



CHICAGO HOTEL STRIKE

2018 was one of the busiest years for the hotel industry. With contracts expiring on August 31, UNITE HERE Local 1 workers from 26 hotels walked out on strike in early September. By winning year-round healthcare, we set a new standard for hotel workers in our city and nation. We made headlines, we made friends, and together, we made history.

318

JULY 18

Number of hotel leaders who attended our committee meeting on July 18.

3218

AUGUST 15

Number of Chicago hotel workers who voted to authorize a strike on August 15.

4200

SEPTEMBER 1

Number of hotel workers who picked up their strike benefits card by September 1.



September 7

Workers from 25 downtown Chicago hotels walk out on strike in the early morning hours.

September 10

The Cambria Hotel Magnificent Mile workers join the historic city-wide strike by walking out during their lunch breaks.

September 13

Striking hotel workers and allies march across downtown Chicago together.

Thousands of Local 1 hotel workers made history by participating in the first ever city-wide strike. As the companies watched, we picketed day after day, and in some places all night. We rallied and marched, and eventually we began to win. On September 20, we settled our first contracts and the trend continued in the days and weeks that followed.

By October 11, we had ratified contracts with 25 hotels, setting a new city-wide standard.

HERE'S SOME OF WHAT WE WON:

**GUARANTEED
HEALTH
INSURANCE
IN THE
WINTER**

RAISES

\$1.40 (non-tipped)
and \$0.70 (tipped)
over the next year

SEVERANCE PAY

when departments
close or the company
cuts jobs

IMMIGRATION

more time to
address work
authorization
issues

**ANOTHER
SICK
DAY**

**INCREASED
DISABILITY AND
CHIROPRACTIC
VISITS**

**PAID
PREGNANCY
LEAVE**

**BANQUET
GRATUITY
INCREASES**

**DEFENDED
OUR JOB
PROTECTIONS
AGAINST
SUBCONTRACTING**



BUT...

The Cambria Magnificent Mile workers are **STILL ON STRIKE.**

We're not all done until we're **ALL** done.
Stay tuned for solidarity actions.



AIRLINE CATERING WORKERS SAY: “WE’RE READY FOR OUR RAISE”

Workers at LSG Sky Chefs, the company which caters airplane food for United Airlines, won payment of a new \$13.80 minimum wage in October! This is in line with the airport standard minimum wage we’ve won at O’Hare and Midway.

Gate Gourmet, the company which caters for American Airlines, has not raised their minimum!

Local 1 Gate Gourmet workers visited the Department of Aviation and delivered the message “We’re ready for our raise!” with support from their union siblings at LSG Sky Chefs.



SHOUT OUT TO UNITE HERE HEALTH!



The UNITE HERE HEALTH team helped us sign up HMS Host workers at O’Hare for union health insurance! The new plan became effective September 1.

“I’m happy to have union health insurance. I have a good understanding of what my benefits are thanks to the Unite Here team. My coworkers are also very excited, because a lot of them couldn’t afford the insurance before. I will go from paying \$90/month to not having to pay anything, which is a huge relief. It’s great.”

- Leviette Green
Starbucks barista & union escort, HMSHost, O’Hare

CHICAGO HOTEL WORKERS BLAZED TRAIL WITH HOPO BEFORE #METOO

On October 11, we celebrated the one year anniversary of winning the “Hands Off Pants On” ordinance! Our victory won protections from sexual assault and harrassment from guests for room attendants in ALL Chicago hotels who work alone in guest rooms or bathrooms. We are proud of our leaders here in Chicago who worked so hard on this campaign. Thanks to them, major hotel chains are equipping their housekeepers with panic buttons across the United States!

Read more here: [The #MeToo movement has changed policies across industries, but there's still work to be done.](#)



A NEW DAY FOR HOTEL HOUSEKEEPERS



Local 1 leaders Kasey, Esthela, Roushaunda and Latonia, pictured with Alderman Michelle Harris (8th Ward)

July 1 marked a new day for our union sisters working in Chicago hotels. After years of fighting for protections from sexual harassment for hotel workers, UNITE HERE Local 1 is happy to announce that “Hands Off Pants On” is finally the law! Now, ALL Chicago hotels are required to equip their room attendants who work alone in guest rooms and restrooms with panic buttons. When the panic button is pressed, it sends a wireless signal to hotel's security, allowing workers to discretely call for help in threatening situations. The law also provides hotel workers with protections from retaliation from

employers. In the past, many women have chosen to keep quiet because they feared not being believed and even losing their job, because the culture of the industry taught us that the customer is always right. Our “Hands Off Pants On” campaign is changing that culture. “We believe you,” echo the words of our President Karen Kent and countless other HOPO allies. Alderman Michelle Harris (8th Ward), City Clerk Anna Valencia, Don Villar of the Chicago Federation of Labor, and the Selah Youth Choir helped us celebrate this victory at a July 1 event.

Do you work at a hotel that hasn't yet implemented panic buttons?

Call the HOPO hotline at 312-663-4373 ext. 243

HOPO ENFORCEMENT TRAINING

In order to prepare Local 1 hotel leaders for the implementation of the “Hands Off Pants On” law, Local 1 hosted a HOPO enforcement training on July 11. Our allies at Healing to Action and Dr. Emily Twarog of the University of Illinois School of Labor and Employment Relations helped facilitate. Hotel workers from across the city, including the newly unionized Dana Hotel, participated in an engaging discussion, interactive roleplays, and strategized on best HOPO enforcement practices.



Local 1 leaders after the first HOPO Enforcement Training.

LOCAL 1 PRESIDENT KAREN KENT ON *HOPO*

Local 1 President Karen Kent wrote an editorial piece for the Chicago Sun-Times in which she explained what the “Hands Off Pants On” ordinance means for hotel workers and the City of Chicago.

“Passing the ‘Hands Off Pants On’ ordinance sends a powerful, much-needed message to women in the field of hospitality that we are being seen and heard. In addition to the panic button mandate, the new law requires Chicago hotels to establish a written anti-sexual harassment policy that allows hotel workers to stop work and leave the immediate area if they feel they are being sexually harassed; provide the hotel worker paid time off to file a police report if they chose to; and give the hotel worker a temporary work assignment away from the offending guest. Perhaps most importantly, the ordinance protects all hotel workers from retaliation when they come forward with complaints about guest harassment.”

[Click here to read more at the Chicago Sun-Times.](#)

NEW ORGANIZING VICTORIES



Workers of the Dana Hotel, who recently voted to unionize!



The Homewood Suites negotiating committee with organizing director Angel Castillo. The hotel ratified their contract on August 20.



Marriott Marquis workers during their contract ratification, on July 30.

GRIEVANCE VICTORIES

- Jeff Human.** *Blue Chip Casino.* Back pay. \$11,000.
- Tamiko Goss.** *Savor, McCormick Place.* Back pay. \$615.36
- Elizabeth Grabill.** *Fairmont.* Back pay for missed days. \$588.81
- Delisa Richards.** *JW Marriott.* Back pay. \$303.52
- Sushi Cooks.** *Fairmont.* Back pay for the company subcontracting Bargain-
ing Unit work. \$644.40
- Lydia Smith.** *Hampton Homewood West Loop.* Written warning removed
and back pay. \$432.00
- Adama Turay.** *Monaco.* Reduce final written to verbal.
- Yvon Ngoumbo.** *Monaco.* Discipline reduced to verbal warning, and .5 at-
tendance point removed.
- Shykemia Beals.** *Hampton Homewood West Loop.* Discipline reduced to
Coach and Counsel.
- Tobaris Ellis.** *Hampton Homewood West Loop.* Discipline reduced to coach
and counsel.
- Julieta Espinoza.** *Godfrey Hotel.* Discipline removed.
- Leonarda Garcia.** *Godfrey Hotel.* Discipline removed.
- Ashley Myers.** *Areas, O'Hare.* Back pay for inaccurate Health and Welfare
deduction. \$96.00
- Patricia Avila.** *Allerton.* Back pay for scheduling error. \$470.88
- Carmen Galeas.** *Cambria Magnificent Mile.* Back pay. \$167.36

WANT TO BE FEATURED? TALK TO US.
WE'RE ON FACEBOOK, INSTAGRAM, AND
TWITTER
@UNITEHERELOCAL1

