



POST IN A CONSPICUOUS PLACE AT HOTEL SITE. VIOLATORS SUBJECT TO PENALTIES.

OFFICIAL NOTICE

Hotel Worker Protection Ordinance

Effective August 12, 2022



This Employer is subject to the Hotel Worker Protection Ordinance (HWPO) (LAMC SEC 182.00).

The Law Protects Hotel Workers From Threatening Behavior

1. A Hotel Employer shall provide a Personal Security Device to each Hotel Worker assigned to work in a Guest Room or restroom facility where other workers are not assigned. Personal Security Devices provide direct contact between a Hotel Worker and a Hotel security guard or, if applicable, a trained manager/supervisor designated by the Hotel Employer to respond to violent or threatening conduct to the Hotel Worker.
2. Hotel Workers' rights include:
 - a. Sufficient paid time to report the violent or threatening conduct to a law enforcement agency;
 - b. The Hotel Employer shall not prevent a Hotel Worker from reporting violent or threatening conduct;
 - c. The Hotel Employer shall not take or threaten adverse action against a Hotel Worker based on the Hotel Worker's decision not to report violent or threatening conduct to a law enforcement agency; and
 - d. Upon request by a Hotel Worker, reasonable accommodations shall be provided when a Hotel Worker has been subjected to violent or threatening conduct.
3. A Hotel Employer shall place on the back of the entrance door to each Guest Room and restroom facility in a Hotel the City of Los Angeles Official Notice of the Hotel Worker Protection Ordinance.
4. A Hotel Employer shall provide annual training to its Hotel Workers regarding Personal Security Devices, protocol for responding to activation of Personal Security Devices and the rights of the Hotel Workers and obligations of the Hotel Employer.

This law also contains additional protections for Hotel Workers, including restrictions on daily workload and work hours. For more information, see Los Angeles Municipal Code (LAMC) Section 182.00.

LAMC Section 182.06 protects any Hotel Worker from discharge, reduction in compensation, adverse action or any discrimination for participating in any proceeding related to the HWPO, for seeking to enforce their rights by any lawful means, or for otherwise asserting their rights under the HWPO.

For more information, please contact the Office of Wage Standards at 1-844-WAGESLA (924-3752) or email wagesla@lacity.org or visit <http://wagesla.lacity.org/>.

As a covered entity under Title II of the Americans with Disabilities Act, the City of Los Angeles does not discriminate on the basis of disability and, upon request, will provide reasonable accommodation to ensure equal access to its programs, services, and activities.