

Amendment No. 3 to Council Bill No. 10-202

BY: Liz Walsh

**Legislative Day 4
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Amendment No. 3

(This amendment requires an employer to offer a laid-off employee an offer of employment for which they are qualified two-times.)

- 1 On the title page, in line 1 of the title, after “employees”, insert “a certain number of times”.
- 2 On page 4:
- 3 in line 10, after “*RECALL.*”, insert “(1)”; and
- 4 after line 12, insert:
- 5 “(2) AN EMPLOYER SHALL EXTEND AN OFFER TWO-TIMES TO A LAID-OFF EMPLOYEE FOR A
- 6 POSITION FOR WHICH THE LAID-OFF EMPLOYEE IS QUALIFIED IN ACCORDANCE WITH THE
- 7 IMPLEMENTATION PROCEDURES UNDER SUBSECTION (F) OF THIS SECTION.
- 8 (3) AFTER THE SECOND OFFER OF EMPLOYMENT TO A LAID-OFF EMPLOYEE AS REQUIRED
- 9 UNDER PARAGRAPH (2) OF THIS SUBSECTION IS MADE, AN EMPLOYER IS NOT REQUIRED TO
- 10 EXTEND AN OFFER FOR A POSITION TO A LAID-OFF EMPLOYEE A THIRD-TIME.
- 11 (4) A NOTIFICATION OF AN OFFER OF EMPLOYMENT SHALL BE SENT BY CERTIFIED RETURN
- 12 RECEIPT MAIL TO THE EMPLOYEE’S ADDRESS ON FILE WITH THE EMPLOYER.
- 13 (5) (i) AN EMPLOYEE WHO IS NOTIFIED IN ACCORDANCE WITH THIS SUBSECTION SHALL
- 14 RESPOND WITHIN FIVE (5) CALENDAR DAYS AFTER RECEIPT OF THE NOTIFICATION OF THE
- 15 OFFER OF EMPLOYMENT AS TO WHETHER OR NOT THE EMPLOYEE WILL ACCEPT OR REJECT
- 16 THE OFFER OF EMPLOYMENT.

1 (II) A NONRESPONSE OR A RESPONSE RECEIVED AFTER FIVE (5) CALENDAR DAYS SHALL BE
2 DEEMED AS A REJECTION.”.