FAIR WORK WEEK LA

FACT SHEET

RETAIL BUSINESSES WITH 300+ EMPLOYEES GLOBALLY ARE REQUIRED TO PROVIDE PREDICTABLE SCHEDULES FOR WORKERS ACCORDING TO THE CITY OF LOS ANGELES FAIR WORK WEEK ORDINANCE.
THESE REQUIREMENTS APPLY TO RETAIL WORKERS WHO ARE ELIGIBLE FOR MINIMUM WAGE AND WORK AT LEAST TWO HOURS IN A PARTICULAR WEEK FOR A COVERED EMPLOYER IN THE CITY OF LOS ANGELES.

Retail Employees have the right to a fair and predictable work schedule.

KNOW YOUR RIGHTS AND PROTECTIONS

ADVANCE NOTICE
Your Work Schedule must be available 14 days in advance of the start of the schedule. If the Employer makes changes to this schedule with less than 14 days before it starts, then you may be entitled to Predictability Pay.

PREDICTABILITY PAY
You have the right to decline certain changes to your Work Schedule.
However, if you accept certain changes, you may be entitled to Predictability Pay.
You cannot waive your right to Predictability Pay, but certain conditions may exempt Employers from having to provide Predictability Pay.

REST BETWEEN SHIFTS
Employers must pay a rate of time and a half (1.5) if you are scheduled to work a closing shift on one day and an opening shift the next day with less than 10 hours separating the shifts.

GOOD FAITH ESTIMATE
Your Employer must provide you with an estimate of your future Work Schedule before you are hired and within 10 days after your request.

ADDITIONAL RIGHTS AND PROTECTIONS
- You are not required to find coverage if you miss your shift due to a reason protected by law.
- Additional work hours must be offered to current Employees before the Employer can hire new workers.

This is a summary of certain provisions of the Fair Work Week Ordinance. For complete requirements, please refer to LAMC Ch. XVIII Art. 5 Sec. 185 & Art. 8 Sec. 188.

You can file a Fair Work Week claim or report retaliation with the Office of Wage Standards.
Learn about the Notice to Cure process and how to file a complaint by visiting wagesla.lacity.org.