



## NYC Schedule Change Rule Enacted **Employees Permitted Two Temporary Changes Per Year**

On January 19, 2018, Mayor Bill de Blasio signed an [amendment](#) to New York City's administrative code that will allow employees to request and receive up to two temporary scheduling changes per calendar year (for up to one business day per request) for qualifying personal events. This amendment will take effect 180 days after enactment.

A temporary scheduling change may include using paid time off, working remotely, shifting work hours, or taking short-term unpaid leave. A qualifying personal event includes the need to care for a child or care recipient, the need to attend a legal proceeding or hearing related to subsistence benefits, or any circumstance that would qualify for paid safe time or sick time under City law. Employers should remember that paid safe time for employees in New York City will take effect on May 5, 2018.

Employers may not retaliate against employees who request temporary scheduling changes pursuant to this amendment.

The amendment does not apply to certain employees in the entertainment industry, or to employees covered by collective bargaining agreements that separately address temporary scheduling changes.

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