

MOTION BY SUPERVISORS JANICE HAHN AND
HILDA L. SOLIS

April 28, 2020

Worker Protections

The COVID-19 pandemic has devastated many workers in Los Angeles County. On March 31, 2020, as a result of "Safer at Home" declarations by California Governor Gavin Newsom and the Los Angeles County Board of Supervisors, the Board of Supervisors adopted a motion that called for the Chief Executive Officer (CEO), in conjunction with County Counsel, the Department of Workforce Development Aging and Community Services (WDACS), and the Department of Consumer and Business Affairs (DCBA), to consult with labor representatives and report back on the feasibility of implementing protections for workers in unincorporated Los Angeles County affected by the COVID-19 pandemic.

One worker protection examined was the provision of supplemental paid sick leave benefits. The federal government recently enacted H.R. 6201 Federal Families First Coronavirus Response Act (Families First Act), which requires employers with fewer than 500 employees to pay these benefits for their employees. The City of Los Angeles and the City and County of San Francisco recently enacted ordinances requiring businesses with over 500 employees to pay their workers these benefits. The

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County of Los Angeles also seeks to extend this benefit to workers in businesses with over 500 employees in the County's jurisdiction, which are not covered by the Families First Act.

CEO, WDACS, and DCBA have consulted with labor representatives regarding the right of recall provisions for workers who have been laid off to be rehired first, and worker retention provisions for businesses that file bankruptcies and/or are sold as a result of the COVID-19 crisis. Initial conversations indicated that these provisions should be focused on the hospitality and building services (janitorial) sectors that have already experienced significant impacts due to the COVID-19 crisis and allow impacted workers to retain their seniority rights.

WE, THEREFORE MOVE that the Board of Supervisors approve the attached interim urgency ordinance requiring employers with over 500 employees nationally and are located within the unincorporated areas of the County of Los Angeles to provide 80 hours of paid, supplemental sick leave for full time employees and an amount no greater than two weeks pay for part-time employees for COVID-19 related reasons for the term of the emergency, to ensure that workers who have symptoms can stay home to prevent the spread of COVID-19 without an impact to their livelihood, consistent with the recently enacted Families First Act that addresses supplemental sick leave in response to the COVID-19 pandemic and other State and Federal codes and regulations; and

WE, FURTHER, MOVE that the Chief Executive Officer, in consultation and in collaboration with County Counsel, the Department of Consumer and Business Affairs, the Department of Workforce Development, Aging and Community Services and other relevant Departments, and considering feedback from both labor and business representatives, report back prior to the May 12th Board meeting with draft ordinance language providing for “right of recall” and “worker retention” provisions for workers in the

hospitality and janitorial services industries laid off due to the COVID-19 pandemic for those businesses located within the unincorporated areas of the County of Los Angeles.

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