



SECURE SCHEDULING

Adding Stability & Predictability to Workers' Schedules & Incomes

Councilmembers Lisa Herbold and M. Lorena González with Mayor Ed Murray

Problem

Retail and food services employees currently bear a significant burden of unpredictability in the workplace: last minute schedule changes, inadequate hours, back-to-back shifts that prevent a good night's sleep, and being on call without being paid.

Solution

Secure Scheduling will give employees more stability in their schedules as well as opportunities to earn additional, predictable income if desired.

Who

Hourly Seattle employees working at:

- Retail, food services or drinking establishments with 500+ employees worldwide
- Full-service restaurants with 500+ worldwide employees and 40+ full service locations worldwide

How It Works



Schedule Set 14 Days in Advance

Employers must give employees their schedules 14 days in advance.

- \$ When the employer subtracts hours, the employee is paid for half of the hours not worked.
- \$ When the employer adds hours, the employee is paid for one additional hour.
- \$ When an employer doesn't ask an on-call employee to report for duty, the employee is paid half the hours not worked.

Protecting Workers' Flexibility - Predictability pay doesn't apply:

- ✓ When an employee requests changes to a schedule.
- ✓ When employee finds replacement coverage for hours through an employee-to-employee shift swap.
- ✓ When an employer provides notice of additional hours through mass communication and receives a volunteer to cover hours.



Maintain Workers' Flexibility

The City understands the flexible benefits of working in the retail and food services industries. Employees will continue to enjoy their current flexibility; they can swap shifts and pick-up new shifts.



Access to Full-Time Hours

Before hiring new employees, employers must offer additional hours to qualified internal candidates. Part-time unpredictable pay isn't enough to make ends meet in an increasingly expensive city.



Right to Rest

Employees have a right to decline closing and opening shifts that are separated by less than 10 hours.

- \$ If the gap between the closing and opening is less than 10 hours, time-and-half kicks in for the difference.
e.g. 8 hour gap = 2 hours of time-and-a-half.



Worker Schedule Input

To help balance their other commitments, like caring for a family member, working another job and attending school, employees may request preferences on their schedule.

Questions?

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