



# National Legislative Update

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# 2024 Highlights – Protecting your Bottom Line

## Labor

- Blocked NLRB's **joint-employer rule**
- Overturned U.S. DOL's **overtime rule**
- Limited the damage from New York City's "**Safe Hotels Act**"

## Workforce

- Doubled the number of **H-2B Visas**
- Awarded \$1M in **academic scholarships** to 369 students at 57 colleges and universities
- Engaged more than 5,000 people in the **ForWard Initiative**

CONFIDENTIAL

## Model

- Increased Federal per diems- \$100M industry benefit
- Enacted FTC resort fees rule
- Defeated Real Estate Transfer Tax ballot initiative

## Alternative Accommodations

- Secured **state-wide short-term rental registry and tax parity bills** in New York
- **Defeated short-term rental preemption bills** in Idaho, Nebraska, and Kentucky

## Stakeholder Stewardship

- Expanded **Green Key Global** across the U.S. and Canada
- Supported the completion of **300,000+ human trafficking awareness and prevention trainings**
- Awarded **\$1.1M in support of human trafficking survivors**



# AHLA 2025 Priorities

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# Trump orders federal workers back to office 5 days a week

© CBS NEWS

THE NATIONAL LAW REVIEW

## DEI at Stake: Federal Groups Challenge Trump's Efforts to Curb Inclusivity

Trump orders "large-scale" cuts to federal workforce, gives DOGE more power

AXIOS



FEMA

Elon Musk    
@elonmusk

Subscribe



The @DOGE team just discovered that FEMA sent \$59M LAST WEEK to luxury hotels in New York City to house illegal migrants.

Sending this money violated the law and is in gross insubordination to the President's executive order.

That money is meant for American disaster relief and instead is being spent on high end hotels for illegals!

A clawback demand will be made today to recoup those funds.

# Federal State of Play



# Trump Administration Transition

Announced ● Nominated ●

 <b>Rollins</b> Agriculture	 <b>Lutnick</b> Commerce	 <b>Hegseth</b> Defense	 <b>McMahon</b> Education	 <b>Wright</b> Energy	 <b>Kennedy</b> HHS	 <b>Noem</b> DHS	 <b>Turner</b> HUD	 <b>Bo</b> Justice
 <b>Chavez-DeRemer</b> Labor	 <b>Rubio</b> State	 <b>Stefanik</b> UN	 <b>Duffy</b> DOT	 <b>Collins</b> VA	 <b>Burgum</b> Interior	 <b>Bessent</b> Treasury	 <b>Zeldin</b> EPA	 <b>Vou</b> ON
	 <b>Miran</b> CEA	 <b>Greer</b> USTR	 <b>Kratsios</b> Science	 <b>Gabbard</b> DNI	 <b>Loeffler</b> SBA		 <b>N.E.C. dir.</b> Kevin Hassett	
							 <b>F.T.C. chair</b> Andrew Ferguson	
							 <b>N.L.R.B. chair</b> Marvin Kaplan	

# Opportunities with the New Administration



## OFFENSE

- Tax Policy
- Joint Employer
- Labor Regulations
- Franchise Model
- White House Access



# Industry Issues



## DEFENSE

- **Immigration**
- **Guest Worker Programs**
- **Government Travel**
- **Per Diem Rates**
- **Tariffs**



## ISSUES TO MONITOR

- **Appointments (Labor, Treasury)**
- **New Tax Issues (Tips, Overtime)**
- **Deportations**
- **Travel Restrictions**
- **Supply Chain**
- **DOGE**
- **Infrastructure**

# 2025 Advocacy Priorities



**LABOR**



**WORKFORCE**



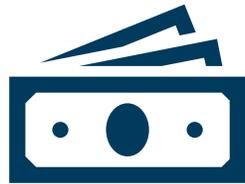
**TAX**



**TECH POLICY**



**FRANCHISING**



**FINANCIAL  
SERVICES**



**TRAVEL  
& TOURISM**



**ESG**

# Labor & Workforce

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# Litigation Update

## Overtime

- Last year, DOL appealed the business community's lawsuit to overturn the overtime rule.
- With a new administration, DOL requested an extension to decide whether to throw the case out or not.



# Immigration Resources

Trump officials issue quotas to ICE officers to ramp up arrests *The Washington Post*

Trump begins slew of executive actions on immigration, economy, other programs **abc**NEWS

DHS Terminates the 2023 Designation of Venezuela for Temporary Protected Status



**Scan here to view Fisher Phillips memo on employer preparation**

**Scan here to watch ABIC's webinar: Hospitality Employers - Rights & Responsibilities**



# Tax

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# 2025 Tax Priorities – Prevent Tax Hike on Hoteliers

199A Pass-Through Deduction

Like-Kind Exchange

Bonus Depreciation / Building Incentives

Family Business Provisions (e.g., Estate Tax)

Corporate & Individual Rates

Opportunity Zones

Expanded Business Interest Deductibility (EBITDA)

Possible US tax policy approaches

	US House Approach: "One big beautiful bill"	More Likely US Senate Approach: 2-bill Strategy	
<b>Legislative Path</b>	One bill FY 2025	Two bills FY 2025 / FY 2026	
<b>Legislative Focus</b>	Border Military Energy Tax	<u>FY 2025</u> Border Military Energy	<u>FY 2026</u> Tax
<b>Cost</b>	\$2.0-\$2.5 tn	\$300-\$500 bn	\$1.5-\$2.0 tn
<b>Timing of Passage</b>	Q2 2025	April 2025	Dec 2025

Source: Tax Foundation, Veda Partners (Henrietta Treys), PwC, Deloitte, EY, Tax Policy Center, Congressional Research Service.





# Tariffs

10% on China

Reciprocal Tariffs

25% on Steel &  
Aluminum



**Trump and Mexico's president say tariffs will be delayed for one month after talks** 

**Trump says Americans could feel 'some pain' from tariffs as he threatens more import taxes** 

# Tech Policy

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# Resort Fees



## Federal Legislation Update

- Same language from December continuing resolution.
  - “The Hotel Fees Transparency Act” along with other pieces of legislation passed through committee during a mark-up last week.
- House introduction (Reps. Kim & Castor) imminent.



## US Senate committee approves bill targeting hotel ‘junk fees’

Hospitality associations applauded the approval of the Hotel Fees Transparency Act of 2023, with AHLA calling it a “step toward a more transparent booking process.”



# Human Trafficking

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# Human Trafficking Legislation



**Rep. Chris Smith**  
**(R-NJ-4)**



**Rep. Raja Krishnamoorthi**  
**(D-IL-8)**

## The HOTEL Act

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- This legislation recognizes the crucial role hotels play in the fight against human trafficking by **encouraging federal workers traveling for business to stay at hotels with anti-human trafficking programs**
- Introduced last Congress, working to re-introduce this Congress



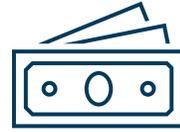
**Sen. Marsha Blackburn**  
**(R-TN)**

# HotelPAC

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# Dollars in Action



**AHLA's bipartisan  
political action  
committee**



**Strengthens the  
industry's voice on the  
federal, state, and  
local levels**



**\$1,750,000 to 314  
federal candidates  
evenly across parties,  
100% to industry allies**



**2025 goal:  
\$1.1 million raised**





The American Hotel & Lodging Association

# 2025 STATE OF THE INDUSTRY REPORT

In collaboration with **accenture**



# SCAN BELOW

**Economic Impact: Dashboard  
District & State Data**



**Economic Impact of the US  
Hotel Industry Report,  
Nationwide Data**



**2025 State of the Industry  
Report**



**Questions?**

 : [gkiloc@ahla.com](mailto:gkiloc@ahla.com)

# Upcoming Events

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# HOTELS ON THE HILL



HOSTED BY AHILA



**MAY 13-14, 2025**



**WASHINGTON, D.C.**

# REGISTER NOW



# Questions?

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