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# california employers prohibited from taking adverse action against employees during “emergency conditions”

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As of **January 1, 2023**, Senate Bill 1044 prohibits California employers from taking or threatening adverse action against an employee for refusing to report to, or leaving, the workplace due to a “reasonable belief” that the workplace is unsafe due to an “emergency condition.”

Here's what you need to know:

**1. Emergency Condition.** An emergency condition is defined to mean either:

- Conditions of disaster or extreme peril to the safety of persons or property at the workplace or worksite caused by natural forces or a criminal act; or
- An order to evacuate a workplace, a worksite, a worker's home, or the school or a worker's child due to a natural disaster or a criminal act.

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labor & employment