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To permit employees to request changes to their work schedules without fear of retaliation and to ensure that employers consider these requests, and to require employers to provide more predictable and stable schedules for employees in certain occupations with evidence of unpredictable and unstable scheduling practices that negatively affect employees, and for other purposes.

IN THE SENATE OF THE UNITED STATES

FEBRUARY 14, 2022

Ms. WARREN (for herself, Mr. BLUMENTHAL, Mr. VAN HOLLEN, Ms. BALDWIN, Mr. BROWN, Mr. DURBIN, Mr. REED, Mr. BOOKER, Mrs. FEINSTEIN, Mr. MARKEY, Mr. SANDERS, Mr. WHITEHOUSE, Mr. MURPHY, Ms. KLOBUCHAR, Ms. DUCKWORTH, Mr. LEAHY, Mr. SCHUMER, Ms. HIRONO, Mr. MERKLEY, Mr. WYDEN, Mrs. MURRAY, Mr. CASEY, and Mr. PADILLA) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

A BILL

To permit employees to request changes to their work schedules without fear of retaliation and to ensure that employers consider these requests, and to require employers to provide more predictable and stable schedules for employees in certain occupations with evidence of unpredictable and unstable scheduling practices that negatively affect employees, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

1 **SECTION 1. SHORT TITLE; FINDINGS.**

2 (a) SHORT TITLE.—This Act may be cited as the
3 “Schedules That Work Act”.

4 (b) FINDINGS.—Congress finds the following:

5 (1) The vast majority of the United States
6 workforce today is juggling responsibilities at home
7 and at work. Women are primary breadwinners or
8 co-breadwinners in $\frac{2}{3}$ of families with children in
9 the United States.

10 (2) Despite the dual responsibilities of today’s
11 workforce, many workers have little notice of their
12 work schedules and lack the ability to make changes
13 to the work hours in such schedules, which under-
14 mines their ability to accommodate family respon-
15 sibilities.

16 (3)(A) Mothers working in low-paid jobs are
17 more likely to be the primary or sole breadwinner for
18 their families than mothers working in higher-paid
19 jobs. For example, nearly 7 in 10 mothers in the $\frac{1}{5}$
20 of households in the United States with the lowest
21 incomes bring home all or most of their families’ in-
22 come, compared to less than $\frac{1}{3}$ of their counterparts
23 in the highest-income quintile.

24 (B) At the same time, low-paid workers often
25 have the least control over their work hours and face
26 the most unpredictable schedules. In some indus-

1 tries, “just-in-time” scheduling practices, which base
2 workers’ schedules on perceived consumer demand to
3 minimize labor costs, are particularly common. Em-
4 ployers using these practices often post work sched-
5 ules with little notice, vary work hours widely from
6 week to week, cancel shifts at the last minute, and
7 schedule employees for “on call” shifts (requiring an
8 employee to call in to work to find out whether the
9 employee will have to work later that day) or
10 “clopening” shifts (requiring an employee to work a
11 closing shift at night followed by an opening shift a
12 few hours later). For example, national survey data
13 show that—

14 (i) about $\frac{2}{3}$ of hourly retail and food serv-
15 ice workers receive their work schedules with
16 less than 2 weeks’ advance notice and about $\frac{1}{3}$
17 receive their schedule with less than 1 week’s
18 notice;

19 (ii) more than 1 in 5 hourly retail and food
20 service workers have been scheduled for on-call
21 shifts, and more than 1 in 3 have worked
22 “clopening” shifts; and

23 (iii) 65 percent of hourly retail and food
24 service workers would like a more stable and
25 predictable schedule.

1 (4) Unfair work scheduling practices make it
2 difficult for low-paid workers to—

3 (A) provide necessary care for children and
4 other family members, including securing and
5 maintaining stable child care;

6 (B) access and receive needed care for the
7 workers' own serious health conditions;

8 (C) pursue workforce training;

9 (D) get or keep a second job, which many
10 workers need to make ends meet;

11 (E) plan for and access transportation to
12 reach worksites; and

13 (F) qualify for and maintain eligibility for
14 needed public benefits and work supports, such
15 as child care subsidies and benefits under the
16 supplemental nutrition assistance program, due
17 to fluctuations in income and work hours.

18 (5) Unstable work schedules pre-date the pan-
19 demic and economic recession caused by COVID-19,
20 but the harm of these workplace practices is exacer-
21 bated as millions of workers risk their own health
22 and safety at jobs with few protections, volatile
23 schedules, and inadequate hours, in an effort to sup-
24 port themselves and their families. Employers have
25 continued to use “just-in-time” scheduling practices

1 throughout the pandemic, even as workers face addi-
2 tional caregiving challenges due to school and child
3 care closures and quarantines.

4 (6) A growing body of research demonstrates
5 that unstable and unpredictable work schedules have
6 significant detrimental impacts on sleep quality,
7 mental health, and happiness, and are associated
8 with unstable child care arrangements and negative
9 health and behavioral outcomes for children. And
10 impacts are likely to be the most severe for workers
11 of color and their families, as workers of color are
12 more likely than their White counterparts—even
13 compared to White coworkers at the same com-
14 pany—to experience unstable work schedules. Unsta-
15 ble and unpredictable work schedules—and the
16 work-family conflict they produce—are also associ-
17 ated with higher rates of turnover, which creates
18 further instability for employers and workers. Some
19 examples of the detrimental impacts of unstable and
20 unpredictable work schedules are as follows:

21 (A) Unstable work schedules lead to more
22 household economic strain and time conflicts
23 and undermine the well-being of parents, all of
24 which can negatively impact children’s health
25 and behavior.

1 (B) Workers with the most severe insta-
2 bility in their work schedules also face the high-
3 est risk of negative behavior and health out-
4 comes for their children.

5 (C) The exposure of a parent to on-call
6 shifts and last-minute shift changes are associ-
7 ated with more unstable child care arrange-
8 ments and with the use of siblings to provide
9 care.

10 (D) Work schedule instability causes more
11 work-family conflict, which increases the chance
12 that a worker will be forced to leave his or her
13 job, which is associated with downward mobility
14 of the earnings of the worker.

15 (E)(i) Relative to White workers, workers
16 of color are more likely to—

17 (I) have cancelled shifts;

18 (II) have on-call shifts;

19 (III) be involuntary part-time work-
20 ers;

21 (IV) have trouble getting time off;

22 and

23 (V) work “clopensing” shifts, as de-
24 scribed in paragraph (3)(B).

1 (ii) The statistics described in clause (i) re-
2 main true after controlling for demographics,
3 human capital, worker power, firm segregation,
4 and discordance with the race or ethnicity of
5 the worker and the manager. Race gaps in job
6 quality are greater for women of color.

7 (F) Workers who receive shorter advanced
8 notice, who work on-call shifts, who experience
9 last-minute shift cancellation and timing
10 changes, or with more volatile work hours are
11 more likely to experience hunger, residential
12 hardships, and more overall economic hardship.

13 (7) Unpredictable and unstable work schedules
14 are common in a wide range of occupations, with
15 evidence of particular concentration in food service,
16 retail, cleaning, hospitality, and warehouse occupa-
17 tions. These occupations are critically important to
18 the United States economy.

19 (8) Employers that have implemented fair work
20 scheduling policies that allow workers to have more
21 control over their work schedules, and provide more
22 predictable and stable schedules, have experienced
23 significant benefits, including reductions in absentee-
24 ism and workforce turnover, and increased worker
25 morale and engagement. For example, when Gap

1 Inc. piloted strategies to make work schedules more
2 stable and predictable for employees, the Gap Inc.
3 stores that implemented these strategies experienced
4 higher productivity and a 7 percent increase in sales,
5 compared to those Gap Inc. stores that did not im-
6 plement these strategies.

7 (9) This Act is a first step in responding to the
8 needs of workers for a voice in the timing of their
9 work hours and for more predictable schedules.

10 **SEC. 2. DEFINITIONS.**

11 In this Act:

12 (1) BONA FIDE BUSINESS REASON.—The term
13 “bona fide business reason” means—

14 (A) the identifiable burden of additional
15 costs to an employer, including the cost of pro-
16 ductivity loss, retraining or hiring employees, or
17 transferring employees from one facility to an-
18 other facility;

19 (B) a significant detrimental effect on the
20 employer’s ability to meet organizational needs
21 or customer demand;

22 (C) a significant inability of the employer,
23 despite best efforts, to reorganize work among
24 existing (as of the date of the reorganization)
25 staff;

1 (D) a significant detrimental effect on
2 business performance;

3 (E) insufficiency of work during the peri-
4 ods an employee proposes to work;

5 (F) the need to balance competing sched-
6 uling requests when it is not possible to grant
7 all such requests without a significant detri-
8 mental effect on the employer's ability to meet
9 organizational needs; or

10 (G) such other reason as may be specified
11 by the Secretary of Labor (or, as applicable, the
12 corresponding administrative officer specified in
13 section 7(e)).

14 (2) CAREER-RELATED EDUCATIONAL OR TRAIN-
15 ING PROGRAM.—The term “career-related edu-
16 cational or training program” means an educational
17 or training program or program of study offered by
18 a public, private, or nonprofit career and technical
19 education school, institution of higher education, or
20 other entity that provides academic education, career
21 and technical education, or training (including reme-
22 dial education or English as a second language, as
23 appropriate), that is a program that leads to a rec-
24 ognized postsecondary credential (as identified under
25 section 122(d) of the Workforce Innovation and Op-

1 portunity Act (29 U.S.C. 3152(d))), and provides
2 career awareness information. The term includes a
3 program allowable under the Workforce Innovation
4 and Opportunity Act (29 U.S.C. 3101 et seq.), the
5 Carl D. Perkins Career and Technical Education
6 Act of 2006 (20 U.S.C. 2301 et seq.), or the Higher
7 Education Act of 1965 (20 U.S.C. 1001 et seq.),
8 without regard to whether or not the program is
9 funded under the corresponding Act.

10 (3) CAREGIVER.—The term “caregiver” means
11 an individual with the status of being a significant
12 provider of—

13 (A) ongoing care or education, including
14 responsibility for securing the ongoing care or
15 education, of a child; or

16 (B) ongoing care, including responsibility
17 for securing the ongoing care, of—

18 (i) a person with a serious health con-
19 dition who is in a family relationship with
20 the individual; or

21 (ii) a parent of the individual, who is
22 age 65 or older.

23 (4) CHILD.—The term “child” means a biologi-
24 cal, adopted, or foster child, a stepchild, a legal

1 ward, or a child of a person standing in loco
2 parentis to that child, who is—

3 (A) under age 18; or

4 (B) age 18 or older and incapable of self-
5 care because of a mental or physical disability.

6 (5) COMMERCE TERMS.—The terms “com-
7 merce” and “industry or activity affecting com-
8 merce” have the meanings given the terms in section
9 101 of the Family and Medical Leave Act of 1993
10 (29 U.S.C. 2611).

11 (6) COVERED EMPLOYER.—

12 (A) IN GENERAL.—The term “covered em-
13 ployer”—

14 (i) means any person engaged in com-
15 merce or in any industry or activity affect-
16 ing commerce who employs 15 or more em-
17 ployees (described in paragraph (9)(A));

18 (ii) includes any person who acts, di-
19 rectly or indirectly, in the interest of such
20 an employer to any of the employees (de-
21 scribed in paragraph (9)(A)) of such em-
22 ployer;

23 (iii) includes any successor in interest
24 of such an employer; and

1 (iv) includes an agency described in
2 subparagraph (A)(iii) of section 101(4) of
3 the Family and Medical Leave Act of 1993
4 (29 U.S.C. 2611(4)), to which subpara-
5 graph (B) of such section shall apply.

6 (B) RULE.—For purposes of determining
7 the number of employees who work for a person
8 described in subparagraph (A)(i), all employees
9 (described in paragraph (9)(A)) performing
10 work for compensation on a full-time, part-time,
11 or temporary basis shall be counted, except that
12 if the number of such employees who perform
13 work for such a person for compensation fluctuates,
14 the number may be determined for a
15 calendar year based upon the average number
16 of such employees who performed work for the
17 person for compensation during the preceding
18 calendar year.

19 (C) PERSON.—In this paragraph, the term
20 “person” has the meaning given the term in
21 section 3 of the Fair Labor Standards Act of
22 1938 (29 U.S.C. 203).

23 (7) DOMESTIC PARTNER.—The term “domestic
24 partner” means the individual recognized as being in
25 a relationship with an employee under any domestic

1 partnership, civil union, or similar law of the State
2 or political subdivision of a State in which the em-
3 ployee resides.

4 (8) EMPLOY.—The term “employ” has the
5 meaning given the term in section 3 of the Fair
6 Labor Standards Act of 1938 (29 U.S.C. 203).

7 (9) EMPLOYEE.—The term “employee” means
8 an individual who is—

9 (A) an employee, as defined in section 3(e)
10 of the Fair Labor Standards Act of 1938 (29
11 U.S.C. 203(e)), who is not described in any of
12 subparagraphs (B) through (G);

13 (B) a State employee described in section
14 304(a) of the Government Employee Rights Act
15 of 1991 (42 U.S.C. 2000e–16c(a));

16 (C) a covered employee, as defined in sec-
17 tion 101 of the Congressional Accountability
18 Act of 1995 (2 U.S.C. 1301), other than an ap-
19 plicant for employment;

20 (D) a covered employee, as defined in sec-
21 tion 411(c) of title 3, United States Code;

22 (E) a Federal officer or employee covered
23 under subchapter V of chapter 63 of title 5,
24 United States Code;

1 (F) an employee of the Library of Con-
2 gress; or

3 (G) an employee of the Government Ac-
4 countability Office.

5 (10) EMPLOYER.—The term “employer” means
6 a person—

7 (A) who is—

8 (i) a covered employer, as defined in
9 paragraph (6), who is not described in any
10 of clauses (ii) through (vii);

11 (ii) an entity employing a State em-
12 ployee described in section 304(a) of the
13 Government Employee Rights Act of 1991;

14 (iii) an employing office, as defined in
15 section 101 of the Congressional Account-
16 ability Act of 1995;

17 (iv) an employing office, as defined in
18 section 411(c) of title 3, United States
19 Code;

20 (v) an employing agency covered
21 under subchapter V of chapter 63 of title
22 5, United States Code;

23 (vi) the Librarian of Congress; or

24 (vii) the Comptroller General of the
25 United States; and

1 (B) who is engaged in commerce (including
2 government), in the production of goods for
3 commerce, or in an enterprise engaged in com-
4 merce (including government) or in the produc-
5 tion of goods for commerce.

6 (11) FAMILY RELATIONSHIP.—The term “fam-
7 ily relationship” means a relationship with—

8 (A) a child, spouse, domestic partner, par-
9 ent, grandchild, grandparent, sibling, or parent
10 of a spouse or domestic partner; or

11 (B) any individual related to the employee
12 involved by blood or affinity, whose close asso-
13 ciation with the employee is the equivalent of a
14 family relationship described in subparagraph
15 (A).

16 (12) GRANDCHILD.—The term “grandchild”
17 means the child of a child.

18 (13) GRANDPARENT.—The term “grandparent”
19 means the parent of a parent.

20 (14) HOSPITALITY ESTABLISHMENT.—The
21 term “hospitality establishment” means a hotel,
22 motel, inn, or similar transient lodging establish-
23 ment.

24 (15) MINIMUM NUMBER OF EXPECTED WORK
25 HOURS.—The term “minimum number of expected

1 work hours” means the minimum number of hours
2 an employee will be assigned to work on a weekly or
3 monthly basis.

4 (16) NONEXEMPT EMPLOYEE.—The term “non-
5 exempt employee” means an employee who is not
6 employed in a bona fide executive, administrative, or
7 professional capacity, as defined for purposes of sec-
8 tion 13(a)(1) of the Fair Labor Standards Act of
9 1938 (29 U.S.C. 213(a)(1)).

10 (17) ON-CALL SHIFT.—The term “on-call shift”
11 means any time during which an employer requires
12 an employee to—

13 (A) be available to work; and

14 (B) contact the employer or the designee
15 of the employer, or wait to be contacted by the
16 employer or designee, to determine whether the
17 employee is required to report to work at that
18 time.

19 (18) PARENT.—The term “parent” means a bi-
20 ological or adoptive parent, a stepparent, or a person
21 who stood in a parental relationship to an employee
22 when the employee was a child.

23 (19) PARENTAL RELATIONSHIP.—The term
24 “parental relationship” means a relationship in
25 which a person assumed the obligations incident to

1 parenthood for a child and discharged those obliga-
2 tions before the child reached adulthood.

3 (20) RETAIL, FOOD SERVICE, CLEANING, HOS-
4 PITALITY, OR WAREHOUSE EMPLOYEE.—The term
5 “retail, food service, cleaning, hospitality, or ware-
6 house employee” means a nonexempt employee who
7 is employed in a hospitality establishment, in a
8 warehouse establishment, or in any of the following
9 occupations, as described by the Bureau of Labor
10 Statistics Standard Occupational Classification Sys-
11 tem (as in effect on the day before the date of enact-
12 ment of this Act):

13 (A) Retail sales occupations consisting of
14 occupations described in 41–1010 and 41–
15 2000, and all subdivisions thereof, of such Sys-
16 tem, which includes first-line supervisors of
17 sales workers, cashiers, gambling change per-
18 sons and booth cashiers, counter and rental
19 clerks, parts salespersons, and retail sales-
20 persons.

21 (B) Food preparation and serving related
22 occupations as described in 35–0000, and all
23 subdivisions thereof, of such System, which in-
24 cludes supervisors of food preparation and serv-
25 ing workers, cooks and food preparation work-

1 ers, food and beverage serving workers, and
2 other food preparation and serving related
3 workers.

4 (C) Cleaning occupations as described in
5 37–2011, 37–2012, and 37–2019 of such Sys-
6 tem, which includes janitors and cleaners,
7 maids and housekeeping cleaners, and building
8 cleaning workers.

9 (21) SECRETARY.—The term “Secretary”
10 means the Secretary of Labor.

11 (22) SECRETARY’S DESIGNATED EMPLOYEE.—
12 The term “Secretary’s designated employee” means
13 an employee employed in an occupation, other than
14 a retail, food service, cleaning, hospitality, or ware-
15 house occupation, that is designated by the Sec-
16 retary under section 9(a)(2) as appropriate for cov-
17 erage under section 4.

18 (23) SERIOUS HEALTH CONDITION.—The term
19 “serious health condition” has the meaning given
20 the term in section 101 of the Family and Medical
21 Leave Act of 1993 (29 U.S.C. 2611).

22 (24) SIBLING.—The term “sibling” means a
23 brother or sister, whether related by half blood,
24 whole blood, or adoption, or as a stepsibling.

1 (25) SPLIT SHIFT.—The term “split shift”
2 means a schedule of daily hours in which the hours
3 worked are not consecutive, except that—

4 (A) a schedule in which the total time out
5 for meals does not exceed one hour shall not be
6 treated as a split shift; and

7 (B) a schedule in which the break in the
8 employee’s work shift is requested by the em-
9 ployee shall not be treated as a split shift.

10 (26) SPOUSE.—

11 (A) IN GENERAL.—The term “spouse”
12 means a person with whom an individual en-
13 tered into—

14 (i) a marriage as defined or recog-
15 nized under State law in the State in
16 which the marriage was entered into; or

17 (ii) in the case of a marriage entered
18 into outside of any State, a marriage that
19 is recognized in the place where entered
20 into and could have been entered into in at
21 least 1 State.

22 (B) SAME-SEX OR COMMON LAW MAR-
23 RIAGE.—Such term includes an individual in a
24 same-sex or common law marriage that meets
25 the requirements of subparagraph (A).

1 (27) STATE.—The term “State” has the mean-
2 ing given the term in section 3 of the Fair Labor
3 Standards Act of 1938 (29 U.S.C. 203).

4 (28) WAREHOUSE ESTABLISHMENT.—The term
5 “warehouse establishment” means any business that
6 engages primarily in the storage of goods, wares, or
7 commodities for hire or compensation, and, in con-
8 nection with such storage, may include the loading,
9 packing, sorting, stacking, wrapping, distribution, or
10 delivery of those goods, wares, or commodities.

11 (29) WORK SCHEDULE.—The term “work
12 schedule” means all of an employee’s work shifts
13 and on-call shifts, including specific start and end
14 times for each shift, during a consecutive 7-day pe-
15 riod.

16 (30) WORK SCHEDULE CHANGE.—The term
17 “work schedule change” means any modification to
18 an employee’s work schedule, such as an addition or
19 reduction of hours, cancellation of a shift, or a
20 change in the date or time of a work shift, by an
21 employer.

22 (31) WORK SHIFT.—The term “work shift”
23 means the specific hours of the workday during
24 which an employee works.

1 **SEC. 3. RIGHT TO REQUEST AND RECEIVE A FLEXIBLE,**
2 **PREDICTABLE, OR STABLE WORK SCHEDULE.**

3 (a) **RIGHT TO REQUEST.**—An employee may apply
4 to the employee’s employer to request a change in the
5 terms and conditions of employment as they relate to—

6 (1) the number of hours the employee is re-
7 quired to work or be on call for work;

8 (2) the times when the employee is required to
9 work or be on call for work;

10 (3) the location where the employee is required
11 to work;

12 (4) the amount of notification the employee re-
13 ceives of work schedule assignments; and

14 (5) minimizing fluctuations in the number of
15 hours the employee is scheduled to work on a daily,
16 weekly, or monthly basis.

17 (b) **EMPLOYER OBLIGATION TO ENGAGE IN AN**
18 **INTERACTIVE PROCESS.**—

19 (1) **IN GENERAL.**—If an employee applies to the
20 employee’s employer to request a change in the
21 terms and conditions of employment as set forth in
22 subsection (a), the employer shall engage in a time-
23 ly, good-faith interactive process with the employee
24 that includes a discussion of potential schedule
25 changes that would meet the employee’s needs.

26 (2) **RESULT.**—Such process shall result in—

1 (A) subject to subsections (c) and (d), ei-
 2 ther granting or denying the request; and

3 (B) in the event of a denial—

4 (i) considering alternatives to the pro-
 5 posed change that might meet the employ-
 6 ee’s needs and granting or denying a re-
 7 quest for an alternative change in the
 8 terms and conditions of employment as set
 9 forth in subsection (a); and

10 (ii) stating the reason for denial, in-
 11 cluding whether any such reason is a bona
 12 fide business reason.

13 (3) INFORMATION.—If information provided by
 14 the employee making a request under this section re-
 15 quires clarification, the employer shall explain what
 16 further information is needed and give the employee
 17 reasonable time to produce the information.

18 (c) REQUESTS RELATED TO CAREGIVING, ENROLL-
 19 MENT IN EDUCATION OR TRAINING, OR A SECOND JOB.—

20 If an employee makes a request for a change in the terms
 21 and conditions of employment as set forth in subsection
 22 (a) because of a serious health condition of the employee,
 23 due to the employee’s responsibilities as a caregiver, or
 24 due to the employee’s enrollment in a career-related edu-
 25 cational or training program, or if an employee makes a

1 request for such a change for a reason related to a second
 2 job, the employer shall grant the request, unless the em-
 3 ployer has a bona fide business reason for denying the re-
 4 quest.

5 (d) OTHER REQUESTS.—If an employee makes a re-
 6 quest for a change in the terms and conditions of employ-
 7 ment as set forth in subsection (a), for a reason other than
 8 those reasons set forth in subsection (c), the employer may
 9 deny the request for any reason that is not unlawful. If
 10 the employer denies such a request, the employer shall
 11 provide the employee with the reason for the denial, in-
 12 cluding whether any such reason is a bona fide business
 13 reason.

14 **SEC. 4. REQUIREMENTS FOR ADVANCE NOTICE OF WORK**
 15 **SCHEDULES, PREDICTABILITY PAY, AND**
 16 **SPLIT SHIFT PAY FOR RETAIL, FOOD SERV-**
 17 **ICE, CLEANING, HOSPITALITY, WAREHOUSE,**
 18 **OR SECRETARY'S DESIGNATED EMPLOYEES.**

19 (a) ADVANCE NOTICE REQUIREMENT.—

20 (1) PROVIDING NOTICE OF WORK SCHED-
 21 ULES.—

22 (A) IN GENERAL.—An employer shall pro-
 23 vide a retail, food service, cleaning, hospitality,
 24 or warehouse employee, or Secretary's des-

1 ignated employee, with the work schedule of the
2 employee—

3 (i) not less than 14 days before the
4 first day of such work schedule; or

5 (ii) in the case of a new retail, food
6 service, cleaning, hospitality, or warehouse
7 employee, or Secretary's designated em-
8 ployee, on or before the first day of work
9 of such employee.

10 (B) COMPENSATION FOR FAILURE TO PRO-
11 VIDE NOTICE OF WORK SCHEDULE.—An em-
12 ployer that violates subparagraph (A) shall
13 compensate each affected employee in the
14 amount of \$75 per day that a work schedule is
15 not provided in violation of such subparagraph.

16 (C) WORK SCHEDULE CHANGE.—An em-
17 ployer may make a work schedule change for
18 the work schedule of a retail, food service,
19 cleaning, hospitality, or warehouse employee, or
20 Secretary's designated employee, provided in ac-
21 cordance with subparagraph (A) if—

22 (i) such work schedule change is made
23 not less than 14 days prior to the first day
24 on which the change is to take effect; or

1 (ii) the employer provides predict-
2 ability pay for such change in accordance
3 with subsection (b).

4 (D) MINIMUM EXPECTED WORK HOURS.—

5 (i) IN GENERAL.—An employer shall
6 inform a retail, food service, cleaning, hos-
7 pitality, or warehouse employee, or Sec-
8 retary’s designated employee, of an esti-
9 mate of the minimum number of expected
10 work hours the employee will be assigned
11 to work per month for the following 12-
12 month period—

13 (I) in the case of a new retail,
14 food service, cleaning, hospitality, or
15 warehouse employee, or Secretary’s
16 designated employee, on or before the
17 first day of work of such employee; or

18 (II) in the case of a retail, food
19 service, cleaning, hospitality, or ware-
20 house employee, or Secretary’s des-
21 ignated employee, who is employed by
22 the employer on the date of enactment
23 of this Act, not later than 90 days
24 after such date.

1 (ii) UPDATING MINIMUM EXPECTED
2 WORK HOURS.—An employer shall, not less
3 than once each year, provide each employee
4 an updated estimate of the minimum num-
5 ber of expected work hours the employee
6 will be assigned to work per month for the
7 following 12-month period. Such a revised
8 estimate shall be provided not later than
9 the earlier of (as applicable)—

10 (I) 1 year after the date on which
11 the estimate was provided under
12 clause (i) or the most recent update of
13 an estimate was provided under this
14 clause; or

15 (II) the day before the effective
16 date of a significant change to the
17 minimum expected work hours of the
18 employee due to changes in the avail-
19 ability of the employee or to the busi-
20 ness needs of the employer.

21 (2) NOTIFICATIONS IN WRITING.—The notifica-
22 tions required under subparagraphs (A) and (D) of
23 paragraph (1) shall be made to the employee in-
24 volved in writing.

25 (3) SCHEDULE POSTING REQUIREMENT.—

1 (A) IN GENERAL.—Every employer em-
2 ploying any retail, food service, cleaning, hospi-
3 tality, or warehouse employee, or Secretary’s
4 designated employee, shall post a copy of the
5 work schedule of each such employee and keep
6 it posted in a conspicuous place in every estab-
7 lishment where such employee is employed so as
8 to permit the employee involved to readily ob-
9 serve the copy. Availability of that schedule by
10 electronic means accessible to all retail, food
11 service, cleaning, hospitality, or warehouse em-
12 ployees, or Secretary’s designated employees, of
13 that employer shall be considered compliance
14 with this subparagraph.

15 (B) RIGHT TO DECLINE.—A retail, food
16 service, cleaning, hospitality, or warehouse em-
17 ployee, or Secretary’s designated employee, may
18 decline, without penalty, to work any hours not
19 included in the work schedule posted under sub-
20 paragraph (A) as work hours for the employee.

21 (C) CONSENT.—Except as described in
22 subsection (b)(2), if a retail, food service, clean-
23 ing, hospitality, or warehouse employee, or Sec-
24 retary’s designated employee, voluntarily con-
25 sents to work any hours not posted under sub-

1 paragraph (A), such consent must be recorded
2 in writing.

3 (4) RULE OF CONSTRUCTION.—Nothing in this
4 subsection shall be construed to prohibit an em-
5 ployer from—

6 (A) providing greater advance notice of the
7 work schedule of a retail, food service, cleaning,
8 hospitality, or warehouse employee, or Sec-
9 retary’s designated employee, than is required
10 under this subsection; or

11 (B) using any means, in addition to the
12 written means required under paragraph (2), of
13 notifying a retail, food service, cleaning, hospi-
14 tality, or warehouse employee, or Secretary’s
15 designated employee, of the work schedule of
16 the employee.

17 (b) PREDICTABILITY PAY FOR WORK SCHEDULE
18 CHANGES MADE WITH LESS THAN 14 DAYS’ NOTICE.—

19 (1) IN GENERAL.—Except as provided in para-
20 graph (2), for each work schedule change provided
21 to a retail, food service, cleaning, hospitality, or
22 warehouse employee, or Secretary’s designated em-
23 ployee, that occurs less than 14 days prior to the
24 first day on which the change is to take effect, the
25 employer of the affected employee shall be required

1 to provide the affected employee with pay (referred
2 to in this subsection as “predictability pay”) at the
3 following rates:

4 (A) The employee’s regular rate of pay per
5 hour that the employee works plus one addi-
6 tional hour at such regular rate per work sched-
7 ule change if the employer—

8 (i) adds any hours to the hours the
9 employee is scheduled to work under sub-
10 section (a); or

11 (ii) changes the date, time, or location
12 of the work shift the employee is scheduled
13 to work under subsection (a) with no loss
14 of hours.

15 (B) Not less than $\frac{1}{2}$ times the employee’s
16 regular rate of pay per hour for any hour that
17 the employee is scheduled to work under sub-
18 section (a) and does not work due to the em-
19 ployer reducing or canceling such scheduled
20 hours of work.

21 (2) EXCEPTIONS TO PREDICTABILITY PAY.—An
22 employer shall not be required to pay predictability
23 pay under paragraph (1), or to obtain written con-
24 sent pursuant to subsection (a)(3)(C), under any of
25 the following circumstances:

1 (A) A retail, food service, cleaning, hospi-
2 tality, or warehouse employee, or Secretary's
3 designated employee, requests a shift change in
4 writing, including through the use of sick leave,
5 vacation leave, or any other leave policy offered
6 by the employer.

7 (B) A schedule change is the result of a
8 mutually agreed upon shift trade or coverage
9 arrangement between retail, food service, clean-
10 ing, hospitality, or warehouse employees, or
11 Secretary's designated employees, subject to
12 any policy of the employer regarding required
13 conditions for employees to exchange shifts.

14 (C) The employer's operations cannot
15 begin or continue due to—

16 (i) a threat to the property of an em-
17 ployee or the employer;

18 (ii) the failure of a public utility or
19 the shutdown of public transportation;

20 (iii) a fire, flood, or other natural dis-
21 aster;

22 (iv) a state of emergency declared by
23 the President of the United States or by
24 the Governor of the State, or the mayor of

1 the city, in which the operations are lo-
2 cated; or

3 (v) a severe weather condition that
4 poses a threat to employee safety.

5 (c) SPLIT SHIFT PAY REQUIREMENT.—An employer
6 shall pay a retail, food service, cleaning, hospitality, or
7 warehouse employee, or Secretary’s designated employee,
8 for 1 additional hour at the employee’s regular rate of pay
9 for each day during which the employee works a split shift.

10 (d) PAY STUB TRANSPARENCY.—Any pay provided
11 to an employee pursuant to subsection (a), (b), or (c) (re-
12 ferred to in this subsection as “additional pay”) shall be
13 included in the employee’s regular paycheck. The employer
14 shall identify, in the corresponding written wage statement
15 or pay stub, the total number of hours of additional pay
16 provided for the pay period involved and whether the addi-
17 tional pay was due to the requirements of subsection (a),
18 the requirements of subsection (b), or the requirements
19 of subsection (c).

20 **SEC. 5. RIGHT TO REST BETWEEN WORK SHIFTS.**

21 (a) IN GENERAL.—An employee employed by a cov-
22 ered employer may decline, without penalty, to work any
23 work shift or on-call shift that is scheduled or otherwise
24 occurs—

1 (1) less than 11 hours after the end of the work
2 shift or on-call shift for the previous day; or

3 (2) during the 11 hours following the end of a
4 work shift or on-call shift that spanned 2 days.

5 (b) CONSENT.—

6 (1) IN GENERAL.—A covered employer shall ob-
7 tain written consent from an employee in order for
8 the employee to work any shift described in sub-
9 section (a). Such consent may be for each such shift
10 or for multiple shifts.

11 (2) REVOCATION.—An employee may revoke the
12 consent provided under paragraph (1), in writing, at
13 any time during the employment.

14 (c) COMPENSATION.—For each instance that an em-
15 ployee employed by a covered employer works a shift de-
16 scribed in subsection (a), the covered employer shall com-
17 pensate the employee at 1.5 times the employee’s sched-
18 uled rate of pay for the hours worked that are less than
19 11 hours apart from the hours worked during the previous
20 shift.

21 **SEC. 6. PROHIBITED ACTS.**

22 (a) INTERFERENCE WITH RIGHTS.—It shall be un-
23 lawful for any employer to interfere with, restrain, or deny
24 the exercise or the attempt to exercise, any right of—

25 (1) an employee as set forth in section 3;

1 (2) a retail, food service, cleaning, hospitality,
2 or warehouse employee, or Secretary's designated
3 employee, as set forth in section 4; or

4 (3) an employee of a covered employer as set
5 forth in section 5.

6 (b) RETALIATION PROHIBITED.—It shall be unlawful
7 for any employer to discharge, threaten to discharge, de-
8 mote, suspend, reduce work hours of, or take any other
9 adverse employment action against any employee in retal-
10 iation for exercising the rights of an employee under this
11 Act or opposing any practice made unlawful by this Act.
12 For purposes of section 3, such retaliation shall include
13 taking an adverse employment action against any em-
14 ployee on the basis of that employee's request for a change
15 in work schedule, or because of an employee's eligibility
16 or perceived eligibility to request or receive a change in
17 the terms and conditions of employment, as described in
18 such section, on the basis of a reason set forth in section
19 3(c).

20 (c) INTERFERENCE WITH PROCEEDINGS OR INQUIR-
21 IES.—It shall be unlawful for any person to discharge or
22 in any other manner discriminate against any individual
23 because such individual—

1 (1) has filed any charge, or has instituted or
2 caused to be instituted any proceeding, under or re-
3 lated to this Act;

4 (2) has given or is about to give, any informa-
5 tion in connection with any inquiry or proceeding re-
6 lating to any right provided under this Act; or

7 (3) has testified, or is about to testify, in any
8 inquiry or proceeding relating to any right provided
9 under this Act.

10 **SEC. 7. REMEDIES AND ENFORCEMENT.**

11 (a) INVESTIGATIVE AUTHORITY.—

12 (1) IN GENERAL.—To ensure compliance with
13 this Act, or any regulation or order issued under
14 this Act, the Secretary shall have, subject to para-
15 graph (3), the investigative authority provided under
16 section 11(a) of the Fair Labor Standards Act of
17 1938 (29 U.S.C. 211(a)).

18 (2) OBLIGATION TO KEEP AND PRESERVE
19 RECORDS.—Each employer shall make, keep, and
20 preserve records pertaining to compliance with this
21 Act in accordance with regulations issued by the
22 Secretary under section 9.

23 (3) REQUIRED SUBMISSIONS GENERALLY LIM-
24 ITED TO AN ANNUAL BASIS.—The Secretary shall
25 not require, under the authority of this subsection,

1 any employer to submit to the Secretary any books
2 or records more than once during any 12-month pe-
3 riod, unless the Secretary has reasonable cause to
4 believe there may exist a violation of this Act or any
5 regulation or order issued pursuant to this Act, or
6 is investigating a charge pursuant to subsection (c).

7 (4) SUBPOENA POWERS.—For the purposes of
8 any investigation provided for in this section, the
9 Secretary shall have the subpoena authority provided
10 for under section 9 of the Fair Labor Standards Act
11 of 1938 (29 U.S.C. 209).

12 (b) CIVIL ACTION BY EMPLOYEES.—

13 (1) LIABILITY.—

14 (A) IN GENERAL.—Any employer who vio-
15 lates section 6(a)(2) (with respect to a right set
16 forth in subsection (a), (b), or (c) of section 4),
17 section 5, or subsection (b) or (c) of section 6
18 (each such provision referred to in this section
19 as a “covered provision”) shall be liable to any
20 employee affected for—

21 (i) damages equal to the amount of—

22 (I) any wages, salary, employ-
23 ment benefits (as defined in section
24 101 of the Family and Medical Leave
25 Act of 1993 (29 U.S.C. 2611)), or

1 other compensation denied, lost, or
2 owed to such employee by reason of
3 the violation; or

4 (II) in a case in which wages,
5 salary, employment benefits (as so de-
6 fined), or other compensation have
7 not been denied, lost, or owed to the
8 employee, any actual monetary losses
9 sustained by the employee as a direct
10 result of the violation;

11 (ii) interest on the amount described
12 in clause (i) calculated at the prevailing
13 rate;

14 (iii) except as described in subpara-
15 graph (B), an additional amount as liq-
16 uidated damages equal to the sum of the
17 amount described in clause (i) and the in-
18 terest described in clause (ii); and

19 (iv) such equitable relief as may be
20 appropriate, including employment, rein-
21 statement, and promotion.

22 (B) EXCEPTION FOR LIQUIDATED DAM-
23 AGES.—If an employer who has violated a cov-
24 ered provision proves to the satisfaction of the
25 court that the act or omission which violated

1 the covered provision was in good faith and that
2 the employer had reasonable grounds for believ-
3 ing that the act or omission was not a violation
4 of a covered provision, such court may, in the
5 discretion of the court, waive such liquidated
6 damages.

7 (2) RIGHT OF ACTION.—An action to recover
8 the damages, interest, or equitable relief set forth in
9 paragraph (1) may be maintained against any em-
10 ployer (including a public agency) in any Federal or
11 State court of competent jurisdiction by any one or
12 more employees for and on behalf of—

13 (A) the employees; or

14 (B) the employees and any other employees
15 similarly situated.

16 (3) FEES AND COSTS.—The court in such an
17 action shall, in addition to any judgment awarded to
18 the plaintiff, allow a reasonable attorney's fee, rea-
19 sonable expert witness fees, and other costs of the
20 action to be paid by the defendant.

21 (4) LIMITATIONS.—The right provided by para-
22 graph (2) to bring an action by or on behalf of any
23 employee shall terminate on the filing of a complaint
24 by the Secretary in an action under subsection (c)(4)
25 in which a recovery is sought of the damages, inter-

1 est, or equitable relief described in paragraph (1)(A)
2 owing to an employee by an employer liable under
3 paragraph (1) unless the action described is dis-
4 missed without prejudice on motion of the Secretary.

5 (c) ACTIONS BY THE SECRETARY.—

6 (1) ADMINISTRATIVE ACTION.—The Secretary
7 shall receive, investigate, and attempt to resolve
8 complaints of violations of this Act in the same man-
9 ner that the Secretary receives, investigates, and at-
10 tempts to resolve complaints of violations of sections
11 6 and 7 of the Fair Labor Standards Act of 1938
12 (29 U.S.C. 206 and 207), and may issue an order
13 making determinations, and assessing a civil penalty
14 described in paragraph (3) (in accordance with para-
15 graph (3)), with respect to such an alleged violation.

16 (2) ADMINISTRATIVE REVIEW.—An affected
17 person who takes exception to an order issued under
18 paragraph (1) may request review of and a decision
19 regarding such an order by an administrative law
20 judge. In reviewing the order, the administrative law
21 judge may hold an administrative hearing con-
22 cerning the order, in accordance with the require-
23 ments of sections 554, 556, and 557 of title 5,
24 United States Code. Such hearing shall be conducted
25 expeditiously. If no affected person requests such re-

1 view within 60 days after the order is issued under
2 paragraph (1), the order shall be considered to be a
3 final order that is not subject to judicial review.

4 (3) CIVIL PENALTY.—An employer who willfully
5 and repeatedly violates—

6 (A) section 4 or 5 shall be subject to a civil
7 penalty in an amount to be determined by the
8 Secretary, but not to exceed \$100 per violation;
9 and

10 (B) subsection (b) or (c) of section 6 shall
11 be subject to a civil penalty in an amount to be
12 determined by the Secretary, but not to exceed
13 \$1,100 per violation.

14 (4) CIVIL ACTION.—The Secretary may bring
15 an action in any court of competent jurisdiction on
16 behalf of aggrieved employees to—

17 (A) restrain violations of this Act;

18 (B) award such equitable relief as may be
19 appropriate, including employment, reinstatement,
20 and promotion; and

21 (C) in the case of a violation of a covered
22 provision, recover the damages and interest described
23 in clauses (i) through (iii) of subsection
24 (b)(1)(A).

25 (d) LIMITATION.—

1 (1) IN GENERAL.—Except as provided in para-
2 graph (2), an action may be brought under this sec-
3 tion not later than 2 years after the date of the last
4 event constituting the alleged violation for which the
5 action is brought.

6 (2) WILLFUL VIOLATION.—In the case of such
7 action brought for a willful violation of section 6,
8 such action may be brought within 3 years of the
9 date of the last event constituting the alleged viola-
10 tion for which such action is brought.

11 (3) COMMENCEMENT.—In determining when an
12 action is commenced by the Secretary or by an em-
13 ployee under this section for the purposes of this
14 subsection, it shall be considered to be commenced
15 on the date when the complaint is filed.

16 (e) OTHER ADMINISTRATIVE OFFICERS.—

17 (1) BOARD.—In the case of employees described
18 in section 2(9)(C), the authority of the Secretary
19 under this Act shall be exercised by the Board of Di-
20 rectors of the Office of Congressional Workplace
21 Rights.

22 (2) PRESIDENT; MERIT SYSTEMS PROTECTION
23 BOARD.—In the case of employees described in sec-
24 tion 2(9)(D), the authority of the Secretary under

1 this Act shall be exercised by the President and the
2 Merit Systems Protection Board.

3 (3) OFFICE OF PERSONNEL MANAGEMENT.—In
4 the case of employees described in section 2(9)(E),
5 the authority of the Secretary under this Act shall
6 be exercised by the Office of Personnel Management.

7 (4) LIBRARIAN OF CONGRESS.—In the case of
8 employees of the Library of Congress, the authority
9 of the Secretary under this Act shall be exercised by
10 the Librarian of Congress.

11 (5) COMPTROLLER GENERAL.—In the case of
12 employees of the Government Accountability Office,
13 the authority of the Secretary under this Act shall
14 be exercised by the Comptroller General of the
15 United States.

16 **SEC. 8. NOTICE AND POSTING.**

17 (a) IN GENERAL.—Each employer shall post and
18 keep posted, in conspicuous places on the premises of the
19 employer where notices to employees and applicants for
20 employment are customarily posted, a notice, to be pre-
21 pared or approved by the Secretary (or, as applicable, the
22 corresponding administrative officer specified in section
23 7(e)) setting forth excerpts from, or summaries of, the
24 pertinent provisions of this Act and information pertaining
25 to the filing of a complaint under this Act.

1 (b) PENALTY.—Any employer that willfully violates
2 this section may be assessed a civil money penalty not to
3 exceed \$100 for each separate offense.

4 **SEC. 9. REGULATIONS.**

5 (a) SECRETARY OF LABOR.—

6 (1) IN GENERAL.—Except as provided in sub-
7 sections (b) through (f), not later than 180 days
8 after the date of enactment of this Act, the Sec-
9 retary shall issue such regulations as may be nec-
10 essary to implement this Act.

11 (2) REGULATIONS REGARDING ADDITIONAL OC-
12 CUPATIONS TO BE COVERED.—

13 (A) IN GENERAL.—In carrying out para-
14 graph (1), the Secretary shall issue regulations
15 that specify a process the Secretary will follow,
16 in accordance with subparagraph (B), to iden-
17 tify and designate occupations in addition to re-
18 tail, food service, cleaning, hospitality, or ware-
19 house occupations that are appropriate for cov-
20 erage under section 4. Nonexempt employees in
21 occupations designated under this subparagraph
22 shall be Secretary's designated employees.

23 (B) CRITERIA.—The regulations under
24 subparagraph (A) shall provide that the Sec-

1 retary shall so designate an additional occupa-
2 tion—

3 (i) in which not less than 10 percent
4 of workers employed in the occupation gen-
5 erally—

6 (I) receive advance notice of their
7 work schedules less than 14 days be-
8 fore the first day of the work sched-
9 ules; or

10 (II) experience fluctuations in the
11 number of hours the employees are
12 scheduled to work on a daily, weekly,
13 or monthly basis; or

14 (ii) for which the Secretary deter-
15 mines such designation is appropriate.

16 (C) DATA REVIEW.—In issuing regulations
17 under subparagraph (A), the Secretary shall
18 specify the process by which the Department of
19 Labor will review data from stakeholders, and
20 data collected or generated by the Department,
21 in designating occupations.

22 (b) BOARD.—

23 (1) IN GENERAL.—Not later than 180 days
24 after the date of enactment of this Act, the Board
25 of Directors of the Office of Congressional Work-

1 place Rights shall issue such regulations as may be
2 necessary to implement this Act with respect to em-
3 ployees described in section 2(9)(C). The procedures
4 applicable to regulations of the Board issued for the
5 implementation of the Congressional Accountability
6 Act of 1995 (2 U.S.C. 1301 et seq.), prescribed in
7 section 304 of that Act (2 U.S.C. 1384), shall be the
8 procedures applicable to regulations issued under
9 this subsection.

10 (2) CONSIDERATION.—In prescribing the regu-
11 lations, the Board shall take into consideration the
12 enforcement and remedies provisions concerning the
13 Office, and applicable to rights and protections
14 under the Family and Medical Leave Act of 1993
15 (29 U.S.C. 2601 et seq.), under the Congressional
16 Accountability Act of 1995 (2 U.S.C. 1301 et seq.).

17 (3) MODIFICATIONS.—The regulations issued
18 under paragraph (1) to implement this Act shall be
19 the same as substantive regulations issued by the
20 Secretary to implement this Act, except to the extent
21 that the Board may determine, for good cause
22 shown and stated together with the regulations
23 issued by the Board, that a modification of such
24 substantive regulations would be more effective for
25 the implementation of the rights and protections

1 under this Act with respect to the employees de-
2 scribed in section 2(9)(C).

3 (c) PRESIDENT.—

4 (1) IN GENERAL.—Not later than 180 days
5 after the date of enactment of this Act, the Presi-
6 dent shall issue such regulations as may be nec-
7 essary to implement this Act with respect to employ-
8 ees described in section 2(9)(D).

9 (2) CONSIDERATION.—In prescribing the regu-
10 lations, the President shall take into consideration
11 the enforcement and remedies provisions concerning
12 the President and the Merit Systems Protection
13 Board, and applicable to rights and protections
14 under the Family and Medical Leave Act of 1993,
15 under chapter 5 of title 3, United States Code.

16 (3) MODIFICATIONS.—The regulations issued
17 under paragraph (1) to implement this Act shall be
18 the same as substantive regulations issued by the
19 Secretary to implement this Act, except to the extent
20 that the President may determine, for good cause
21 shown and stated together with the regulations
22 issued by the President, that a modification of such
23 substantive regulations would be more effective for
24 the implementation of the rights and protections

1 under this Act with respect to the employees de-
2 scribed in section 2(9)(D).

3 (d) OFFICE OF PERSONNEL MANAGEMENT.—

4 (1) IN GENERAL.—Not later than 180 days
5 after the date of enactment of this Act, the Office
6 of Personnel Management shall issue such regula-
7 tions as may be necessary to implement this Act
8 with respect to employees described in section
9 2(9)(E).

10 (2) CONSIDERATION.—In prescribing the regu-
11 lations, the Office shall take into consideration the
12 enforcement and remedies provisions concerning the
13 Office under subchapter V of chapter 63 of title 5,
14 United States Code.

15 (3) MODIFICATIONS.—The regulations issued
16 under paragraph (1) to implement this Act shall be
17 the same as substantive regulations issued by the
18 Secretary to implement this Act, except to the extent
19 that the Office may determine, for good cause shown
20 and stated together with the regulations issued by
21 the Office, that a modification of such substantive
22 regulations would be more effective for the imple-
23 mentation of the rights and protections under this
24 Act with respect to the employees described in sec-
25 tion 2(9)(E).

1 (e) LIBRARIAN OF CONGRESS.—

2 (1) IN GENERAL.—Not later than 180 days
3 after the date of enactment of this Act, the Librar-
4 ian of Congress shall issue such regulations as may
5 be necessary to implement this Act with respect to
6 employees of the Library of Congress.

7 (2) CONSIDERATION.—In prescribing the regu-
8 lations, the Librarian shall take into consideration
9 the enforcement and remedies provisions concerning
10 the Librarian of Congress under title I of the Fam-
11 ily and Medical Leave Act of 1993 (29 U.S.C. 2611
12 et seq.).

13 (3) MODIFICATIONS.—The regulations issued
14 under paragraph (1) to implement this Act shall be
15 the same as substantive regulations issued by the
16 Secretary to implement this Act, except to the extent
17 that the Librarian may determine, for good cause
18 shown and stated together with the regulations
19 issued by the Librarian, that a modification of such
20 substantive regulations would be more effective for
21 the implementation of the rights and protections
22 under this Act with respect to employees of the Li-
23 brary of Congress.

24 (f) COMPTROLLER GENERAL.—

1 (1) IN GENERAL.—Not later than 180 days
2 after the date of enactment of this Act, the Comp-
3 troller General shall issue such regulations as may
4 be necessary to implement this Act with respect to
5 employees of the Government Accountability Office.

6 (2) CONSIDERATION.—In prescribing the regu-
7 lations, the Comptroller General shall take into con-
8 sideration the enforcement and remedies provisions
9 concerning the Comptroller General under title I of
10 the Family and Medical Leave Act of 1993 (29
11 U.S.C. 2611 et seq.).

12 (3) MODIFICATIONS.—The regulations issued
13 under paragraph (1) to implement this Act shall be
14 the same as substantive regulations issued by the
15 Secretary to implement this Act, except to the extent
16 that the Comptroller General may determine, for
17 good cause shown and stated together with the regu-
18 lations issued by the Comptroller General, that a
19 modification of such substantive regulations would
20 be more effective for the implementation of the
21 rights and protections under this Act with respect to
22 employees of the Government Accountability Office.

1 **SEC. 10. RESEARCH, EDUCATION, AND TECHNICAL ASSIST-**
2 **ANCE PROGRAM AND SURVEYS.**

3 (a) IN GENERAL.—The Secretary shall provide infor-
4 mation and technical assistance to employers, labor orga-
5 nizations, and the general public concerning compliance
6 with this Act.

7 (b) PROGRAM.—In order to achieve the objectives of
8 this Act—

9 (1) the Secretary, acting through the Adminis-
10 trator of the Wage and Hour Division of the Depart-
11 ment of Labor, shall issue guidance on compliance
12 with this Act regarding providing a flexible, predict-
13 able, or stable work environment through changes in
14 the terms and conditions of employment as provided
15 in section 3(a); and

16 (2) the Secretary shall carry on a continuing
17 program of research, education, and technical assist-
18 ance, including—

19 (A)(i) conducting pilot programs that im-
20 plement fairer work schedules, including by pro-
21 moting cross training, providing 3 weeks or
22 more advance notice of schedules, providing em-
23 ployees with a minimum number of hours of
24 work, and using electronic workforce manage-
25 ment systems to provide more flexible, predict-
26 able, and stable schedules for employees; and

1 (ii) evaluating the results of such pilot pro-
2 grams for employees, employee's families, and
3 employers;

4 (B) publishing and otherwise making avail-
5 able to employers, labor organizations, profes-
6 sional associations, educational institutions, the
7 various communication media, and the general
8 public the findings of studies regarding fair
9 work scheduling policies and other materials for
10 promoting compliance with this Act;

11 (C) sponsoring and assisting State and
12 community informational and educational pro-
13 grams; and

14 (D) providing technical assistance to em-
15 ployers, labor organizations, professional asso-
16 ciations, and other interested persons on means
17 of achieving and maintaining compliance with
18 the provisions of this Act.

19 (c) CURRENT POPULATION SURVEY.—The Secretary,
20 acting through the Commissioner of the Bureau of Labor
21 Statistics, and the Director of the Bureau of the Census
22 shall—

23 (1) include in the Current Population Survey
24 questions on—

1 (A) the magnitude of fluctuation in the
2 number of hours the employee is scheduled to
3 work on a daily, weekly, or monthly basis;

4 (B) the extent of advance notice an em-
5 ployee receives of the employee's work schedule;

6 (C) the extent to which an employee has
7 input in the employee's work schedule; and

8 (D) the number of hours that an employee
9 would prefer to work, relative to the number of
10 hours the employee is currently working; and

11 (2) at regular intervals, update and conduct the
12 Contingent Worker Supplement, the Work Schedules
13 and Work at Home Supplement, and other relevant
14 supplements (as determined by the Secretary), to
15 the Current Population Survey and the American
16 Time Use Survey.

17 **SEC. 11. RIGHTS RETAINED BY EMPLOYEES.**

18 This Act provides minimum requirements and shall
19 not be construed to preempt, limit, or otherwise affect the
20 applicability of any other law, requirement, policy, or
21 standard that provides for greater rights for employees
22 than are required in this Act.

23 **SEC. 12. EXEMPTION.**

24 This Act shall not apply to any employee covered by
25 a valid collective bargaining agreement if—

1 (1) the terms of the collective bargaining agree-
2 ment include terms that govern work scheduling
3 practices; and

4 (2) the provisions of this Act are expressly
5 waived in such collective bargaining agreement.

6 **SEC. 13. EFFECT ON OTHER LAW.**

7 (a) **IN GENERAL.**—Nothing in this Act shall be con-
8 strued as superseding, or creating or imposing any re-
9 quirement in conflict with, any Federal, State, or local
10 regulation or other law (including the Americans with Dis-
11 abilities Act of 1990 (42 U.S.C. 12101 et seq.), the Fam-
12 ily and Medical Leave Act of 1993 (29 U.S.C. 2601 et
13 seq.), the National Labor Relations Act (29 U.S.C. 151
14 et seq.), the Fair Labor Standards Act of 1938 (29 U.S.C.
15 201 et seq.), and title VII of the Civil Rights Act of 1964
16 (42 U.S.C. 2000e et seq.)).

17 (b) **RELATIONSHIP TO COLLECTIVE BARGAINING**
18 **RIGHTS.**—Nothing in this Act (including section 12) shall
19 be construed to diminish or impair the rights of an em-
20 ployee under any valid collective bargaining agreement.

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