



CALIFORNIA IMPACT OF FEDERAL WORKFORCE ISSUES

Holding Statements

June 18, 2025

CHLA is sharing the below holding language drafted with our AHLA partners that may be helpful to address media inquiries and potential scenarios around evolving news around workforce issues. These brief statements are designed as communication tools to help members respond promptly and consistently, while reflecting the shared values of the hotel industry. These statements do not constitute legal advice. Each CHLA member is responsible for ensuring that any public communication accurately reflects their specific circumstances and internal policies.

Detention of Hotel Employees

"The hotel industry directly employs 235,000 workers throughout California. Our members comply with labor laws and immigration requirements, including those focused on recruitment and employment verifications. Our American Hotel and Lodging Association partners held numerous meetings with White House officials to convey our acute workforce shortage challenges and underscore the importance of a strong hospitality and tourism sector. We work closely with our California elected leaders and monitor on-the-ground conditions to support hotel employers and employees."

Use of Hotels to House ICE Agents

"Hotels exist to provide quality service and hospitality to all guests. Our members work diligently to ensure comfort and a positive experience for everyone they serve, while prioritizing the safety and well-being of guests and employees. Hoteliers remain committed to these values as they navigate complex and sensitive situations with care and professionalism."

Hotel Disturbances (Violence or Vandalism)

"Hoteliers support safe and welcoming environments for all guests and staff members. Acts of vandalism compromise property and the livelihood of those who depend on the hospitality industry. We urge our communities to resolve differences peacefully and respectfully, and to support efforts to foster safe and inclusive hospitality spaces."

OR

Hoteliers support safe and welcoming environments for all guests and staff members. We condemn acts of violence and will work closely with local authorities to protect hotel guests and employees. We urge our communities to resolve differences peacefully and respectfully, and to support efforts to foster safe and inclusive hospitality spaces."

Use of Hotels to House Detainees

"Hotels are not designed to serve as detention centers, and hotel employees are not trained or equipped for such use. While we have not been contacted by any federal



authorities regarding this matter, we are concerned about the use of hotel rooms for purposes beyond their intended function. We will continue to monitor the situation closely and collaborate with the appropriate authorities as needed."

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