

Improving Access to Medical Care for Hotel Employees Ordinance

The Improving Access to Medical Care for Hotel Employees Ordinance requires certain employers to make monthly healthcare expenditures to, or on behalf of, their employees to improve their access to medical care. This law went into effect for most covered employers on July 1, 2020.

Which employers does this law cover?

This law applies to employers that own, control, or operate a Seattle hotel or motel of 100 or more guest rooms and applies to “ancillary hotel businesses” with 50 or more employees worldwide.

“Ancillary hotel businesses” are those that have one of these relationships with a covered hotel:

- Routinely contract with a hotel or lease/sublet space at the hotel to provide services like food or beverage, recreational services, conference rooms, convention services, laundry, or parking
- Provide food and beverages to hotel guests and to the public and their business has an entrance within the hotel premises.

Which employees does this law cover?

This law applies to employees who are covered by Seattle’s Minimum Wage Ordinance and who works an average of 80 hours or more in a month for a covered employer.

Which employees are not covered by this law?

- Those who aren’t covered by the Minimum Wage Ordinance
- Those who work fewer than 80 hours a month
- Managers and supervisors
- Those who help to create or effect management policies about labor relations
- Those who have voluntarily and knowingly waived their rights to the ordinance because they receive health coverage from another source.

WHO IS COVERED?

Our ordinances cover employees working inside Seattle city limits, regardless of their immigration status or the location of the employer.

If your situation does not qualify for investigation by us, we will refer you to another agency for help.

RETALIATION

An employer cannot retaliate against an employee for:

- Asserting their rights under these laws.
- Filing a complaint with OLS.
- Telling others about their rights.

OUR SERVICES

- Investigations of complaints.
- Outreach to workers.
- Technical assistance for business.
- Resources and referrals.

Language interpretation, translations and accommodation are available. OLS does not ask about immigration status.

All services are free.



OFFICE OF LABOR STANDARDS

The mission of OLS is to advance labor standards through thoughtful community and business engagement, strategic enforcement and innovative policy development, with a commitment to race and social justice.

MORE INFORMATION

(206) 256-5297

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What are healthcare expenditures?

Covered employers must make a monthly healthcare expenditure to or on behalf of each covered employee. The healthcare expenditure is in addition to other compensation that is owed to a worker. The amount is based on family size and is adjusted annually. The law allows an employer to choose from one or more ways to make the expenditure. The following charts show the rates and the expenditure types.

Monthly Expenditure Rates		
2025	2026	Family Composition
\$561	\$612	Single Employee
\$955	\$1,043	Single Employee with Dependents ONLY
\$1,124	\$1,225	Employee with Spouse or Partner ONLY
\$1,686	\$1,837	Employee with Spouse or Partner AND Dependents

Expenditure Types
Payments of ordinary income (additional compensation)
Payments towards an employer-sponsored health insurance plan (self-funded or fully insured)
Payments toward tax favored health plans (health savings accounts, medical savings accounts, etc.)

Waiver of Rights

Employees can waive their rights under this ordinance individually or collectively under certain, limited circumstances and where certain pre-conditions are met.

Visit the Office of Labor Standards website for more information about these circumstances and pre-conditions.

Notice of Rights Poster

Covered employers must post the relevant Notice of Rights Poster in English and the primary language(s) of the employees at the worksite.

OLS has produced two posters: one for employees of hotels and one for employees of ancillary hotel businesses. Both are available on the OLS website. You can access the Notices by scanning the QR code below or clicking the links at the bottom of the page.



Notice and Posting Requirements of This Law

Employers must display one of two notices of rights posters containing the information that employers must post to comply with the notice and posting requirements of [all four hotel employee protection laws](#).

The [Notice of Rights for Hotel Employees](#) poster is for employees of hotels.

The [Notice of Rights for Employees of Ancillary Hotel Businesses](#) is for employees of ancillary hotel businesses.

Both posters are available electronically on the Office of Labor Standards [Resource and Language Access Page](#). Posters are available in multiple languages. Check the individual language pages to see if a poster is available.