

# A FAIR WORKWEEK FOR CHICAGO

Enabled by workforce management technologies, employers now schedule workers on-call with no guarantee of work, change shifts at the last minute, or send workers home early without compensation. Chicago working families are strained by these erratic work schedules and inadequate part-time hours. Facing volatile incomes and chronic underemployment, women and people of color are disproportionately impacted.

**The Chicago Fair Workweek Ordinance will ensure that the thriving economy provides reliable jobs that deliver stability for working families.**

## THE FAIR WORKWEEK ORDINANCE PROVIDES:

### ADVANCE NOTICE OF WORK SCHEDULE

- 10 days advance notice of work schedule\*

### THE RIGHT TO REST

- Employees are entitled to 10 hours rest between shifts (waivable in return for 1.5 hours pay)

### FIRST RIGHT OF REFUSAL FOR PART TIME HOURS

- Additional hours must be offered to current part-time employees before employer can bring on additional part-time employees or temps

### COMPENSATION FOR LAST-MINUTE CHANGES

- If an employer alters the duration or timing of shift from 24 hours to 10 days prior to shift start, the worker receives one hour of pay\*
- If hours or shifts are reduced with less than 24 hours notice, the employee must be paid ½ the rate of pay for any hours that were reduced
- Employee has the right to turn down additional hours given out with less than 10 days notice\*
- If offered, employees can choose to change schedule and waive compensation

*\*Increases to 14 days in 2022*

### INDUSTRIES INCLUDED

- Day & Temporary Labor Service
- Hotels
- Restaurants with 30+ Locations and 250+ Employees Globally (3+ franchises treated as a chain)
- Building Services
- Healthcare & Childcare Facilities or Programs
- Manufacturing & Warehouses
- Airport Vendors
- Retail

### EXEMPTIONS

- Salaried employees making more than \$50,000 per year (all hourly employees included)
- Employers with fewer than 100 employees or 30 locations globally
- Employees covered by collective bargaining agreements are exempt while the current CBA is in effect. Requirements can be waived in subsequent CBA
- Requirements waived during specified health and safety events
- Non-profits with fewer than 250 employees