLOYMENT.** Another important component of a just cause policy is specifying the circumstances under which employers are allowed to hire workers for defined projects or terms, after which their employment can end without a need to demonstrate just cause. Examples of reasonable defined-term employment include short-term seasonal jobs in industries that need additional staffing during certain times of the year and projects for which the need for employees or the funding to pay them will end once the project is completed. However, it is important that such authorization for defined-term employment be limited to clearly defined circumstances that prevent it from becoming a loophole through which employers can meet ongoing staffing needs through a succession of defined-term positions. In addition, during the course of defined-term employment, just cause protections against early discharge should apply.
6. **PROTECTIONS AGAINST INTENSIVE SURVEILLANCE AND MONITORING.** Just cause legislation presents an important opportunity to address the harmful impacts of employers' growing use of electronic surveillance. Continuous electronic monitoring of workers means that minor infractions can be found easily and used to sidestep just cause protections. This makes it critical for just cause legislation to establish clear standards for employers' use of data collected from electronic monitoring in discipline and termination. A just cause policy should restrict from disciplinary use the most invasive forms of surveillance — such as video or audio recordings within a private home and location tracking apps on workers' personal devices. In addition, employers should notify workers about the use of any surveillance technologies that may inform discipline or termination decisions and provide workers with meaningful opportunities to review and correct any data collected.
7. **STRONG REMEDIES AND RELIEF.** A just cause policy should include strong remedies for violations, including the right to reinstatement and money damages, together with additional penalties or liquidated damages that are sufficient to deter noncompliance. Money damages must reflect the full scope of damages that workers face. Without meaningful sanctions for unfair discharges, any new just cause policy would not achieve the goal of ensuring fair process before workers are subjected to job loss.
8. **EFFECTIVE ENFORCEMENT VEHICLES, INCLUDING QUI TAM.** Government labor agencies simply do not have the capacity to adequately enforce employment protections on their own. Therefore, a just cause policy should include effective tools that allow workers to bring enforcement actions themselves. These should include a private right of action, authorization for recovery of attorneys' fees, and authorization for *qui tam* enforcement. Similar to a private right of action, *qui tam* enforcement allows workers and members of the public to supplement government agency enforcement by stepping into the government's shoes to bring enforcement proceedings as "private attorneys general." Significantly, it can allow representative organizations, such as unions or worker centers, to bring enforcement action, ensuring that the burden of challenging employer lawbreaking does not fall solely on individual workers, who may face retaliation.

In sum, the prevalence and harmful impacts of unfair terminations in New York City demonstrate an urgent need to extend just cause job protections to workers in all industries in the city.

Obtaining such job security protections for New York City workers is essential for building a good jobs economy — one that will provide the high-quality, safe, and equitable employment that workers need and the dependable economic security and stability that allows families and communities to thrive.

Acknowledgements

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Appendix A: Survey Methodology

From September 21 to 29, 2022, Data for Progress conducted a survey of 561 adults, aged 18 to 64, in the labor force in New York City using web panel respondents. The sample was weighted to be representative of the New York City labor force by age, gender, education, race, income, and foreign-born status using 2016-2020 American Community Survey five-year data. The survey was conducted in English and Spanish. The margin of error is ± 4 percentage points.

Crosstabs for this survey can be found [here](#).



ABOUT SECURE JOBS NEW YORK CITY

Secure Jobs NYC is a coalition of groups uniting to safeguard New Yorkers, our families and our communities from the harms of abrupt and unfair firings and terminations. We are working to pass the Secure Jobs Act (Intro 837) in the New York City Council, which would extend just cause job protections to most workers in New York City. Follow Secure Jobs NYC on Twitter [@SecureJobsNYC](https://twitter.com/SecureJobsNYC).



ABOUT THE NATIONAL EMPLOYMENT LAW PROJECT

Founded in 1969, the nonprofit National Employment Law Project (NELP) is a leading advocacy organization with the mission to build a just and inclusive economy where all workers have expansive rights and thrive in good jobs. Together with local, state, and national partners, NELP advances its mission through transformative legal and policy solutions, research, capacity building, and communications. For more information, visit us at www.nelp.org.



ABOUT MAKE THE ROAD NEW YORK

Make the Road New York builds the power of immigrant and working class communities to achieve dignity and justice. Our model integrates four core strategies for concrete change: legal and survival services to tackle discrimination, abuse, and poverty; transformative education to develop community members' abilities to lead our organization, our movement, and society; community organizing to transform the systems and power structures impacting our communities; and policy innovation to rewrite unjust rules and make our democracy truly accountable to all of us. For more information, visit us at www.maketheroadny.org.



ABOUT DATA FOR PROGRESS

Data for Progress is a progressive think tank and polling firm which arms movements with data-driven tools to fight for a more equitable future. DFP provides polling, data-based messaging, and policy generation for the progressive movement, and advises campaigns and candidates with the tools they need to win. Learn more at dataforprogress.org or follow DFP on Twitter at [@dataprogress](https://twitter.com/dataprogress).