



PRESS RELEASE

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Oregon Passes Bill Giving Workers a Fair Work Week

SB 828 requires large employers to provide more notice, predictability of schedules

Oregon continues to take the lead protecting workers and building an economy that works for everyone, today passing a bill in the Oregon House to provide many workers with more certainty over their work schedules. Oregon will become the first state in the nation to pass such a law.

[Senate Bill 828](#), the Fair Work Week Act, addresses the impact that unpredictable scheduling practices have on workers' lives. Far too many workers have schedules that give them little control over their lives, make childcare arrangements difficult or impossible, and give them no certainty what their hours or paychecks will be from week to week.

“As a working mother, I know how hard it is to balance childcare and work duties,” says **Rep. Ann Lininger (D-Lake Oswego)**. “This bill will help employees obtain advance notice of their work schedules so they can manage other key life responsibilities - childcare, children’s school events, medical appointments, their own class schedules, and second jobs.”

Rep. Lininger added that SB 828 could become a national model for other states to follow.

The bill is the result of negotiations between business and labor groups to find a balanced compromise that takes the needs of both employee and employer into account. SB 828 applies to employers who have 500+ employees worldwide and are in food service, hospitality, or retail; it does not apply to separately-owned franchises. It also contains a preemption on local scheduling ordinances.

“For the last 15 years, I’ve had to plan for child care, school days off, labor shortages, unexpected work meetings, and even my schedule in the Legislature,” says **Rep. Janelle Bynum (D-Happy Valley)**. “Working families and small business owners are doing everything they can to put food on the table and enjoy a little bit of life too. I believe this is excellent policy that supports our values of family, work/life balance, and good business practices.”

SB 828 follows a long list of worker protections pioneered by Oregon legislators. Earlier in this session, the legislature passed one of the strongest Pay Equity protections in the nation (HB 2005), and yesterday the House passed a bill to strengthen and clarify overtime laws. In the past two sessions, Oregon has led the way on issues like Statewide Paid Sick Leave, Retirement Security, and an innovative increase in the minimum wage.

SB 828 requires employers to:

- Provide employees with written work schedules in advance, including regular and on-call shifts
 - As of July 2018, employers will be required to give notice of schedules at least 7 days in advance
 - As of July 2020, this notice must be given to employees at least 14 days in advance
- Provide new employees with a good faith estimate of hours upon hiring
- Give workers a rest period of 10 hours between the two shifts
 - Employees may waive this rest period voluntarily, but a time-and-a-half rate applies.
- Allow employees to express scheduled preferences (there is no requirement to honor the requests)

Additionally, if the following schedule changes are made close to or on the day of the workers' shift:

- Employees must be paid for half of hours not worked when they were scheduled but then cancelled
- Employees must be paid one additional hour of pay when hours are added by an employer without notice

The bill passed by a wide 46-13 majority and will go to the Governor's office for her signature.