

Effective dates vary, starting July 1, 2020

The mission of the Office of Labor Standards (OLS) is to advance labor standards through thoughtful community and business engagement, strategic enforcement and innovative policy development, with a commitment to race and social justice.



This poster must be displayed in a noticeable area at the workplace, in English and the language(s) spoken by employees. The Office of Labor Standards provides language interpretation and translation and accommodations for people with disabilities.

# 2023 Notice of Rights for Employees of Ancillary Hotel Businesses

## Does this Apply to You?

### WHAT IS AN "ANCILLARY HOTEL BUSINESS" (AHB)?

A business is an AHB if it has one of these kinds of relationships to a hotel:

1. The business routinely contracts with a hotel to provide services to guests
2. The business leases space at the site of the hotel to provide services to guests, or
3. The business has an entrance within the hotel and provides food and beverages to guests and the public

Covered services include those that are offered in conjunction with the hotel's provision of short-term lodging, which include food or beverage, recreational, conference rooms and convention, laundry, and parking.

For more details about whether the business that you work for might be an AHB, please visit the Office of Labor Standards website.

SMC 14.26

## Protection from Violence

### PROTECTS EMPLOYEES AGAINST VIOLENT OR HARASSING ACTS BY GUESTS

#### WHO DOES THIS APPLY TO?

Hourly employees of an AHB with a relationship with a hotel of 60 or more guest rooms

#### EMPLOYEES HAVE A RIGHT TO:

- Access panic buttons (supplied by the hotel) when working in or making deliveries to a hotel guest room
- Report violent or harassing guest conduct to your employer
- Be protected against violent or harassing conduct from hotel guests
- Not be assigned to work in or make deliveries to a hotel guest's room if that guest has been reported for violent or harassing conduct

#### IF AN EMPLOYEE IS A SURVIVOR OF ALLEGED VIOLENT OR HARASSING GUEST CONDUCT, THEY HAVE A RIGHT TO:

- Be re-assigned to a different work area at their choice
- Receive paid time to talk with law enforcement and a support person of the employee's choice
- Access to the King County Sexual Assault Resource Center for support services, resources, and/or referrals  
CALL (24 Hour Line): 1-888-998-6423
- Access to a crime victim advocate as provided for in the Revised Code of Washington 7.69.030

SMC 14.28

## Access to Medical Care

### REQUIRES EMPLOYERS TO MAKE HEALTHCARE EXPENDITURES

#### WHO DOES THIS APPLY TO?

Hourly employees who (1) work for an AHB of 50 or more employees with a relationship to a hotel of 100 or more guest rooms, and (2) work an average of 80 or more hours per month. Does not apply to supervisors, managers, or certain employees who help determine management policies about labor relations.

#### EMPLOYEES HAVE A RIGHT TO:

- Improved access to medical care through employer-required healthcare expenditures
- Employers may make the expenditure by one or more of the following:
  - (1) payments of ordinary income
  - (2) payments toward an employer-sponsored health insurance plan, and/or
  - (3) payments into tax-favored health plans (e.g. health savings accounts)

2023 RATES <sup>†</sup>	
Monthly Expenditure	Family Composition
\$518	Single Employee
\$881	Single Employee with dependents
\$1,036	Employee with spouse/partner, no dependents
\$1,555	Employee with spouse/partner and dependents

<sup>†</sup>Rates for each calendar year are announced no later than June 30 of the previous year

SMC 14.29

## Job Retention

### REQUIRES RETENTION OF EMPLOYEES AFTER A CHANGE IN OWNERSHIP

#### WHO DOES THIS APPLY TO?

Hourly employees who (1) work for an AHB of 50 or more employees with a relationship to a hotel of 60 or more guest rooms, and (2) have worked for the AHB for at least 30 days prior to the sale of the AHB. Does not apply to supervisors, managers, or certain employees who help determine management policies about labor relations.

#### EMPLOYEES HAVE A RIGHT TO:

- Notice that the business is changing ownership
- A written job offer with the incoming employer (offers based on seniority)
- Ninety days of employment with the new employer, unless there is just cause to fire the employee or there is need for layoffs (layoffs by seniority)
- A performance evaluation at 90 days

See website for details of effective dates for each law.

## Know Your Employee Rights

**RETALIATION IS PROHIBITED:** These laws protect employees from retaliation for enjoying or exercising these rights.

**RIGHT TO FILE A COMPLAINT:** Employees have a right to make a complaint with OLS or file a lawsuit if an employer violates these laws.

**Contact:**  
OFFICE OF LABOR STANDARDS

**Employers**  
Obtain compliance assistance  
and/or receive training

**Employees**  
File a complaint with OLS or  
file a lawsuit in court

**206-256-5297**  
[www.seattle.gov/laborstandards](http://www.seattle.gov/laborstandards)

