What is Fair Workweek?  Effective July 1

1. Initial Estimate: Before or upon beginning employment, initial estimate of days and hours to be worked

2. Schedule Changes: Workers must receive work schedule 10 days ahead of time

3. Right to Decline: Right to decline unscheduled hours that are offered less than 10 days in advance

4. Predictability Pay: Predictability pay for unscheduled or cancelled work

5. Cancelled < 24 Hours: 50% pay for any hours cancelled less than 24 hours before start of shift

6. Right to Rest: Right to decline hours scheduled within 10 hours of end of yesterday’s shift

7. Right to Rest Pay: 1.25 times pay for shifts that begin within 10 hours of end of yesterday’s shift

8. Complaints: Ability to submit complaints to Office of Labor Standards (call 311, use CHI 311 app, or visit http://www.Chicago.gov/laborstandards)
What employees are covered under Fair Workweek?

1. Must be an employee, not a contractor

2. Perform most of work in Chicago

3. Perform most of work in covered industry
   - Building Services
   - Hotels
   - Healthcare
   - Manufacturing
   - Warehouse Services
   - Retail
   - Restaurants

4. Earn at most $50,000 per year (salary) or $26 per hour

5. Work for an Employer primarily engaged in a covered industry, employing 100+ employees, 50 of whom are covered

NOTE: Temp workers who work 420 hours in any 18 month period and meet other criteria are Covered Employees
What Employers are covered under Fair Workweek?

1. Primarily engaged in a Covered Industry
   - Building Services
   - Hotels
   - Healthcare
   - Manufacturing
   - Warehouse Services
   - Retail
   - Restaurants

2. Number of global employees, between all locations, everywhere
   - 30 locations and 250 employees, globally

3. Franchises
   - Sole franchises with three or fewer locations are not Employers.
   - Franchises with four or more locations might be Employers.

   100 employees (or 250, for not-for-profits), 50 of whom must be covered by FWW.