



## Protecting Hotel Employees from Injury Ordinance Fact Sheet

Translated version of this document is available upon request at: (206) 256-5297.

**Seattle's Protecting Hotel Employees from Injury Ordinance** seeks to reduce the frequency and occurrence of injuries associated with hotel room cleaning.

### Which employees are protected by this law?

Hourly employees who perform room cleaning at a Seattle hotel or motel of 100 more guest rooms ("large hotel") are protected by this law, regardless of immigration status.

### Which employers must follow this law?

The law applies to employers that own, control, or operate a large hotel in Seattle and to any employer that contracts to provide room cleaning at a large hotel in Seattle.

### What does it mean to perform a room cleaning?

An employee cleans a room when the employee performs services/tasks that are required to prepare or maintain the cleanliness of the physical guest room.

### Workload limitations

The law limits the maximum square feet of guest room floor space that an employee can be required to clean during their workday. The limit fluctuates depending on the number of hours the employee works in a workday and the number of strenuous room cleanings the employee performs. Subject to some exception, an employer will owe an employee premium pay of 3 times their normal hourly rate for the time that the employee cleans above the fixed limit for the workday.

### Work hours

If an employee's workday consists of 8 hours or more, the employee's workload limit is 4500 square feet of guest room floor space. If the employee works fewer hours than 8 hours, the limit is prorated. The prorated amount averages to be approximately 9.375 square feet per minute (562.5 square feet/hour) of work.

### Strenuous room cleanings

An employee's limit is reduced by 500 square feet for every strenuous room cleaning performed over 9 in a workday. A strenuous room cleaning is the cleaning of a check-out room; a stayover room that requires the

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cleaning, removal, or setting up of a cot, rollout bed, hideaway sofa, pet bed, or crib; or a stayover room that has not been cleaned for more than 36 hours since first occupied by a guest. A checkout room is a room that requires cleaning due to the departure of the guest. A stayover room is a room that requires cleaning, but where the guest's stay has not yet ended.

### Premium pay

An employer may ask an employee to clean more than the limit for that workday if:

- Before the employee accepts, the employer must inform the employee of the size of the assignment (total square footage) and the time that will be allowed for the assignment;
- The employee must voluntarily agree to clean more than the limit;
- An employer cannot indicate or imply that the employee must agree to the assignment; and
- The employer must pay the employee premium pay.

### Calculating workload and team cleaning

If the employee cleans the room alone, the entire square footage of the guest room floor print is counted against the employee's maximum total for that workday. If more than one employee contributes to the cleaning of the room (team cleaning), the square footage is divided equally amongst the employees. Unless team cleaning is required by law or for employee safety, an employer may only assign employees to team cleaning if the employee has agreed to do so. Employers are permitted to assign team cleaning if needed to meet the requirements of a local, state, or federal law.

### Other employer requirements

Employers must display the [Notice of Rights for Hotel Employees poster](#) at any workplace or job site their employees work, in a visible and accessible location. Employers must display the poster in English and in the primary languages of employees at that workplace. Employers may not retaliate against employees for exercising their rights granted by this law.

### Learn more about all four hotel employee protections laws:

- [Hotel Employee Safety Protections](#),
- [Protecting Hotel Employees from Injury](#),
- [Improving Hotel Employee's Access to Medical Care](#), and
- [Hotel Employee Job Retention](#).

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