

Fair workweek laws, also called predictive scheduling laws, have been implemented in Oregon and seven municipalities—including the City of Chicago—to protect workers from unstable scheduling practices. Chicago’s Fair Workweek Ordinance covers workers at large employers in the building services, health care, hotels, manufacturing, restaurants, retail trade, and warehouse services industries.

Research has found that erratic scheduling practices negatively affect workers’ well-being and disproportionately afflict Black and Latinx workers.

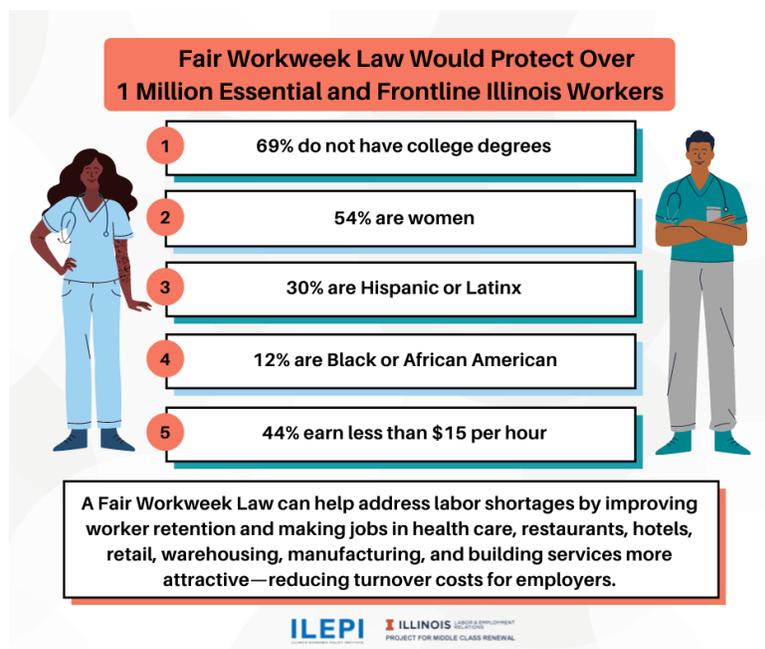
- Job satisfaction, worker health, and overall well-being are lower among workers who work irregular, unpredictable shifts.
- 44% of Latinx workers have less than 15 days of advance notice of their work schedules and 37% of Black workers have less than 15 days advance notice of their work schedules.
- Fair workweek laws typically include “Advance Notice” standards to ensure that employers provide employees their schedules a set number of days before the workweek begins as well as “Predictability Pay” when employers make last-minute adjustments to employees’ schedules.

After Oregon implemented its Fair Workweek Act to expand protections to 172,000 workers in the retail, food service, and accommodations industries, worker outcomes improved.

- Workers reported improvements in rest times between shifts and advance notice of schedules.
- The weekly earnings of affected workers increased by 5% and underemployment decreased by 1%.
- Directly affected employers with 500 or more employees have seen worker turnover decrease and stable employment increase, relative to national average.

Implementing a statewide fair workweek law that extends the Chicago Fair Workweek Ordinance would:

- Protect up to 1.6 million Illinois workers at large businesses in Illinois from unstable scheduling practices.
- Disproportionately benefit women (54%), Latinx workers (30%), Black workers (12%), workers without college degrees (69%), and workers who earn less than \$15 per hour (44%).
- Make jobs in essential and face-to-face industries more attractive and improve worker retention by promoting workforce stability, which reduces turnover costs for employers and helps to address labor shortages.



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Implementing a Fair Workweek Law in Illinois
Protecting Frontline Workers from Unpredictable Schedules

Focus Area
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