

Communication from Public

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Council File No: 19-0229

Comments for Public Posting: The National Council of Jewish Women Los Angeles is in full support of the motion to introduce and implement the Fair Workweek Campaign.

Los Angeles Council President Herb Wesson
200 North Spring Street, Room 430
Los Angeles, CA 90012

October 17, 2019

RE: Fair Workweek Policy; Council File 19-0229

Dear Council President Wesson and Members of the Los Angeles City Council:

On behalf of The National Council of Jewish Women we wish to express our strong support of the Fair Work Week Ordinance and the recommendations outlined by the Bureau of Contract Administration. Over 70,000 retail workers in Los Angeles deserve access to good quality jobs and scheduling stability that affords them a high quality of life and positive work-life balance. We wish to thank the Council sponsors of the policy, the Bureau of Contract Administration, and the City Attorney's office for their due diligence in outlining the policy and enforcement.

Retail workers play an important role in customer experiences - they give us advice on what clothes we purchase, answer questions about food ingredients, and much more. However, retail workers are among the least well-off in the Los Angeles Economy. The UCLA Labor Center released a report earlier this year called "Hour Crisis" which showed, among other details, that 8 in 10 retail workers in Los Angeles do not have a set weekly schedule, while 77 percent of workers receive their schedules no more than one week in advance.¹ Studies have highlighted the deleterious impacts of unfair scheduling practices not just on workers' income, but on their health and well-being, their children's long-term outcomes, and more.

Research has shown that by adopting fair scheduling policies, companies also benefit. A pilot project that was implemented at 28 GAP stores in large cities across the country from 2015-2016 showed that stores' return on investment was high, with median sales increasing by as much as 7 percent.² This results in millions of dollars of new revenue for retail companies.

We strongly support the recommendations of the Bureau of Contract Administration, and that City Council agree to provide fair and just scheduling for their employees by passing a policy which ensures that retail workers in the city:

1. Will receive a good faith estimate of their work schedule upon hiring or upon request;
2. Will receive at least two weeks' notice of their schedules;
3. Are not forced to work "clopening" shifts (i.e. shifts with a break of less than 10 hours before closing and opening) or to remain "on-call" for shifts;
4. Will not be retaliated against for requesting a change in their shift or declining unscheduled hours;
5. Will receive additional compensation for last minute changes to their schedules; and

¹ <https://www.labor.ucla.edu/publication/hourcrisisreport/>

² <https://worklifelaw.org/publications/Stable-Scheduling-Study-Report.pdf>

6. Will be offered additional hours at their place of employment before employers hire additional part-time workers or use subcontracted labor.

We also believe that the ordinance should include robust record-keeping and enforcement provisions. For these, as well as many more reasons, and on behalf of retail workers everywhere, we strongly support this process moving forward.

Thank you for your consideration in this matter.

In solidarity,

*Nabila Sosa,
Advocacy Program Manager
The National Council of Jewish Women Los Angeles*