

2024

Dallas Hotel Conference



AHLA Federal Affairs Update

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Labor: Independent Contractor

BACKGROUND

- In January 2024, the Department of Labor released a final rule that will change the way workers are classified as independent contractors or employees.
- Previous Definition: Followed two core-factor determination for classification
- New Definition: Any of six different factors could be determinative of employee status
- The rule went into effect on March 11 and AHLA participated in an amicus brief in support of CWI vs. Su, the business community's case against this rule.



Employer groups ask court to vacate DOL independent contractor rule





Labor: Overtime

LITIGATION

Overtime Expansion Challenges Multiply in Texas Federal Courts Bloomberg Law

- Littler Mendelson filed lawsuit on behalf of AHLA and 12 other business groups
- \$43,888 threshold went into effect July 1
- Initial decision on injunction expected soon
- Next increase to \$58,656 goes into effect Jan 1, 2025

KEY ARGUMENTS

- ✓ Rule violates judge's original 2016 order
- ✓ Salary threshold makes duties test irrelevant
- ✓ Auto-increases are unlawful

Bloomberg Law
Business Groups First to Sue Over Biden DOL Overtime Expansion





Labor: On Defense



RESORT FEES

- No Hidden FEES Act
- Hotel Fees Transparency Act

Following Labor Day Strikes, UNITE HERE Launches “Resort Fee Ripoff” Website



RESORT FEE RIPOFF

FOLEY
FOLEY & LARDNER LLP

Aimbridge


BRAEMAR
HOTELS & RESORTS



LOYALTY POINTS

Major US hospitality labor group calls for investigation into hotel loyalty programs

Following Strikes, UNITE HERE Launches “Hotel Disloyalty” Website Exposing Devaluation of Hotel Reward Programs 



Hotel Disloyalty

 **EASTDIL SECURED**



TRAFFICKING



PACT

HOTEL Act of 2024: Smith, Krishnamoorthi introduce bipartisan legislation aimed at combating human trafficking in hotels



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Tax in 2025

House GOP 'tax teams' in the spotlight as major expirations near **Roll Call**

Tax Provisions Under Debate:

- Individual and family rates**
- Small business deduction (199A)**
- Like-kind exchange (Section 1031)
- Estate tax**
- Bonus depreciation**

***expiring*





H-2B Visas

Major Business, Tourism Groups Back Slotkin Bill Addressing Seasonal Workers Cap

Temporary Increase in H-2B Nonimmigrant Visas for FY 2024



U.S. Citizenship and Immigration Services

H-2B WORKFORCE COALITION

Protecting American Workers Through a Stable and Reliable Seasonal Workforce

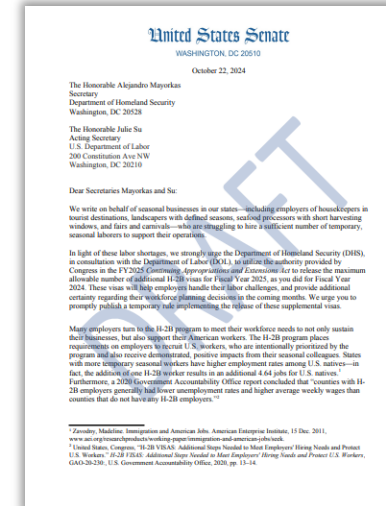
www.h2bworkforcecoalition.com



ALEJANDRO MAYORKAS

Secretary of Homeland Security

INDUSTRY LETTERS



Thank you

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