

Policy Area	Provision	UNITE HERE! Local 11 Proposal	Chamber/SMTT/Lodging Response	Long Beach	Oakland	Emeryville	Seattle
Hotel Worker Safety Measures	Panic Buttons	1) Hotel Employer to provide each Hotel Worker with operational panic button 2) No Hotel Worker may be disciplined for using panic button 3) Hotel Employer to have designated on-site personnel to respond to panic button activation	While Santa Monica hoteliers agree that workplace safety is of utmost importance, they have raised concerns around implementation challenges (aged infrastructure, limited staffing and additional costs). Proposal to modify "panic button" terminology to something broader.	1) "Panic buttons" for all hotels 2) Does not include 3) Does not include	1) "Panic button" for hotels with 50 or more guest rooms (different language in 2 places, also says for any cleaning employee) 2) Match 3) Does not include (some language later in retention section)	Does not include	1) "Panic button" for hotels with 60 or more guest rooms 2) Match 3) Does not include
	Hotel Worker's Rights	1) Hotel Employee to allow sufficient paid time in addition to paid-time off mandated by Federal, State or local law to contact law authorities 2) Hotel Employer to cooperate with any investigation 3) Hotel Employer to provide reasonable accommodations for Hotel Worker that has been subjected to violence/threatening behavior	All hotels in agreement that safety of their employees is their top priority.	1) Does not specify "paid" 2) Match 3) Included but language is different	1) Match 2) Match 3) Included but language is different	Does not include	1) Match 2) Included but language is different 3) Included but language is different 4) Hotel Employer must record/maintain a record of all accusations. Hotel Employer must decline to allow guest to return for 3 years and warn hotel employee of said guest if staying at hotel.
	Notice in Guest Rooms	Signage on doors of public restrooms + guest rooms	N/A	Match (Guest rooms only)	Match (Guest rooms only)	Does not include	Match (Guest rooms only)
	Training	Provide panic button training within 3 months of ordinance effective date and within one month of Hotel Worker's date of hire	The general response around training provisions has been positive. SMTT has agreed to host trainings.	Does not include	Does not include	Does not include	Does not include
	Workload Compensation	Square Footage Maximum	1) 3,500 sq. ft. per 8-hour workday 2) If > 3,500 sq. ft. in 8-hours, Hotel Employer must pay 2x regular rate 3) If < 8 hours, Hotel Employer must prorate evenly according to # of hours worked 4) If > 7 checkout or additional bed-rooms or pro-rated number of check-out rooms, max floor space to be reduced by 500 sq feet or or additional bed-room > 6 or prorated number 5) Applies to any combination of spaces (guest rooms, suites, meeting rooms, etc.) and regardless of furniture, equipment or amenities in room	Numerous challenges with implementation. The hotel industry manages housekeeper/room attendants' workload through a credit system based on time-motion studies measured by consultants who monitor the length of it takes for one cleaning tasks to be completed. The credit system is the industry standard (inc. hotels operating under CBA). Provision also presents numerous potential secondary impacts such as the loss of full-time employees, staffing issues and disruptions in staff morale. Overtime is regulated by State.	1) 4,000 sq. ft. per 8-hour workday 2) If > 4,000 sq. ft. in 8-hours, Hotel Employer must pay 2x regular rate 3) Only applies to hotels with 50 or more guest rooms 4) No proration 5) Match	1) 4,000 sq. ft per 8-hour workday 2) If > 4,000 sq. ft. in 8-hours, Hotel Employer must pay 2x regular rate 3) Match 4) No proration 5) Match	1) 5,000 sq. ft. per 8-hour workday 2) If > 5,000 sq. feet in 8-hours, Hotel Employer must pay 1.5 regular rate 3) Match 4) No proration 5) Match 6) Only applies to hotels with 50 or more guest rooms

	Voluntary Overtime	If > 10 hours, Hotel Employer must receive written + signed consent	Strongly against documented consent due to privacy issues.	Match	Match	Does not include	Does not include
	Preservation of Records	1) Maintain records for at least 2 years 2) Failure to provide records to result in penalty of \$100-\$1,000/day as determined by the Court	N/A	Match	1) Maintain records for at least 3 years 2) Does not include	1) Hotel Employer must submit records to City annually by March 31 2) Match	1) Maintain records for at least 3 years 2) Does not include 3) Maintain records of guests reported for violence for 5 years
Hotel Worker Retention	Hotel Employer's Responsibilities	1) Incumbent Hotel Employer to provide Successor Hotel Employer hotel employee information within 15 days of transfer 2) Successor to maintain preferential hiring list 3) Retain written verification of offer for 3 years	S.M.M.C. 4.66.030 Right of Recall covers worker retention and would be duplicative	1) Does not include 2) Does not include	Does not include	Does not include	Match
	Transition Employment Period	1) Successor to retain Hotel Worker for no fewer than 90 days and provide written offer of employment (offer to be open for 10 days) 2) If Successor determines fewer Hotel Workers than incumbent, Successor to retain by seniority 3) No discharge of Hotel Worker without cause during 90-day 4) Successor to perform a written performance evaluation after 90-day and maintain records for 3 years	Retention is the first choice by any new owner and have not been any issues previously brought to the City. Fundamental concerns with such worker retention provisions because they interfere with the basic right of employers to decide who they employ. Preempted by the National Labor Relations Act.	Does not include	Does not include	1) Does not include 2) Does not include 3) Match 4) Does not include 5) If laid off, Hotel Employee entitled to reinstatement should any position open up within 24 months	Match
	Notice of Change in Control	1) Post written notice of Change of Control within 5 days	N/A	Does not include	Does not include	Does not include	Match

Training Program	Public Housekeeping Certificate	1) City to contract with Public Housekeeping Training Organization through competitive RFP process. Program to include at least 6 hours of training. 2) Hotel Employers to only employ those with a certificate 3) Funded by the City	All hoteliers must have a Musculoskeletal Injury Prevention Program. State also regulates training for sexual harassment and human trafficking: SB 970; AB 1825; AB 1343 The general response around training provisions has been positive. Many of the training areas are already covered by the State. SMTT has agreed to host trainings. LA County Dept. of Health provides on-the-	Does not include	Does not include	Does not include	Does not include
	Areas of Training	1) Areas under adopted ordinance 2) human trafficking 3) Domestic and sexual violence or assault 4) Cleaning techniques to prevent spread of disease 5) Identification of insect or vermin infestation 6) Identification of suspicious materials	The general response around training provisions has been positive. Many of the training areas are already covered by the State. SMTT has agreed to host trainings. LA County Dept. of Health provides on-the-spot training during an inspection but does not provide general training.	Does not include	Does not include	Does not include	Hotel Employers must adopt reasonable practices to protect the safety of employees. Hotel Employers must provide employees with information on hazardous chemicals in their work area.
	City Responsibilities	HED to develop process and proedures for receiving applications, issuing certificates and processing appeals	N/A	Does not include	Does not include	Does not include	Does not include
	Effective Date	Obligation of Hotel Employers to employ certified Hotel Workers to commence 1 year after ordinance effective date	N/A	Does not include	Does not include	Does not include	Does not include
	Paid Leave	6 hours of paid leave in addition to regular existing paid leave, vacation or PTO	N/A	Does not include	Does not include	Does not include	Does not include
	Recordkeeping	Maintain training records for 3 years	N/A	Does not include	Does not include	Does not include	Does not include
No retaliation	No retaliation	No retaliation against any Hotel Worker for opposing any practice in this ordinance	N/A	Match	Match	Included but language is different	Match
Supercession	Supercession by CBA	All provisions or any part may be waived in CBA	Ordinance should apply to all hotels, regardless of size or operating under CBA.	Match	Match	Included but language is different	Match
Civil Enforcement	Private Right of Action	1) May file civil action within 3 years of the violation 2) Upon prevailing, Hotel Worker entitled to legal or equitable relief including attorney's fees and costs. 3) Backpay no less than higher average of regular rate of pay during last 3 years of employment 4) Subsection violations shall be liable at each Hotel Worker at \$100/day	Serious concerns around adopting private right of action as enforcement methodology. Potential to open the entire industry to lawsuits. Would like the City to enforce.	Via civil enforcement (i.e., Private Right of Action) but language is different	Creation of Department of Workplace and Employment Standards for enforcement	1) No time limit 2) Match 3) Does not include 4) Failure to provide records within 10 days will result in penalty of \$100/day	Via civil enforcement (i.e., Private Right of Action)

Notice to Employees	Notice to Employees	Hotel Employer to provide written notification to each current and new Hotel Worker of his/her rights. Notification to be in each language spoken by more than 10 employees.	N/A	Match	Match	Match	Match
Severability	Severability	If any provision is declared illegal, invalid or inoperative, remaining provisions/portions to remain in effect.	N/A	Match	Match	Match	Match

Chicago	Los Angeles (Hotel Worker Retention)	Los Angeles (Grocery Worker Retention)	Santa Monica (Grocery Worker Retention)	Providence (Hotel Worker Retention)
1) "Panic button" or "notification device" for all hotels 2) Included but language is different 3) Does not include				
Included but language is different				
Does not include				
Does not include				
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Does not include				
Does not include				
Does not include	1) Match 2) Match 3) Match	1) Match 2) Match 3) Match	1) Match 2) Match 3) Match	1) Does not include 2) Does not include
Does not include	1) Match 2) Match 3) Match 4) Match 5) Employees may bring action to Superior court within 3 years of violation for employers' who violate this chapter	1) Match but offer does not have to remain open for 10 days 2) Match 3) Match 4) Match 5) Employees may bring action to Superior court within 3 years of violation for employers' who violate this chapter	1) Match but offer does not have to remain open for 10 days 2) Does not include 3) Does not include 4) Does not include 5) Employees may bring action to Superior court within 3 years of violation for employers' who violate this chapter	1) Successor to retain Hotel Worker at lesat 3 months after commencement of operation for employees that have been employed for at least 2 months 2) If successor determines that fewer employees are needed, successor may retain that number of employees needed for its new operations 3) Does not prohibit employees' or employers' right to engage in strike or lockout 4) Employees may bring action in court within 3 years of violation for employers' who violate this chapter
Does not include	Match	Match	Match	Does not include

Does not include				
Develop, maintain and comply with a written anti-sexual harassment policy				
Does not include				
Does not include				
Does not include				
Does not include				
Does not include				
Include but language is different				
Does not include				
Investigations by Department of Business Affairs and Consumer Protection or Chicago Commission on Human Relations				

Included but only requires 3 languages				
Does not include				