

Attachment A: Comparison Chart – Hotel Employees Safety Protections

#	TOPICS	I-124	PROPOSED SEATTLE	LONGBEACH, CA	OAKLAND, CA
1	Hotel	60+ rooms.	60+ rooms.	50+ rooms.	50+ rooms.
2	Employer coverage	(1) Hotel; or (2) Any contracted, leased, or sublet premises a) connected to or operated in conjunction with the building’s purpose, b) <i>or providing services at the building.</i>	(1) Hotel; or (2) Ancillary hotel business; any contracted, leased, or sublet premises a) connected to or operated in conjunction with the <i>hotel’s purpose</i> , or b) providing services at the building.	(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 hotel employer in Seattle, (3) <i>Works at least two hours in any workweek in Seattle,</i> and (4) <i>Is not a manager, supervisor, or confidential employee</i>	Employee who is (1) Covered by minimum wage laws, and (2) Works for hotel employer or ancillary business 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 (1) <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	Panic button Definition	“Panic button” means an emergency contact device carried by an employee by which the employee <i>may summon</i> immediate on-scene assistance from another employee, security guard, or representative of the hotel employer.	“Panic button” means an emergency contact device that an employee may easily carry and activate. When activated, the panic button <i>must summon</i> immediate on-scene assistance from another employee, security guard, or representative of the employer to the employee’s specific location	"Panic button" means an emergency electronic contact device carried by a hotel employee by which the hotel employee <i>may summon</i> immediate on-scene assistance from a security guard or other person employed by the hotel.	a) "Panic Button" means an emergency contact device carried by the hotel employee which allows him or her in the event of an ongoing crime, threat, or other emergency to <i>alert another employee or security guard responsible for providing immediate on-scene assistance.</i>
5	Panic button Provision of device	Requires employer to provide panic button only to employees who work <i>alone</i> in a guest room.	Requires employer to provide a panic button to <i>all employees</i> who either work in a guest room or make deliveries to a guest room.	Requires employer to provide panic button only to employees who work <i>alone</i> in a guest room.	Requires employers to provide panic buttons only to employees who work <i>alone</i> in a guest room <i>or bathroom.</i>
6	Conduct triggering employer action	“Act of violence, including assault, sexual assault, or sexual harassment by a guest.” No definition of “violence,” “assault,” “sexual assault,” or “sexual harassment.”	“Violent or harassing conduct that a reasonable person would characterize as: causing physical injury, bodily injury, or bodily harm; threatening to cause physical injury, bodily injury, or bodily harm; unwelcome or inappropriate sexual remarks and/or sexual contact; intentional exposure of nudity; intimidation; or similar conduct.”	“Occurrence of violence or threatening behavior, including but not limited to, indecent exposure, solicitation, assault, or coercive sexual conduct by a guest.”	“Occurrence of violence or threatening behavior, including but not limited to indecent exposure, solicitation, assault, or coercive sexual conduct by a guest.”

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7	Preventative measures to protect employees	(1) Panic buttons; (2) Notice in guest rooms;	(1) Panic buttons; (2) Notice in guest rooms; and (3) <i>Written anti-harassment policy given to guests and employees</i>	(1) Panic buttons; (2) Notice in guest rooms; and (3) <i>Guest room doors must be left open during cleaning (unless an employee chooses to close door)</i>	(1) Panic buttons; and Notice in guest rooms
8	Specific actions after report of misconduct Guest	When an employee reports an act of violence, employer must: (1) Record guest name for five years; (2) For certain allegations, decline service for three years; and (3) Notify employees of any guest on list who is staying at the hotel.	When an employee reports violent or harassing conduct, employer must: (1) Take immediate preventative action to safeguard the employee; (2) Conduct a prompt investigation and issue a determination; (3) Depending on the determination, decline service to guest for five years, or not assign employees to guest room for five years, or not assign the employee to the guest's room for five years; Guest may appeal decision to the City's Hearing Examiner.	No provisions on specific actions involving guest.	No provisions on specific actions involving guest.

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9	Specific actions after report of misconduct Employee	<p>Employer must:</p> <ul style="list-style-type: none"> (1) Upon request, provide reassignment; and (2) Provide employee with sufficient paid time to contact the police, and consult with a counselor or advisor; and (3) Cooperate with any law enforcement investigation 	<p>Employer must:</p> <ul style="list-style-type: none"> (1) Offer and provide reassignment; and (2) Provide to eight hours of paid time to be used within seven days following a report to contact the police, provide a police statement, and consult with a counselor or advisor; and (3) Cooperate with any law enforcement investigation. 	<p>Employer must:</p> <ul style="list-style-type: none"> (1) If employee believes that safety is at risk, provide reassignment; (2) Provide sufficient paid time to contact the police, provide a police statement, and consult with a counselor or advisor; and (3) Cooperate with any law enforcement investigation 	<p>Employer must:</p> <ul style="list-style-type: none"> (1) If employee believes that safety is at risk, provide reassignment; (2) Provide sufficient paid time to contact the police, provide a police statement, and consult with a counselor or advisor; and (3) Cooperate with any law enforcement investigation