

2016 HOSPITALITY LAW CONFERENCE

FEBRUARY 22-24, 2016

Sound and Savvy Operational Solutions to Offsetting the Increased Minimum Hotel Wage

LARA A.H. SHORTZ



PRESENTER



Lara A.H. Shortz

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- ❖ Ms. Shortz is a labor and employment attorney who navigates management through the intricacies of state and federal employment acts, including the Fair Employment and Housing Act (FEHA), Equal Employment Opportunity Commission (EEOC), the Worker Adjustment and Retraining Notification Act (WARN), Americans with Disabilities Act (ADA), and the Age Discrimination in Employment Act (ADEA).
- ❖ She frequently litigates on behalf of and provides advice and counsel to hotel clients in a myriad of employment-related matters, including discrimination, sexual harassment prevention, wrongful termination, reduction in workforce, hiring practices, and wage and hour issues.



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HOSPITALITY MARKET WAGE INCREASES

- New York, NY (Statewide): \$9/hr
- San Francisco, CA : \$13/hr (July 1)
- Chicago, IL : \$10.50/hr (July 1)
- Washington, D.C.: \$11.50/hr (July 1)
- San Diego, CA (Statewide): \$10/hr
- Boston, MA (Statewide): \$10/Hr
- Los Angeles, CA : \$15.37 for hotels w/ 150 rooms (July 1)
 - \$10.50 for Employers with 26 or more Employees (July 1)



MITIGATING THE IMPACT

- Evaluate your operations to find ways to offset payroll
- Alternatives to raising room rates & adding/increasing resort fees

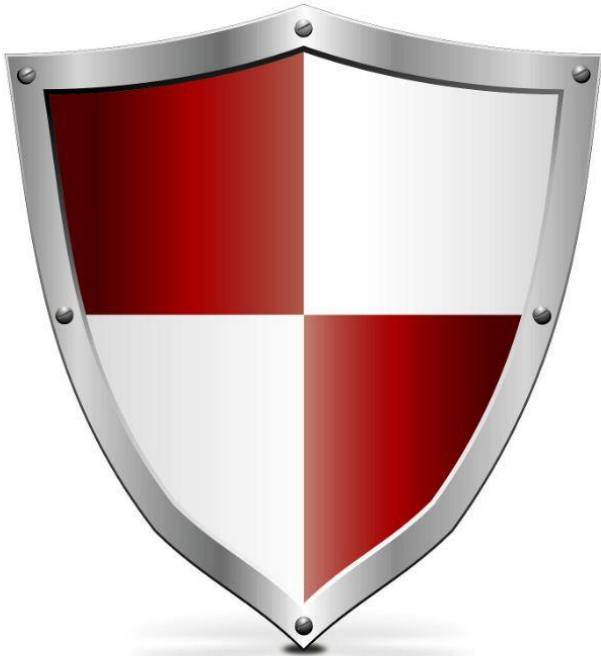


MITIGATING THE IMPACT

- Seasonal work
- Layoffs
- Part-Time employees
- Shift differentials
- Automation
- Amenities
- Budgeting
- Outsourcing



PROTECTING YOUR BOTTOM LINE



- Restructuring your hotel operations can protect your bottom line
- Involve your attorney with your business plan
- Implement a solid framework
 - Offset increased costs
 - Stay in compliance with the law
 - Mitigate the risk of any future lawsuits



THANK YOU
QUESTIONS?



LARA A.H. SHORTZ, ESQ
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