

CITYWIDE HOTEL WORKER MINIMUM WAGE ORDINANCE

Frequently Asked Questions

- 1) If a hotel normally has 300 or more guest rooms but 80 of those rooms are under renovation, can the hotel be waived/exempt since they have less than 300 rooms that can be occupied?

Answer: No, the ordinance does not use the term "occupied" to determine the room count.

- 2) The hotel is planning on contracting with a company to provide valet services. Is the company providing valet services required to pay the CHWMWO?

Answer: Section 186.01 D defines Hotel as including "any contracted, leased or sublet premises connected to or operated in conjunction with the building's purpose, or providing services at the building." Therefore, the Hotel's contractor which provides valet services to the Hotel's customers is "providing services at the building" and must comply with the CHWMWO and its provisions.

- 3) Is a specific hotel located within the City of Los Angeles?

Answer: The Bureau of Contract Administration does not make determinations regarding City limits. We recommend visiting <http://zimas.lacity.org/> for further clarification.

- 4) Are there health benefit requirements under the CHWMWO?

Answer: No

- 5) Are the 96 hours per year Paid Time Off (PTO) required in addition to the current minimum wage? If so, are the 96 PTO hours considered part of the current rate or a benefit in addition to the minimum wage?

Answer: Yes, the CHWMWO requires 96 hours per year paid time off in addition to the minimum wage requirement. The CHWMWO also requires 80 hours per year of unpaid time off.

- 6) Since there is no Health Care requirement or component required under the Ordinance, are companies still required to provide the Affordable Care Act (ACA) premiums contribution?

Answer: Yes, companies are still required to comply with the ACA, it is a federal law.