

Concerns with Restrictive Scheduling

It hurts retail employees:

- According to a national study, two-thirds of current retail employees (66%) have taken advantage of the unique scheduling flexibility of a job in retail to help them balance important priorities in their lives, such as going to school, working another job or raising a family.¹ The City's own study showed that more than 80% of employees can set and limit their availability for work and swap shifts.
- Eliminates the "give and take" of the employer-employee relationship and imposing costly penalties will be especially harmful to the staff of small, independently owned businesses.
- The bottom line is that restrictive scheduling hurts employees by reducing work schedule flexibility and the number of work hours available.

It penalizes job creators and employees by:

- Unnecessarily adding paperwork and bureaucracy to any change in work hours.
- Making it impossible for employers to adjust for the unforeseen, such as bad weather, a special event or popular product launch, often costing employees the money they would have earned from added shifts.
- Significantly increasing confusion and the likelihood of litigation.

This legislation is unnecessarily complex and comprehensive:

- Every employer in Seattle has spent years developing its own scheduling system that works best for its business and employees. This legislation replaces all of those scheduling systems with a one-size-fits-all mandated system..
- Every retailer has unique business processes and every employee has unique needs. Retailers and chain restaurants need flexibility to adapt accordingly to changing conditions in a store. This legislation penalizes efforts by employers to add more hours for their employees and, therefore, will limit the number of additional hours they receive..
- Retailers set scheduling expectations up front in the hiring process and many employers already voluntarily provide schedules well in advance, further demonstrating why costly and restrictive mandates are unnecessary.

¹ Retail's Value on a Resume: How Jobs in Retail Prepare America's Workforce for Success, a study by GfK and commissioned by the National Retail Federation, 2015.