📅 Secure Scheduling Reflections

	Topic	Issue	Benefit	Challenge
A	**Employer coverage**	**NAICS codes** Ordinance covers employers with food services and retail NAICS codes (i.e., industry codes used for business license registrations).	**Precise identification** Specific criteria supports implementation and outreach.	**Potential for misidentification** Self-identification of NAICS codes could lead to accidental or intentional misidentification. **Potential for underinclusive coverage** Employers may select a non-covered NAICS code if they have more than one type of business in same establishment (e.g., brew pubs, bakeries, and bagel shops often use manufacturing codes; hotel stores and restaurants use hotel codes).
B	**Employee coverage**	**Fixed point of sale** Ordinance covers employees if they work at a "fixed point of sale" location (e.g., store, restaurant, but not a separate corporate office or separate warehouse)	**Precise location** Ordinance covers employees who research shows are most impacted by erratic scheduling practices (e.g., sales clerks, stockers, servers, cooks, maintenance).	**Potential for underinclusive coverage** Ordinance does not cover employees who don't report to the "fixed point of sale" (e.g., delivery drivers who report to a central kitchen rather than the restaurant, catering staff at varying locations). **Potential for overbroad coverage** Should ordinance cover admin/professional employees who work in the same building as retail store but in a corporate capacity (e.g., payroll processor, customer service rep, marketing advisor)?
C	**Pay for schedule changes**	**Additional hours** = Employers must pay for additional hour, plus wages earned. **Subtracted hours** = Employer must pay for ½ length of reduced shift.	**Tailored payment** Different types of payment reflect the unique nature of schedule changes; employees may receive more pay for cancelled shifts.	**Complex set of rules with numerous exceptions** **Multiple changes to same shift** Difficult to determine additional payment owed when records don't catalog all changes. **Inflexibility** Scheduling process becomes more rigid.

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D	**Access to hours** Before hiring new employees, employer must post notice of available hours for 3 days and offer hours to qualified, current employee(s).	**Offering hours to existing employees** Employer may limit distribution of hours to full work shifts rather than parceling hours among employees.	**More hours of work** Employees have greater ability to work more hours.	**Unavailability** Existing employees may not want a separate shift; they may prefer to add hours to current shifts. **Transfer employees** Employers may transfer employees from outside the jurisdiction for available hours.
E	**Record-keeping** Employer must retain up to 10 types of records (e.g., good faith estimate, work schedules, payroll records, employee-requested schedule changes, notices of additional hours of work.		**Evidence** Records provide evidence for enforcement.	**Software functionality** Software programs may offer features for some but not all ordinance requirements (e.g., work schedules may overwrite themselves when updated). **Multiple changes to same shift** Records may not show every change to a shift.
F	**Enforcement**	**Violations without employee remedies** Failure to provide advance notice of work schedule; failure to provide good faith estimate of hours		**No employee remedies** No employee remedies for violations of ordinance that do not result in financial harm (only civil penalties and fines that go to the City.