

BILL NUMBER:

SPONSOR: SANDERS

TITLE OF BILL:

An act to amend the labor law, in relation to requiring that employees laid off due to the COVID-19 state disaster emergency retain their salary, seniority and benefits once rehired

PURPOSE:

This bill requires that employees laid off due to the COVID-19 state disaster emergency retain their salary, seniority and benefits once rehired.

SUMMARY OF PROVISIONS:

Rights of rehired employees. Any employee who has had his or her employment terminated other than a discharge for cause, voluntary departure, or retirement during the COVID-19 state disaster emergency period beginning on March seventh, two thousand twenty declared pursuant to executive order two hundred two of two thousand twenty and has been rehired by the same person, corporation, limited liability company, or association previously employing such individual in any occupation, industry, trade, business or service shall retain the salary, seniority, and benefits that such employee had accrued prior to such termination of employment.

JUSTIFICATION:

During the COVID-19 state emergency period, workers who were laid off shouldn't be denied the same levels of seniority, same salary and benefits when they were laid off as when they are rehired. This legislation would prevent this injustice.

LEGISLATIVE HISTORY:

New bill.

FISCAL IMPLICATIONS:

None

EFFECTIVE DATE:

This act shall take effect immediately.