

INITIATIVE MEASURE TO BE SUBMITTED DIRECTLY TO THE VOTERS

The City Attorney of Beverly Hills has prepared the following title and summary of the chief purpose and points of the proposed measure:

AN INITIATIVE MEASURE PROVIDING A MINIMUM WAGE FOR CERTAIN HOTEL WORKERS, PERMISSIBLE WORKLOADS FOR HOTEL HOUSEKEEPERS, EMPLOYEE RETENTION UPON SALE OF A HOTEL, AND PROTECTION OF EMPLOYEES FROM VIOLENT OR THREATENING CONDUCT

This initiative measure proposes to regulate all hotels in the City of Beverly Hills, including hotel shops and restaurants. It shall apply to hotels regardless of existing union contracts. The measure will not apply to residential rental units that are rented for transient use such as typical Airbnb rentals.

Under current law, the minimum wage in the State of California, including the City of Beverly Hills, is \$15.50 per hour and typically increases yearly on January 1. This measure requires a \$30.00 minimum hourly wage for certain hotel workers, with annual increases through July 1, 2028 of the greater of (1) the percentage increase over the preceding year's Consumer Price Index for the Los Angeles metropolitan area ("CPI-W") or (2) five percent. Starting July 1, 2029, and annually thereafter, the minimum wage shall be increased by the percentage increase over the preceding year's CPI-W.

The measure limits hotel housekeeper workloads based on the hours worked, hotel type, cleaning location, number of guest rooms, and square footage assigned unless, in certain situations, the hotel employer pays the employee twice the employee's regular rate of pay for each hour worked during that day.

The initiative prohibits a hotel from implementing any program whereby guestrooms are not cleaned after each night occupied unless requested by the guest without solicitation by the hotel.

The measure generally prohibits contracting out room cleaning services.

Upon a sale or change in control of a hotel, a successor employer is required to maintain and hire workers from the incumbent employer and cannot discharge employees without good cause unless the successor employer determines that it needs fewer workers.

The measure requires hotel employers to provide hotel employees with personal security devices for on-scene assistance, designate security personnel to respond to requests for assistance, provide training, and implement other protections from violent or threatening conduct.

The measure requires hotel employers to distribute all service charges collected by the hotel in their entirety to the hotel worker(s) who performed services for the customers from whom the service charges are collected, excluding supervisory or managerial

workers. It prohibits hotel employers from deducting from wages or other compensation because of the service charge.

The measure authorizes the City Manager to grant waivers from particular requirements of the measure upon presentation of evidence of a hotel employer's dire financial condition.

The measure authorizes waiver of certain requirements, including minimum wage and service charges, if the waiver is expressly set forth in a collective bargaining agreement.

The measure allows the City Council to make amendments thereto if it strengthens or expands upon the measure's protections for hotel workers.

The City or any aggrieved hotel worker may enforce the measure by legal action as provided for in the measure.

The measure contains numerous other technical and administrative provisions.

DATED: August 9, 2023

A handwritten signature in black ink, appearing to read "Laurence S. Wiener", written over a horizontal line.

Laurence S. Wiener
City Attorney
City of Beverly Hills