



**City of Long Beach**  
*Working Together to Serve*



**DATE:** November 20, 2018

**To:** Mayor and City Council

**FROM:** Councilwoman Jeannine Pearce, Second District JP  
Councilwoman Suzie Price, Third District JP  
Councilmember Roberto Uranga, Seventh District (R)  
Councilwoman Lena Gonzalez, First District LG

**SUBJECT:** Amendment to Hotel Worker Safety Ordinance

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**INTRODUCTION:**

On November 13, 2018, the City Council adopted an ordinance relating to hotel worker safety precautions as a proactive action to ensure that all hotels and lodgings are providing public safety protections to employees who are required to work alone in guest rooms, restrooms or other locations where they may be vulnerable to unprovoked or wanted contact. That ordinance primarily required all hotel and lodging employers of all sizes, including motels, to provide an emergency contact device, often referred to as a panic button to each hotel employee assigned to work in a guest room or other space without other hotel employees present, at no cost to the hotel employee. In furtherance of the City's interest in continuing to proactively address this public safety issue, the ordinance can be strengthened by amending the definition of "hotel employer" to extend the compliance obligations upon all contractors and subcontractors performing work in the hotel, adding a no retaliation clause, and requiring hotel employers to provide written notification to hotel employees of their rights under the ordinance.

**RECOMMENDATION:**

Request the City Attorney to draft an ordinance amending Chapter 5.54 of the Long Beach Municipal Code adding the following hotel worker safety provisions to the existing ordinance:

1. The definition of "hotel employer" shall be amended to mean a person who own, controls, and/or operates a hotel in the City of Long Beach, or a person who

owns, controls, and/or operates any contracted, leased, or sublet premises connected to or operated in conjunction with the hotel's purpose, or a person, other than a hotel employee, who provides services at the hotel.

2. The following no retaliation clause shall be added:

"No person shall discharge, reduce in compensation, increase workload, impose fees or charges, change duties or otherwise take adverse action against any hotel employee for opposing any practice proscribed by this Chapter, for participating in proceedings related to this Chapter, for seeking to enforce his or her rights under this Chapter by any lawful means, or for otherwise asserting rights under this Chapter. A person terminating or taking any other adverse action against any hotel employee who has engaged in any of the foregoing activities within one year preceding the termination or other adverse action shall provide to the hotel employee at or before the time of the termination or other adverse action a detailed written statement of the reason or reasons for the termination or other adverse action including all the facts substantiating the reason or reasons and all facts known to the person that contradict the substantiating facts."

3. The following written notification requirement shall be added:

"Each hotel employer shall give written notification to each current hotel employee, and to each new hotel employee at time of hire, of his or her rights under this Section. The notification shall be in each language spoken by more than ten (10) hotel employees."

**FISCAL IMPACT:**

The fiscal impact has not yet been determined.



**City of Long Beach Memorandum**  
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## REQUEST TO ADD AGENDA ITEM

**Date:** November 16, 2018  
**To:** Monique De La Garza, City Clerk  
**From:** Councilwoman Jeannine Pearce  
**Subject:** Request to Add Agenda Item to Council Agenda of November 20, 2018

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Pursuant to Municipal Code Section 2.03.070 [B], the City Councilmembers signing below request that the attached agenda item (due in the City Clerk Department by Friday, 12:00 Noon) be placed on the City Council agenda under New Business via the supplemental agenda.

The agenda title/recommendation for this item reads as follows:

Amendment to Hotel Worker Safety Ordinance

Council District	Authorizing Councilmember	Signed by
7	Roberto Uranga	Roberto Uranga
1	Lena Gonzalez	Lena Gonzalez
2	Jeannine Pearce	Jeannine Pearce