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# no r&r for la employers under new recall and retention ordinances

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## Two New Los Angeles Ordinances Create New Worker Recall and Retention Protections... For Select Businesses

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*MSK Client Alert*

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On May 4, 2020, Mayor Garcetti signed two new city ordinances creating recall and retention protections for non-supervisory workers in certain industries deemed severely impacted by the COVID-19 pandemic and "Safer at Home" declarations by Governor Newsom and Mayor Garcetti. The [COVID-19 Right of Recall Ordinance](#) and [COVID-19 Worker Retention Ordinance](#) become effective June 14, 2020, but cover workers laid off on or after March 4, 2020.

**Covered Businesses.** Both Ordinances impact the following Los Angeles businesses:

- **Airport Businesses.** Coverage is limited to airport businesses governed by the Los Angeles Living Wage Ordinance that provide services at any Los Angeles airport, or to a business servicing a Los Angeles airport. The Ordinances exclude airlines and any business already party to an agreement with the airport containing worker rehire/retention provisions.
- **Commercial Property Businesses.** Property owners, operators, managers, or lessees of any Los Angeles non-residential property employing 25 or more janitorial, maintenance, or security service workers must comply with the Ordinances with respect to janitorial, maintenance and security employees only.
- **Event Center Businesses.** Coverage is limited to businesses that own, operate or manage an event structure of over 50,000 square feet or with a seating capacity of 1,000 or more seats. These businesses include concert halls, stadiums, sports arenas, racetracks, coliseums, and convention centers.
- **Hotel Businesses.** Coverage is limited to hotels with 50 or more guestrooms or gross receipts of more than \$5 million in 2019. Covered hotel businesses

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expressly include any restaurant physically located on the property.

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