

## 2023 Hotel Contract Highlights

### Our Five Pillars

1. Wages that allow us to live in cities where we work
2. High-quality affordable health insurance
3. Pensions that help us retire with dignity
4. Fair workloads
5. Growth

### Our Fight to End the Housing Crisis

COVID devastated the tourism industry. In April 2020, more than 95% of Local 11's members were unemployed. While CEOs pocketed billions in bailouts, Local 11 members lined up at food banks, and when they returned to work, employers had them do more for less money.

Wages failed to keep up with rent and inflation. Fifty-three percent of our members surveyed reported they either have moved or will move in the near future due to housing costs. Many have moved farther from their workplaces, resulting in hours-long commutes.

### Pillar 1: Historic Increases for a Housing Wage

- **\$5.00 per hour wage increase in the first year of the contract—a 20% increase** and the largest first-year increase of major settlements in recent years. In the first year, workers will have an additional \$850 per month, or \$10,400 per year. Front-loading the first raise will bring workers \$72,000 of new money during the contract.
- **\$10.00 per hour raise for Room Attendants, Cooks, and other non-tipped workers.** This equals a 40% to 50% increase over the term of the contract and an 8.9% average increase per year. Room Attendants at most hotels will earn **\$35.00 per hour**, or \$73,000 per year, by July 1, 2027. Top cooks will earn **\$41 per hour**, or \$85,000 per year. **With benefits, a hotel will pay \$100,000 per year to employ a Room Attendant.**
- Economic improvements for tipped workers include **double-time pay** for holidays, vacation, and sick days; increases in workers' share of service charges; and an automatic 20% gratuity in full-service restaurants to be 100% shared by staff.

### Pillar 2: Affordable Family Health Insurance

This contract maintains Local 11's excellent health insurance. Workers pay no more than \$20 per month for full family coverage.

Local 11 members presented a primary demand for hotels to help end the housing crisis by paying a living wage so workers can live near where they work. After hotels refused to heed this demand, workers launched their first strike wave in July 2023. Ten months later, more than 10,000 workers at 52 hotels have struck more than 170 times, marking it the largest, most disruptive hotel strike in U.S. history.

This contract contains more than 50 pages of improvements and will, once all hotels win it, **move \$1 billion from corporate hotel profits to workers' families**

### An Olympics New Deal

Contract Expiration	LA Olympic Games
January 15, 2028	July 2028

Local 11 has begun the call for an **Olympics New Deal**, with family-sustaining jobs and 10,000 units of workforce housing.

### **Pillar 3: Massive Pension Improvements**

Between the contract workers won in 2018 and now, our members have raised the contribution employers make to their **pension fund by 600%**, making it one of the highest-paid pension plans for service workers in the country.

### **Pillar 4: Fair Workload Guarantees**

The contract restores **mandatory daily room cleaning** and guarantees pre-pandemic staffing levels.

### **Pillar 5: Growth**

Local 11 continues to win higher standards because we are growing. Organizing new workplaces can be extremely difficult and costly, but there is no other way for workers to protect their jobs and raise their standards. We fought for and won more growth in this contract than ever in our union's history.

### **Equal Justice**

- **Juneteenth** will be a new paid holiday
- **Diversity hiring language** will require employers to increase hiring of Black workers. Local 11 has appointed Pastor William Smart, president and CEO of the Southern Christian Leadership Conference of Southern California, as Diversity Ombudsperson.
- Fair treatment for people impacted by the **criminal justice system**.
- Local 11 **protections for immigrant workers** are among the strongest in the country and prohibit employers auditing workers' documents after their probationary period.

### **Unprecedented Labor Solidarity Rights**

- Employers will work with the union to purchase **agricultural products** produced under United Farm Workers of America contracts.
- Employers will prefer companies with union contracts to perform **construction work**.

### **Expungement of Strike Related Discipline and Reparations for Violence**

Hotels will expunge strike-related employee discipline and tender apologies and up to \$5,000 in compensation to workers who suffered violence on the picket line.

### **Policy Victories During the Strike**

1. **The Responsible Hotel Ordinance in the City of Los Angeles** requires hotel developments to replace housing they displace and a special permit for hotel development that must consider its impact on the community and housing.
2. **Long Beach will have the nation's highest minimum wage** after workers joined community and political allies in an initiative for \$29.50 per hour for hotel workers.

### **What's Next: Win Remaining Contracts and an Olympics New Deal**

The Los Angeles City Council must pass an Olympic Minimum Wage for hospitality workers.

Dozens of hotel contracts remain unsettled, including at the Hotel Figueroa, Doubletree DTLA, Viceroy, Le Meridien Santa Monica, and the LA Grand, site of the city-operated Inside Safe program.

Workers continue to strike, picket, and boycott daily to win their contracts.

**We are not finished until we are all finished!**