

CONNECTICUT

Recalling Service Workers Laid Off Due to COVID-19 in Connecticut

On July 13, 2021, Connecticut [adopted a law](#) that requires employers in the hotel, food service and building service industries to recall employees laid off because of COVID-19 instead of hiring new ones when job opportunities arise.

Right to Recall

Under the new law, employers must notify laid-off employees, in writing, of newly available job opportunities within five days. This right to recall applies to employees who are qualified for the position (same or similar position with the employer at the time of the employee's most recent separation from active service with the employer).

When more than one employee is qualified for the position, employers must offer the position to employees in order of seniority—beginning with the employee with the longest length of service at the employment site.

Recall Refusal

Employers that decline to rehire a laid-off employee on the basis of qualification must provide laid-off employees with a written notice within 30 days. The notice must include the reasons for the decision.

Employee Responsibilities

The law also requires employees to accept or decline a recall offer within five days. An offer that is not accepted within five days will be considered declined unless the employee fails to accept the offer due to underlying conditions related to contracting COVID-19 (additional conditions apply).

Employee Protections

The law prohibits employers from taking adverse action against employees that exercise or seek to enforce their rights under the law.

Affected Employers

Covered Employer

Employers that conduct a covered enterprise and employ or exercise control over the wages, hours or working conditions of any employee.

Covered Enterprise

A hotel, lodging house, food service contractor or building services company, including highway service plaza businesses, that employs 15 or more individuals.

Employers in certain industries must recall employees laid off because of COVID-19 instead of hiring new ones when job opportunities arise.

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