

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

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The Federal Communications Commission has released [an order making it easier for broadcasters and cable operators to rehire employees](#) 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](#)

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Key Contacts

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

Jason Rademacher Washington, DC	jrademacher@cooley.com +1 202 776 2370
Henry Wendel Washington, DC	hwendel@cooley.com +1 202 776 2943

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