

Attachment A: Comparison Chart – Hotel Employees Job Retention

#	TOPICS	I-124	PROPOSED SEATTLE	SEATAC
1	Hotel # Rooms	60+ rooms.	60+ rooms.	100+ rooms
2	Hotel Definition	"Hotel" means a hotel or motel, as defined in Section 23.84A.024 , containing 60 or more guest rooms or suites of rooms.	"Hotel" means a hotel or motel, as defined in Section 23.84A.024 , containing 60 or more guest rooms or suites of rooms.	"Hotel" means a building that is used for temporary lodging and other related services for the public, and also includes any contracted, leased, or sublet premises connected to or operated in conjunction with such building's purpose (such as a restaurant, bar or spa) or providing services at such building.
3	Employer coverage	(1) Hotel; or (2) Any contracted, leased, or sublet premises a) connected to or operated in conjunction with the <i>building's purpose</i> , b) or providing services at the building.	(1) Hotel; or (2) Ancillary hotel business with <i>20+ employees worldwide</i> ; 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) Hospitality Employer a) a person who operates any Hotel that has one hundred 100+ guest rooms and <i>30+ workers</i> or who operates any institutional foodservice or retail operation employing <i>10+ nonmanagerial, nonsupervisory employees</i> . b) This shall include any person who employs others providing services for customers on the aforementioned premises, such as a temporary agency or subcontractor.

Attachment A: Comparison Chart -- Hotel Employees Job Retention

#	TOPICS	I-124	PROPOSED SEATTLE	SEATAC
				<p>“Institutional foodservice or retail” is defined as foodservice or retail provided in public facilities, corporate cafeterias, conference centers and meeting facilities, but does not include preparation of food or beverage to be served in-flight by an airline. Restaurants or retail operations that are not located within a hotel, public facility, corporate cafeteria, conference facility or meeting facility are not considered a hospitality employer for the purpose of this Chapter.</p> <p>(2) Transportation Employer</p>
4	Employee coverage	<p>Employee who is</p> <ul style="list-style-type: none"> (1) Covered by minimum wage laws, (2) <i>Works at least two hours in any particular workweek in Seattle for covered employer,</i> (3) Works at least one month prior to change in control, and (4) Is not a manager, supervisor, or confidential employee. 	<p>Employee who is</p> <ul style="list-style-type: none"> (1) Covered by state and/or Seattle minimum wage, (2) Works for covered employer in Seattle for at least 30 days prior to change in ownership, and (3) Is not a manager, supervisor, or confidential employee. 	<p>“Retention Employee” means any Covered Worker who was</p> <ul style="list-style-type: none"> 1) Employed by a Predecessor Employer for at least 30 workdays; and 2) Either: <ul style="list-style-type: none"> a) laid off or discharged for lack of work due to the closure or reduction of a Hospitality or Transportation Employer’s operation during the preceding two years; or b) is reasonably identifiable as a worker who is going to lose his/her job due to the closure or reduction of the Hospitality or Transportation Employer’s operation within the next 6 months.

Attachment A: Comparison Chart -- Hotel Employees Job Retention

#	TOPICS	I-124	PROPOSED SEATTLE	SEATAC
5	Outgoing employer Preferential hiring list	Outgoing employer must provide a preferential hiring list to the incoming hotel employer within <i>15 days</i> of the execution of transfer document.	Outgoing employer must provide a preferential hiring list to the incoming employer within <i>15 calendar days</i> of the execution of transfer document.	
6	Outgoing employer Notice to employees	Outgoing employer must post notice of the change in ownership at the jobsite within <i>5 days</i> following the execution of the transfer document. The notice shall include, but not be limited to, the name of the outgoing hotel employer and its contact information, the name of the incoming hotel employer and its contact information, and the effective date of the change in control.	Outgoing employer must post notice of the change in ownership at the jobsite within <i>5 business days</i> following the execution of the transfer document. The notice shall include, but not be limited to, the name of the outgoing hotel employer and its contact information, the name of the incoming hotel employer and its contact information, and the effective date of the change in control.	No less than <i>60 days</i> prior to the termination of a Predecessor Employer's contract, the Predecessor Employer shall notify all Retention Employees in writing that they have been placed on a qualified displaced worker list and that the Successor Employer may be required to offer him/her continued employment. The notice shall include, if known, the name, address, and contact information of the Successor Employer. A copy of this notice, along with a copy of the qualified displaced worker list, shall also be sent to the City Manager.
7	Incoming employer Notice to employees	Incoming employer must continue to post notice of the change in ownership during any closure of the hotel and for <i>six months</i> after the hotel is open to the public under the incoming hotel employer.	Incoming employer must continue to post notice of the change in ownership during any closure of the hotel or ancillary hotel business and for <i>180 calendar days</i> after the hotel or ancillary hotel business is open to the public under its control.	See above.

Attachment A: Comparison Chart -- Hotel Employees Job Retention

#	TOPICS	I-124	PROPOSED SEATTLE	SEATAC
8	Incoming employer Retention hiring obligations	<p>Incoming employer must hire from the preferential hiring list for a period beginning from the execution of the transfer document and continuing for <i>six months</i> after the hotel is open to the public under the incoming hotel employer.</p> <p>The offer must be in writing and remain open for 10 business days.</p>	<p>Incoming employer must hire from the preferential hiring list for a period beginning from the execution of the transfer document and continuing for <i>180 calendar days</i> after the hotel or ancillary hotel business is open to the public under the incoming hotel employer.</p> <p>The offer must be in writing and remain open for 10 business days.</p>	<p>Successor employer must offer employment to all qualified Retention Employees during the initial <i>90-day</i> period of the new contract.</p>
9	Incoming employer Retention hiring period	<p>If an employee accepts a job offer, the employer must retain the employee for no less than <i>90 days</i> following the retention hotel worker's employment commencement date, and can only discharge the employee for just cause during this time period.</p>	<p>If an employee accepts a job offer, the employer must retain the employee for no less than <i>90 calendar days</i> following the retention hotel worker's employment commencement date, and can only discharge the employee for just cause during this time period</p>	<p>A Successor Employer shall not discharge a Retention Employee without just cause during the initial <i>90 days</i> of the Retention Employee's employment.</p>