

HOSPITALITY AND SERVICE INDUSTRY WORKERS

THE LABOR COMMISSIONER'S OFFICE HAS JURISDICTION TO ENFORCE YOUR RECALL RIGHTS.

IF YOU BELIEVE THAT YOUR RECALL RIGHTS HAVE BEEN VIOLATED YOU CAN REPORT A VIOLATION TO US:

BY MAIL:



PLEASE SEE LABOR COMMISSIONER'S OFFICE DIRECTORY TO FIND THE CLOSEST OFFICE.

<https://www.dir.ca.gov/dlse/DistrictOffices.htm>

ONLINE



<https://www.dir.ca.gov/dlse/HowToReportViolationtoBOFE.htm>



BY PHONE:

1-833-526-4636



CALIFORNIA ADOPTS A STATEWIDE "RIGHT TO RECALL" LAW



SB 93 (CALIFORNIA LABOR CODE SECTION 2810.8) REQUIRES CERTAIN HOSPITALITY AND SERVICE INDUSTRY EMPLOYERS TO OFFER TO REHIRE QUALIFIED FORMER EMPLOYEES WHO WERE LAID OFF DUE TO THE COVID-19 PANDEMIC.

RIGHT TO RECALL TO WORK

Employees of specified enterprises who were laid off for COVID-19 related reasons must be notified of job openings for the same or similar positions as the ones they last held. They must be offered available jobs, with priority based on length of service, before new employees can be hired.

ENFORCEMENT AND REMEDIES

Recall rights are effective April 16, 2021 through December 31, 2024. Employees seeking to be recalled are advised to immediately provide their former employer with a **current mailing address, email address and phone number** to facilitate notice of job openings from their employer. Qualified laid-off employees must respond to notices within five days, preferably in writing.

- COVERED WORKERS INCLUDE EMPLOYEES AT HOTELS OR PRIVATE CLUBS WITH 50 OR MORE GUEST ROOMS, AIRPORTS, AIRPORT SERVICE PROVIDERS, AND EVENT CENTERS.
- IN ADDITION TO HOTEL WORKERS, LAID-OFF EMPLOYEES ENGAGED IN BUILDING SERVICES SUCH AS JANITORIAL, MAINTENANCE, AND SECURITY SERVICES AT RETAIL AND COMMERCIAL BUILDINGS HAVE RECALL RIGHTS.

If recall rights are violated, employees will be entitled to damages of \$500 per day of violation and will be awarded damages for each day of violation until cured. An employee suffering unlawful retaliation for asserting recall rights may also be awarded back pay, front pay, benefits and reinstatement.



IF YOU BELIEVE THAT YOU HAVE BEEN SUBJECTED TO RETALIATION AT WORK, PLEASE SUBMIT A CLAIM HERE:

WWW.DIR.CA.GOV/DLSE/HOWTOFILERETALIATIONCOMPLAINT.HTM

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