



The League of Women Voters
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PROS AND CONS

LOCAL BALLOT MEASURES

SPECIAL STATEWIDE ELECTION NOVEMBER 8, 2005

EMERYVILLE Initiative Majority vote required
Measure C Workplace justice standards at large hotels

The Question:

Shall the City of Emeryville amend its Municipal Code to establish permitting requirements for large hotels?

The way it is now:

There are 4 hotels which do business within the City of Emeryville. All of them have more than 50 guest rooms. Together they employ a few hundred workers.

What Measure C would do:

Measure C would establish permitting conditions for any hotel with more than 50 guest rooms to do business within the City of Emeryville. The following conditions would pertain *only* to employees who are not managers or who are not in administration.

The conditions would require the hotels to:

- Provide compensation for each employee of at least \$9 per hour including health benefits
- Provide compensation for all employees that averages at least \$11 per hour including health benefits
- Adjust the above rates upward annually in proportion to the region's Consumer Price Index
- Require new employers to retain all employees for a period of 90 day probationary period unless a finding of just cause for dismissal is established
- Pay room cleaners time-and-a-half, if they are required to clean more than 5000 square feet in an 8 hour period
- Ensure each employee that they would receive full pay for each day of jury service

Enforcement of the permit requirements could be initiated by the City of Emeryville, any resident, or any organization operating within the city by bringing action in Municipal or Superior Court. If, after notice and a hearing, the City Council finds a hotel has violated the conditions of its permit, the City Council would revoke the permit or attach additional conditions to its renewal.

Fiscal effect:

The cost of processing the permits and monitoring them for compliance would be covered by a fee charged to the hotels. The fee would be paid each year at the time the permit is renewed.

Supporters say:

- Each hard-working hotel employee should receive compensation of at least \$9 per hour, and this compensation should include health care benefits.
- Hotel employees are entitled to paid leave for jury duty.
- Measure C applies to hotels with more than 50 guest rooms and does not apply to any other business operating within the city of Emeryville.

Opponents say:

- Measure C isn't necessary. Every single hotel employee in Emeryville already earns a better wage than Measure C requires.
- This measure will add new layers of bureaucracy and delays that will slow economic development and deter investment in Emeryville.
- Measure C unfairly singles out hotel employees but doesn't offer any protections to other workers in Emeryville.