

## Predictive scheduling laws by state

Your legal requirement to implement predictive scheduling depends on your business location, industry, and size of your team.

At the time of writing, predictive scheduling is a legal requirement in eight cities and states. While the details and requirements of each law differs, most of them mandate:

- A good faith estimate of expected schedules upon hire.
- A defined period of rest between shifts.
- Advance notice of work schedules.
- Extra pay for a schedule change or shifts during a rest period.

Below are a few examples of predictive scheduling laws based on location.

### **Emeryville, California**

**Employers affected:** Retail and fast food employers with 56 or more employees globally (plus 20 or more locally for fast food employers).

**Good faith estimate upon hire:** Yes

**Rest period between shifts:** 11 hours

**Advance notice of working schedules:** 14 days

**Extra pay for shift/rest period changes:** Yes

[More information →](#)

### **Philadelphia, Pennsylvania**

**Employers affected:** Retail, hospitality, and food employers with more than 250 employees and 30 locations worldwide.

**Good faith estimate upon hire:** Yes

**Rest period between shifts:** 9 hours

**Advance notice of working schedules:** 10 days (14 days from Jan 1, 2021)

**Extra pay for shift/rest period changes:** Yes

[More information →](#)

### **Chicago, Illinois**

**Employers affected:** Businesses with 100 or more employees, nonprofits with 250 or more employees, and restaurants with more than 30 locations and 250 employees globally.

**Good faith estimate upon hire:** Yes

**Rest period between shifts:** 10 hours

**Advance notice of working schedules:** 10 days (14 days from July 1, 2022)

**Extra pay for shift/rest period changes:** Yes

[More information →](#)

### **San Francisco, California**

**Employers affected:** "Formula Retail Use" employers in San Francisco, with at least 40 retail sales establishments worldwide.

**Good faith estimate upon hire:** Yes

**Advance notice of working schedules:** 14 days

**Extra pay for shift/rest period changes:** Yes

[More information →](#)

### **New York City, New York**

**Employers affected:** Fast food employers with 30 or more locations nationally and retail employers with 20 or more employees.

**Good faith estimate upon hire:** Yes

**Rest period between shifts:** 11 hours

**Advance notice of working schedules:** 14 days

**Extra pay for shift/rest period changes:** Yes

[More information →](#)

### **Seattle, Washington**

**Employers affected:** Retail and food employers with 500 or more employees worldwide (and 40 or more locations for restaurants).

**Good faith estimate upon hire:** Yes

**Rest period between shifts:** 10 hours

**Advance notice of working schedules:** 14 days

**Extra pay for shift/rest period changes:** Yes

[More information →](#)

### **Oregon State**

**Employers affected:** Retail, hospitality, and food employers with more than 500 employees.

**Good faith estimate upon hire:** Yes

**Rest period between shifts:** 10 hours

**Advance notice of working schedules:** 14 days

**Extra pay for shift/rest period changes:** Yes

[More information →](#)

### **Washington DC**

**Employers affected:** Retail employers with at least 5 establishments nationwide and food employers with at least 20 locations nationwide.

**Good faith estimate upon hire:** Yes

**Advance notice of working schedules:** 21 days

**Extra pay for shift/rest period changes:** Yes

[More information →](#)

## Simplify scheduling with Hubstaff

Set up recurring shifts, meet predictive scheduling requirements, and track attendance automatically.

[Try Hubstaff free](#)