

Duff on Hospitality Law

Predictable Work Schedules: Oregon Blazes a Trail

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Oregon is poised to become the first state in the country to require larger food service, retail and hospitality employers to provide their hourly workers predictable schedules – or to pay the price. This is the second of two major changes to Oregon employment law. An earlier alert discussed the [Equal Pay Act](#).

Starting July 1, 2018, qualifying employers must post a written work schedule for all employees one week ahead. The requirement expands to two weeks in 2020. Employees may decline any work shifts not included in the advance schedule, and employees may ask (only in writing) for additional shifts during the notice window. The Oregon Bureau of Labor and Industries (BOLI) will start enforcing the law January 1, 2019.

The legislature passed Senate Bill 828, known by its champions as the Fair Work Week Act, and the bill is heading to the desk of Oregon Governor Kate Brown for her expected signature. To read more about the details of the Act, read our recent [Client Update](#).

Tags: BOLI, Equal Pay Act, Fair Work Week Act, food services employers, hospitality employers, hourly workers, integrated enterprise, Oregon, Oregon Bureau of Labor and Industries, Oregon employment law, predictability pay, predictable work schedules, retail employers, Senate Bill 828, written work schedule