



FAIR WORKWEEK PREDICTABLE SCHEDULING

Chapter §9-4600 — Fair Workweek Employment Standards

Examples of Violations

- Not providing a good faith estimate
- Providing a schedule that has significant changes from the good faith estimate six times in a twelve-week period.
- Not providing 14-day advance notice of schedule (in 2021).
- Not paying predictability pay for schedule changes.
- Not receiving employee's advance written consent when scheduled to work less than 9 hours after a previous day's shift or a shift that spanned two days AND paying \$40.
- Not offering new work hours to existing employees or providing a policy for offering and distributing new available work hours.
- Not getting voluntary consent in writing for additional shifts.
- Not retaining records which demonstrate compliance for two years.
- Not posting this notice in an accessible location.

Employer Requirements:

- The employer will provide a good faith estimate of average work hours upon hire.
- The employer will provide advance notice of work schedules.
- The employer will compensate employees predictability pay for schedule changes.
- The employer will provide a rest period of 9 hours between certain shifts.
- The employer will offer existing employees the right to refuse before hiring new employees.
- The employer will provide employees a policy for offering and distributing new available work hours.
- The employer will retain all records that demonstrate compliance for 2 years.
- The employer will post this notice in an accessible conspicuous location.
- The employer will allow employees to decline to work additional hours from the posted work schedule.

Learn More

EMPLOYERS

Request compliance assistance by contacting the Office of Worker Protections.

EMPLOYEES

File a complaint by contacting the Office of Worker Protections or file a lawsuit in Court.



**RETALIATION BY
EMPLOYERS IS ILLEGAL.**

File a Complaint If...

- The employer has more than or equal to 250 employees and more than or equal to 30 locations worldwide.
- The complaint is filed within 2 years of the incident.
- You are a Full Time, Part Time, Seasonal, Temp., or Non-Exempt employee who provides retail trade, food or hospitality services.

