

**Substitute Bill - Hotel Job Retention, version D4**

Section	Topic	Version D1	Version D4
14.29.020	<b>Ancillary hotel business</b>	Any (a) food or beverage business with one or more of the following characteristics: (i) operates from a physical location that is within a hotel, (ii) has direct interior access to the hotel, or (iii) both abuts the hotel and is an amenity to the hotel guests; or (b) business that contracts with the hotel to provide guest lodging, housekeeping, room service, laundry, parking, events, conventions, or other services related to the hotel's core function	Any business that <i>(1) routinely contracts with the hotel for services in conjunction with the hotel's purpose; (2) leases or sublets space at the site of the hotel for services in conjunction with the hotel's purpose; or (3) provides food and beverages, to hotel guests and to the public, with an entrance within the hotel premises</i>
14.29.040	<b>Employer Coverage</b>	[C]overed employers are limited to those who either: a) own, control or operate a hotel in the City or b) own, control, or operate, an ancillary hotel business in the City with <b>20</b> or more employees worldwide regardless of where those employees are employed, including but not limited to chains, integrated enterprises, or franchises associated with a franchisor or network of franchises that employee <b>20</b> or more employees in aggregate.	Maintains all provisions except for changing the exemption for smaller ancillary hotel businesses from <b>20</b> or more employees to <b>50</b> or more employees.

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<b>14.29.110</b>	<b>Employer Records</b>	<p>Each employer shall retain records and evidence that document compliance with this Chapter 14.29 including, but not limited to:</p> <ol style="list-style-type: none"> <li>1. A written copy of the preferential hiring list required by subsection 14.29.050.A;</li> <li>2. Written verification of offers of employment extended to each employee as required by subsection 14.29.060.B. The verification shall include the name, address, date of hire, and employment occupation classification of each employee;</li> <li>3. Written records of the performance evaluations required by subsection 14.29.060.F.</li> </ol>	<p>Maintains all provisions and adds a new category to the list of records that must be retained:</p> <ol style="list-style-type: none"> <li>1. A written copy of the preferential hiring list required by subsection 14.29.050.A;</li> <li>2. Written verification of offers of employment extended to each employee as required by subsection 14.29.060.B. The verification shall include the name, address, date of hire, and employment occupation classification of each employee;</li> <li>3. Written records of the performance evaluations required by subsection 14.29.060.F.; and</li> <li>4. <u>New</u>: <i>Other records that are material and necessary to effectuate the terms of the Chapter.</i></li> </ol>
<b>14.29.170.A</b>	<b>Remedies</b>	<p>The Director may specify that all civil penalties and fines are due to the aggrieved party rather than due to the Agency.</p>	<p>Removal of “all” to allow the Director to calibrate the allocation of civil penalties and fines (rather than all or none).</p>
<b>14.29.260</b>	<b>Effective date</b>	<p>The provisions of this Chapter 14.29 take effect on <b>January</b> 1, 2020 (and small ancillary hotel businesses with up to 50 employees are not included in “covered employers” - see Section 14.29.040).</p>	<p>For most covered employers, the provisions of this Chapter 14.29 take effect on <b>July</b> 1, 2020 (and small ancillary hotel businesses with up to 50 employees are not included in “covered employers” - see Section 14.29.040).</p> <p>For ancillary hotel businesses with between 51 and 250 employees, the provisions of this Chapter 14.29 take effect on July 1, <b>2025</b>.</p>