



FOR IMMEDIATE RELEASE:
June 23, 2016

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Retail Employees Urge DC Council to Reject Predictive Scheduling

WASHINGTON, D.C. – In advance of legislation slated for markup in committee before the DC City Council today, retail employees across the District are urging the councilmembers to vote “NO” on the [Hours and Scheduling Stability Act of 2015](#), also known as predictive scheduling.

In a [newly-released video](#) by the DC Jobs & Growth Partnership, part-time AutoZone employee Erin T., laments the unpredictable consequences associated with predictive scheduling. “We can’t predict when someone’s going to call out or [if an] emergency happens,” said Erin. “We really need to keep our company’s flexibility.”

At issue is a component of predictive scheduling, in which the legislation institutes roadblocks between employers and employees. Under the proposed legislation, managers are mandated to set employees’ schedules 21 days in advance. If a manager were to contact an employee about a staffing need within those 21 days, whether it was due to a snowstorm, playoff game, or unplanned illness, the business in question would be penalized financially.

“If there was no flexibility when it comes to AutoZoners’ scheduling, it would create a challenge to fill some positions,” said AutoZone Regional HR Manager Lisa S. in the video.

The legislation has left some local DC business owners worried, as well. Kamal Ali, co-owner of the landmark Ben’s Chili Bowl chain, recently [authored an oped for RealClearPolicy](#), in which he worries that predictive scheduling “not only hampers [his] ability to do business but also scares away potential investment from other businesses looking to set-up shop in the District alongside [him].”

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[The DC Jobs and Growth Partnership](#) is committed to ensuring DC continues to move forward and preserve an environment that promotes job growth. We believe it is imperative that city leaders understand the impact their policies and legislation will have throughout the city with regards to retail jobs and programs.

