

FCC Makes It Easier for Broadcasters and Cable Operators to Rehire Laid Off Employees

May 6, 2020

The Federal Communications Commission has released <u>an order making it easier for broadcasters and cable operators to rehire employees</u> laid off as a result of the ongoing COVID-19 pandemic. Ordinarily, the FCC's equal employment opportunity rules require broadcast stations that employ five or more full-time employees and cable operators that employ six or more full-time employees to engage in broad recruitment outreach for all full-time job vacancies. Effective May 4, the FCC partially waived this requirement to allow broadcasters and cable operators to rehire full time-employees laid off due to the pandemic within nine months of their layoff without conducting the otherwise required recruitment outreach. The FCC determined that by facilitating the expeditious rehiring of these full-time employees, the waiver will allow broadcasters and cable operators to more quickly resume normal operations.

Cooley lawyers are available to discuss with broadcasters and cable operators how the FCC's limited waiver may affect their normal operations or annual EEO reports.

Coronavirus resource hub

This content is provided for general informational purposes only, and your access or use of the content does not create an attorney-client relationship between you or your organization and Cooley LLP, Cooley (UK) LLP, or any other affiliated practice or entity (collectively referred to as "Cooley"). By accessing this content, you agree that the information provided does not constitute legal or other professional advice. This content is not a substitute for obtaining legal advice from a qualified attorney licensed in your jurisdiction, and you should not act or refrain from acting based on this content. This content may be changed without notice. It is not guaranteed to be complete, correct or up to date, and it may not reflect the most current legal developments. Prior results do not guarantee a similar outcome. Do not send any confidential information to Cooley, as we do not have any duty to keep any information you provide to us confidential. When advising companies, our attorney-client relationship is with the company, not with any individual. This content may have been generated with the assistance of artificial intelligence (AI) in accordance with our AI Principles, may be considered Attorney Advertising and is subject to our <u>legal notices</u>.

Key Contacts

Christy Burrow	cburrow@cooley.com
Washington, DC	+1 202 776 2687
J.G. Harrington	jgharrington@cooley.com
Washington, DC	+1 202 776 2818
Jason Rademacher	jrademacher@cooley.com
Washington, DC	+1 202 776 2370

Henry Wendel Washington, DC

hwendel@cooley.com +1 202 776 2943

This information is a general description of the law; it is not intended to provide specific legal advice nor is it intended to create an attorney-client relationship with Cooley LLP. Before taking any action on this information you should seek professional counsel.

Copyright © 2023 Cooley LLP, 3175 Hanover Street, Palo Alto, CA 94304; Cooley (UK) LLP, 22 Bishopsgate, London, UK EC2N 4BQ. Permission is granted to make and redistribute, without charge, copies of this entire document provided that such copies are complete and unaltered and identify Cooley LLP as the author. All other rights reserved.