

Communication from Public

Name: Dr. Kay Khosrow Sobhe

Date Submitted: 04/28/2020 10:51 PM

Council File No: 20-0147-S15

Comments for Public Posting: Dear City Council members; I as a small business owner who runs a 67-year old 3rd generation family business in Van Nuys, am concerned with "Just Care" and "Worker retention" ordinances. While we should be definitely concerned about workers, we should be as much concerned about their employers. Both, employees and employers are two sides of the same coin. We shouldn't sacrifice one to save the other. In our free market economic system, employers should have the right to restructure and manage their workforce. A couple of articles here will discourage employers to do new hiring. These ordinances will force small businesses to move to neighboring states that have more relaxed and business friendlier laws, or encourage them to file for bankruptcy that will defeat the purpose of protecting workers and employees. We should act and pass smarter laws. We as small businesses need protection to protect our employees. We don't need more restricting regulations. Thanks for your time and service to the community. Dr. Khosrow Sobhe, President, Rug Ideas, Certified Rug Appraiser, Certified Rug Specialist, Van Nuys 310-770-9085

Communication from Public

Name: Todd Johnson

Date Submitted: 04/28/2020 03:44 PM

Council File No: 20-0147-S15

Comments for Public Posting: The Beverly Hills Chamber of Commerce writes to you to oppose any City Council effort to impose a Right of Recall or Right of Retention on private sector companies, including those in the hospitality sector. Imposing a rigid offer and acceptance seniority system would make it impossible to successfully operate a business during this crisis and frankly represents an improper intrusion into the operation of private businesses. This policy will hurt newer workers who are doing a good job. And it will hurt businesses by preventing them from keeping the best performing or most needed employees. We also oppose any effort to impose this rule retroactively or to extend this rule indefinitely. Making this ordinance retroactive means any business that has already made a layoff decision could be fined and subject to a lawsuit even though they were operating within the law at the time. The unfairness of such an approach is clear. More broadly, this ordinance is an attempt to impose public sector civil service seniority rules on the private sector. This is completely inappropriate. We have many Chamber members based in the City of Los Angeles and are very concerned about the impact this ordinance would have on them. Business owners are going through a particularly stressful time, trying to keep their business afloat while caring for clients and employees. We ask that you not add to their burden. Todd Johnson President and CEO Beverly Hills Chamber of Commerce