

## Retailers, Janitorial Firms And Security Services Need To Learn About San Francisco’s New “Retail Workers’ Bill Of Rights”

December 18, 2014 | [Fair Labor Standards Act, Currents - Employment Law](#)

California retail establishments with operations in San Francisco should prepare to comply with the new “Predictable Scheduling and Fair Treatment for Formula Retail Employees Ordinance” law, dubbed the “Retail Workers’ Bill of Rights” by its proponents. This new law, which is the first of its kind in the United States, applies to “formula retail establishments” and their contractors, and requires them to provide employees with advance notice of work schedules, compensation for last-minute schedule changes and on-call shifts, and equal treatment of part-time and full-time employees. Formula retail establishments are defined as businesses located in San Francisco that have 20 or more employees within the city and at least 20 retail sales establishments worldwide. The law also applies to “property service contractors,” defined as contractors or subcontractors that provide janitorial or security services to formula retail establishments, and specifies that contracts entered into with such property service contractors must include a provision requiring compliance with the new law. The law is set to take effect on Jan. 5, 2015, and become operative on July 5, 2015. For a more detailed description of the new law and its requirements, please see the [Labor & Employment Law Alert](#).

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