NYC Fair Workweek Law

[Substantial changes for fast food workers](https://www1.nyc.gov/site/dca/businesses/fairworkweek-deductions-laws-employers.page)

* Must give workers *regular schedules that stay the same* week-to-week
* Must give workers *work schedules 14 days in advance* of the start of the schedule
* Must pay *premiums for schedule changes or clopenings*
* Must give workers a *chance to say no to extra work or to clopenings*
* Must give current workers the *opportunity to work more regular hours* before hiring new employees
* *Cannot fire or reduce the hours of a worker by more than 15%* without just cause or a legitimate business reason
* *Must reinstate laid off employees by seniority* when hours become available

NYC [has](https://www.epi.org/publication/fair-workweek-laws-help-more-than-1-8-million-workers/) ~62,000 fast food workers and ~265,000 retail workers

* [Retail workers have](https://www.myshyft.com/blog/new-york-city-fair-workweek-laws-what-to-know/) their shifts “locked in” when there is less than 72 hours until a shift begins. If a manager tries to cancel their shift, they still receive some payment for that shift. Changing a shift or adding hours can only come at the employee’s request.
* Eliminates clopenings
* Receive schedules 14 days in advance
* Applies to firms with 20 or more employees