
OLR Bill Analysis

HB 5246

AN ACT EXTENDING RECALL RIGHTS OF CERTAIN LAID-OFF EMPLOYEES.

SUMMARY

This bill extends the applicability of a law that generally requires hotels, lodging houses, food service contractors, and building service enterprises with at least 15 employees to meet various requirements related to rehiring certain employees who they laid off due to the COVID-19 pandemic. Current law covers those employees laid off between March 10, 2020, and May 1, 2022. The bill extends the coverage to include those employees laid off before May 1, 2023. Among other things, the employers covered by the law must notify these laid-off employees about available positions for which they are qualified and offer the positions to those with the most seniority at the employment site.

Under the law, if the employee declines the position due to underlying conditions related to contracting COVID-19, then the employee retains the right to accept an available position for which he or she is qualified until (1) the COVID-19 public health and civil preparedness emergencies, and any extensions of them, expire and (2) the employee is reoffered a position. To retain the right to the position under current law, the underlying condition must be diagnosed by May 1, 2021. The bill instead requires that it be diagnosed by May 1, 2022.

EFFECTIVE DATE: Upon passage

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable

Yea 9 Nay 4 (03/10/2022)