

Background:

Fair Work Week LA

The Los Angeles economy has a robust retail sector employing 147,000 Angelenos. In 2018 the UCLA Labor Center and LAANE released a study "Hour Crisis: Unstable Schedules in the Los Angeles Retail Sector." The study highlights that retail workers have unpredictable, last minute, and fluctuating workweeks over which they have no control, leading to income insecurity. and making it difficult to predict their income, make time for school, or care for children.

Of retail workers surveyed, 77% get less than one weeks' notice of their schedule. This makes it difficult to arrange things like childcare or class. Of retail workers who need childcare, 45% cannot use existing centers because of their schedules. Of student retail workers, 43% had to miss class due to a scheduling conflict.

Many of these workers are also part-time and face underemployment. Rather than offering additional hours to existing employees, some businesses choose to hire additional part-time workers. It would benefit workers to receive a good faith estimate of weekly work hours at time of hire. Workers should also be able to make hour requests and adjust availability without fear of termination, reduction in hours, or other retaliation.

Additionally, workers should be able to rest between shifts. "Clopening" when a worker closes a store and then opens it the next day, results in workers having less than 10 hours rest between shifts — 44% of retail workers have experienced this. When workers do not have adequate time between shifts they are unable to care for themselves and their families.

Cities and states across the country are responding to the call for a family-sustaining workweek. Seattle, San Francisco, New York, and Oregon have passed policies that protect working families by ensuring stable and predictable work hours, opportunities to work more, healthier workweeks with adequate rest, and a greater voice in when and how much they work. Los Angeles should build upon this and ensure our workers entitled to a fair work week.

WE THEREFORE MOVE, that the Los Angeles City Council request the City Attorney to draft a Fair Work Week ordinance that would require all retail businesses in Los Angeles with 300 or more employees globally, to provide workers with 14 days' notice of their schedule, right to rest between shifts of 10 hours, a good faith estimate

of weekly work hours at time of hire including potential opportunities for full-time work and predictability pay, right to request schedule changes and ability to decline hours before and after schedule posting, and anti-retaliation protections for employees their rights under the ordinance.

WE FURTHER MOVE, that the City Council instruct Chief Legislative Analyst to report with an analysis of other cities' Fair Work Week policies.

WE FURTHER MOVE, that the City Council instruct the Office of Wage Standards in the Bureau of Contract Administration to report on enforcement costs and procedures for a Los Angeles Fair Work Week policy.

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