



TO: Jeff Robinson, Director
Community and Economic Development

FROM: Chris Bacha
Chief Deputy City Attorney *CDB*

SUBJECT: Proposed Hotel Worker Protection Ordinance

DATE: September 28, 2020

Please find below a summary of the key provisions of the proposed hotel worker protection ordinance, providing recall rights to laid-off hotel employees through March 2022.

- COVID -19: Ordinance is proposed in response to the impacts of Covid-19 Pandemic upon accommodations sector employees who are experiencing and will continue to experience high lay-off and unemployment rates;
- SUNSET CLAUSE: Ordinance will sunset **March 22, 2022** unless extended by the City Council;
- HOTELS 60 ROOMS OR LARGER: Ordinance applies only to hotels with **60** or more rooms;
- NOTICE OF AVAILABLE POSITIONS: Requires hotels to provide written notice to laid-off employees of job positions that become available for which those employees are qualified; and
- SENIORITY: Requires available positions to be offered to the laid-off employees with the greatest length of service for the hotel.
- NO RETALIATION: Prohibits retaliation against any person seeking to enforce that person's rights under the ordinance.
- CIVIL RIGHT OF ACTION: Provides that the City Attorney, or an impacted employee on behalf of the employee or other similarly situated employees, may bring a civil action against the employer to enforce the ordinance.