

Attachment A: Comparison Chart – Protecting Hotel Employees from Injury

#	TOPICS	I-124	PROPOSED SEATTLE	LONG BEACH, CA	OAKLAND, CA
1	Hotel	100+ rooms.	100+ rooms.	50+ rooms.	50+ rooms.
2	Employer coverage	(1) Large hotel; or (2) Any contracted, leased, or sublet premises a) connected to or operated in conjunction with the building's purpose, b) or <i>providing services at the building.</i>	(1) Large hotel; or (2) Employer who <i>contracts to provide services</i> at a large hotel.	(1) Hotel, or (2) Any contracted, leased, or sublet premises connected to or operated in conjunction with the hotel's purpose, or (3) Person, other than a hotel employee, who <i>provides services at the hotel.</i>	(1) Hotel, or (2) Any contracted, leased, or sublet premises connected to or operated in conjunction with the hotel's purpose, or (3) Person, other than a hotel employee, <i>who provides services at the hotel.</i>
3	Employee coverage	Employee who is (1) Covered by minimum wage laws, (2) Works for large hotel employer in Seattle, (3) <i>Works at least two hours in any workweek for a large hotel employer in Seattle, and</i> (4) <i>Is not a manager, supervisor, or confidential employee.</i>	Employee who is (1) Covered by minimum wage laws, and (2) Works for large hotel employer or employer who contracts to provide services at large hotel in Seattle.	Employee who is (1) Employed directly by the hotel employer or by a person who has contracted with the hotel employer to provide services at a hotel in the City of Long Beach; and (2) <i>Who was hired to or did work an average 5 hours/week for 4 weeks at one or more hotels.</i>	Employee who is (1) Employed directly by the hotel employer or by a person who has contracted with the hotel employer to provide services at a hotel in the City of Oakland; and (2) <i>Who was hired to or did work an average of 5 hours/week for 4 weeks at one or more hotels.</i>

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4	Maximum floor space	Establishes a limit of <i>5,000 square feet of guest room space</i> that an employer can require an individual housecleaner to clean during an <i>8-hour</i> workday.	Establishes a limit of <i>5,000 square feet of guest room floor space</i> that an employer can require an individual housecleaner to clean during an <i>8-hour or longer</i> workday.	Establishes a limit of <i>4,000 square feet of room floor space</i> that an employer can require an individual housecleaner to clean during an <i>8-hour</i> workday. Limits apply to <i>any combination of spaces</i> , including guest rooms and suites, meeting rooms or hospitality rooms, and apply regardless of the furniture, equipment or amenities in any rooms.	Establishes a limit of <i>4,000 square feet of floor space</i> that an employer can require an individual housecleaner to clean during an <i>8-hour</i> workday. Limits apply to <i>any combination of spaces</i> , including guest rooms and suites, meeting rooms or hospitality rooms, and apply regardless of the furniture, equipment or amenities in any rooms.
5	Maximum floor space reductions	Reduces the maximum floor space by 500 square feet for the <i>tenth strenuous room cleaning</i> and for each strenuous room cleaning thereafter.	Reduces the maximum floor space by 500 square feet for the <i>tenth strenuous room cleaning</i> and for each strenuous room cleaning thereafter.	Reduces the maximum floor space by 500 square feet for the <i>seventh check-out or additional-bed room over six</i> .	Reduces the maximum floor space by 500 square feet for any combination of <i>seven or more check-out or additional-bed rooms</i> .
6	Strenuous room cleaning	"Strenuous room cleaning" means the cleaning of (1) Checkout room or (2) Stayover room that includes a cot, rollout bed, pet bed or crib.	"Strenuous room cleaning" means the cleaning of (1) Checkout room, (2) Stayover room that includes <i>cleaning, removal, or setting up</i> of a cot, rollout bed, hideaway sofa, pet bed, or crib, or (3) Stayover room that has not received a room cleaning for more than 24 hours.	"Additional-bed rooms" means a room with additional beds such as cots or rollaways. "Checkout" means a room where the guests are ending their stay.	"Additional-bed rooms" means a room with additional beds such as cots or rollaways. "Checkout" means a room where the guests are ending their stay.

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7	Team cleaning	No provisions on team cleaning.	Permits employer to divide square footage of maximum floor space when more than one employee cleans the room, provided that the employees have agreed to team cleaning.	No provisions on team cleaning.	No provisions on team cleaning.
8	Overtime payments	Requires payment of <i>1.5x regular rate of pay</i> for any time spent cleaning guest rooms when employee cleans more than the maximum square footage.	Requires payment of <i>1.5x normal hourly rate of pay</i> for any time spent cleaning guest rooms when employee cleans more than the maximum square footage.	Requires payment of <i>2x the regular rate of pay</i> for all hours worked by the housecleaner during the workday.	Requires payment of <i>2x the regular rate of pay</i> for all hours worked by the housecleaner during the workday.