

2024 Will Bring Anaheim's Hotel Worker Protection Ordinance

Article By:

Michael D. Thomas

Sean Paisan

The Anaheim Hotel Worker Protection Ordinance takes effect **January 1, 2024**, though it had a rocky path to passage.

It started with a more expansive ordinance proposed in [May](#), which was sent to the voters in October and failed.

Meanwhile, the City Council passed [an ordinance](#) focused on the safety of hotel workers over the summer that will take effect next year. The following is an overview.

Covered Employers

The ordinance covers hotel employers defined as any person who owns, controls, or operates a hotel in the City of Anaheim, and includes any person or contractor who, in a managerial, supervisory, or confidential capacity, employs hotel workers to provide services at a hotel in conjunction with the hotel's purpose.

Personal Security Devices

As with many of the hotel employee protection ordinances, Anaheim's ordinance requires covered employers to provide a personal security device commonly referred to as a "panic button" whenever a worker works in a guest room or restroom facility where other workers are not assigned to be present.

Covered employers must also provide training to workers regarding how to use and maintain the personal security device, the hotel's protocol for responding to activation, and the employee's rights.

Employers must retain records of incidents where personal security devices were activated for three years from the incident.

Employee Reporting

If a hotel worker brings attention to violent or threatening conduct occurring on hotel property or in the workplace the employee must be afforded the following rights:

- sufficient paid time off up to 3 hours on the date of the incident to report violent or threatening conduct to a law enforcement agency and to consult with a counselor or advisor of the hotel worker's choice.
- Upon request by a hotel worker, a hotel employer shall provide reasonable accommodations to a hotel worker who has been subjected to violent or threatening conduct. Reasonable accommodations may include, but are not limited to, a modified work schedule, reassignment to a vacant position, or other reasonable adjustment to job structure, workplace facility, or work requirements.

Jackson Lewis P.C. © 2024

National Law Review, Volumess XIII, Number 335

Source URL: <https://natlawreview.com/article/2024-will-bring-anaheims-hotel-worker-protection-ordinance>