

WHEREAS, the retail sector is the second largest industry in the City of Los Angeles, employing an estimated 147,000 workers, and;

WHEREAS, inconsistent and erratic schedules create serious challenges to retail workers' abilities to arrange for schooling, medical appointments, and childcare, and;

WHEREAS, these inconsistent schedules result in inconsistent weekly compensation, making financial planning far more difficult for retail workers, and;

WHEREAS, the annual median income of Los Angeles retail workers is \$21,139, and;

WHEREAS, two-thirds of all retail workers reported their managers had changed their schedules after posting, and;

WHEREAS, all workers deserve dignity and respect on their jobs, and;

WHEREAS, family stability and educational achievement are positively influenced by the consistent presence of parental figures, and;

WHEREAS, a report recently released by the UCLA Institute for Research on Labor and Employment published a study surveying over 800 retail workers and found that 80 percent of retail workers do not have a set schedule week to week, and;

WHEREAS, the UCLA study further found that 77 percent of retail workers received one week or less notice of their schedules, and;

WHEREAS, the UCLA study further found that 43 percent of student employees in the retail sector had to miss at least one class because inconsistent schedules, and;

WHEREAS, the UCLA study further found that erratic schedules also prevented 45 percent of retail workers from regularly accessing childcare services, and;

WHEREAS, over half of Los Angeles retail workers are women subject to the second highest rate of on-the-job sexual harassment, according to the EEOC, and;

WHEREAS, sexual harassment in the retail sector has often been tied to threats of cuts to hours or reassignment to less desirable shifts, and;

WHEREAS, policies ensuring fair scheduling practices for retail workers have already been enacted in New York City, Seattle, San Jose, San Francisco, Emeryville, and the State of Oregon.

THEREFORE BE IT RESOLVED, the Rampart Village Neighborhood Council SUPPORTS the LA City Council motion CF# 19-0229 to create a fair workweek ordinance and the Los Angeles Fair Workweek campaign; such ordinance to include workers 1) to receive two weeks' notice of their schedules, 2) are not forced to work "clopening" shifts or to remain "on-call" for shifts, 3) will not be retaliated against for requesting a change in their shift, 4) will receive additional compensation for last minute changes to their schedules, and 5) will be offered additional hours at their place of employment before employers hire additional part-time workers.