

CITY OF ONTARIO
CITY ATTORNEY'S IMPARTIAL ANALYSIS OF MEASURE "___"

**INITIATIVE MEASURE TO ENACT HOTEL,
EVENT CENTER, AND HOSPITALITY WORKER
PROTECTION AND MINIMUM WAGE REGULATIONS**

Measure "___" was placed on the ballot by an initiative petition signed by the requisite number of Ontario voters. If approved by a majority of the voters voting on it, Measure "___" would amend the Ontario Municipal Code to enact certain hotel, event center, and airport hospitality worker protection and minimum wage regulations, including:

- Hotel employers must supply certain hotel workers with electronic contact devices, for summoning on-scene assistance and reporting threatening conduct. Employers must have a designated security guard to receive alerts, provide workers with training, post notices of this practice, and must not take adverse action against a worker for reasonably using the device and reporting such conduct.
- Prohibits requiring hotel workers to clean more than 3,500 square feet of floorspace in any eight-hour workday, unless the employer pays twice the regular rate for all hours worked. This maximum amount shall be reduced for cleaning special-attention rooms, floor space on more than one floor of a hotel building, and additional bedrooms.
- Prohibits requiring hotel workers from working more than ten hours any workday unless the worker provides written consent, after being advised that they may decline.
- Except for certain temporary emergency cleaning contracts, prohibits obtaining hotel room cleaning via a subcontractor.
- When a hotel, event center, or airport hospitality operation changes control, the successor must, for 6 months after reopening, retain/hire from among workers that worked for the previous operator, subject to exemptions.
- Sets a local minimum wage for hotel, event center and airport hospitality workers at the following rates:

July 1, 2027	\$21.00/hr.
July 1, 2028	\$24.00/hr.
July 1, 2029	\$27.00/hr.
July 1, 2030	\$30.00/hr.

The minimum wage rate will then be subject to annual CPI increases.

- Requires equitable distribution of service charges to the worker(s) who performed the service(s).

- Requires hotel employers to maintain and make available records of employee training, rooms/hours worked and labor/subcontractor arrangements for 3 years. All hotel, hospitality and airport employers must also maintain employment offers, performance evaluations and proof of service charge distribution compliance for 3 years. If an employer violates this requirement, the City Manager will be responsible to ensure employer compliance.
- Requires the City Manager to grant up to a one year waiver of specific requirements for certain employers if they must lay off employees or reduce workers' hours below the thresholds specified in the measure to avoid bankruptcy or shutdown.
- Requires employers to provide notice of rights to workers in languages in addition to English.
- Prohibits retaliation against employees who practice or enforce their rights under this measure.
- Requires the City Manager to investigate all worker complaints and provides for penalties to employers who violate this measure.
- Provides that the requirements of this measure can be waived pursuant to a bona fide collective bargaining agreement.

This measure permits the City Council to make limited amendments without another election, provided the amendments extend greater protections or increase the minimum wage and benefits to workers beyond than provided therein. Otherwise, the City could not amend these provisions without subsequent majority voter approval.

The above statement is an impartial analysis of Measure “ ____ ”. If you desire a copy of the Measure, please call the City’s elections official at (909) 395-2166 and a copy will be mailed at no cost to you.

/s/ RUBEN DURAN
City Attorney