

| Jurisdiction | Flexible Scheduling Provisions | Predictable Scheduling Provisions | Notice-Posting Requirements |
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| Federal | N/A | N/A | N/A |
| Alabama | N/A | N/A | N/A |
| Alaska | N/A | N/A | N/A |
| Arizona | N/A | N/A | N/A |
| Arkansas | N/A | N/A | N/A |
| California | N/A | N/A | N/A |
| California (Berkeley) | A covered employee may request a flexible working arrangement. Employees may make requests twice within any 12-month period, unless the employee experiences a major life event. An employer is required to respond to the request. An employer may later revoke or modify the flexible working arrangement for business reasons. | A covered employee may request a predictable working arrangement. Employees may make requests twice within any 12-month period, unless the employee experiences a major life event. An employer is required to respond to the request. An employer may later revoke or modify the predictable working arrangement for business reasons. | A covered employer must post a notice providing information regarding employee rights in a conspicuous place at any workplace or job site where any employee works. |
| California (Emeryville) | A covered employee working for a covered employer may request a flexible working arrangement. | Covered employers must comply with a number of requirements, including: <ul style="list-style-type: none"> • Good-faith estimate of work schedule at hire; • Advance notice of work schedules and any changes thereto; • Schedule change premium (predictability pay); • Opportunity to work additional hours for part-time workers; and • Minimum time between shifts. | <i>General posting requirements.</i> Covered employers must post a notice providing information on employee rights in a conspicuous place at any workplace or job site where any employee works. <i>Advance scheduling notice-posting requirements.</i> Covered employers may comply with advance-notice-of-scheduling requirements by posting a schedule at least 14 days in advance. <i>Notice of additional hours.</i> A covered employer must post offers of additional hours to present employees. |
| California (San Francisco) | Family Friendly Workplace Ordinance A covered employee working for a covered employer may request a flexible working arrangement. An employer is required to meet with the employee and respond to the request. An employee whose request has been denied may submit a request for reconsideration under certain conditions. Either an employer or an employee may revoke an applicable flexible working arrangement with 14 days' written notice to the other party. Formula Retail Employee Rights Ordinances Yes, under the San Francisco Family Friendly Workplace Ordinance. [The San Francisco Formula Retail Employee Rights Ordinances (also known as the "Retail Worker Bill of Rights") add to the protections included in the city's Family Friendly Workplace Ordinance (FFWO) (in case of a conflict, the FFWO prevails)] | Family Friendly Workplace Ordinance A covered employee working for a covered employer may request a predictable working arrangement. An employer is required to meet with the employee and respond to the request. An employee whose request has been denied may submit a request for reconsideration under certain conditions. Either an employer or an employee may revoke an applicable predictable working arrangement with 14 days' written notice to the other party. With respect to pay, a covered employer need not compensate an employee if the employer has insufficient work for the employee during the period of the predictable working arrangement. Retail employers have additional obligations. Formula Retail Employee Rights Ordinances Covered employers must comply with a number of requirements, including: <ul style="list-style-type: none"> • Good-faith estimate of work schedule at hire; • Advance notice of work schedules and any changes thereto; • Schedule change premium (predictability pay); • Equal treatment of and opportunity to work additional hours for part-time workers; and • Minimum time between shifts. | Family Friendly Workplace Ordinance Covered employers must post a notice providing information on employee rights in a conspicuous place at any workplace or job site where any employee works. Formula Retail Employee Rights Ordinances <i>General posting requirements.</i> Covered employers must post a notice of employee rights. <i>Advance scheduling notice-posting requirements.</i> A covered employer must notify employees of a written work schedule at least 14 calendar days before the first day of the work schedule. Notification may be made by: <ul style="list-style-type: none"> • Posting; or • Electronically transmitting the work schedule. |
| California (San Jose) | No | Yes, but only to the extent that covered employers offer additional hours to existing part-time employees before offering those hours or work to: <ul style="list-style-type: none"> • New hires; • Temporary workers; or • Contractors. | Covered employers must post a notice informing part-time employees of their rights to additional hours of work. |
| Colorado | N/A | N/A | N/A |
| Connecticut | N/A | N/A | N/A |
| Delaware | N/A | N/A | N/A |
| District of Columbia | N/A | N/A | N/A |
| Florida | N/A | N/A | N/A |
| Georgia | N/A | N/A | N/A |
| Hawaii | N/A | N/A | N/A |
| Idaho | N/A | N/A | N/A |
| Illinois | N/A | N/A | N/A |
| Illinois (Chicago) | Yes. | Covered employers in certain covered industries must comply with requirements, including: <ul style="list-style-type: none"> • Good-faith initial estimate of work schedule; • Advance notice of work schedules and any changes thereto; • Schedule change premium (predictability pay); • Opportunity to work additional hours for workers; and • Minimum time between shifts. | <i>General posting requirements.</i> Covered employers must post a notice advising employees of their rights. <i>Advance scheduling notice-posting requirements.</i> A covered employer must provide advance notice to employees of written work schedule by: <ul style="list-style-type: none"> • Posting; • Using the usual methods of communications; or • Both. <i>Paycheck notice.</i> Covered employers must provide employees with a notice advising them of protected rights with the first paycheck subject to the ordinance. |
| Indiana | N/A | N/A | N/A |
| Iowa | N/A | N/A | N/A |
| Kansas | N/A | N/A | N/A |
| Kentucky | N/A | N/A | N/A |
| Louisiana | N/A | N/A | N/A |
| Maine | N/A | N/A | N/A |
| Maryland | N/A | N/A | N/A |
| Massachusetts | N/A | N/A | N/A |
| Michigan | N/A | N/A | N/A |
| Minnesota | N/A | N/A | N/A |
| Mississippi | N/A | N/A | N/A |
| Missouri | N/A | N/A | N/A |
| Montana | N/A | N/A | N/A |
| Nebraska | N/A | N/A | N/A |
| Nevada | N/A | N/A | N/A |
| New Hampshire | Yes | None | None |
| New Jersey | N/A | N/A | N/A |
| New Mexico | N/A | N/A | N/A |
| New York | N/A | N/A | N/A |
| New York (New York City) | Employees who work 80 or more hours in New York City per year have a right to request temporary schedule changes. The employees' requests must comply with the scope of permissible schedule change requests and the procedure for making them. As soon as is practicable, and no later than 14 days after an employee submits the request in writing, the employer must provide a written response. An employer must grant two temporary schedule change requests per year. However, an employer may deny requests for temporary schedule changes if covered by an exemption. | Fast food employers. Covered fast food employers need to comply with the following requirements: <ul style="list-style-type: none"> • Advance scheduling; • Schedule change premium (predictability pay) provisions; • Minimum time between shifts (clopening) provision; and • Access to hours requirements. Retail employers. Covered retail employers must comply with retail on-call scheduling requirements. | <i>General posting requirements.</i> Covered employers must post different notices containing information regarding employee rights for: <ul style="list-style-type: none"> • Temporary schedule changes (applicable to almost all employers); • Fast food employers; and • Retail employers. <i>Advance scheduling posting requirements.</i> A covered fast food employer must post the good-faith estimates of employees' work schedules required under the advance scheduling ordinance in a conspicuous place at the workplace that is readily accessible and visible to all employees. <i>Access to hours posting requirements.</i> When new shifts become available under the access to hours ordinance, a covered fast food employer must post a written notice for three consecutive calendar days in a conspicuous and accessible location where notices are customarily posted, and also electronically provide the notice directly to each employee. <i>Retail posting requirements.</i> A covered retail employer must post the requisite work schedules of all the retail employees at each work location at least 72 hours before the beginning of the scheduled hours of work. |
| North Carolina | N/A | N/A | N/A |
| North Dakota | N/A | N/A | N/A |
| Ohio | N/A | N/A | N/A |
| Oklahoma | N/A | N/A | N/A |

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| Oregon | Covered employees may identify any limitations or changes in the employee's work schedule availability at any time during the employment relationship. | Large retail, hospitality and food services establishments. Requirements include: <ul style="list-style-type: none"> • Good-faith estimate of work schedule at hire; • Schedule change premium (predictability pay); and • Minimum time between shifts. | <i>General posting requirements.</i> Covered employers must post a notice of employee rights. <i>Advance scheduling posting requirements.</i> A covered employer must post a written work schedule at least seven calendar days (14 calendar days on or after July 1, 2020) before the first day of the work schedule. The schedule must be posted in a conspicuous and accessible location, including an electronic schedule under certain circumstances. |
| Pennsylvania | N/A | N/A | N/A |
| Pennsylvania (Philadelphia) | Yes, for certain retail, hospitality and food services establishments. Covered employees of covered employers have the right to make work schedule requests. | Yes. Covered retail, hospitality and food services establishments must meet compliance requirements, including: <ul style="list-style-type: none"> • Reasonable notice of schedules; • Schedule change premium (predictability pay) (Note: enforcement postponed in response to the COVID-19 health emergency); • Right to rest between shifts; and • Opportunities for additional hours for existing employees. | <i>General posting requirements.</i> Covered employers must post a notice providing information regarding employee rights. <i>Notice of additional hours.</i> An employer must offer work shifts to existing employees before hiring new employees or subcontractors. The notice must be: <ul style="list-style-type: none"> • Posted in a conspicuous location at workplaces; and • Provided electronically to each employee if the information is usually provided in this manner. <i>Notice regarding policy for offering and distributing work shifts.</i> An employer must notify employees of the policy: <ul style="list-style-type: none"> • At the time and within 24 hours of any change in the policy; and • By posting a notice in an accessible location. <i>Advance scheduling posting requirements.</i> Advance notice of the work schedule must be posted. |
| Rhode Island | N/A | N/A | N/A |
| South Carolina | N/A | N/A | N/A |
| South Dakota | N/A | N/A | N/A |
| Tennessee | N/A | N/A | N/A |
| Texas | N/A | N/A | N/A |
| Utah | N/A | N/A | N/A |
| Vermont | An employee may make two requests per year for flexible working arrangements. The employer then has 30 days to engage in good-faith discussions with the employee regarding the request, and an additional two weeks to deny the request. | None | None |
| Virginia | N/A | N/A | N/A |
| Washington | N/A | N/A | N/A |
| Washington (SeaTac) | None | Yes, but only to the extent that covered employers offer additional hours to existing part-time employees before offering those hours or work to: <ul style="list-style-type: none"> • Additional part-time employees; or • Contractors. | None |
| Washington (Seattle) | Yes, for covered employers. Covered employees may identify any limitations or changes in work schedule availability at the time of hire and during employment. A covered employee has a right to request input into the work schedule. The employer must consider and respond to an employee's request. | Certain large retail and food services establishments must comply with the following requirements with respect to covered employees: <ul style="list-style-type: none"> • Good-faith estimate of work schedules; • Advance notice of work schedules; • Schedule change premium(predictability pay); • Right to rest between shifts; and • Opportunities for additional hours for existing employees. | <i>General posting requirements.</i> Covered employers must post a notice advising employees of their rights. <i>Advance scheduling posting requirements.</i> Advance notice of work schedules must be posted. If posting electronically, then all employees in the workplace must have access to it onsite. <i>Notice of additional hours.</i> An employer must post written notice of available hours of work for at least three consecutive calendar days. |
| West Virginia | N/A | N/A | N/A |
| Wisconsin | N/A | N/A | N/A |
| Wyoming | N/A | N/A | N/A |