

FAIR WORKWEEK ORDINANCE POLICY FACT SHEET

(LOS ANGELES COUNTY CODE CHAPTER 8.102)

Effective July 1, 2025, retail businesses with **300 or more employees globally**, are required to provide their employees that support retail operations with predictable work schedules as required by the County of Los Angeles Fair Workweek Ordinance.

This law applies to retail workers who are eligible for minimum wage and work at least 2 hours in a particular week, in the unincorporated areas of the County for a covered employer.



Good Faith Estimate of Work Schedule (8.102.040): Employers must provide prospective employees with an estimate of work schedule, including the work hours, days, location, and times before they are hired.



Advance Notice of Work Schedule (8.102.060): Employers must give employees 14 days advance notice of their upcoming work schedule.



Right to Request Work Schedule Changes (8.102.050): Employees can request a preference for hours, times, locations for work; employer can decline but must notify employee in writing.



Coverage for Missed Shifts (8.102.090): A Retail Employer may not require a Retail Employee to find coverage for a Shift or partial Shift if the Retail Employee is unable to work for reasons protected by law.



Right to Decline Changes to Work Schedule (8.102.060): Employees may decline employer-initiated changes to the work schedule.



Additional Hours Offered to Existing Employees (8.102.070): Employers must offer additional hours to qualified employees at least 72 hours prior to hiring any new retail employee.



Rest Between Shifts (8.102.100): Employers are prohibited from scheduling shifts that start less than 10 hours apart unless the employee consents and is paid time and a half (1.5) for each hour of the second shift.



Predictability Pay (8.102.080): If an employer changes an employee's work schedule date, time, location, or cancels a shift, they must pay the affected employee "predictability pay." Amount of Predictability Pay is either:

Additional Rights and Protections (8.102.150):

Employers are prohibited from retaliating against an employee for exercising rights protected under the Fair Workweek Ordinance. Employees have the right to:

1. File a complaint or take legal action
2. Inform any person of his or her rights under the Fair Workweek Ordinance.

- One (1) additional hour of pay for a change that does not reduce the employees' hours.
- Half (1/2) of employee's regular rate of pay for time the employee was scheduled to work or on-call but does not work.

**Certain conditions may exempt Employers from having to provide Predictability Pay. Employees are prohibited from waiving Predictability Pay.*

For questions about the Fair Workweek ordinance or to file a complaint, contact the Department of Consumer and Business Affairs Office of Labor Equity by telephone, email, or website:
(800) 593-8222 FWW@dcba.lacounty.gov workers.lacounty.gov



LOS ANGELES COUNTY
**CONSUMER &
BUSINESS AFFAIRS**

The Department of Consumer and Business Affairs will keep your identity confidential to the maximum extent permitted by law.