

Restrictive Scheduling: A proposal for Washington state

Lawmakers at the state level are reviewing a scheduling law (HB 1491/SB 5717) during the 2020 legislative session beginning in January.

Here are some of the ways this proposal would affect hospitality workers:

- **Eliminates the option to work doubles and close/open shifts by requiring 10 hours of rest between shifts and provides no opt-out for workers who want those shifts;**
- **Requires workers to provide schedule requests 21 days in advance, removing schedule flexibility;**
- **Employers and/or managers would not be allowed to help or assist in finding a replacement worker; and**
- **Scheduled shifts would not be changed in any way.**
 - **For example, if workers are scheduled for 4 hours, they will work those hours even if the business is not busy. This may also apply to shifts where they are not needed.**
 - **If business is slow, a worker may still be required to stay making the base rate with no customers and no opportunity for tips.**
- **There is no option for workers to opt-out of the law if they don't want it.**

The proposed law would go further than Seattle's Secure Scheduling Ordinance and would affect hospitality businesses with more than 250 workers and 40 locations worldwide, or franchisees with more than 25 workers.

WORKERS: Text "opt out" to 52886 to add your voice against restrictive scheduling.