



WHO IS LOCAL 19?

- We represent in Silicon Valley and beyond:
 - 2,000 hotel workers
 - 4,000 in corporate cafeterias
 - 1,000 at sports facilities
 - 400 workers at SJC airport
- We also advocate for non-union workers in these industries



95% of our members are currently laid off from their jobs



LOCAL 19'S REOPENING GOALS

- Meet laid off workers' basic needs
- Get people back into their jobs – unless they are at high risk
- Ensure that the public is safe - customers and workers



WHAT HOSPITALITY WORKERS NEED FROM YOU

- Require strong workplace reopening plans
- Stronger *local* industry cleaning standards & protocols in key areas
 - housekeeping - public areas
- Local enforcement “teeth” to make the protections meaningful
 - “no retaliation” - public information
- Worker recall and retention rights

Recommended hospitality industry public health protocols

Below find a summary of proposals for what Santa Clara County can and should do to: a) protect the traveling public coming to Silicon Valley, and local customers, from COVID-19 outbreaks as travel and tourism return, b) protect against hospitality establishments generating mass outbreaks of COVID-19 or future pandemics, and c) ensure the profitable return of hospitality operations by providing the safest possible lodging and dining experience for guests.

Controls for preventing transmission of SARS-CoV-2

- Masks, gloves and appropriate PPE provided to employees – with training on use.
- Furniture, entrances, lobbies, cashiers, front desks arranged to keep guests 6' apart from other unaffiliated guests. Elevators limited to 5 people.
- Plexiglass shield at front desks, registers and in vans. Touch-free time clocks and tipping.
- Employees maintain 6' distance from employees & guests. Stagger break time/locations.
- Omnipresent hand sanitizer & disinfectant wipes. Hourly handwashing breaks.

Strict cleaning standards

- High-contact and public areas must be cleaned regularly and throughout the day.
- All guest rooms must be cleaned and disinfected daily. Hotels cannot offer guests incentives for declining room cleaning. Deep cleaning on checkouts.
- Meeting rooms must be cleaned and disinfected during any meeting breaks.
- Adequate staffing and time allocated for employees to to the work these standards require.
- Regular training of employees on standards, plans, & other protocols.

COVID-19 identification and response plan

- All workers offered antibody testing prior to return, paid for by employer.
- Daily temperature checks for workers, same offered to guests at check in.
- Symptomatic employee granted paid leave for test, with testing paid for by employer.
- Positive tested employee gets 24 paid days off. Positive tested guest to self-quarantine.
- Employees with contacts with COVID-positives notified and instructed to undergo testing.
- Posted notices to guests and workers of controls, ID/response plan, & cleaning standards.
- Person on-site designated to oversee enforcement of plan.
- Notification of Health Dept where there are cases, possible symptoms, or exposure.

Strong enforcement with no retaliation

- Worker cannot be punished for enforcing or asserting rights, including refusing to work in or reporting unsafe conditions. Private right of action to bring whistleblower/retaliation claim.
- Worker who believes that they are in danger of infection and possible retransmission may stay on paid layoff until authorities declare that COVID-19 no longer poses a significant public health threat.
- County to enforce regulations upon complaint from workers or the public. Can issue substantial fines, order closure of the property.
- Hotel "grades" published based on verified complaints and violations.
- Information about COVID-19 cases provided to customers, workers & the public, consistent with privacy protections.