

Laws are effective July 1, 2020

The mission of the Office of Labor Standards (OLS) is to advance labor standards through thoughtful community and business engagement, strategic enforcement and innovative policy development, with a commitment to race and social justice.



This poster must be displayed in a noticeable area at the workplace, in English and the language(s) spoken by employees. The Office of Labor Standards provides translations, interpretations, and accommodations for people with disabilities.

# 2021 Notice of Rights for Hotel Employees

SMC 14.26

## Protection from Violence

PROTECTS EMPLOYEES AGAINST VIOLENT OR HARASSING ACTS BY GUESTS

### WHO DOES THIS APPLY TO?

Hourly employees who work at hotels of 60 or more rooms

### EMPLOYEES HAVE A RIGHT TO:

- A panic button when working in or making deliveries to a hotel guest room
- Be protected from violent or harassing conduct from hotel guests
- Report violent or harassing guest conduct to their employer
- Not be assigned to work in or make deliveries to a guest's room if that hotel guest has been reported for violent or harassing conduct

### AN EMPLOYEE WHO IS A SURVIVOR OF ALLEGED VIOLENT OR HARASSING GUEST CONDUCT HAS A RIGHT TO:

- Be re-assigned to a different work area at their choice
- Receive up to 16 hours of paid time to talk with law enforcement and a support person of the employee's choice
- Access to the King County Sexual Assault Resource Center for support services, resources, and/or referrals  
CALL (24 Hour Line): 1-888-998-6423
- Access to a crime victim advocate as provided for in the Revised Code of Washington 7.69.030

SMC 14.27

## Workload Limits

LIMITS ROOM CLEANING WORKLOADS

### WHO DOES THIS APPLY TO?

Hourly employees that clean rooms at a hotel of 100 or more guest rooms

### EMPLOYEES HAVE A RIGHT TO:

- Clean a maximum of 4,500 square feet of guest rooms in an 8-hour day (prorated for fewer hours)
- Refuse to clean more than the allowed maximum space
- To receive 3x pay for cleaning more than the allowed maximum space (under most circumstances)

SMC 14.28

## Access to Medical Care

REQUIRES EMPLOYERS TO MAKE HEALTHCARE EXPENDITURES

### WHO DOES THIS APPLY TO?

Hourly employees who work at least an average of 80 hours or more per month in a hotel of 100 or more rooms. Does not apply to supervisors, managers, or certain employees who help determine management policies about labor relations.

### EMPLOYEES HAVE A RIGHT TO:

- Improved access to medical care through employer-required healthcare expenditures
- Employers may make the expenditure by one or more of the following:
  - (1) payments of ordinary income
  - (2) payments toward an employer-sponsored health insurance plan, and/or
  - (3) payments into tax-favored health plans (e.g. health savings accounts)

2021 RATES <sup>†</sup>	
Monthly Expenditure	Family Composition
\$437	Single Employee
\$743	Single Employee with dependents
\$874	Employee with spouse/partner, no dependents
\$1,310	Employee with spouse/partner and dependents

<sup>†</sup>Rates for each calendar year are announced no later than June 30 of the previous year

If the employer offers health insurance coverage, the ordinance goes into effect on the date of the employer's first open enrollment period that occurs after July 1, 2020.

SMC 14.29

## Job Retention

REQUIRES RETENTION OF EMPLOYEES AFTER A CHANGE IN OWNERSHIP

### WHO DOES THIS APPLY TO?

Hourly employees that worked at a hotel of 60 or more rooms for at least 30 days before the business is sold. Does not apply to supervisors, managers, or certain employees who help determine management policies about labor relations.

### EMPLOYEES HAVE A RIGHT TO:

- Notice that the business is changing ownership
- A written job offer with the incoming employer (offers based on seniority)
- Ninety days of employment with the new employer, unless there is just cause to fire the employee or there is need for layoffs (layoffs by seniority)
- A performance evaluation at 90 days

## Know Your Employee Rights

**RETALIATION IS PROHIBITED:** These laws protect employees from retaliation for enjoying or exercising these rights.

**RIGHT TO FILE A COMPLAINT:** Employees have a right to make a complaint with OLS or file a lawsuit if an employer violates these laws.

### Contact:

OFFICE OF LABOR STANDARDS

### Employers

Obtain compliance assistance and/or receive training

### Employees

File a complaint with OLS or file a lawsuit in court

**206-256-5297**

[www.seattle.gov/laborstandards](http://www.seattle.gov/laborstandards)

