

**NOTICE OF INTENT TO CIRCULATE PETITION**

Notice is hereby given by the persons whose names appear hereon of their intention to circulate the petition within the City of West Hollywood for the purpose of adopting an initiative that will re-enact provisions to improve and protect the welfare of employees at hotels in the City.

A statement of the reasons of the proposed action as contemplated in said petition is as follows:

Income equality is one of the most pressing economic and social issues facing West Hollywood. By reenacting certain hotel worker protections and minimum wage ordinances, this initiative will promote the health, safety, and welfare of thousands of hotel workers by ensuring they receive fair compensation for the work they perform.

Reenacting these protections through the popular vote will ensure that future city councils cannot repeal or amend these protections without the consent of the voters. The initiative will allow a city council to amend the provisions of the ordinance only to increase or enhance the worker protections or benefits it provides. Specifically, the initiative will reenact provisions that include the following:

- Protections for hotel employees who work by themselves in guest rooms, restrooms, or in isolated locations who are vulnerable to crimes and other threatening behavior, including sexual assault. This initiative would reenact protections enabling hotel employees to protect their safety by, among other measures, requiring that hotel employers provide workers with panic buttons which they may use to report threatening conduct or other emergencies.

- Measures ensuring hotel room cleaners receive fair compensation when their workload assignments exceed proscribed limits and prohibiting hotel employers, except in emergency situations, from mandating overtime when workers' shifts exceed ten hours.

- Measures protecting hotel workers from displacement when corporate ownership or management of a hotel changes, by requiring a transitional retention period upon such changes, thereby stabilizing employment and alleviating demands on government agencies for social services.

- Measures ensuring that hotel workers who are laid-off because of a lack of business or other non-disciplinary reasons have a right to return to their positions or others for which they are qualified in order of seniority when their employer hires in the future.

- Measures ensuring that hotel workers receive training by a certified organization on their workplace rights and on best room cleaning practices to avoid the spread of disease and insect or vermin infestation and on identifying and

responding to suspected instances of human trafficking, domestic violence, or violent or threatening conduct.

- Measures ensuring hotel workers are paid wages that meet their and their families' basic needs. This includes a minimum wage for hotel workers that under current law is set at \$19.61 per hour and increases annually based on the cost of living.

- A requirement that employers provide at least ninety-six compensated hours off per year for sick leave, vacation, or personal necessity to full time hotel and other workers, to be made available at the worker's request, as well as additional unpaid sick leave when compensated time is exhausted.

- Guarantees that hotel and other workers receive any service charge a customer would reasonably believe is intended for the worker who performed the service.

Nothing in this initiative would prevent or impair a city council from enacting other measures that provide additional or different protections or benefits for hotel workers.

Signature: /s/

Print Name: Danielle Wilson

Address: [Street address omitted for privacy reasons]

West Hollywood, CA 90046

Signature: /s/

Print Name: Jorge Seperak

Address: [Street address omitted for privacy reasons]

West Hollywood, CA 90046

Signature: /s/

Print Name: Vincent Voss

Address: [Street address omitted for privacy reasons]

Los Angeles CA 90046

**AN INITIATIVE MEASURE PROPOSING TO REENACT THE CITY'S EXISTING HOTEL WORKER PROTECTION AND MINIMUM WAGE ORDINANCES TO PREVENT THEIR FUTURE AMENDMENT WITHOUT SUBSEQUENT VOTER APPROVAL**

The West Hollywood Municipal Code, Chapter 5.127, extends certain protections to hotel workers, including:

- Hotel employers must supply certain workers with electronic contact devices, for summoning on-scene assistance and reporting threatening conduct. Employers must provide workers with training, post notices of this practice, and must not take adverse action against a worker for using the device and reporting such conduct.

- Prohibits requiring workers to clean more than 4,000 square feet of floorspace in any eight-hour workday (3,500 square feet for hotels with 40

or more rooms), unless the employer pays twice the regular rate of pay for all hours worked. There are additional square footage restrictions for checkout and additional bedrooms.

- Prohibits requiring hotel workers from working more than ten hours in any workday unless the worker provides written consent, after being advised that he or she may decline..

- Hotel employers must offer laid-off workers, in writing, all job positions which become available for which they are qualified and offer hiring preferences to said workers according to listed priorities. This provision was tied to the COVID emergency and this recall period expired in April 2024; but, the City Council may reenact the right of recall for future emergencies by resolution.

- When a hotel changes control, the successor hotel must, for 90 days after the hotel reopens, retain/hire from among workers that worked for the previous operator, subject to exemptions.

The West Hollywood City Council also adopted Sections 5.130.020, 5.130.030 and 5.130.050, providing the following for workers:

- Sets a local minimum wage, subject to annual CPI increases and other conditions. (Currently \$19.61 for hotel employees and \$19.08 for non-hotel employees).

- Sets a minimum amount of accrued paid and unpaid sick, vacation and personal leave time.

- Requires equitable distribution of service charges to the worker(s) who performed the service(s).

This initiative does not alter these substantive provisions. Rather, it seeks to reenact them as an initiative measure (noting only the annual CPI increase for hotel employees is covered by this initiative; but, the leave and service charge provisions apply to all employees). Under State law, if this initiative secures sufficient resident voter signatures to qualify for the ballot (10% of City registered voters), and if either (i) the City Council adopts this initiative as an ordinance without an election or (ii) the City Council places it on the ballot and a majority of West Hollywood voters approve it, the provisions outlined above could not be amended by a future City Council, except as provided by the initiative measure itself.

This initiative measure permits the City Council to make limited amendments without an election, provided the amendments extend greater protections or increase the minimum wage and benefits to hotel workers beyond than provided therein. Otherwise, the City could not amend these provisions without subsequent majority voter approval.

/s/ Lauren Langer, City Attorney

**AFFIDAVIT OF POSTING**

State of California )  
 County of Los Angeles )  
 City of West Hollywood )

I declare under penalty of perjury that I am employed by the City of West Hollywood in the Office of the City Clerk and that I posted this agenda on:

Date: August 16, 2024  
 Signature: *[Handwritten Signature]*