

NEW JERSEY STATE MANDATE

What You Need to Know

► WHAT IS IT?

On June 11th, 2019, New Jersey Governor Phil Murphy signed S2986 into law, which will require hotels with over 100 guest rooms to provide panic devices in order to protect hotel employees from violent acts, such as sexual assault and sexual harassment, while performing housekeeping duties.

Due to the unique nature of hotel work, hotel employees are particularly vulnerable to unsafe working conditions because they often work alone in hotel guest rooms, which sometimes may be occupied. This solitary work places them at risk of assault, including sexual assault, and sexual harassment. However, some hotel employers have not adequately addressed the safety concerns of hotel employees.¹

All hotel employers in New Jersey shall provide a panic button device to each hotel employee assigned to work in a guest room without any other employees present, at no cost to the employee.¹

¹SENATE, No. 2986 STATE OF NEW JERSEY, Section 1

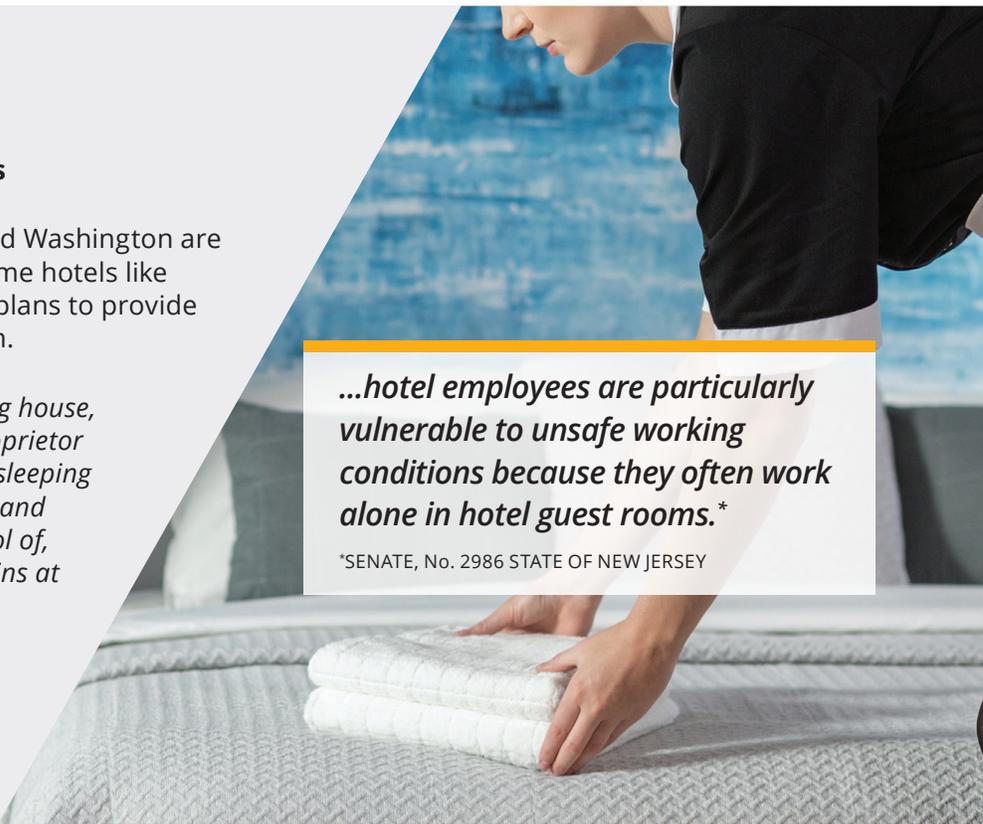
► WHO DOES IT AFFECT?

All hotels in New Jersey 100+ rooms

State lawmakers in Florida, Illinois, and Washington are considering similar measures, and some hotels like Marriott and Hilton have announced plans to provide workers with the devices on their own.

“Hotel” meaning any hotel, inn, boarding house, motel or other establishment whose proprietor offers and accepts payment for rooms, sleeping accommodations or board and lodging and retains the right of access to, and control of, the premises which are let, which contains at least 25 guest rooms.²

²SENATE, No. 2986 STATE OF NEW JERSEY, Section 2



...hotel employees are particularly vulnerable to unsafe working conditions because they often work alone in hotel guest rooms.*

*SENATE, No. 2986 STATE OF NEW JERSEY

▶ WHEN DOES IT GO INTO EFFECT?

Set to take effect January 2020

This act shall take effect on the first day of the sixth month next following enactment, except that the commissioner may take any anticipatory administrative action in advance as shall be necessary for the implementation of this act.³

Employers will face a \$5,000 civil penalty for a first violation of the law and a \$10,000 penalty for each subsequent offense.³

³SENATE, No. 2986 STATE OF NEW JERSEY, Section 5

▶ HOW DO I COMPLY?

The compliance deadline is quickly approaching. To ensure availability of devices and allow for property installation before the end of the year, contact Allbridge today to learn more about how to get TraknProtect for your property.



TraknProtect Spotlight

Specifically Developed for the Needs of the Hospitality Industry

Won the Judges' Choice Award in this year's
Entrepreneur 20X (E20X) competition at HITEC 2019

- ▶ Location specific tracking
- ▶ Real-time alerts via SMS, push notifications, desktop updates
- ▶ Low cost implementation with no extensive cabling or hardwiring
- ▶ Leverage existing Wi-Fi and devices for simple installation
- ▶ Reporting capabilities and analytics

“ *This is one of those technologies where hopefully no one ever uses it, but if it does get used, it has to work. From a technology standpoint, there's a lot of redundancy built into it. For example, our Bluetooth hubs create the coverage throughout the property, there's always overlapping coverage, so if one's offline or something is broken, there's redundancy.* ”

– Tim Hansen, TraknProtect CTO

