

GOALS:

- **KEY ISSUES**
- **WHAT YOUR STATE LODGING ASSOCIATION CAN DO FOR YOU**
- **HOW YOU CAN MAKE A DIFFERENCE**



KEY ISSUES IMPACTING THE HOSPITALITY INDUSTRY

June 18, 2019 | Lynn Minges, President & CEO
NC Restaurant & Lodging Association

YOU FACE MANY CHALLENGES IN YOUR BUSINESSES TODAY

- COMPLEX POLICY AND INDUSTRY LANDSCAPE
- CHANGING ECONOMY
- TECHNOLOGY
- WORKFORCE AND EMPLOYMENT



KEY FEDERAL ISSUES

Tariffs
Healthcare
Minimum Wage
Restaurant depreciation
Immigration
Overtime Regulations

KEY STATE ISSUES



KEY LOCAL ISSUES

Noise Ordinances
Health Department
Short Term Rentals
Local Board Appointments
Occupancy Tax Spending
Defeating Meals Taxes
Hotel Permits
ABC Board

TAXATION



- **OCCUPANCY TAXES**
- **MEALS TAXES**

LABOR & WAGE

- **MINIMUM WAGE**
- **TIP CREDIT**
- **PREDICTIVE SCHEDULING**
- **PAID SICK LEAVE**



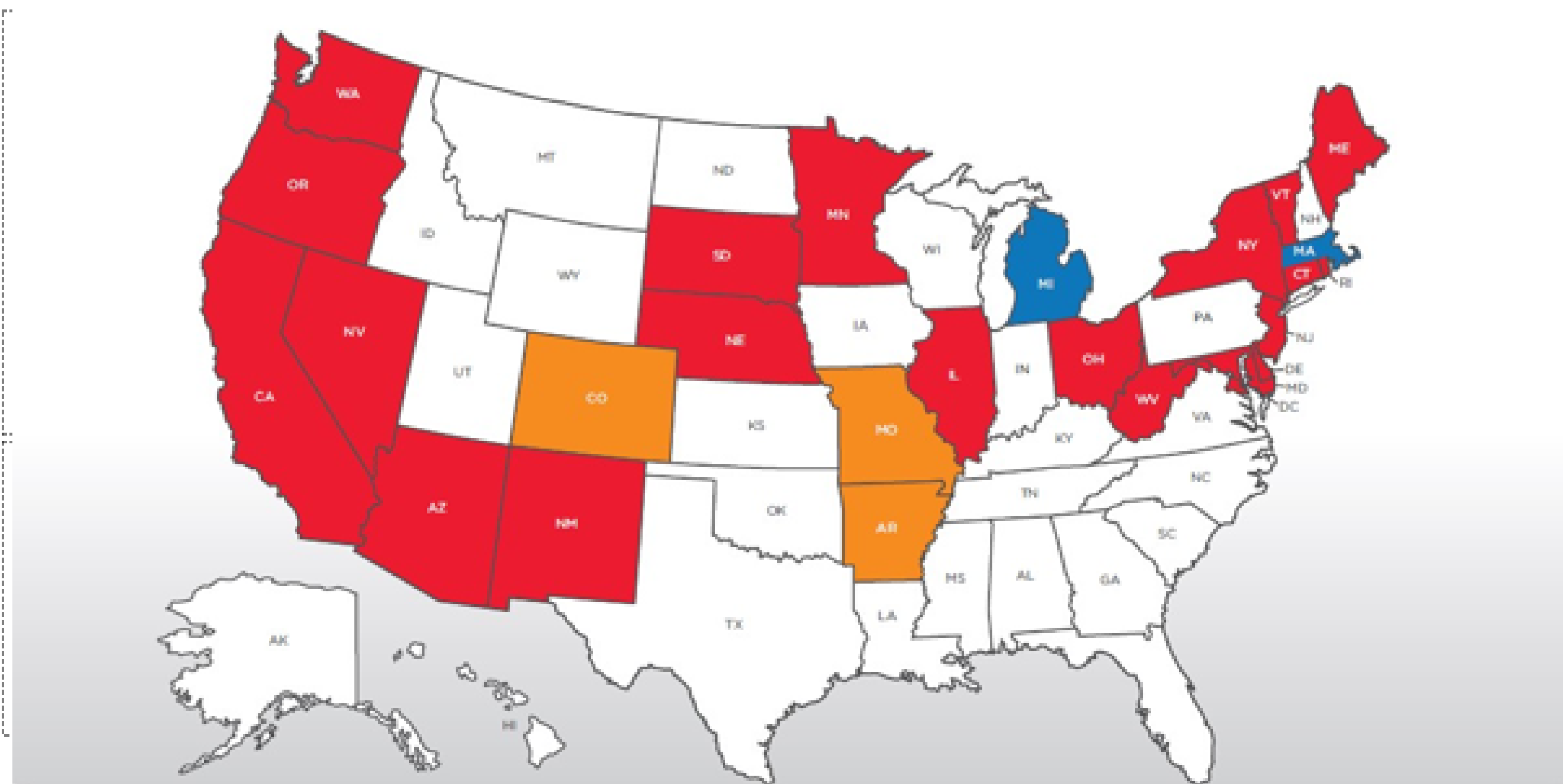
Poll: Majority of voters support \$15 minimum wage

A majority of Americans support increasing the federal minimum wage to \$15 an hour, according to a poll released Thursday.

The latest Hill-HarrisX poll found that 55 percent of registered voters said they would support raising the the minimum wage to \$15 per hour. Another 27 percent said it should be increased but to a lesser amount.

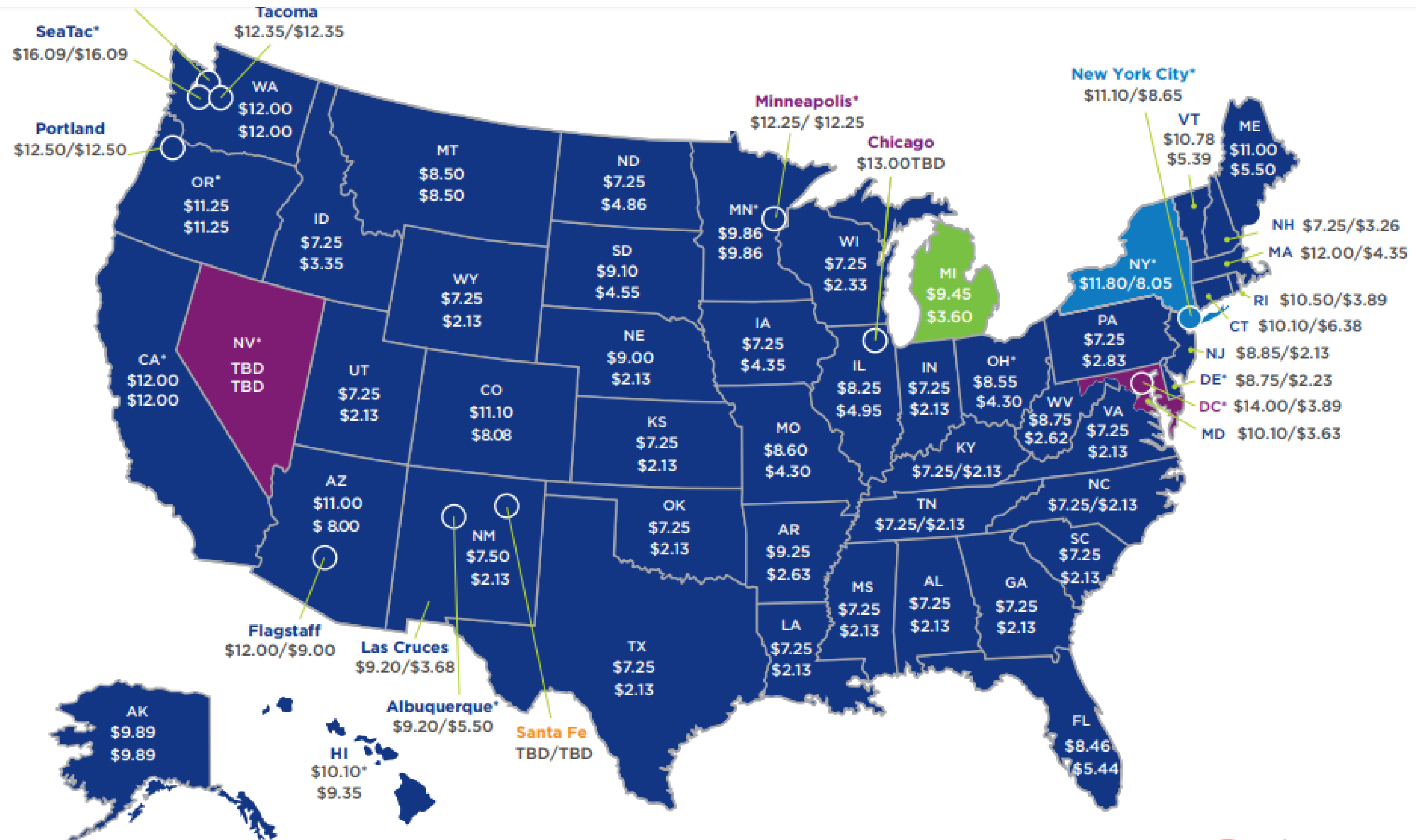
[Read the full story here](#)

States Minimum Wage Increases in Recent Years



- legislation
- ballot measure
- attempted ballot measure

MINIMUM WAGE MAP 2019



MINIMUM WAGE & TIP CREDIT

RECENT TRENDS



MINIMUM WAGE

- \$15 per hour passing in numerous states
- \$15 per hour no longer the limit
 - \$18 per hour in Anaheim
 - \$17 per hour proposed in Hawaii



TIP CREDIT

- Significant tipped employee pushback
- 2018 Tip Credit Fights: Washington DC, Michigan
- 2019 Tip Credit Fights: New Mexico, Maryland

SCHEDULING LEGISLATION

WHAT IS IT?



REQUIREMENTS

- Post schedules two weeks (14 days) in advance
- Offer more hours to existing workers before hiring part time workers



ENFORCEMENT

- Penalty pay for schedule changes
- Years of record keeping required



@RestaurantsAct



SCHEDULING LEGISLATION

INITIAL IMPACTS



EMPLOYEES

- Difficulty picking up extra hours
- Not knowing schedule two weeks out
- Pushing back on additional jurisdictions proposing regulations



EMPLOYERS

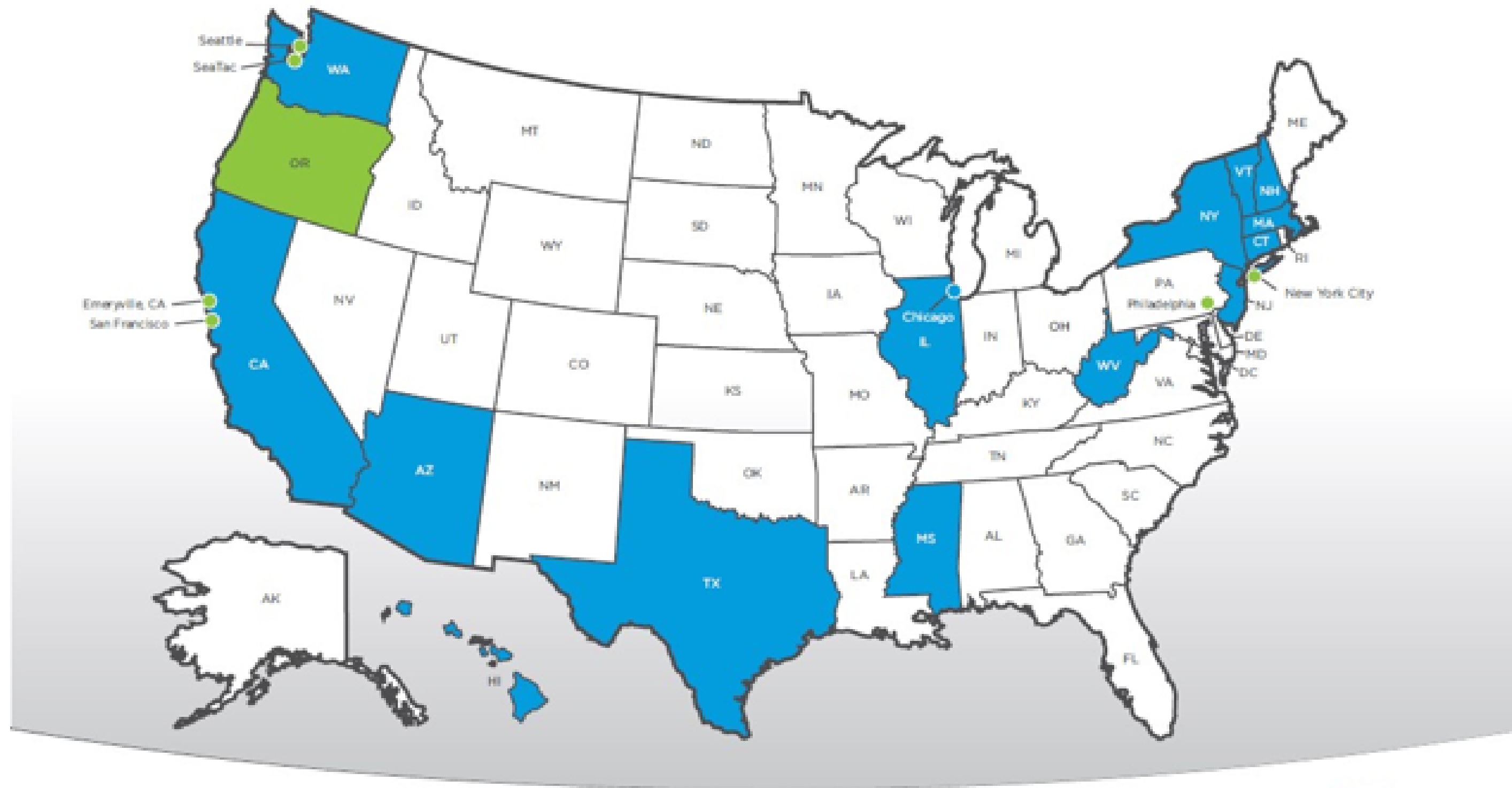
- Confusion
- Rising HR burden/cost
- Reducing voluntary shift swapping
- Impact of layering regulations



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Restrictive Scheduling Legislation



- Scheduling mandate passed
- Scheduling legislation introduced

NATIONAL RESTAURANT ASSOCIATION
Restaurant.org/Advocacy



Human Trafficking Awareness Training Certificate Programs



ABOUT AAHOA

ADVOCACY

EVENTS & EDUCATION

MEMBERSHIP

VENDORS

JOIN LOGIN



HOME > ADVOCACY > HUMAN TRAFFICKING PREVENTION

Join the Fight Against Human Trafficking

Human trafficking is a scourge that can affect every community across the nation. Hoteliers are uniquely positioned to help prevent this crime and help save lives by denying exploiters access to their properties. But they can do so only if they know how to look for and identify the signs of human trafficking.

That's why AAHOA is committed to promoting awareness of this grave violation of human rights by educating hoteliers on how to spot and report suspected instances of human trafficking. AAHOA developed partnerships with the Department of Homeland Security's Blue Campaign, Polaris, and Businesses Ending Slavery & Trafficking (BEST) to provide education and resources to hoteliers. AAHOA also is committed to working with victims' rights groups and lawmakers at the state and federal levels to support laws giving both hoteliers and prosecutors more tools to stop the victimization of men, women, and children in human trafficking.

Human Trafficking Awareness Training is a digital educational offering available for AAHOA members and their employees. AAHOA offers two FREE training options. Click either logo below to access the training.

In This Section

POLICY AGENDA

- Workforce Relations
- Drive-by Lawsuits
- Tax Reform
- Travel & Tourism

GET INVOLVED

- Advocacy Days

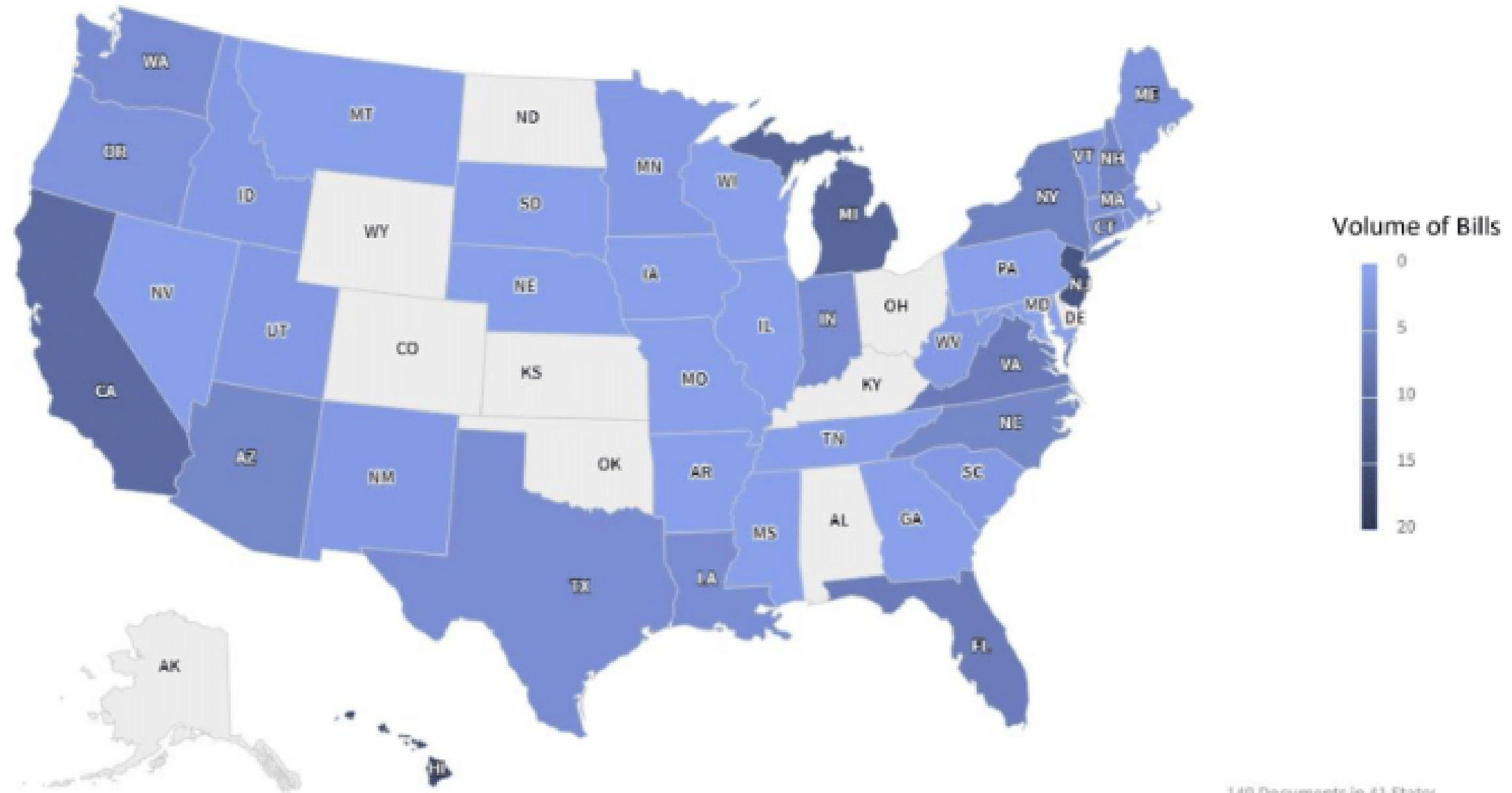


SHORT-TERM RENTALS

- **PREVENT STATEWIDE BAN ON LOCAL REGULATION**
- **STATUTORY CLARIFICATION THAT ACCOMMODATION FACILITATORS MUST COLLECT AND REMIT SALES AND OCCUPANCY TAXES**

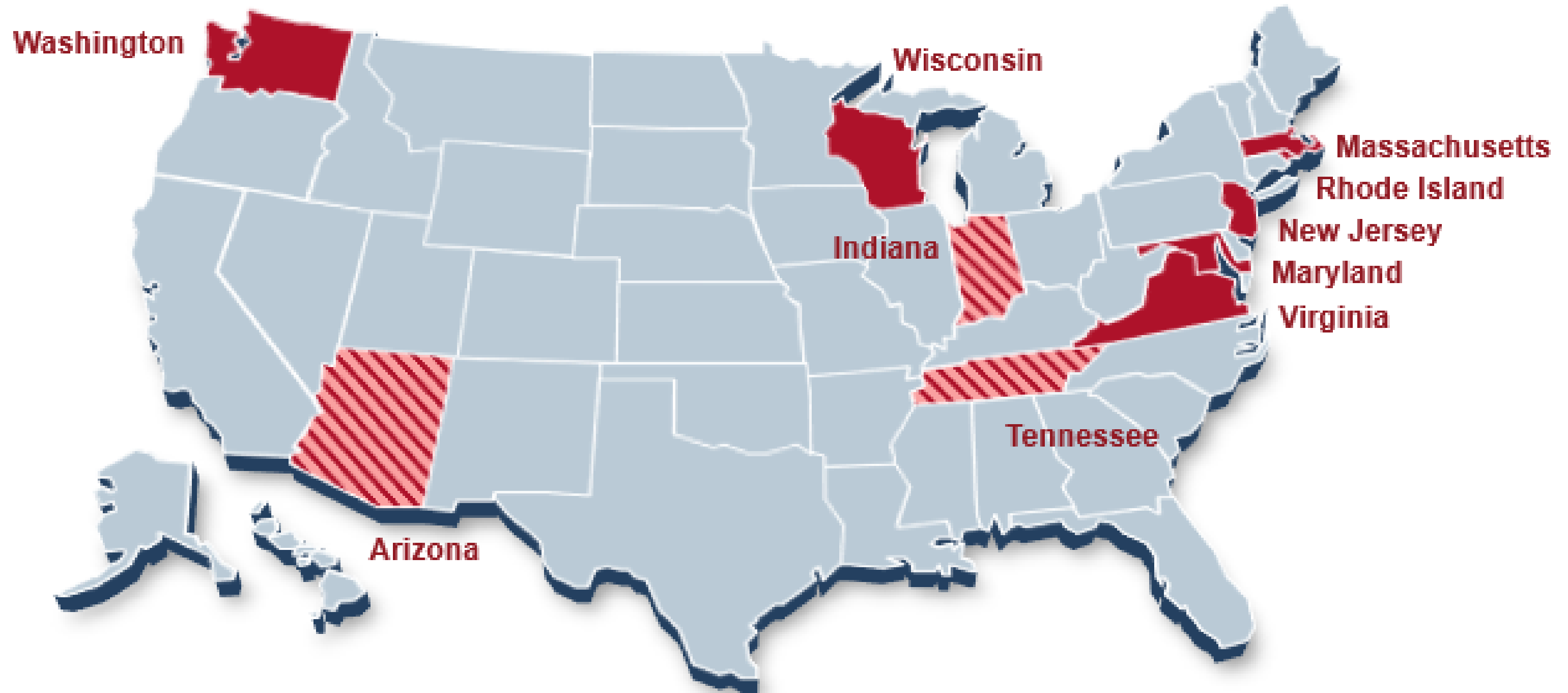


STATE SHORT TERM RENTAL LEGISLATION 2019



149 Documents in 41 States

Statewide Short-Term Rental Oversight



Short-Term Rental Regulations Passed in Top Cities

Major Progress In the Local Front



Wayfair Decision Implementation: Unintended 'brand.com' impacts

Option 1 – Specific Carve Out

This provision fits best under the definition of “marketplace facilitator” or equivalent in the proposed legislation.

“A person is not a marketplace facilitator with respect to the sale or charges for rooms, lodgings or accommodations described in (section code) if the rooms, lodgings or accommodations are provided by a hotel, motel, inn, or other place that is a [registered seller] under (section code) and the [registered seller] provides the rooms, lodgings or accommodations for occupancy under a brand belonging to such person.”

Option 2 – General Discretionary Authority

This provision fits best under the language imposing a sales tax collection obligation on a “marketplace facilitator”.

“[The Department] may grant a waiver from the requirements of this section if:

1. A marketplace facilitator demonstrates, to the satisfaction of [the Department], that substantially all of its marketplace sellers already are [registered sellers] under (cite code section); or,
2. A marketplace seller has sufficient nexus to require registration under [cite code section] and [the Department] determines that collection of the tax by the marketplace seller with regard to transactions facilitated by the marketplace facilitator would serve the purpose of [cite code section].

If such waiver is granted, the tax levied under this chapter shall be collectible from the marketplace seller. [The Department] shall develop guidelines that establish the criteria for obtaining a waiver pursuant to this section, the process and procedure for a marketplace facilitator or marketplace seller to apply for a waiver, and the process for providing notice to an affected marketplace facilitator and marketplace seller of a waiver obtained pursuant to this subsection.”

Model 1099 Legislation



The National Conference of State Legislatures



Executive Committee Task Force on State and Local Taxation

Fairmont Princess * November 16-17, 2018 * Scottsdale, Arizona

Unless otherwise noted, all meetings will be held in the Princess Salon DE.

Agenda

Friday – November 16

1:00 – 1:15 p.m.

Welcome and Introductions

The Task Force chairs will provide an overview of the meeting followed by attendee introductions.

- ❖ Senator Deb Peters, South Dakota
- ❖ Representative Marvin Abney, Rhode Island

1:15 – 1:45 p.m.

The Gig Economy & State Taxes: 1099 K Reporting

Whether driving for Uber, renting a room (or multiple condos) via Airbnb, picking up groceries for Instacart, or running errands for TaskRabbit, people are increasingly turning to the flexibility of app-based, independent employment as a source of income. As with remote sales tax collection, the question for states is how to respond to these developments in the absence of federal leadership. Learn how Massachusetts and Vermont acted to ensure taxpayers have the information they need to comply with tax laws.

- ❖ Joe Crosby, MultiState Associates

EMERGING ISSUES

- **SEXUAL HARASSMENT/TRAINING MANDATES**
- **PANIC BUTTONS**
- **SINGLE USE PLASTIC TOILETRIES**

- **STRAW BAN**
- **SODA TAX**
- **VARIOUS REPORTING REQUIREMENTS**
- **NEW REGULATIONS**

OFFENSE

- **WORKFORCE DEVELOPMENT, EDUCATION, APPRENTICESHIPS**
- **ABC REFORM**
- **SCHOOL CALENDAR**
- **CASINO NIGHTS**
- **IMAGE OF THE INDUSTRY**



WHY SHOULD YOU BE A MEMBER OF YOUR STATE LODGING ASSOCIATION?

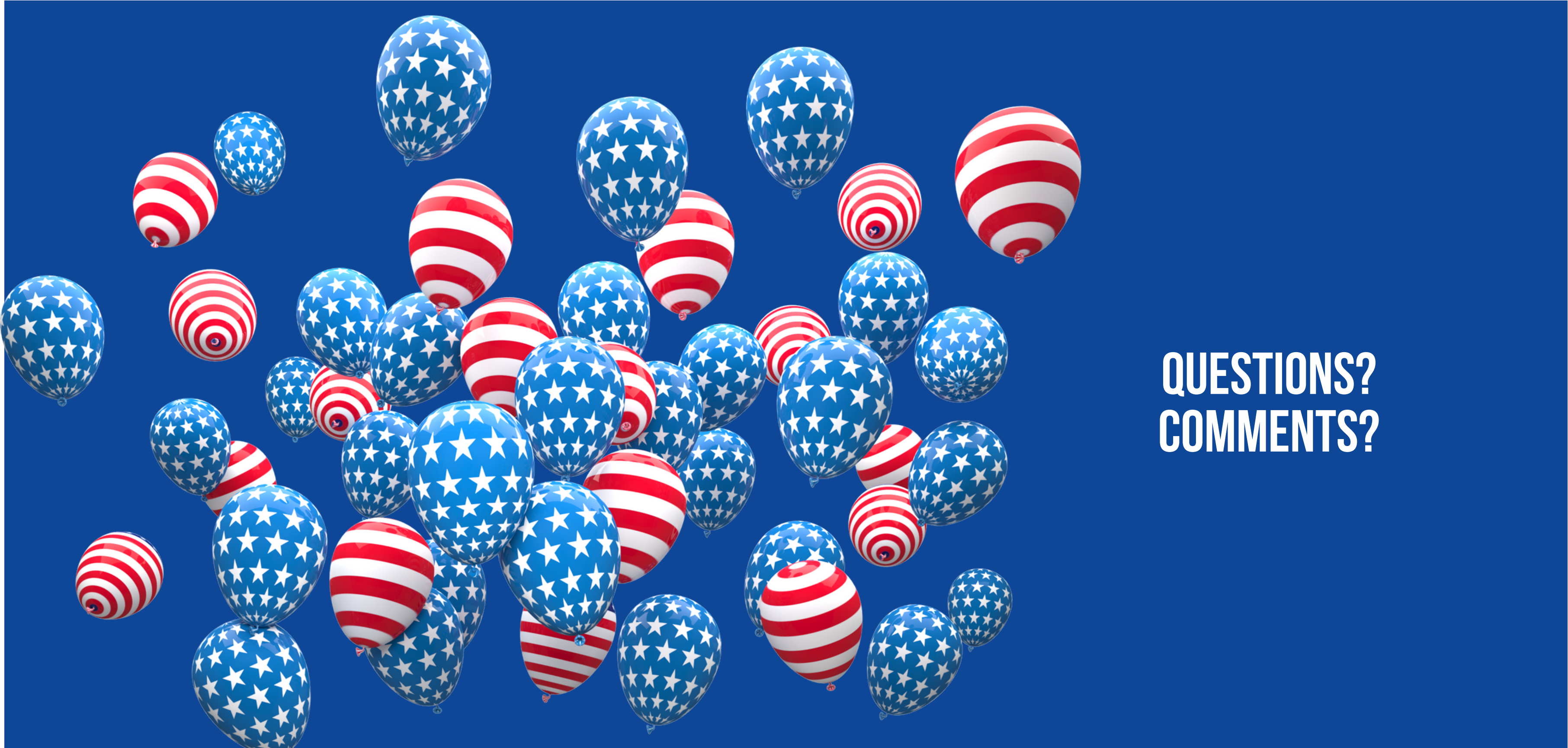


- KNOWLEDGEABLE AND PREPARED ON ALL ISSUES
- SPEAKS OUT ON BEHALF OF THE ENTIRE INDUSTRY
- PREPARED AND EMPOWERED TO TAKE ACTION
- KEEPS YOU INFORMED AND ENGAGED WHEN NEEDED
- KEEPS YOU AND YOUR BUSINESS OUT OF THE FRAY ON SENSITIVE ISSUES
- ALLOWS YOU TO FOCUS ON YOUR BUSINESS

WHAT CAN YOU DO?

- WHO DO STATE LEGISLATORS LISTEN TO?
- WHAT ARE THE MOST EFFECTIVE STRATEGIES FOR INFLUENCING UNDECIDED LEGISLATORS?
- HOW CAN CONSTITUENTS BUILD RELATIONSHIPS WITH THEIR ELECTED OFFICIALS ?





**QUESTIONS?
COMMENTS?**



KEY ISSUES IMPACTING THE HOSPITALITY INDUSTRY

June 3, 2019 | Lynn Minges, President & CEO

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