



General Assembly

Amendment

January Session, 2021

LCO No. 10732



Offered by:
SEN. SAMPSON, 16th Dist.

To: Subst. Senate Bill No. 658

File No. 445

Cal. No. 267

(As Amended)

"AN ACT REQUIRING EMPLOYERS TO RECALL CERTAIN LAID-OFF WORKERS IN ORDER OF SENIORITY."

1 Strike subdivision (2) of subsection (b) of section 1 in its entirety and
2 insert the following in lieu thereof:

3 "(2) Not later than five days after a job position becomes available at
4 an employer, the employer shall notify each of its laid-off employees
5 who are qualified for the position that the position is available. Such
6 notification shall be sent in writing to the laid-off employee's last known
7 physical address or electronic mail address, whichever is the usual and
8 customary means of providing notices between the employer and
9 employee, and in a text message to the employee's mobile phone if such
10 phone number is maintained by the employer. Where more than one
11 employee is entitled to preference for a position, the employer shall
12 consider each entitled employee's skill level, attendance and
13 disciplinary record and length of service with the employer before
14 offering the position to any such employee. A laid-off employee is

15 qualified for a position if the employee: (A) Held the same or similar
16 position at the enterprise at the time of the employee's most recent
17 separation from active service with the employer; or (B) is or can be
18 qualified for the position with the same training that would be provided
19 to a new employee hired for such position."