

# Compliance Solution Brief

Keeping pace with rapidly evolving changes in labor laws and maintaining compliance is a significant challenge, particularly for retail, hospitality, and food service companies operating in states like California, Oregon, Chicago, and New York, with hundreds or thousands of store locations.

Many companies are still trying to manage labor compliance complexities using legacy technology that requires manual interventions or disparate systems, making enforcing rules consistently and accurately across geographies and locations challenging.

## Highlights

- Fully integrated Schedule, Timesheet, and Employee Self-Service (ESS) in a single platform. A complete history of every shift — from creation to time clocks is tracked and shown.
- Compliance templates for all states are pre-loaded and automatically applied to new locations/stores.
- AI-driven schedule optimizer automatically factors in compliance regulations during schedule generation.
- Managers are automatically notified through Smart Alerts and Insights if they make an edit to the schedule that introduces a compliance risk. All employee self-service actions (e.g., swaps, covers) are automatically validated against compliance regulations.
- Intelligent matching/reconciliations of time clocks to schedules, highlighting detailed compliance violations
- Full support for managing compliance for split shifts, the spread of hours, clopening, meal and rest breaks, overtime, and more.
- Employees can consent to schedule change premiums and clopening during clock-in and attest to meals and breaks.
- Legion WFM automatically keeps a complete record of scheduling changes to report multi-year compliance.

Predictable Scheduling	New York City	Oregon	Philadelphia	Chicago	Seattle	San Francisco	Emeryville	San Jose	Los Angeles
Advance Notice of Work Schedule	✓	✓	✓	✓	✓	✓	✓		✓
Compensation for Work Schedule Change	✓	✓	✓	✓	✓	✓	✓		✓
Voluntary Standby List		✓							
Right to Rest Between Shifts (clopening)	✓	✓	✓	✓	✓		✓		✓
Right to Input into Work Schedule	✓	✓	✓	✓	✓	✓	✓	✓	✓
Access to Hours for Current Employees	✓		✓		✓	✓	✓	✓	
Good Faith Estimate of Work Schedule	✓	✓	✓	✓	✓	✓	✓		✓
Legion Supported	✓	✓	✓	✓	✓	✓	✓	✓	✓

Legion maintains a library of compliance templates on a city-by-city basis.

## Benefits

- Reduce the risk of manual errors —**  
 Auto-generated schedules are free of compliance errors.
- Automatically calculate premiums —**  
 Legion Time and Attendance automatically integrates schedules, flags unplanned clock activity, and calculates premiums to maintain compliance.
- Ensure schedule predictability —**  
 Receive automatic prompts for schedule creation at least two weeks before and auto-publish schedules to employees' phones in seconds.
- Confidently manage schedules —**  
 Automatically factor in local compliance laws for scheduling and meal/rest break regulations, eliminating the burden of manually tracking schedule changes.
- Improve hourly employee satisfaction —**  
 Automated scheduling ensures predictable schedules, accurate meal and rest breaks, minors schedules, and OT and premium pay.

## THE LEGION SOLUTION

Legion WFM enables intelligent automation to manage compliance across all jurisdictions. Labor laws are automatically applied to the schedule, and managers receive automated prompts to ensure their manual edits do not introduce risk or violate rules. Time and attendance tracking automatically incorporates compliance rules while computing premium pay.

### Auto-Scheduling

Leveraging historical customer data to forecast labor demand, Legion creates optimized and fully-compliant schedules on a global scale. By automating the time-consuming process of forecasting, scheduling, and verifying compliance, Legion empowers supervisors to focus on serving customers and growing the business.

### Preloaded Compliance Templates

Legion maintains a library of preloaded compliance templates. As more predictive scheduling laws are becoming the norm across the US, Legion maintains up-to-date compliance templates and business rules to ensure fully compliant schedules.

### Customizable Rules

Supervisors can customize scheduling rules to align with the company's unique needs while complying with state and local regulations. This extra layer of specificity compliments predictive scheduling laws that mandate requirements for breaks, work hours, and overtime.

## Notifications and Timekeeping

Legion monitors the entire scheduling process and will generate immediate notification alerts when a compliance violation is detected. At the same time, Legion will maintain a complete and accurate record of all scheduling activities to demonstrate multi-year compliance. For timesheets, Legion has alerts and reports for out-of-compliance areas, including overtime pay, with detailed metrics to show if managers violate compliance policy.

## Automatically Calculate Premiums

Legion Time and Attendance automatically integrates schedules, ensures unplanned clock activity is flagged for managers, and premiums are calculated to stay in compliance.

## Employee Engagement and Self-Service

After a fully-compliant schedule has been published, employees can verify their upcoming work hours from anywhere via mobile device. If they are eligible, employees can pick up additional shifts. By demonstrating compliance and controlling their schedules, companies can foster a happier and more productive workplace.



[Learn more](#) about how Legion WFM enables intelligent automation to help you confidently navigate compliance challenges. [Request a demo](#) to see Legion in action.

## About Legion

Legion Technologies delivers the industry's most innovative workforce management platform. It enables businesses to maximize labor efficiency and employee engagement simultaneously. The Legion WFM platform is intelligent, automated, and employee-centric. It's proven to deliver 13x ROI through schedule optimization, reduced attrition, increased productivity, and increased operational efficiency. Legion delivers cutting-edge technology in an easy-to-use platform and mobile app that employees love. For more information, visit <https://legion.co> and follow us on [LinkedIn](#).

