



## **NEW YORK CITY HOTEL LICENSING LAW: A LOCAL LAW TO AMEND THE ADMINISTRATIVE CODE OF THE CITY OF NEW YORK, IN RELATION TO LICENSING HOTELS**

The new legislation takes important steps to ensure that New York City hotels remain safe, healthy, and well-maintained. Under the law, hotels must obtain a city-issued license and ensure that staff—including front desk personnel (i.e. bell desk, doorman) at all hotels and security guards at large hotels—are on-site whenever guests are present. The law also mandates that hotel operators provide human trafficking awareness training for employees and supply panic buttons to staff who enter guest rooms. Additionally, hotels are required to clean guest rooms daily, unless a guest opts out of the service.

The new legislation for the Safe Hotels Act in NYC goes into effect in 180 days barring the use of subcontractor labor for housekeeping/front desk/front service functions for hotels that do not have existing contracts in place. The language in the law states that existing customers with contracts with no end date (evergreen) must cease on 12/1/2026 and contracts with set end dates can be enforced for the full term of the contract.

### **Can I keep my staffing company?**

Yes. You can keep your staff through your end date but when your contract ends you will not be able to resign or get a new staffing partner.

If you update your current contract to a multi-year end date you will be in the clear until that contract ends. Once the contract ends you will not be able to resign or get a new staffing partner.

### **Can I contract a new staffing company?**

Yes, but you need to do so before the act takes effect which is 180 days from when the law was passed with a multi-year end date.

Once you hit your end date you cannot resign a new contract or bring in another staffing company.

### **Does it effect ALL staffing?**

No, regardless of the law you can still employ staffing agencies for any roles outside of housekeeping, front desk, and front desk services. Your food and beverage, engineering, or other outside staffing contracts will not be affected.

### **What happens to my current contract?**

Your current contract with an evergreen end date or with an end date before the effective date will end 12/1/2026 with no renewal.

HSS is here to help you step by step through this new law and ensure that your staffing needs are met well into the future. **Contact us today before the law goes into effect and time runs out!**