

EMERGENCY ACTION PROPOSALS FROM HOSPITALITY WORKERS RESPONDING TO THE CORONAVIRIS OUTBREAK

1. PREVENTION: HAND WASHING AND SICK DAYS

- Mandate that all Event Center and Hotel employers give employee an extra 15 minutes of break time every 4 hours for washing hands and sanitizing.
- In hotels, housekeepers should have an affirmative reduction in workload equivalent to 30 minutes of work (typically one “room credit”), and must not be penalized if they do not complete daily room cleaning quotas, so that they are able to perform thorough cleaning and have time to frequently wash their hands. Together, this means three legislative actions: A. Suspend room quotas for hotel housekeepers until further notice, B. mandate that all housekeepers be given a break after each room to wash their hands and disinfect, C. permanently reduce room quotas by 1 credit if the room quota is normally 16 or less, and by two credits if the room quota is more than 16.
- Event Center and Hotel employers should provide a minimum of 10 sick days per year to employees, which the Cities of Los Angeles and Santa Monica already have (LA has 12 and Santa Monica has 9).

2. CONTROL LAYOFFS

- Protect workers with fair layoff and recall by seniority rights, so laid off workers are ensured a job when the crisis subsides. *See [Santa Monica Municipal Code Section 4.66.10 et seq.](#)*
- Adopt a “just cause” provision to prevent unscrupulous managers from trumping up reasons to fire workers. *See [Philadelphia Municipal Code Section 9-4700 et seq.](#)*
- Adopt worker retention to protect workers through bankruptcy and subcontracting. *See [Santa Monica Municipal Code Chapter 4.67.050](#); [Los Angeles Municipal Code Section 183.00 et seq.](#)*

3. TRAINING: CENTRALIZE PUBLIC HEALTH TRAINING FOR HOSPITALITY WORKERS

- All housekeepers and cooks in Event Centers and Hotels should be trained on public health by a single non-profit authority not controlled by employers. A model is the “public housekeeping” training law adopted last year by the City of Santa Monica. *See Santa Monica Municipal Code Section 4.67.060*

4. ENFORCE AND STRENGTHEN SHORT TERM RENTAL LAW, WHICH WILL OUTLAW ILLEGAL HOTELS MULTI-UNIT BUILDINGS

- Public safety measures in the hospitality industry are not meaningful if a significant part of our hotel units are being run through illegal, unregulated operators. This is especially true when short-term rental businesses occupy entire buildings or multiple units in a building and take over rent controlled units, which are often in larger, denser buildings.