

Honorable Mayor and City Council Members,

On behalf of the greater Los Angeles County business community, we are writing to you to express our deep concerns about the proposed hotel work rules ordinance that, if implemented, will bring economic harm to the very workers its proponents say they are helping. Many provisions of the draft ordinance are existing state laws or industry standards that the business community wholeheartedly embraces. Other provisions are under-studied, ill-informed and ill-timed.

#### Square Footage Housekeeping Limitations:

The ordinance mandates that staffing be allocated based on square footage. While this law has been passed in other cities, this concept has yet to produce evidence that square footage restrictions are an effective tool to manage workload, safety, or wages. In fact, this law effectively eliminates team-cleaning, support staff and extra wages for housekeeping colleagues. Even Cal/OSHA's Standards Board rejected the suggestion and pointed to significant determinants of cleaning time such as beds, bathrooms, and whether a guest is checking out of a room or just needs to be refreshed for a staying over, not square footage.

#### Employee Safety:

Hotels take extensive efforts to protect the welfare of their employees and guests, not just during the last year in which extraordinary health-safety measures were mandated. Their efforts already supported safety training and tools, such as personal notification devices (panic buttons), to ensure a safe work environment for hotel employees. Specifically, our hotels operate under California state laws and regulations that mandate hotel health and safety practices, including:

- Musculoskeletal Injury Prevention Programs (MIPP)
- Exposure Control Plans for Bloodborne Pathogens
- Safety plans for natural disasters - fires and earthquake, as well as active shooter training.

The State of California also enacted laws that require annual safety training regarding:

- Sexual Assault and Harassment Prevention (AB-1825 and AB-1343)
- Human Trafficking Prevention (SB-970)

Recall & Retention is already state law. Senate Bill (SB) 93 into law last year and requires employers to make written job offers to employees who were laid off because of the impact of COVID-19.

The Council's process and timing could not be worse for workers, for businesses and for the City of West Hollywood. None of the West Hollywood community was consulted prior to this issue being agenzized just when, after more than a year of pandemic lock down, the entire hospitality sector is trying to recover. This ordinance, and the obscure process by which it is being enacted, is not aligned with the City of West Hollywood's own "Vision 2020 Strategic Plan" to "Promote Economic Development while Maintaining Business Vitality & Diversity" and to "Encourage Civic Engagement".

We support the council's intent to protect workers, however, we cannot support laws that have not been thoroughly vetted for impact to the community as a whole. The business community's faith in city decision makers and their ability to make good choices in the future will be greatly impacted by the actions taken in a post-pandemic economic recovery, which includes this ordinance.

With the local hospitality industry supporting nearly 8,000 jobs and hotels accounting for the city's third-largest tax revenue source, the ordinance will delay the City of West Hollywood's recovery from COVID-19 and could be devastating to the largest job source and economic engine for small businesses in the city. This ordinance is also estimated to cost West Hollywood hotels \$25.5 million in lost revenue, impacting badly needed funding for education, aid for homeless, transportation, parks and other vital government services.

If hotels close or operate at less capacity, it won't just impact the city's hotel tax revenue, it will also impact the city's top tax revenue source, the sales tax, with less patrons shopping, eating and visiting West Hollywood. This means thousands of employees throughout West Hollywood are at increased risk of economic harm just at a time when they need help the most.

Please join us in supporting our hotel employees and the community by standing against provisions in this ordinance that harm instead of help.

Sincerely,

**NAMES**