



## From the Editor

*Another great article from The Rooms Chronicle® the #1 journal for hotel rooms management! \*\*\*Important notice: This article may not be reproduced without permission of the publisher or the author.\*\*\* College of Hospitality and Tourism Management, Niagara University, P.O. Box 2036, Niagara University, NY 14109-2036. Phone: 866-Read TRC. E-mail: editor@roomschronicle.com*

*Notice: The ideas, opinions, recommendations, and interpretations presented herein are those of the author(s). The College of Hospitality and Tourism Management, Niagara University/The Rooms Chronicle® assume no responsibility for the validity of claims in items reported.*

Recently, I was asked by a veteran hotel consultant what I perceived to have been the biggest changes in hospitality law affecting hotels in the past five years. Here is my reply:

“The biggest legal challenges that hotel owners have faced for the past five years have been related to increased government influence and new legislation aimed at curtailing employers’ control over their business organization and workforce. Hoteliers continue to be subjected to various new or increased mandates imposed upon employers by both the federal and state governments including the NLRB Employee Rights Poster, Wage Theft Protection Act, increased enforcement of OSHA workplace regulations, adjustments to the FMLA for families of military personnel, increased protections mandated by the Consumer Product Safety Commission for safer baby cribs, the enactment of higher minimum wage laws, the possibility of the Employee Free Choice Act being implemented, more stringent reporting requirements by hotel operators to their respective government agencies, and so much more. Likely the result of a Democratic influenced administration, the last five years has demonstrated greater governmental involvement and influence over how owners and managers operate their hotels and how they must comply with such increased mandates.”



You may notice that most of the aspects referenced in my reply have been issues that we have addressed during this five-year period publishing *The Rooms Chronicle®*. While some of these issues are major concerns for hotels and others are minor impediments to be complied with, when taken collectively they do indeed demonstrate an ongoing struggle by hoteliers to retain control over their properties and business models without excessive governmental interference. Hopefully, 2012 will bring greater profitability and less regulatory mandates to the lodging industry!

William D. Frye, Ph.D., CHE  
Executive Editor