

**Substitute Bill – Protecting Hotel Employees from Injury (Version D2 vs. Proposed Version D3)**

<b>Section</b>	<b>Topic</b>	<b>Version D2 – Passed on 8/15/19</b>	<b>Proposed Version D3</b>
<b>14.27.050.E</b>	<b>Rate of Pay</b>	Employees are paid straight wages for the hours worked to clean the “maximum floor space” (generally, up to 5,000 square feet unless decreased by other provisions) plus three times straight wages for the hours worked to clean any square footage in excess of the maximum floor space.	The policy objective is the same, but new wording is offered in an attempt to clarify the policy objective.
<b>14.27.110</b>	<b>Employee Records</b>	Employers must retain appropriate records to facilitate audits and enforcement actions by the Office of Labor Standards.	The policy objective is the same, but the list of records is updated to add: <ol style="list-style-type: none"> <li>1. The number of hours each employee performed room cleanings including but not limited to the amount of time cleaning in excess of the maximum floor space;</li> <li>2. Any exceptions to each employee’s additional pay requirements; and</li> <li>3. Any other records required pursuant to Director’s Rules.</li> </ol>
<b>14.27.170.A</b>	<b>Remedies</b>	The Director may specify that <u>all</u> civil penalties and fines are due to the aggrieved party rather than due to the Agency.	Strike “all” to allow the Director to calibrate the allocation of civil penalties and fines (rather than all or none).
<b>14.27.170.E</b>	<b>Remedies</b>	Violation table was not updated to include the change in Rate of Pay (14.27.050.E) for three times straight wages for hours worked to clean any square footage in excess of the maximum floor space.	Corrects a clerical error.
<b>14.27.260</b>	<b>Effective Date</b>	Effective date is established as January 1, 2020 for all employers.	Changes the effective date to July 1, 2020 to allow sufficient time for establishing Director’s Rules.