harri

Harri
Fair Workweek
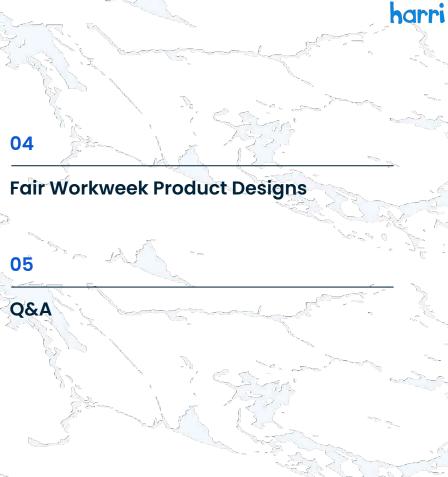
Michelle Wilhelm
Vice President - Product WFM

Wendy Harkness, Esq.
Chief Compliance Officer

August 2022

harri

Agenda

harri

01 Your Previous Webinar Questions, Answered

NEW YORK

Premiums

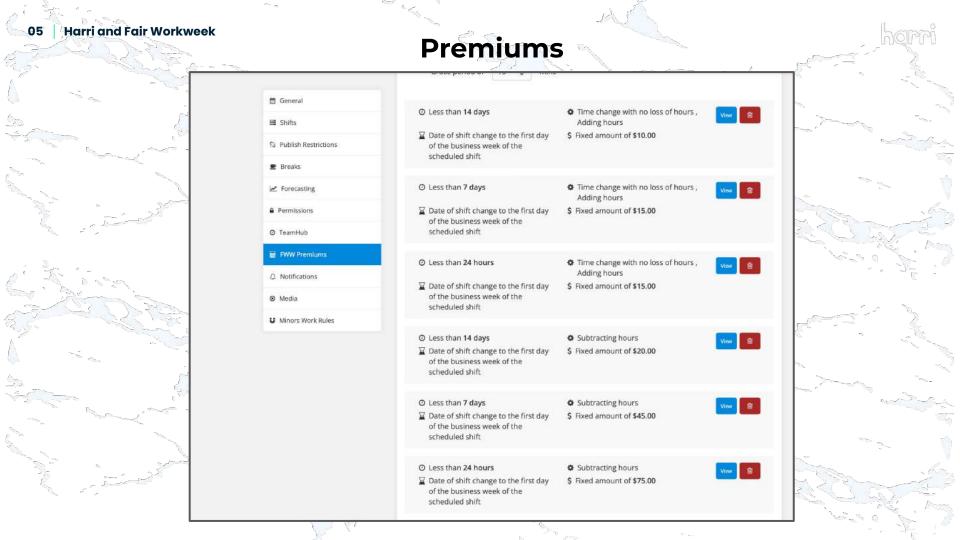Staying compliant with these laws is impossible without software. How does Harri solve for all these compliance updates?

If an employee drops a shift and the employer approves, will a premium pay be owed?

Has Harri's system been updated to reflect those [premium pay](#) calculations?

Harri's compliance team keeps a watch on the proposed and actual law changes and amendments and works with Harri's Product team to release software updates to keep employers in compliance.

No. Fast Food employers are not required to pay premiums when employees request schedule changes or the schedule change was initiated by the employee not the employer.

Harri's solution will not apply a premium if an employee drops a shift within the schedule notice period.

The premium pay calculation is based on the start of the work schedule (rather than based on shift start).

Premiums

NEW YORK

Consent

How does Harri's platform capture consent in advance when an employee is staying late?

Does Harri have a consent form that meets these guidelines?

Can an employer have the opportunity to authorize a 15 minutes before punch from an employee?

Harri is designing a feature to alert the manager and the employee when an employee has not clocked out by the end of their scheduled shift.

The employee will be directed to clock out or provide their consent on TeamHub when asked to stay past the end time of their shift.

Yes, the employee consent will be captured across the platform via an on-screen digital interaction within the TeamHub, Mobile apps, and Web.

Yes, a manager will be prompted to provide authorization from early clock-ins based on a configurable early clock-in setting.

Regular Schedule

NEW YORK

Harri's current scheduling system is giving warning signs that an employee does not have an effective schedule when they have been sent an updated Regular Work Schedule, but not e-signed yet. Will Harri be updating this? According to this they do have an effective Regular Schedule.

Regular Scheduling – if an employer does not have a policy or process that employees must provide 30-days notice of a change in availability, are employees permitted to update their availability whenever?

Yes, and Harri is accounting for other variances that may or may not require employee consent.

Without an employer policy outlining the requirements for employees to change their availability, employees are permitted to communicate changes in their availability at their discretion.

Harri provides employers with a configurable availability policy that enables a threshold for change requests for availability. Based on the availability configuration, Harri will provide a manager notification to update the Regular Schedule.

harri

02 FWW Product Feature Synopsis

NEW YORK

NY FAIR WORKWEEK - PRODUCT FEATURE SYNOPSIS

AREA	CURRENT	FUTURE
Premium Pay Calculations	Compliant	
Regular Schedule (FKA - GFE) creation outside of Onboarding Shake Shack Specific	Compliant	
Enterprise Audit View	In Process	TBD
CoreHR FWW flows will remain the same	In Process	Q4
UI/UX to reflect NY language Change Change naming references to reflect law ex Regular Schedule instead of GFE	Reflects old terms	Legal Review - Gates
Access to Hours	Shift Email	Legal Review - Gates
Computation of Time Schedule Change to calculation based on start of schedule week	Compliant	Legal Review
Consent for Unscheduled Additions of Time	N/A	Legal Review - Gates
Changes to Schedule by More than 15%	Just Cause warning; Incident Tracking	Legal Review - Gates
Premium Pay Terms/Seniority Reducing Hours	N/A	Legal Review - Gates
Notice of Discharge	N/A	Legal Review - Requires Perf Management

harri

03 Fair Workweek Product Roadmap

NYC FWW Product Implementation Stages

| Gate 1 | Gate 2 | Gate 3 | Gate 4 | Gate 5 |

Regular Schedule
- Violation warnings
- Reasons for modification
- Effective Dating

Consent
- Reduction > 15% of baseline
- Scheduled during employee unavailability

Record Keeping
- Electronic notification of available shifts

Regular Schedule
- Regular schedule update/pickup of recurring shifts
- Minimum availability

Consent
- Working late
- Unscheduled Clopening

Work Schedule
- Use regular schedule when no schedule published w/in 14 days

Work Schedule
- Remove location as variance factor
- Identify reduction/variance >15% from Regular Schedule

Schedule Changes
- Premium pay exceptions

Regular Schedule
- Inactive 30 day insights

Offering Shifts to Employees
- Premium pay on accepted available shifts
- Distinction - new and current fast food employee

Offering Shifts to Employees
- Violation count methodology

Release 1   Release 2   Release 3   Release 4   Release 5

harri

04 Fair Workweek Product Designs

NYC FWW Product Designs in Progress

Regular Schedule	Consent	Work Schedule	Record Keeping

Regular Schedule
- Violation warnings
- Reasons for modification
- Effective Dating
- Regular schedule update/pickup of recurring shifts

Regular Schedule - Web

Regular Schedule - Mobile

Consent
- Reduction > 15% of baseline
- Scheduled during employee unavailability

Regular Schedule Variations

Work Schedule
- Identify reduction/ variance >15% from Regular Schedule

Permanent / Temp Shifts

Record Keeping
- Electronic notification of available shifts

harri

05 Q&A