

Hotel Employees Health and Safety Initiative (SMC 14.25)

The Seattle Office of Labor Standards (OLS) mission is to advance labor standards through thoughtful community and business engagement, with a commitment to race and social justice. OLS administers this ordinance.



OLS provides language translation and interpretation, and accommodations to people with disabilities. This or a similar notice must be provided to every covered employee in English and any primary language spoken by 10+ employees.

This ordinance covers many non-supervisory employees who work at Seattle hotels with 60+ guest rooms

EMPLOYEES HAVE THE RIGHT TO THE FOLLOWING:

Protection from guest violence

- Panic button when working alone in a guest room
- Right to report a guest's violence, assault, sexual assault, or sexual harassment
- Prior warning that a guest has been reported for past violence

Protections after reporting guest violence

- Reassignment to another floor or work area
- Paid time to consult with an advisor
- Paid time to file a police report or make a police statement

Protection from injury

- Safe workplace practices and safety devices
- Protection from contact with hazardous chemicals
- Information about hazardous chemicals in work area

Other protections

- Protection from retaliation
- Right to file a lawsuit to enforce these rights
- Right to file a wage theft claim with the Seattle Office of Labor Standards for failure to pay money owed

Employees who work for one+ month prior to a change in hotel ownership

- Written job offer by new employer before new employer makes new hires
- Termination of job only for "just cause" during first 90 days with new employer
- Layoffs by new employer during first 90 days by seniority within classification
- Written performance evaluation by new employer at 90 days

Housekeeping employees in 100+ room hotels

- Right to clean a maximum of 5,000 square feet of guest rooms in an 8-hour day (or prorated equivalent for fewer hours)
- Right to voluntarily consent to clean additional square footage
- Right to receive 1.5x pay for all hours spent cleaning more than the maximum

Low income employees who work 80+ hours per month in 100+ room hotels

- Right to receive additional pay to cover medical and insurance costs (in some cases)
- » *Note: Employees who pay 5% or less of their monthly wages toward an employer-offered, gold-level policy do not qualify for the additional pay*

MORE RESOURCES:

The Seattle Office for Civil Rights investigates claims of sexual harassment. Call: (206) 684-4500
Washington State Department of Labor & Industries investigates workplace safety violations. Call: 1-800-423-7233

For Employers

OLS provides free training and compliance assistance

For Employees

OLS provides free training and wage theft investigations

Contact Us

206-256-5297
www.seattle.gov/laborstandards