

## 16.2

### **Recommendation:**

**That the Presbyterian Mission Agency Board and the Committee on the Office of the General Assembly adopt the following policy for staff of the two agencies:**

### **Policy Supporting Hotel and Hospitality Workers Presbyterian Mission Agency and Office of the General Assembly**

1. Staff of the PMA and OGA tasked with researching hotel locations for upcoming meetings and events of those agencies will consult the Unite Here\* Fair Hotel directory (<http://www.fairhotel.org/hotels-search/states>) or similar guides for “socially responsible union hotels” in the area(s) under consideration, and include those hotels in the site selection process.
2. Staff of the PMA and OGA will also consult the boycott list at <http://www.fairhotel.org/boycott-list> and refrain from booking hotels that appear on this list or similar guides for PC(USA) meetings or when traveling on PC(USA) business.
3. PMA and OGA staff will include protective language relating to termination in the event of labor disputes in every hotel contract. A hotel must agree to this clause\*\* (or alternate language deemed acceptable by Legal Services and the Stated Clerk) in order to proceed to a final contract with the Presbyterian Church (USA), A Corporation.
4. In the event of a boycott, strike, picketing or another dispute directly related to workers’ wages and working conditions that is announced or occurs at a hotel after a contract is signed, the PC(USA) will first urge the hotel to settle the dispute, ensuring the hotel is aware of the labor dispute clause and the PC(USA)’s intention to terminate the contract if it the dispute is not satisfactorily resolved.

In the event that resolution is not assured well before the scheduled event, the group may and should seek an alternative location and invoke the labor dispute clause to terminate the contract. Additional costs (higher hotel rates, meeting room rental, ground transportation, etc.) to the meeting budget are a likely consequence.

This policy does not require a group to relocate the scheduled event when the dispute occurs within 60 days of the first date of the event, and efforts to secure suitable alternate venue(s) in the same city (using the same airport) are unsuccessful. In these situations, the Executive Director of the PMA or the Stated Clerk of the OGA will review the circumstances and approve the decision.

## **Notes:**

\*Unite Here (unitehere.org) is a labor union that represents workers in the hotel, gaming, food service, and other industries across North America. It maintains an on-line directory of hotels across U.S. and Canada whose workers are represented by Unite Here. It also maintains a list of hotels that are under a boycott or at risk of dispute.

\*\*Recommended contract clause:

*This agreement may be terminated without liability by Presbyterian Church (U.S.A.) if performance hereunder would foreseeably involve the Group in or subject it to the effects of a boycott, strike, picketing or other labor dispute. (Provided that the Group may not withhold, delay or cancel performance based on a labor dispute involving its own employees.) The Hotel agrees to notify the Group in writing within 10 days after it becomes aware of any labor relations dispute involving the Hotel and its employees including, but not limited to, union picketing, the filing of an Unfair Labor Practice charge by a union, the expiration of a negotiated labor contract, an existing or impending strike or lockout, or any other matter which could reasonably be construed as a labor-management relations dispute.*

## **Background:**

The action of the 221<sup>st</sup> General Assembly (2014):

### ***A Resolution to Support Hotel & Hospitality Workers through the Adoption of Just Policies in the Presbyterian Church (U.S.A.)***

1. Direct the Presbyterian Mission Agency and Office of General Assembly to include protective language in every hotel contract so that if there is a labor dispute at the contracted hotel, the Presbyterian Church (U.S.A.) can pull out of the contract without penalty.
2. Direct the Presbyterian Mission Agency and Office of General Assembly to adopt a policy that gives preference to hotels where workers' rights are protected either by organization, or through the fair practices of their employers, and commits to honoring and upholding boycotts that are directly related to workers' wages and working conditions.
3. Direct the Stated Clerk to write a pastoral letter, to be distributed electronically, to every presbytery and Presbyterian Church (U.S.A.) interest group encouraging adoption of a similar policy that includes incorporating protective language in every hotel contract, giving preference to hotels where workers are organized, and committing to honoring and upholding boycotts that are directly related to workers' wages and working conditions.