

# BREAKING ALERT & WEBINAR: CALIFORNIA EMPLOYERS' OBLIGATION TO RECALL LAID-OFF EMPLOYEES FIRST

FREE WEBINAR

## Breaking Alert: California Employers' Obligation to Recall Laid-Off Employees First

APRIL 28, 2021 | 12 PM

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As of April 16, 2021, many employers are **required to hire back laid-off employees first** (before hiring others), if the employees were let go for a reason related to the COVID-19 pandemic.

Governor Newsom signed Senate Bill 93 (SB 93) into law on April 16th **with immediate effect**, and it impacts employers' hiring process and decisions **through December 31, 2024**. This new law affects the following categories of employers: hotels, private clubs, event centers, airport hospitality operations, airport service providers, and building service providers. The statute defines and includes certain limits on the above categories—e.g., hotels and private clubs *with 50+ guest rooms*, event centers *with 50,000 sq. ft. or 1,000 seats*. The law also impacts companies that are considering buying or selling their business, potentially including asset deals and transactions where the new owner will be “conducting the same or similar operations” as the former owner conducted prior to the pandemic.

Penalties for non-compliance include reinstatement, back wages, back benefits, and “per day” liquidated damages.

Please join Hoge Fenton’s Employment Law Chair, Sarju Naran, and Corporate Law Chair, Lloyd Schmidt, for a 30-minute webinar on whether SB 93 law applies to your business, how to comply with its detailed requirements, how it will impact the process and timing of hiring decisions, and the substantial financial and practical consequences of not complying.



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## Our Presenters



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## Related Attorneys

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