



**MEMORANDUM**

**DATE:** April 20, 2021  
**TO:** Christine Daniel, City Manager  
**FROM:** Charles S. Bryant, Community Development Director  
**SUBJECT:** **Right to Recall Ordinance Study Session**

**RECOMMENDATION**

Staff recommends that the City Council conduct a study session regarding policy topics related to a potential “Right to Recall” ordinance.

**BACKGROUND**

On February 16, 2021, the City Council expressed interest in considering a Right to Recall ordinance. A draft ordinance prepared by Unite Here and a similar ordinance approved by the City of Oakland were provided to staff for reference. It is staff’s understanding that the Right to Recall ordinance is intended to mitigate the impacts of layoffs due to COVID-19 for employees in the hotel and gaming industries. The Right to Recall ordinance is intended to ensure security of employees’ positions and roles after layoff by requiring covered employers to rehire laid off employees in order of seniority.

**DISCUSSION**

Staff has conducted outreach with hotel and card club businesses regarding their current hiring practices and has gathered information regarding potential impacts on business operations should a Right to Recall ordinance be adopted. Staff will present information from this outreach, as well as a series of policy questions to consider, at the April 20, 2021 meeting of the City Council. The presentation slide deck is attached to this report (Attachment 1).

**FISCAL IMPACT**

The fiscal impact of a potential Right to Recall ordinance will depend on the configuration of the ordinance; consequently the fiscal impact cannot be determined at this time.

**STAFF COMMUNICATION WITH THE PUBLIC**

As noted above, staff has corresponded with hotel and card room businesses regarding their rehiring practices and the potential impacts of a Right to Recall ordinance.

**CONCLUSION**

Staff recommends that the City Council conduct a study session on a potential Right to Recall ordinance and provide direction to staff regarding the policy topics outlined in staff’s presentation.

**PREPARED BY:** April Shabazz, Management Analyst

**REVIEWED BY:** Chadrick Smalley, Economic Development and Housing Manager

**APPROVED AND FORWARDED TO THE  
CITY COUNCIL OF THE CITY OF EMERYVILLE:**



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Christine Daniel, City Manager

**ATTACHMENTS**

- Attachment 1 – Presentation Slide Deck