



SB 828

with 828-A14 amendments

Applicability:

The measure only applies to employers who:



Have 500 or more employees worldwide

AND

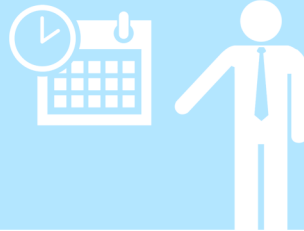


Are food service, hospitality, or retail

Advance Notice of Schedules

Employers will provide written work schedules in advance, including regular and on-call shifts.

(The notice period is set at 7 days in July 2018 and increases to 14 days July 2020.)



(Employers will also provide a good faith estimate of hours upon hiring.)

Predictability Pay

Pay for unplanned schedule changes:

- Half of hours not worked when employees were scheduled but then cancelled.
- One additional hour of pay when hours are added by employer without notice.

There are exceptions for employee requests, natural disasters, and other things not in the employer's control.

(Per employer's policy, employees can ask to be on a "standby list" that allows opportunity for additional shifts.)



Rest Between Shifts

An employee may not be forced to work across two different days without 10 hours between the two shifts. (They can do so voluntarily.)



Right to Request



Employees may express scheduling preferences to their employer. (There is no requirement to honor the requests.)

Other Provisions

- Standard language around recordkeeping, notice, and enforcement.
- Implementation delayed to July 2018. Penalties delayed to January 2019.
- Preemption on local scheduling ordinances.