

Communication from Public

Name: Dina Samson

Date Submitted: 03/26/2020 12:37 PM

Council File No: 20-0147-S15

Comments for Public Posting: As an owner of Rossoblu, a restaurant in the 14th district, I oppose motion 20-0147-S15. If passed, this motion would prevent us from re-opening our business with the appropriate team needed for our success. Please oppose motion 20-0147-S15.

Communication from Public

Name: Jessica Lall
Date Submitted: 03/26/2020 01:51 PM
Council File No: 20-0147-S15
Comments for Public Posting: Please see attached letter.



March 26, 2020

Council President Nury Martinez
Los Angeles City Council
200 N. Spring Street
Los Angeles, CA 90012

Re: **COVID-19 Ordinances at March 27th Special City Council Meeting**

Dear Council President Martinez,

Central City Association (CCA) has promoted the vibrancy of Downtown Los Angeles and investment in the region since 1924 and during these difficult times, we remain steadfast in our commitment to ensuring that our region is a place where businesses and institutions can continue to successfully operate. We appreciate your leadership during this challenging time and commend City Council's efforts to slow the spread of COVID-19 and provide relief for residents, workers and businesses.

While this letter serves to outline our serious concerns regarding the negative impacts of agenda Item #2 the COVID-19 Citywide Worker Retention and COVID-19 Right of Recall Ordinances (CFs 20-0147-S15, 20-0147-S35, 20-0147-S42) and Item #4 the COVID-19 Supplemental Paid Sick Leave Ordinance (CF 20-0147-S39), we believe that Item #1 the Temporary Protection of Tenants During COVID-19 Pandemic Ordinance (CF 20-0147-S19) is thoughtful and balanced, and it should be adopted as presented. Our comments regarding each of these proposed ordinances is detailed below.

Item #1: Temporary Protection of Tenants During COVID-19 Pandemic Ordinance

We believe this ordinance will provide eviction and rent relief to residential and commercial tenants in a balanced manner. The six month payback period for deferred rent for residential tenants and the three month payback period for commercial tenants is reasonable and will provide due financial relief for tenants while still offering some financial assurance and degree of stability to property owners who must be able to cover operating expenses, taxes, mortgage payments and other ongoing costs at this time. **This ordinance should be adopted as it is written.**

Item #2: COVID-19 Citywide Worker Retention and Right of Recall Ordinances

These ordinances would provide workers laid off due to the COVID-19 pandemic to receive priority re-hiring by seniority and provides protections for employees by seniority after a change of ownership, requiring businesses to rehire and retain employees by the incumbent business, after a successor business reopens following a change in ownership, respectively. These ordinances would severely limit an organization's ability to hire based on their needs, which is more important than ever as businesses must be able to act nimbly to survive this economic crisis. These additional rules would also create extreme confusion among businesses already attempting to process an overwhelming amount of rapidly changing information and requirements at this time, and further depress the economic viability of organizations. **For these reasons, we oppose these ordinances and believe that more consideration needs to be given to businesses that would be further extremely impacted including small businesses and businesses in the hospitality industry including restaurants, bars and hotels.**



Item #4: Supplemental Paid Sick Leave Ordinance

This law would require organizations to provide 80 hours of sick leave to employees during the COVID-19 pandemic. It is unreasonable to place the burden of suddenly providing sick leave to employees on businesses that are greatly financially constrained to begin with and have not had any time to financially plan for such a consideration. **Here again, we are very worried about this proposal and its economic impact on employers, especially small businesses and those in the hospitality and restaurant industries who are already struggling to stay afloat during this public health crisis, and we oppose this ordinance.**

We understand the intent of Items #2 and #4 are to protect employee's rights, but we believe they go too far, do not consider differences in business size or industry and will negatively impact a vast number of organizations' ability to survive during this unprecedented challenging economic time. These ordinances are sweeping policy changes and should not be done without adequate public input, economic analysis and discussion. The City of Los Angeles needs to partner with employers and employees to develop solutions that are feasible, not respond with emergency measures like these that will worsen the economic environment and potentially inflict great damage on our local businesses. These ordinances should at the very least be referred to committee for public discussion and analysis while Item #1 should move ahead as presented.

CCA and its members are ready to partner with you to ensure that our economy can fully thrive on the other side of this pandemic. Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink that reads "J Lall".

Jessica Lall
President & CEO, Central City Association of Los Angeles

CC: Members of the Los Angeles City Council

Communication from Public

Name: POWER / Ground Game LA

Date Submitted: 03/26/2020 03:54 PM

Council File No: 20-0147-S15

Comments for Public Posting: March 26, 2020 Re: Support for Citywide Worker Retention Ordinance (CF #20-0147-S15) Dear Councilmembers, Thousands of hard-working Angelenos have lost their jobs. We need a strong job security law to make sure Angelenos can return to their jobs when the coronavirus crisis ends. According to worker reports, the Chateau Marmont initially told employees that they would be able to maintain their insurance during the downturn. Two days later, the hotel told workers that they would be terminated, with no continuing health insurance or a commitment to recall workers when the hotel recovers. The “rack rate” for a one-bedroom suite at the hotel is currently \$885 a night. Workers at Mr. C's Hotel report a similar experience. According to worker reports, on March 13th, hotel management at Mr. C's Hotel distributed individual letters to employees notifying them they were being terminated immediately. Workers also report that the hotel informed them their positions would be eliminated due to the coronavirus outbreak and they would receive no severance money. Fired employees were offered COBRA health coverage for only one month. After 9/11, the City of Santa Monica passed a worker job security law to ensure that hotel workers displaced by the economic impact of 9/11 could return to work in order of seniority when business returned. Please support the Citywide Worker Retention Ordinance which will ensure that workers laid off during the coronavirus crisis will have a job to return to when the crisis subsides.



March 26, 2020

Re: Support for Citywide Worker Retention Ordinance (CF #20-0147-S15)

Dear Councilmembers,

Thousands of hard-working Angelenos have lost their jobs. We need a strong job security law to make sure Angelenos can return to their jobs when the coronavirus crisis ends.

According to worker reports, the Chateau Marmont initially told employees that they would be able to maintain their insurance during the downturn. Two days later, the hotel told workers that they would be terminated, with no continuing health insurance or a commitment to recall workers when the hotel recovers. The “rack rate” for a one-bedroom suite at the hotel is currently \$885 a night.

Workers at Mr. C's Hotel report a similar experience. According to worker reports, on March 13th, hotel management at Mr. C's Hotel distributed individual letters to employees notifying them they were being terminated immediately. Workers also report that the hotel informed them their positions would be eliminated due to the coronavirus outbreak and they would receive no severance money. Fired employees were offered COBRA health coverage for only one month.

After 9/11, the City of Santa Monica passed a worker job security law to ensure that hotel workers displaced by the economic impact of 9/11 could return to work in order of seniority when business returned. Please support the Citywide Worker Retention Ordinance which will ensure that workers laid off during the coronavirus crisis will have a job to return to when the crisis subsides.

Thank you,

Bill Przylucki
Executive Director

Communication from Public

Name:

Date Submitted: 03/26/2020 04:31 PM

Council File No: 20-0147-S15

Comments for Public Posting: The undersigned city and Los Angeles regional business groups commend the work and dedication by the Los Angeles City Council to slow the spread of COVID-19 and the efforts to provide relief for residents and businesses. While we appreciate the City Council withdrawing its efforts to impose a policy in which workers would be discharged in order of seniority, the business community still has concerns with the proposed Right to Recall Workers ordinance, especially at a time when many businesses are struggling to survive. We urge you to oppose the proposed Right to Recall Workers ordinance; and oppose any policy that seeks to preempt a company's own business judgment, and simultaneously binds the hands of employers during this most troubling and unprecedented crisis. Thank you for your consideration on this issue. Sincerely, Building Owners and Managers Association of Greater Los Angeles (BOMA) Central City Association (CCA) Greater San Fernando Valley Chamber of Commerce Hollywood Chamber of Commerce Industry Business Council Long Beach Area Chamber of Commerce Los Angeles Area Chamber of Commerce Los Angeles Business Council Los Angeles County Business Federation (BizFed) National Association of Industrial and Office Properties (NAIOP) Torrance Area Chamber of Commerce United Chamber of Commerce Valley Industry & Commerce Association (VICA) West Los Angeles Chamber of Commerce Wilmington Chamber of Commerce



March 26, 2020

The Honorable Nury Martinez
 Los Angeles City Council President
 200 N Spring Street, Suite 470
 Los Angeles, CA 90012

SUBJECT: Right to Recall Workers Ordinance; (Council File: 20-0147-s15) - OPPOSE

Dear Council President Martinez,

The undersigned city and Los Angeles regional business groups commend the work and dedication by the Los Angeles City Council to slow the spread of COVID-19 and the efforts to provide relief for residents and businesses.

While we appreciate the City Council withdrawing its efforts to impose a policy in which workers would be discharged in order of seniority, the business community still has concerns with the proposed Right to Recall Workers ordinance, especially at a time when many businesses are struggling to survive.

The Right to Recall Workers Ordinance would:

- Require businesses that have discharged employees to recall employees based on seniority rather than skills, competence, specific employer needs or legitimate pay scale considerations.

- Require a 10-day waiting period after a business has recalled an employee in which the employee would need to accept or decline the offer.
- Create a rebuttable presumption that any termination which occurred on or after March 4, 2020, was due to a non-disciplinary action, forcing litigation.
- Not provide exemptions for first responders or essential businesses, creating a disastrous effect on Los Angeles' ability to combat COVID-19.
- Eliminate waivers of this ordinance, which will cancel all separation agreements and legal settlements related to employment.
- Make businesses responsible for damages suffered by the discharged employee.
- Be in effect until March 4, 2022.

Given the global health crisis we are facing, businesses throughout Los Angeles have been doing their best to continue operating and generate enough revenue to avoid going out of business. These businesses have also adjusted their policies in order to retain as many of their workers during these challenging times. However, the proposed Right to Recall ordinance would present a number of additional challenges for businesses during this economic crisis, eliminating flexibility that businesses need to survive and ultimately preserve jobs and remain in their communities over the long term.

Requiring businesses to recall employees based on seniority would make operating a business impossible during this public health and economic crisis. This requirement would undoubtedly worsen staffing needs, as businesses would be required to wait 10 days after a recall offer has been made to an employee before being able to offer the position to another worker. Requiring a recall based on seniority also hurts newer skilled workers who were hired for moderate to high-level jobs prior to the COVID-19 crisis as they would remain without a job. Several young workers who are just starting their careers would continue to find themselves in a situation where they are unable to pay for rent, food and other essential needs.

Some business owners have already needed to make tough decisions for their business due to the financial crisis, which was caused by the COVID-19 crisis. Creating a rebuttable presumption for any termination which occurred on or after March 4, 2020 would mean any business that has already made an economic decision would be subject to lawsuits. This is clearly a just cause termination ordinance as business owners would need to go to court to prove a worker was terminated for cause, which means an employer would pay high legal expenses.

At a time when many businesses are facing financial hardships, opening the door to lawsuits would contradict efforts to provide relief for businesses. Moreover, this ordinance has a no waiver section, which means that no settlements can be met, no separation agreements for consideration can be entered into and all disciplinary terminations will end in litigation. This will cost local businesses millions of dollars as most Employment Practice Liability Insurance have a \$25,000 deductible per claim.

The two-year effective date of this ordinance is excessive and could go well beyond this crisis. We would recommend the ordinance be effective until December 31, 2020 to be consistent with the other urgency clauses being considered by the City Council. Existing laws prevent discrimination of all types and with a wide myriad of classes, which are protected. So long as companies comply with those important societal laws there should be no reason to dispense with the time-honored doctrine of "at-will employment" and permitting employment decisions to be based on the legitimate business judgment of a business owner.

Furthermore, there are numerous businesses that are deemed essential during this crisis that should be exempted. Hospitals having to wait 10 days to fill a position could mean the difference between life and death for many Angelenos.

For employers subject to collective bargaining agreements, such agreements specify procedures for layoffs and recalls. The current COVID-19 crisis makes it impossible for employers and unions to meet in order to affirmatively waive out of the ordinance. As such, the ordinance would put companies that are governed by collective agreements in direct conflict with those agreements, which have been negotiated and agreed upon. Employers would need to choose whether to follow the collective bargaining agreements and risk violating the provisions of the ordinance, or violate the provisions of their collective bargaining agreements and risk the filing of grievances and requests for arbitration. Both of these options would create a significant cost for employers who are struggling to maintain business continuity and resilience during this emergency.

Consequently, including punitive damages for violation of this ordinance is just overkill and will additionally overburden businesses in their recovery. As businesses throughout Los Angeles are suffering during this crisis, some of which have already shuttered permanently, the City must act to ensure their survival.

We urge you to oppose the proposed Right to Recall Workers ordinance; and oppose any policy that seeks to preempt a company's own business judgment, and simultaneously binds the hands of employers during this most troubling and unprecedented crisis.

Thank you for your consideration on this issue.

Sincerely,

Building Owners and Managers Association of Greater Los Angeles (BOMA)
Central City Association (CCA)
Greater San Fernando Valley Chamber of Commerce
Hollywood Chamber of Commerce
Industry Business Council
Long Beach Area Chamber of Commerce
Los Angeles Area Chamber of Commerce
Los Angeles Business Council
Los Angeles County Business Federation (BizFed)
National Association of Industrial and Office Properties (NAIOP)
Torrance Area Chamber of Commerce
United Chamber of Commerce
Valley Industry & Commerce Association (VICA)
West Los Angeles Chamber of Commerce
Wilmington Chamber of Commerce

CC: Los Angeles City Council Members

Communication from Public

Name: Kevin Berg

Date Submitted: 03/26/2020 04:33 PM

Council File No: 20-0147-S15

Comments for Public Posting: Please oppose this ordinance. My letter is attached.

March 26, 2020

The Honorable Nury Martinez
Los Angeles City Council President
200 N Spring Street, Suite 470
Los Angeles, CA 90012

SUBJECT: Right to Recall Workers Ordinance; (Council File: 20-0147-s15) - OPPOSE

Dear Council President Martinez,

PrintCom Inc. commends the work and dedication by the Los Angeles City Council to slow the spread of COVID-19 and the efforts to provide relief for residents and businesses.

While we appreciate the City Council withdrawing its efforts to impose a policy in which workers would be discharged in order of seniority, we still have concerns with the proposed Right to Recall Workers ordinance, especially at a time when many businesses are struggling to survive.

The Right to Recall Workers Ordinance would:

- Require businesses that have discharged employees to recall employees based on seniority rather than skills, competence, specific employer needs or legitimate pay scale considerations.
- Require a 10-day waiting period after a business has recalled an employee in which the employee would need to accept or decline the offer.
- Create a rebuttable presumption that any termination which occurred on or after March 4, 2020, was due to a non-disciplinary action.
- Not provide exemptions for first responders, creating a disastrous effect on Los Angeles' ability to combat COVID-19.
- Provide an exemption for Collective Bargaining Agreement.
- Make businesses responsible for damages suffered by the discharged employee.
- Be in effect until March 4, 2022.

The proposed Right to Recall ordinance would present additional challenges for businesses during this economic crisis, eliminating flexibility that businesses need to survive, preserve jobs and remain in their communities over the long term.

Requiring businesses to recall employees based on seniority would make operating a business impossible during this public health and economic crisis. This requirement would undoubtedly worsen staffing needs, as businesses would be required to wait 10 days after a recall offer has been made to an employee before being able to offer the position to another worker. Requiring a recall based on seniority also hurts newer skilled workers who were hired for moderate to high-level jobs prior to the COVID-19 crisis as they would remain without a job. Several young workers who are just starting their careers would continue to find themselves unable to afford rent, food and other essentials.

Some business owners have already made tough business decisions due to the financial crisis caused by COVID-19. Creating a rebuttable presumption for any termination which occurred on or after March 4, 2020 would mean any business that has already made an economic decision would be subject to lawsuits. This is clearly a just cause termination ordinance as business owners would need to go to court to prove a worker was terminated for cause, which means high legal expenses for employers.

At a time when many businesses are facing financial hardships, opening the door to lawsuits would contradict efforts to provide relief for businesses. Moreover, this ordinance has a no waiver section, which means that no settlements can be met, no separation agreements for consideration can be entered into and all disciplinary terminations will end in litigation. This will cost local businesses millions of dollars as most Employment Practice Liability Insurance have a \$25,000 deductible per claim.

The two-year effective date of this ordinance is excessive and could go well beyond this crisis. We would recommend the ordinance be effective until December 31, 2020 to be consistent with the other urgency clauses being considered by the City Council. Existing laws prevent discrimination of all types and with a wide myriad of classes, which are protected. So long as companies comply with those important societal laws there should be no reason to dispense with the time-honored doctrine of "at-will employment" and permitting employment decisions to be based on the legitimate business judgment of a business owner.

Furthermore, there are numerous businesses that are deemed essential during this crisis that should be exempted. The 10-day wait to fill a position in hospitals could mean the difference between life and death for many Angelenos. There is also no public policy argument for including a collective bargaining exemption for non-essential businesses. This is not required by law and should be removed.

Consequently, including punitive damages for violation of this ordinance is just overkill and will overburden businesses in their recovery. As businesses throughout Los Angeles are suffering during this crisis, some of which have already shuttered permanently, the City must act to ensure their survival.

We urge you to oppose the proposed Right to Recall Workers ordinance; and oppose any policy that seeks to preempt a company's own business judgment, and simultaneously binds the hands of employers during this most troubling and unprecedented crisis.

Thank you for your consideration on this issue.

Sincerely,



Kevin Berg, CEO

PrintCom, Inc.
DBA Minuteman Press
14675 Titus Street
Panorama City, CA 91402

818-891-8282

Kevin@PrintWithMMP.com

Communication from Public

Name: Larry Parsons
Date Submitted: 03/26/2020 04:40 PM
Council File No: 20-0147-S15
Comments for Public Posting: Please leave the businesses alone!!! We are already hurting enough! don't pass this bad resolution!

Communication from Public

Name: Scott Cutshall

Date Submitted: 03/26/2020 04:46 PM

Council File No: 20-0147-S15

Comments for Public Posting: Clay Lacy Aviation commends the work and dedication by the Los Angeles City Council to slow the spread of COVID-19 and the efforts to provide relief for residents and businesses. We have significant concerns with the proposed Right to Recall Workers ordinance, and the policy to discharge workers in order of seniority, especially at a time when many businesses are struggling to survive. The proposed Right to Recall ordinance would present additional challenges for businesses during this economic crisis, eliminating flexibility that businesses need to survive, preserve jobs and remain in their communities over the long term. Requiring businesses to recall employees based on seniority would make operating a business impossible during this public health and economic crisis. This requirement would undoubtedly worsen staffing needs, as businesses would be required to wait 10 days after a recall offer has been made to an employee before being able to offer the position to another worker. Requiring a recall based on seniority also hurts newer skilled workers who were hired for moderate to high-level jobs prior to the COVID-19 crisis as they would remain without a job. Several young workers who are just starting their careers would continue to find themselves unable to afford rent, food and other essentials. Please do not impose unnecessary and overly burdensome demands on businesses operating in the City. Thank you for your diligent work.

Communication from Public

Name: Marian Jocz
Date Submitted: 03/26/2020 05:03 PM
Council File No: 20-0147-S15
Comments for Public Posting: Please OPPOSE this!



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www.unitedchambers.org * E-mail: marian@unitedchambers.org

Armida Colmenares Stafford
Chairman of the Board

Marian E. Jocz
Executive Director

March 26, 2020

The Honorable Nury Martinez
Los Angeles City Council President
200 N Spring Street, Suite 470
Los Angeles, CA 90012

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20-0147-s15) – OPPOSE**

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The undersigned city and Los Angeles regional business groups commend the work and dedication by the Los Angeles City Council to slow the spread of COVID-19 and the efforts to provide relief for residents and businesses.

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[Armida Colmenares Stafford](#)
Chairman of the Board

[Marian E. Jocz](#)
Executive Director

Given the global health crisis we are facing, businesses throughout Los Angeles have been doing their best to continue operating and generate enough revenue to avoid going out of business. These businesses have also adjusted their policies in order to retain as many of their workers during these challenging times.

However, the proposed Right to Recall ordinance would present a number of additional challenges for businesses during this economic crisis, eliminating flexibility that businesses need to survive and ultimately preserve jobs and remain in their communities over the long term.

Requiring businesses to recall employees based on seniority would make operating a business impossible during this public health and economic crisis. This requirement would undoubtedly worsen staffing needs, as businesses would be required to wait 10 days after a recall offer has been made to an employee before being able to offer the position to another worker.

Requiring a recall based on seniority also hurts newer skilled workers who were hired for moderate to high-level jobs prior to the COVID-19 crisis as they would remain without a job. Several young workers who are just starting their careers would continue to find themselves in a situation where they are unable to pay for rent, food and other essential needs.

Some business owners have already needed to make tough decisions for their business due to the financial crisis, which was caused by the COVID-19 crisis. Creating a rebuttable presumption for any termination which occurred on or after March 4, 2020 would mean any business that has already made an economic decision would be subject to lawsuits.

This is clearly a just cause termination ordinance as business owners would need to go to court to prove a worker was terminated for cause, which means an employer would pay high legal expenses.



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Armida Colmenares Stafford
Chairman of the Board

Marian E. Jocz
Executive Director

At a time when many businesses are facing financial hardships, opening the door to lawsuits would contradict efforts to provide relief for businesses.

Moreover, this ordinance has a no waiver section, which means that no settlements can be met, no separation agreements for consideration can be entered into and all disciplinary terminations will end in litigation.

This will cost local businesses millions of dollars as most Employment Practice Liability Insurance have a \$25,000 deductible per claim.

The two-year effective date of this ordinance is excessive and could go well beyond this crisis. We would recommend the ordinance be effective until December 31, 2020 to be consistent with the other urgency clauses being considered by the City Council. Existing laws prevent discrimination of all types and with a wide myriad of classes, which are protected.

So long as companies comply with those important societal laws there should be no reason to dispense with the time-honored doctrine of "at-will employment" and permitting employment decisions to be based on the legitimate business judgment of a business owner.

Furthermore, there are numerous businesses that are deemed essential during this crisis that should be exempted. Hospitals having to wait 10 days to fill a position could mean the difference between life and death for many Angelenos.



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Armida Colmenares Stafford
Chairman of the Board

Marian E. Jocz
Executive Director

For employers subject to collective bargaining agreements, such agreements specify procedures for layoffs and recalls. The current COVID-19 crisis makes it impossible for employers and unions to meet in order to affirmatively waive out of the ordinance.

As such, the ordinance would put companies that are governed by collective agreements in direct conflict with those agreements, which have been negotiated and agreed upon. Employers would need to choose whether to follow the collective bargaining agreements and risk violating the provisions of the ordinance or violate the provisions of their collective bargaining agreements and risk the filing of grievances and requests for arbitration.

Both of these options would create a significant cost for employers who are struggling to maintain business continuity and resilience during this emergency.

Consequently, including punitive damages for violation of this ordinance is just overkill and will additionally overburden businesses in their recovery.

As businesses throughout Los Angeles are suffering during this crisis, some of which have already shuttered permanently, the City must act to ensure their survival.

We urge you to oppose the proposed Right to Recall Workers ordinance; and oppose any policy that seeks to preempt a company's own business judgment, and simultaneously binds the hands of employers during this most troubling and unprecedented crisis.



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www.unitedchambers.org * E-mail: marian@unitedchambers.org

Armida Colmenares Stafford
Chairman of the Board

Marian E. Jocz
Executive Director

Thank you for your consideration on this issue.

Sincerely,

Building Owners and Managers Association of Greater Los Angeles (BOMA)
Central City Association (CCA)
Greater San Fernando Valley Chamber of Commerce
Hollywood Chamber of Commerce
Industry Business Council
Long Beach Area Chamber of Commerce
Los Angeles Area Chamber of Commerce
Los Angeles Business Council
Los Angeles County Business Federation (BizFed)
National Association of Industrial and Office Properties (NAIOP)
Torrance Area Chamber of Commerce
United Chambers of Commerce
Valley Industry & Commerce Association (VICA)
West Los Angeles Chamber of Commerce
Wilmington Chamber of Commerce

CC: Los Angeles City Council Members

Communication from Public

Name: Cindy Keitel

Date Submitted: 03/26/2020 05:04 PM

Council File No: 20-0147-S15

Comments for Public Posting: I oppose the emergency ordinance as different industries have different needs. This permanent (why is it not temporary?) ordinance needs to take in account those differences and needs to be a collaborative and not one sided policy. By only esuring the employee has rights it has the unintended consequences of driving under our business community. Businesses are desperately trying to stay afloat and adding additional regulations will not help them survive and keep LA employed. Start over and start working collaboratively with the chambers to draft something that works for our city.

Communication from Public

Name: Betsy Hall

Date Submitted: 03/26/2020 11:15 PM

Council File No: 20-0147-S15

Comments for Public Posting: Having been through a number of layoffs as an employer, I can tell you that the people who are the least productive workers are laid off first. The business becomes more productive without those workers. When business increases and we were ready to hire, we would increase hours of those on work sharing and those we wanted to recall first. Afterwards, we would hire and train new people instead of those who were not productive. Please do not handcuff employers and make it your job to tell employers whom to hire and rehire. It is not your job to micromanage businesses. Less productivity in businesses can cost L.A. funds to rebuild the tax income once the tide turns and we are into recovery.

Communication from Public

Name: Wayne from nigger controlled nigger encino
Date Submitted: 03/26/2020 11:38 PM
Council File No: 20-0147-S15
Comments for Public Posting: FOR 2 FUCKING YEARS!!! YOU GUYS ARE TRULY DELUSIONAL. BANKRUPCY WILL BE FILED TO EXTINGUISH THIS THING FOR EACH BUSINESS AFFECTED.

Communication from Public

Name: Khosrow Sobhe
Date Submitted: 03/26/2020 05:41 PM
Council File No: 20-0147-S15

Comments for Public Posting: Dear Council President Martinez: On behalf of Sobco International Ltd. DBA Rug Ideas, I am writing to respectfully ask that you oppose the proposed “Right of Recall” ordinance proposed by the City Attorney and make changes to the “Worker Retention” ordinance proposed by the City Attorney, in which such workers will be discharged in order of seniority and have a right of recall in order of seniority. In these times of uncertainty, as businesses are forced to make increasingly difficult decisions, business owners require discretion to make the decisions they must in order to continue their business. Businesses are fighting to generate revenue that would allow them to stay open and not lay off their employees, but unfortunately it is increasingly difficult to do so. This policy does not give businesses flexibility and infringes on their ability to operate to keep their doors open. This policy will only lead to more business closures further reducing jobs. We understand the need to protect employees and pledge to be a partner to continue working together to ensure as many workers are protected as possible. We want to make clear that this is the time to empower small and medium size businesses and ensure they can keep their doors open, not enact new regulations making it even more difficult to continue operations. Making this ordinance retroactive to March 4th only makes it more difficult for businesses to continue operations because they will not be subject to regulations that were not in place when they made difficult decisions to lay off employees based on immense financial burdens from this pandemic. We would like to commend the Los Angeles City Council and your continued leadership in this time of uncertainty and global pandemic. The many challenges facing our City today are unprecedented and can only be mitigated through partnership and strong leadership. As businesses, from small to large, navigate this new normal and fight to keep their doors open, we urge the City Council to consider all stakeholders when implementing new regulations and ordinances. For these reasons, our organization strongly urges a NO vote on the proposed “Right of Recall” ordinance as well as the “Worker Retention” ordinance. If you have questions please contact Khosrow Sobhe. Thank you. Sincerely, Khosrow Sobhe President Rug Ideas 15748 Arminta St. Van Nuys, CA 91406 Tel. 310-770-9085 info@rugideas.com

March 23, 2020

The Honorable Nury Martinez
Los Angeles City Council President
200 N Spring Street, Suite 470
Los Angeles, CA 90012

RE: “Worker Retention” and “Right of Recall” ordinance (Council File: 20-0147-s15)

Dear Council President Martinez:

On behalf of Sobco International Ltd. DBA Rug Ideas, I am writing to respectfully ask that you oppose the proposed “Right of Recall” ordinance proposed by the City Attorney and make changes to the “Worker Retention” ordinance proposed by the City Attorney, in which such workers will be discharged in order of seniority and have a right of recall in order of seniority.

In these times of uncertainty, as businesses are forced to make increasingly difficult decisions, business owners require discretion to make the decisions they must in order to continue their business. Businesses are fighting to generate revenue that would allow them to stay open and not lay off their employees, but unfortunately it is increasingly difficult to do so. This policy does not give businesses flexibility and infringes on their ability to operate to keep their doors open. This policy will only lead to more business closures further reducing jobs.

We understand the need to protect employees and pledge to be a partner to continue working together to ensure as many workers are protected as possible. We want to make clear that this is the time to empower small and medium size businesses and ensure they can keep their doors open, not enact new regulations making it even more difficult to continue operations. Making this ordinance retroactive to March 4th only makes it more difficult for businesses to continue operations because they will not be subject to regulations that were not in place when they made difficult decisions to lay off employees based on immense financial burdens from this pandemic.

We would like to commend the Los Angeles City Council and your continued leadership in this time of uncertainty and global pandemic. The many challenges facing our City today are unprecedented and can only be mitigated through partnership and strong leadership. As businesses, from small to large, navigate this new normal and fight to keep their doors open, we urge the City Council to consider all stakeholders when implementing new regulations and ordinances.

For these reasons, our organization strongly urges a NO vote on the proposed “Right of Recall” ordinance as well as the “Worker Retention” ordinance. If you have questions please contact Khosrow Sobhe. Thank you.

Sincerely,

Khosrow Sobhe
President
Rug Ideas

15748 Arminta St. Van Nuys, CA 91406
Tel. 310-770-9085
info@rugideas.com

Communication from Public

Name: Khosrow Sobhe

Date Submitted: 03/26/2020 05:54 PM

Council File No: 20-0147-S15

Comments for Public Posting: The Honorable Nury Martinez March 23, 2020 Los Angeles City Council President 200 N Spring Street, Suite 470 Los Angeles, CA 90012 RE: “Worker Retention” and “Right of Recall” ordinance (Council File: 20-0147-s15) Dear Council President Martinez: On behalf of Sobco International Ltd. DBA Rug Ideas, I am writing to respectfully ask that you oppose the proposed “Right of Recall” ordinance proposed by the City Attorney and make changes to the “Worker Retention” ordinance proposed by the City Attorney, in which such workers will be discharged in order of seniority and have a right of recall in order of seniority. In these times of uncertainty, as businesses are forced to make increasingly difficult decisions, business owners require discretion to make the decisions they must in order to continue their business. Businesses are fighting to generate revenue that would allow them to stay open and not lay off their employees, but unfortunately it is increasingly difficult to do so. This policy does not give businesses flexibility and infringes on their ability to operate to keep their doors open. This policy will only lead to more business closures further reducing jobs. We understand the need to protect employees and pledge to be a partner to continue working together to ensure as many workers are protected as possible. We want to make clear that this is the time to empower small and medium size businesses and ensure they can keep their doors open, not enact new regulations making it even more difficult to continue operations. Making this ordinance retroactive to March 4th only makes it more difficult for businesses to continue operations because they will not be subject to regulations that were not in place when they made difficult decisions to lay off employees based on immense financial burdens from this pandemic. We would like to commend the Los Angeles City Council and your continued leadership in this time of uncertainty and global pandemic. The many challenges facing our City today are unprecedented and can only be mitigated through partnership and strong leadership. As businesses, from small to large, navigate this new normal and fight to keep their doors open, we urge the City Council to consider all stakeholders when implementing new regulations and ordinances. For these reasons, our organization strongly urges a NO vote on the proposed “Right of Recall” ordinance as well as the “Worker Retention” ordinance.If you

have questions please contact Khosrow Sobhe. Thank you.
Sincerely, Khosrow Sobhe President Rug Ideas 15748 Arminta
St. Van Nuys, CA 91406 Tel. 310-770-9085 info@rugideas.com

Communication from Public

Name: Kash Sobhe

Date Submitted: 03/26/2020 06:41 PM

Council File No: 20-0147-S15

Comments for Public Posting: As a small business owner already dealing with so many uncertainties and 10s of thousands of dollars of monthly expenses, this will put a financial burden which will be the end of many small business's therefore causing us to go out of business which will still put employees out of work expect now the business owners are added to the unemployment numbers. My brother, along with hundreds and thousands of other businesses which moved their businesses out of state, moved to Nevada, a state which is a lot more business friendly. This will incentivize us, along with thousands of other small business, literally the only backbone the actual economy has, to also move out of the State of California, just to be able to just survive. This will literally force California businesses out of businesses as they will not be able to handle this amount of financial pressure to push through and survive. We have been in business for 3 generations and 67 years and the new laws will be the end of us, if we stay in California...PLEASE reconsider passing this new law, it will not resolve anything other than watching the only backbone of the economy burn into ashes and add to the unemployment numbers significantly more. Khashaiar Sobhe 3 generation in my family business kash@rugideas.com 310.867.1550

March 23, 2020

The Honorable Nury Martinez
Los Angeles City Council President
200 N Spring Street, Suite 470
Los Angeles, CA 90012

RE: “Worker Retention” and “Right of Recall” ordinance (Council File: 20-0147-s15)

Dear Council President Martinez:

On behalf of Sobco International Ltd. DBA Rug Ideas, I am writing to respectfully ask that you oppose the proposed “Right of Recall” ordinance proposed by the City Attorney and make changes to the “Worker Retention” ordinance proposed by the City Attorney, in which such workers will be discharged in order of seniority and have a right of recall in order of seniority.

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For these reasons, our organization strongly urges a NO vote on the proposed “Right of Recall” ordinance as well as the “Worker Retention” ordinance. If you have questions please contact Khosrow Sobhe. Thank you.

Sincerely,

Khosrow Sobhe
President
Rug Ideas

15748 Arminta St. Van Nuys, CA 91406
Tel. 310-770-9085
info@rugideas.com

Communication from Public

Name: Victor Parmar

Date Submitted: 03/26/2020 07:41 PM

Council File No: 20-0147-S15

Comments for Public Posting: I operate a small hotel with less than 20 employees. Prior to the local Covid outbreak, we were seeing a decline in revenues and occupancy compared to the prior two years. It was already planned that our business, similar to others, would wait and see if Q1 results would be as robust as the Stock Market. It was not, thus, we let a few folks go. Terminating employees or laying off employees comes with seasonal based businesses, as well. Please do not penalize those in the hospitality industry where supply and demand often are predicated on global or national economic events. Furthermore, turn to any bus stop or public bus to see how many attorneys advertise for wrongful terminations and post termination lawsuits. It's such a battle to find good people, and eliminating potential bad has to be done. Don't create more avenues for this lopsided scale of small business versus litigious employees. It's hard enough being an employer, don't use this global disaster as a means to seek revenge against small business.

Communication from Public

Name: Michael Cimarusti
Date Submitted: 03/26/2020 08:24 PM
Council File No: 20-0147-S15

Comments for Public Posting: My name is Michael Cimarusti, I am the chef and partner at Providence restaurant in Hollywood and Connie and Ted's in West Hollywood. At the time of the closure caused by the Covid-19 virus, we employed 200 crew members. Over the years between the 2 restaurants we have employed thousands. I am writing to ask for your help, or at the very least, your attention. I am part of a community of independent restaurateurs that fan out across our city, collectively we employ tens of thousands of Angelenos. Restaurants run on very slim margins and thrive only if our dining rooms are full. This public health crisis caused a 50 to 60% drop in business in the weeks leading up to the closure, leaving us even more financially vulnerable. We know that once we reopen, business may be slow to return making it difficult to retain the number of employees that we had before closure. We will bring back as many workers as the business levels can support. Shouldn't we, as the owners of the business be given the latitude to decide what is best for our own businesses? Providence was able to weather the financial crisis of 2008 and we have been working furiously in recent days to be able to make it through this unforeseen pandemic. We survived in '08 by tightening our belts, working hard and watching every penny. What we are faced with now is far more than a financial crisis, it is also a global public health crisis. One that makes people think twice about leaving home, one that has kept national and international flights grounded. One that will have an impact on our economy long after Covid-19 is no longer top of mind. In order for the restaurant and hospitality industry in Los Angeles to come back anywhere near to where it was, we must first see travel start to pick up again. Hotels need to see higher occupancy rates, and conventions, theatre and sporting events must also ramp back up as these are all interdependent businesses. For all of this to happen and for business to return as before will require time. I think that the restaurants of Los Angeles will see their business slowly build back up. Therefore the city council must allow for the restaurants of Los Angeles to nurse their businesses back to health in a measured and prudent way. Imposing strictures on how we bring back our workers could well force many restaurants into bankruptcy.

Communication from Public

Name: Mark Louchheim

Date Submitted: 03/26/2020 09:12 PM

Council File No: 20-0147-S15

Comments for Public Posting: The emergency measures being considered will make it more difficult to operate our businesses at a time in which every business is facing enormous challenges in the face of the COVID-19 pandemic. Right now I am spending every minute dealing with this crisis and do not have time to reach out and engage the Los Angeles Chamber of Commerce or others. In a quick glance, providing artificial criteria about how businesses should be run without understanding how they work and the potential unintended consequences is just wrong. This is the time to speed up government responsiveness and slow down rule making and new laws. If anything, the city council should look at suspending laws and policies that are getting in the way of solving this crisis such as ways to deal with this emerging crisis – not make new ones. This will be a decision that is made with 10% of the data, but we are going to have to live with 100% of the consequences, many of which will be unanticipated, unknown and unintended. Mark Mark Louchheim President Bobrick Washroom Equipment, Inc. Tel: (818) 764-1000