



**Via Email Only**

March 26, 2020

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

Re: Opposition to Motion to Impose Just Cause Termination (Council File: 20-0147-s5)

Dear Council President Martinez:

The Beverly Hills Chamber of Commerce writes to you to oppose any City Council effort to impose a 'Just Cause' Termination policy for private sector employees in which employees would have to laid off and re-hired in order of seniority.

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. Businesses are going through a very distressing period, as is everyone, due to the impact of COVID-19.

Imposing a rigid 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 to March 1. 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.

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.

Sincerely,

A handwritten signature in black ink, appearing to read 'Todd Johnson', with a long horizontal flourish extending to the right.

Todd Johnson  
President and CEO  
Beverly Hills Chamber of Commerce

CC: Members of the Los Angeles City Council