

Improving Access to Medical Care for Hotel Employees Ordinance Fact Sheet

The Improving Access to Medical Care for Hotel Employees Ordinance requires certain employers to make monthly healthcare expenditures to, or on behalf of, their employees to improve their access to medical care. This law went into effect for most covered employers on July 1, 2020.

Which employers does this law cover?

This law applies to employers that own, control, or operate a Seattle hotel or motel of 100 or more guest rooms and applies to “ancillary hotel businesses” with 50 or more employees worldwide. “Ancillary hotel businesses” are those that have one of these relationships with a covered hotel:

- Routinely contract with a hotel or lease/sublet space at the hotel to provide services like food or beverage, recreational services, conference rooms, convention services, laundry, or parking
- Provide food and beverages to hotel guests and to the public and their business has an entrance within the hotel premises.

Which employees does this law cover?

This law applies to employees who are covered by Seattle’s Minimum Wage Ordinance and who works an average of 80 hours or more in a month for a covered employer.

Which employees are not covered by this law?

- Those who aren’t covered by the Minimum Wage Ordinance
- Those who work fewer than 80 hours a month
- Managers and supervisors
- Those who help to create or effect management policies about labor relations
- Those who have voluntarily and knowingly waived their rights to the ordinance because they receive health coverage from another source.

What are healthcare expenditures?

Covered employers must make a monthly healthcare expenditure to or on behalf of each covered employee. The healthcare expenditure is in addition to other compensation that is owed to a worker. The amount is based on family size and is adjusted annually. The law allows an employer to choose from one or more ways to make the expenditure. The charts on the following page show 2021 rates and the expenditure types.

SEATTLE OFFICE OF LABOR STANDARDS

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Our Services

Investigation of complaints
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Language interpretation and translation available.
Accommodations for persons with disabilities are provided. Services are free.

More Information

Call: (206) 256-5297

Email: laborstandards@seattle.gov

Visit: seattle.gov/laborstandards

Monthly Expenditure Rates		
2023	2024	Family Composition
\$518	\$530	Single employee
\$881	\$902	Single employee with dependents <u>only</u>
\$1,036	\$1,062	Employee with spouse or partner <u>only</u>
\$1,555	\$1,592	Employee with spouse or partner <u>and</u> dependents

Expenditure Types
Payments of ordinary income (additional compensation)
Payments towards an employer-sponsored health insurance plan (self-funded or fully insured)
Payments toward tax favored health plans (health savings accounts, medical savings accounts, etc.)

Waiver of Rights

Employees can waive their rights under this ordinance individually or collectively under certain, *limited* circumstances and where certain pre-conditions are met. Visit the Office of Labor Standards website for more information about these circumstances and pre-conditions.

Notice of Rights Poster

Covered employers must post the relevant Notice of Rights Poster in English and the primary language(s) of the employees at the worksite. OLS has produced two posters: one for employees of hotels and one for employees of ancillary hotel businesses.

Additional Information and Resources

The Office of Labor Standards provides a number of resources, including required notices in multiple languages, forms, Questions and Answers, and other helpful material on its website. Please visit our website or email or call us for more information.