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**MAYOR LIGHTFOOT AND CITY COUNCIL APPROVE CHICAGO FAIR WORKWEEK
ORDINANCE**

*Landmark legislation to provide nation's most expansive scheduling requirements for workers;
create stability for families and a path to inclusive growth for businesses*

CHICAGO—Mayor Lori E. Lightfoot and the City Council today approved new legislation to ensure hourly workers in Chicago are guaranteed fair working conditions and scheduling stability that will allow them to maximize their income and better care for their families. The Chicago Fair Workweek Ordinance represents the most expansive scheduling policies in the nation, encompassing new industries not currently covered in Fair Workweek laws elsewhere in the nation.

This landmark legislation will provide relief for hundreds of thousands of workers, create conditions for inclusive growth for employers and businesses, and pave the way to greater financial stability for working families across the city.

“The new Fair Workweek Ordinance stands as a bold step in providing the reliability our working families both need and deserve,” said Mayor Lightfoot. “I understand firsthand the burden lack of scheduling stability places on a family. After collaborating with labor, businesses, industry groups and other organizations across healthcare, hospitality, manufacturing, and retail industries, we have arrived at a set of reforms which strikes the right balance between the needs of employers and employees, as well as serves as a model for the nation on supporting worker fairness and worker’s rights.”

Chicago’s Fair Workweek legislation is the most expansive of any city in the nation by going beyond retail and hospitality industries to include the following covered employment groups: Building Services; Healthcare; Hotels; Manufacturing; Restaurants; Retail; and Warehouse Services.

“I’m grateful to Mayor Lightfoot and proud of my colleagues for approving this historic legislation, which will give hundreds of thousands of workers Chicago more certainty and stability Chair of the Workforce Committee and 10th Ward Alderman Susan Sadlowski Garza. “The process of preparing this legislation was a collaborative and transparent effort that brought all stakeholders to the table. It is a model for what good government looks like.”

The Chicago Fair Workweek Ordinance requires hourly workers to be protected from unpredictable, last-minute scheduling changes which can impact financial well-being and



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stability for families. This ordinance requires employers to schedule employees 10 days in advance, rising to 14 days in 2022, and directs employers to ban scheduling practices which prevent workers from attending to their families, health, education and other obligations.

By requiring predictive scheduling, employees covered by this ordinance will now receive:

- **Predictability of pay:** Employees are entitled to compensation for changes an employer makes to a work schedule after the deadline.
- **The right to decline when schedules change:** Employees may decline additional hours not previously scheduled.
- **Choice of additional work hours when available:** First offer of additional shifts of work will be reserved for qualified existing employees.
- **The right to rest and request a flexible working arrangement:** Employees are not required to work hours scheduled for less than 10 hours after the end of the previous day's shift and are paid a higher differential for those shifts.

"Today is a huge win for Chicago's workers," said Chicago Federation of Labor President Bob Reiter. "With the passage of the Fair Workweek Ordinance, Chicago has enacted the most expansive predictive scheduling law in the country. Hundreds of thousands of Chicago workers will get much needed scheduling fairness on the job, which will result in the predictability needed to care for their loved ones, advance their educations, and plan their financial futures. I want to thank Mayor Lightfoot and Alderwoman Garza for their leadership and support in making today a reality, and I want to commend the City Council for taking another step to put this city on the side of working people."

The Chicago Fair Workweek Ordinance is the result of unprecedented engagement between leaders of all interest groups, including labor, businesses, industries and other organization with an interest in workers' rights. The legislation was crafted during a robust negotiations process led by the Mayor's Office, the City Council Workforce Committee and all other parties working in partnership to protect hourly workers while allowing flexibility for employers to grow.

"We stand behind the City Council decision on the Chicago Fair Workweek Ordinance and commend Mayor Lightfoot and her team for all their work to reach a middle ground," said Sam Toia, President of the Illinois Restaurant Association. "We have made a lot of progress in this dialogue and believe the decision reaches a fair balance for both employers and employees."

The ordinance provides employers a reasonable path to compliance, with staggered implementation of the regulations beginning July 1, 2020, when the ordinance goes into effect. Under the ordinance, employers must ensure scheduling predictability, but can also offer additional hours to employees on a volunteer basis. Additionally, for employers prone to unforeseen events, there are reasonable accommodations included to account for last minute scheduling changes.

"As a newly minted alderman it's an absolute honor to be The Chief Co-sponsor of the Fair Workweek ordinance, said Vice Chair of the Workforce Committee and 22nd Ward Alderman



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Michael Rodriguez. “The effort will have positive impact on thousands of city residents who will no longer be forced to choose between their job and family priorities. Mandating fair scheduling is an important step to honor and respect our working-class citizens.”

Unique to Chicago’s Fair Workweek legislation are protections for hourly workers in the healthcare industry. To account for the differences between healthcare and other industries, the ordinance provides flexibility to healthcare providers in emergency circumstances to make sure access to care will not be interrupted. The provisions are aimed at improving the quality of life for workers in the healthcare sector, and ultimately Chicago’s quality of care.

To qualify for the requirements of the Chicago Fair Workweek Ordinance, a business must have over 100 employees globally, 50 of which must be covered employees, with the threshold for non-profits and restaurants raised to 250. Additionally, restaurants must have at least 30 locations globally, meaning that most small restaurants are exempt. Small businesses are largely exempt from these regulations, and to account for the unique needs and populations served, Chicago’s safety net hospitals will be given a six-month extension to meet the requirements of the ordinance.

The Chicago Fair Workweek Ordinance will be administered and enforced by the Department of Business Affairs and Consumer Protection (BACP). BACP will work to ensure fair, safe and equitable conditions for all covered workers by monitoring compliance of all employers that are subject to the ordinance. BACP will investigate complaints received following implementation of the ordinance. As required in the ordinance, BACP must study the effectiveness and economic impact of the Chicago Fair Workweek Ordinance and report to the City Council by September 30, 2021.

The passage of the Chicago Fair Workweek Ordinance is just one aspect of Mayor Lightfoot’s work to advance policies that will benefit workers as well as drive new growth and opportunity for Chicago’s businesses and communities. By directing equitable, sustainable policies that promote economic growth and opportunity for every community, the Lightfoot administration is committed to building a city that is stronger, fairer and more prosperous for all residents to work and live in for generations to come.

The Chicago Fair Workweek Ordinance will go into effect July 1, 2020; with an exclusion for safety-net hospitals that will be included on January 1, 2021.

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