

## ANAHEIM CITY ATTORNEY'S IMPARTIAL ANALYSIS OF MEASURE A

### **Overview:**

Measure A was placed on the ballot by petition signed by the requisite number of voters. The measure would change the terms and conditions of employment for workers at Anaheim hotels and event centers (publicly or privately owned convention centers, concert halls, stadiums, and sports arenas of over 20,000 square feet) as summarized below.

### **Minimum Wage**

- **Current Law:** Currently, the minimum wage in California is \$15.50 per hour, and increases yearly. Under a previous voter-approved measure, Anaheim resort-district hotels benefiting from City rebates must pay a minimum wage of \$19.40 per hour, increasing annually by the greater of 2% or the Consumer Price Index ("CPI")
- **Measure A:** Under this measure, the minimum wage for hotel and event center workers would increase to \$25 per hour. Beginning in 2026, the minimum wage would increase annually for these workers by the greater of 3% or the CPI.

### **Personal Security Devices**

- **Current Law:** Under existing City law, beginning in 2024, hotels must provide electronic emergency devices to hotel workers assigned to work alone in guest rooms or restrooms, providing direct contact to trained hotel security staff. Hotels must allow workers paid time to report any violent or threatening conduct, and to reasonably accommodate those making such reports. Hotels must notify guests of these requirements upon check-in and by prominently displaying notices in each guest room.
- **Measure A:** The measure would have similar requirements as the current law, but would make the requirements take effect sooner. A notice would be required to be posted behind each guest room door.

### **Workload / Overtime**

Hotel cleaning workers could not be required to clean more than 4,000 square feet in smaller hotels (fewer than 60 rooms), or more than 3,500 square feet in larger hotels, unless the hotel pays that worker double-time for the entire workday. Absent written consent, hotel workers could not be required to work more than ten hours per day. Hotels would be prohibited from implementing programs (including financial incentives for guests) whereby occupied guest rooms are not cleaned nightly.

### **Employee Retention**

If hotels or event centers change ownership, the new owner would be required to offer continued employment for at least 90 days to every non-managerial worker who was employed for at least one month, with limited exceptions based on past performance or conduct.

### **Service Charges**

Hotels and event centers would have to pay any service charges received from a customer to the employee(s) who performed the services, excluding managerial employees.

### **Waivers**

Employers could seek annual waivers from the measure's provisions, excluding the worker safety provisions, upon the showing of financial hardship, as defined.

### **Enforcement**

Employees could seek to enforce this measure by reporting violations to Anaheim officials or by initiating litigation against the employer.

### **Effective Date**

If the measure is approved, it would take effect 10 days after the election result is certified.

A YES vote on Measure A would impose these new employment requirements for Anaheim hotel and event center workers. A NO vote opposes them.

Robert Fabela  
Anaheim City Attorney

The above statement is an impartial analysis of Measure A. If you desire a copy of the measure, please call the Elections Official's office at (714) 765-5166 and a copy will be mailed at no cost to you.