

NOTICE OF INTENT TO CIRCULATE INITIATIVE PETITION

(Cal. Elect. Code § 9202)

NOTICE OF INTENT TO CIRCULATE PETITION

Notice is hereby given by the persons whose names appear hereon of their intention to circulate the petition within the City of Beverly Hills for the purpose of adopting an initiative that will enact provisions to improve and protect the welfare of employees at hotels in the City.

A statement of the reasons of the proposed action as contemplated in said petition is as follows (up to 500 words):

This is an initiative to improve and protect the welfare of employees at hotels in the City.

Hotel workers who work by themselves in guest rooms are vulnerable to crimes and other threatening behavior, including sexual assault. Ensuring that hotel workers are equipped with personal security devices and supported in their ability to report criminal and threatening behavior to the proper authorities will promote their personal safety from criminal threats and improve public safety overall.

Hotel employees are also frequently assigned overly burdensome room cleaning quotas and unexpected overtime, which undermines the public interest in ensuring that room cleaners can perform their work in a manner that adequately protects public health and interferes with workers' ability to meet family and personal obligations. The initiative assures that room cleaners receive fair compensation when their workload assignments exceed proscribed limits and prohibits hotel employers, except in emergency situations, from mandating overtime when workers' shifts exceed 10 hours in a day.

Workers employed through labor contractors are uniquely vulnerable to abusive employment practices. Temporary workers are also less likely to have the experience and training to prevent the spread of disease through effective cleaning methods or to identify indications of human trafficking or preparations for acts of terrorism. With certain exceptions, the initiative prohibits hotel employers from entering into contracts with labor contractors to supply workers to clean rooms.

When corporate ownership or management of a hotel changes, it is common for new operators to reopen with a new workforce, leaving the hotel's former workers displaced. This initiative requires a transitional retention period upon change of ownership, control, or operation, thereby stabilizing employment and alleviating demands on government agencies for social services.

Wages paid to workers at hotels are often economically restrictive and can prevent hotel workers from exercising purchasing power at local businesses, which takes a toll on the local economy. Inadequate wages also cause workers to rely on the public sector as a provider of social support services. A minimum wage for hotel workers will benefit the economy and preserve government resources. Moreover, income equality is one of the most pressing economic and social issues facing Beverly Hills. By requiring a minimum wage at hotels, the initiative seeks to promote the health, safety and welfare of thousands of hotel workers by ensuring they receive fair compensation for the work they perform.

Because hotels receive benefits from City assets and investments and because the City and its tourism industry benefit from hotels with experienced and respected workers with low turnover, it is fair and reasonable to require hotels pay their workers a fair wage.

When a service charge is listed on a customer's bill, there is often a reduction in the gratuity to the hotel worker on the assumption that the service charge is automatically paid to the worker. This initiative also guarantees that a hotel worker gets paid for any service charge a customer reasonably would believe is intended for the worker who performed the service.

TRJ MAAREJ
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PROponent'S SIGNATURE

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PROponent'S ADDRESS

[Signature] 7.24.2023
DATE

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7.24.2023
DATE

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PROponent'S ADDRESS

7/25/2023
DATE

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.

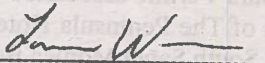
The measure authorizes the City Manager to grant waivers from particular requirements of the measure upon presentation of evidence of a hotel employer's dire financial condition.

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



Laurence S. Wiener
City Attorney
City of Beverly Hills



BEV HILLS CITY CLERK
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PROOF OF PUBLICATION

STATE OF CALIFORNIA

COUNTY OF LOS ANGELES

The undersigned says:

I am 18 years or older. I am the clerk of the BEVERLY HILLS- BEVERLYWOOD WEEKLY, a newspaper of general circulation in the city of Beverly Hills, and the Beverly Hills/ West Hollywood Judicial District, Beverly Hills Unified School District, County of Los Angeles, State of California, as adjudicated in the Los Angeles Superior Court Case No. BS079161. The notice, a printed copy of which appears to the right, was published on dates listed:

8/24/23

Legals Dept

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