



the fair work week ordinance: what la retailers need to know

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On April 1st, the Los Angeles City Fair Work Week Ordinance ("FWWO"), an employee-friendly law affecting mid-size and large retail businesses, takes effect. The FWWO, which was passed by the Los Angeles City Council during the final days of 2022, is generally applicable to retailers (with over 300 employees globally) with nonexempt employees who work at least two hours per week in the City of Los Angeles.

The City of Los Angeles published FWWO FAQs on March 1st, and subsequently updated them on March 15.

The stated goal of the FWWO is to provide employees of retailers (broadly defined under the Ordinance) with more predictability and advance notice of their work schedules and pay. In order to accomplish this, the new law requires covered employers to comply with each of the following rules:

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