



UNITE HERE Annual Report 2007

460,000 members raising standards at work and building a brighter future

Public Review Board report 14
Labor-management reporting 15
Policy on fee objections 16

From the Presidents

Organizing to raise standards

by Bruce Raynor

UNITE HERE has one purpose: to help working people make their lives better. Unions can bring working families into the middle class. Employers don't give us better pay or benefits, career opportunities or a secure retirement because we ask nicely. Our ability to make meaningful gains is in our numbers. When we present a united front, employers respond and we make progress.

That's why UNITE HERE is committed to organizing non-union workers in our industries at a scale that hasn't been seen for decades. But commitment is not enough, we must be smart and strategic about our organizing efforts. Unless we can demonstrate our strength, most employers oppose us every step of the way. Unorganized workers in our industries need our union to help them improve their work lives—and we need the unorganized in our ranks to give us all the strength to bargain as equals with our employers.

Our progress depends on politics too. Elected leaders at the federal, state, provincial and local levels make decisions every day that touch our lives at work and in our communities. That's why we fought so hard to win back the Congress in 2006 and why the changing tide in Washington, D.C. in 2008 matters so much.

Each day I am proud to stand with you. I urge each of you to get involved as we continue to make progress for UNITE HERE members and to bring greater numbers of today's unorganized workers into the union. Together we make life better for ourselves and the future brighter for our children. And that's what unions are all about.



General President Bruce Raynor, right
President/Hospitality Industry John W. Wilhelm, left

Together in the struggle for justice

by John W. Wilhelm

Our union represents the best of hope and possibility in the U.S. and Canada. In a time when conservative forces dedicate tremendous energy and resources to dividing working people from one another, we defy the trend and build unity.

In UNITE HERE, we stand together—immigrants from all over the world, African Americans, people of all faiths. No matter whether we came here by force or choice, we share the same goals for our families. We recognize workers' rights, civil rights and immigrants' rights as part of a shared struggle for justice.

I am told that the Chinese character for crisis represents both danger and opportunity. It's easy to see the danger before us—a divided people taught to fear one another, with greater power and extreme wealth concentrated in fewer and fewer hands.

But in UNITE HERE, we see the opportunity in these troubled times. We believe in the great quilt of humanity. And each day we work to bring more workers into our fold. Each day we strive together to make conditions better for every UNITE HERE member and the thousands of non-union workers in our industries. I urge each of you to participate actively in our efforts to show the power of unity.

Visit us online at
www.unitehere.org
and www.unitehere.ca

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460,000 and counting

Every day UNITE HERE members take on the fight of organizing new workers and raising standards in our industries.

UNITE HERE!

Our union's commitment to helping workers make their lives better is behind everything we do—negotiating and enforcing contracts, organizing new members in our industries and taking political action.

It's easy to measure our success. Contracts that require employers to provide UNITE HERE members with decent pay and benefits, safe working conditions, a career ladder, respect on the job and the ability to retire with a secure pension at the end of a lifetime of hard work are the concrete measures of a better life.

Industry divisions

In 2007, UNITE HERE created four divisions, each roughly the same size, based upon the industries in which our members are concentrated. This structure is designed to bring our bargaining and organizing strength together to make greater gains for today's members and to help us bring the union to thousands of unorganized workers in our industries.

This year each division made progress and set the stage for even better. This report describes the gains of each division—gaming; hotel workers rising; laundry and food service; and manufacturing, distribution and retail. We have a strong tradition in Canada and this report includes a section on our work there.

Political action

The anti-worker climate is as tough as ever. Nonetheless at every level of government, we are working to elect politicians who are committed to helping advance workers' rights; we are organizing to pass worker-friendly legislation and policies; and we are holding elected leaders accountable to the promises they make. We look forward to helping bring a new era to Washington, D.C., as well as to state houses and city councils across the country.



While this report describes our successes in 2007, unions are about looking forward. So it is with energy and hope that we turn to the work ahead.

Gaming

Casino workers first organized in Las Vegas in 1938, shortly after Nevada legalized gambling. Today UNITE HERE represents over 90% of workers in downtown Las Vegas and on the Strip and 100% of casino workers in Atlantic City. Our long history in the industry has produced impressive standards for union members.

Contract gains

This year in Las Vegas, UNITE HERE negotiated the largest economic package in its bargaining history. The new 5-year contract, which covers more than 50,000 gaming workers, includes significant wage increases, strong job security language and an employer commitment to provide training and opportunities for getting promotions. It keeps free family health care and the defined-benefit pension secure. And in a first for gaming workers, it creates a housing trust fund to help workers buy their own homes and an IRS legal defense fund for workers earning tips.

Expanding with the industry

In a major victory, Las Vegas' top gaming companies agreed to remain neutral during organizing campaigns at all future casinos, hotels, hotel-condos and joint ventures and to recognize the union when a majority of workers sign union cards. With their

50,000 casino workers in Las Vegas won a new contract in 2007 that includes significant pay raises, job protections and the ability to organize thousands of new casino workers as the industry expands.

plans to invest \$39 billion in Las Vegas in the next 5 years, this is likely to bring 20,000 new members into UNITE HERE.

UNITE HERE also is growing with the industry nationwide. In Detroit, we reached excellent contract agreements with all three casino-hotels, MGM, Motor City and Greektown. Detroit casinos are expanding their facilities, bringing more than \$1 billion in investment to the downtown area. The new 4-year agreements ensure that new workers will have the right to union representation and that they will be covered by the contract.

In 2007, we organized more than 1,000 new members in Pennsylvania and Florida, two rapidly growing gaming markets.

In California, UNITE HERE members from all across the state converged on Sacramento, the state capital, to demand organizing rights for tens of thousands of tribal casino workers. When the legislature failed to support the workers, we led the successful fight to take the issue to a statewide referendum that will be voted on in February 2008.

Fast Facts

Number of members

90,000

Where we work

Casinos owned by commercial businesses and Native American tribes in California, Florida, Nevada, New Jersey, Michigan, Mississippi, Pennsylvania, Illinois, Indiana, Missouri and Washington

The work we do

Food and beverage preparation and service, cashiers, casino porters and housekeeping

Major employers

MGM MIRAGE, Harrah's Entertainment, Wynn Resorts, Trump Entertainment and Boyd Gaming



“We’re organized and have a strong committee. That’s why I’m sure that we’re going to win a good contract.”

—Joe Owens



Negotiations for a first contract for more than 700 new casino workers at Harrah’s in Chester, Pa., including Joe Owens, above, are under way now. UNITE HERE is setting standards for the thousands of casino jobs that are coming to Pennsylvania.

My Story by Joe Owens

“ I’m a cook at the new Harrah’s casino and racetrack outside of Philadelphia. When I heard that there was a union drive here, I wanted to be a part of it right away. I have worked in union restaurants, so I know what we’re missing.

I want this to be a good place to work, but right now we have a lot of issues. I studied culinary arts and have a lot of experience. My co-workers and I deserve better.

We just want a fair shake for every worker. We want to know that we can move up, that there are clear guidelines that give everyone the opportunity to advance and grow. The union is the way to build stepping stones to help us.

I love the feeling of working together with my co-workers to make things better. We’re doing something good, something important. Through contract negotiations, we’re fighting to make these good jobs for everyone.”

Hotel Workers Rising

2007 was an extraordinary year for Hotel Workers Rising, a new campaign uniting union and non-union hotel workers across the U.S. and Canada to lift one another out of poverty and into the middle class.

Contract gains

This year concluded an unprecedented round of contract negotiations for hotel workers that began in 2006, covering New York, San Francisco, Chicago, Honolulu, Boston, Los Angeles, Monterey, Toronto, Vancouver, Washington D.C., Detroit and Seattle, as well as smaller cities and the island of Puerto Rico.

Through their activism—in demonstrations, on picket lines and on the job—hotel workers won contracts that include excellent wage and benefits packages and contract language that will enable UNITE HERE to provide opportunities for its members in new hotels and that will enable thousands of non-union hotel workers to join UNITE HERE without employer harassment.

Winning on the issues that matter to us

UNITE HERE's hotel members took on many important issues during contract negotiations, including calling for increased hiring of African American workers, immigrant workers' rights, housekeeping

In October, hotel housekeepers marched on Century Blvd. in Los Angeles, calling attention to the injuries that are common to their work. The orange patches in the 40' quilt they carried represents housekeepers' constant pain.



workload reductions and retaining our union contracts when hotels are sold. We continue the fight to settle every last open contract on similar terms.

Organizing at a new scale

UNITE HERE is organizing more non-union hotel workers than ever before, adding thousands of new members this year alone. This year, we quadrupled the number of cities where the union has organizing rights for workers at future hotels that will be operated by union companies. This will mean new opportunities for our members, thousands of new union jobs, our greater strength and a secure future for workers as union employers grow.

More than 1,500 hotel workers in Glendale, Calif. and the LAX corridor, near the Los Angeles airport, continue their brave 2-year fight to win the right to choose union representation without interference from management. They have won broad support from other unions, community groups and political leaders.

Never before have we negotiated so many hotel contracts in one period; never before have we organized as many hotel workers as now. Hotel Workers Rising is on the move, building the strength that hotel workers need to stand up to employers as they grow and expand internationally.

Fast Facts

Number of members

100,000

Where we work

More than 700 hotels throughout the U.S. and Canada, particularly in cities

The work we do

Clean hotel guest rooms, prepare and serve food and beverages and handle guests' luggage

Major employers

Hilton, Starwood, Hyatt and Marriott, which together employ about 40% of UNITE HERE's hotel members

“I see what it means to really have a commitment to something, to stand together and make change happen.”

—Leticia Ceballos



Hotel workers, like Leticia Ceballos, above, are actively fighting to make things better—signing union cards, leading worker delegations to meet with hotel management, testifying as part of a lawsuit about wage and hour violations and more.

My Story by Leticia Ceballos

“

I work 2 full-time jobs, housekeeping at a union hotel in Los Angeles and at the Glendale Hilton, where we’re fighting to win the right to decide to have the union without management interfering. It’s hard, but I’m sacrificing to give my kids a better life.

I got involved in the organizing campaign in Glendale because of the difference between my jobs. Without a union, the pay is lousy, we don’t have insurance and the work is too much. We’re not respected as human beings or valued for the work we do.

This campaign has helped me build confidence in all parts of my life. The trust and companionship with my co-workers is amazing. When any of us feels discouraged, we call each other up and say, ‘Si se puede.’ Yes we can keep fighting till we’re satisfied. ”

Laundry & Food Service

Although their jobs differ, laundry and food service workers have a lot in common. Often they are employed by the same huge companies. And often they face similar challenging, and even dangerous, conditions at work.

Taking on the institutional food service industry

Nearly 1,000,000 workers in the U.S. and Canada prepare and serve food in cafeterias at universities, schools, prisons and corporate offices. Increasingly 3 giant companies dominate this work: Aramark, Sodexo and Compass. These companies employ thousands of laundry workers as well. Together with the SEIU, we are organizing to raise standards in this growing industry—and in 2007, more than 5,000 workers won union representation.

Our unions have launched a major campaign to change how Aramark treats its employees and the communities it serves. We have held demonstrations and strikes in New York, Philadelphia, Chicago, Hartford, Portland, Houston, Los Angeles, Anaheim, Calif. and New Haven, Conn.

Fast Facts

Number of members

100,000

Where we work

Across the U.S. and Canada, especially in major cities

The work we do

Wash linens and uniforms for hotels, restaurants, hospitals, campuses and others; prepare and serve food in corporate and institutional cafeterias and airports

Major employers

Multiservice companies like Aramark, Sodexo, Compass and HMSHost; school districts like Chicago, Philadelphia, and Newark, N.J.; industrial laundry chains like Angelica, AlSCO, Mission and Ameripride

Cleaning up the laundry industry

In the last 10 years, our strength in industrial laundries has grown significantly. Today we represent about 9 times more laundry workers than we did in 1997. And approximately one-third of the workers in the industry are in the union. With this, we have won improved pay and benefit standards and safer working conditions.

We took on Cintas, one of the industry's major employers, in 2003 and the fight continues. This year the majority of Cintas workers in Montreal signed union cards seeking to join UNITE HERE. But the extraordinary cost of dangerous conditions was tragically illustrated with the death of Eleazar Torres Gomez last March in Tulsa, Okla.

Improving airport & flight conditions

Across the U.S. and Canada, we represent 80% of the workers who prepare food for airlines, known as in-flight catering, half of those who work at airport food concessions and a growing number who work at airport retail stores.

This year's gains included organizing hundreds of people working for airport food concessions run by HMSHost, Hudson News and Creative Host Services in Baltimore, Boston, Fort Lauderdale, Memphis, Oakland, Calif. and Providence, R.I. We also won a class-action arbitration with in-flight catering company LSG Sky Chefs that will greatly improve the company's vacation policy nationwide.

And we won policies in Miami, Los Angeles and the New York City-area airports that require all incoming concession companies to prevent labor disputes, which will lead to hundreds of new union jobs at those airports. Additionally, several airports have agreed to continue employing current workers when there's a change in contractors.



“I’ve met women like me who don’t have a union. They’re fighters too. And their courage gave me more spirit—to support them and to fight harder to make sure that we make gains and don’t lose what we have.”

—Alma Hernández



Alma Hernández is one of nearly 100 Aramark workers who went on strike in New York City in November, standing up for a fair raise and secure health care and pension benefits.

My Story by Alma Hernández

“ I didn’t know that I am a fighter inside till now. But Aramark wants us to go backwards—and we just can’t. We’re on strike to defend our standards. All we want is our fair share. We’re just trying to take care of our families.

It’s hard to be an immigrant. I’ve always worked. I just don’t want my kids to have to struggle so hard to make a living. I push them to get an education so they’ll be able to live better. That’s why I came here.

This is about justice. We’re fighting for our rights. My kids are proud of me for that. ”



Aramark—A recipe for disaster!

1,000 UNITE HERE and SEIU members marched on Aramark’s headquarters in Philadelphia on November 13, calling attention to the sad fact that the company’s practices are bad for workers and customers alike.

Manufacturing, Distribution & Retail

T rue to our early roots, UNITE HERE is still very much a clothing and textile union, just in new ways. Members continue to work in manufacturing, particularly sewing design samples and producing specialized textiles. And we are organizing in growing sectors of the clothing industry: distribution centers and stores.

Organizing retail workers

Organizing retail workers presents the union with exciting possibilities. At UNITE HERE, we are developing new strategies appropriate to organizing this sector. This year in Montreal, we successfully organized the workers at Zara, an international fashion retailer.

New organizing tools helped fuel the campaign in Montreal, where many of Zara's workers are young and unfamiliar with unions. Workers talked to one another about the union and shared information through a group on Facebook, a social networking website that is popular among young people. And we created a website about the organizing campaign filled with information for workers.

During 2007, students in the U.S. and Canada supported a boycott protesting workers' rights abuses at fashion retailer American Eagle's Canadian distribution contractor, National Logistics Services.



Retail workers often have particular concerns. Better pay is important, of course, but major issues include treatment on the job, adequate staffing and scheduling. Store managers usually set work schedules each week, making it impossible for workers, many of whom also are students, to plan ahead and successfully combine their work and studies. For many, organizing is a question of respect.

Defending manufacturing

UNITE HERE continues the fight to protect manufacturing jobs in the U.S. and Canada. Our call to require government agencies to buy goods and services from companies with decent pay and benefit standards has had some success. The U.S. government requires military uniforms to be made domestically, and we are organizing to make sure that these garment manufacturing jobs live up to the pay and benefit standards that we fought decades to achieve. And we continue to push for fair trade policies.

Fast Facts

Number of members

110,000

Where we work

39 states, Washington, D.C., Puerto Rico and 5 Canadian provinces

The work we do

Manufacture clothing (including military and police uniforms), textiles, leather goods, auto parts and more; retail sales in clothing and drug stores; distribution center operations

Major employers

TJX Companies, Liz Claiborne, Jones Apparel Group, Sears K-Mart, H&M, Hartmarx, Barneys, Levi Strauss & Co., Brooks Brothers, Hugo Boss, Xerox and Duane Reade

“In Europe people think of Zara as socially responsible. We just had to wake up the conscience of the company and tell it to be true to its image.”

—Emmanuel Naxos



Today’s clothing retail workers are young, eager for quick results and new to unions. Negotiations for a first contract with Zara in Montreal will begin soon. Emmanuel Naxos, above, is on the bargaining committee.

My Story by Emmanuel Naxos

“

I worked at Zara in Paris for 4 years, where the company is union. That’s why I got involved in organizing Zara in Montreal. After all, if Zara can do the right thing in France, why not here?

I know that a lot of retail workers face low pay and poor treatment. I talked to my co-workers in Montreal about what it’s like in a union store. And I urged them to sign cards to bring the union to the store here.

In Europe people think of Zara as socially responsible. We just had to wake up the conscience of the company and tell it to be true to its image. ”

Canada: Breaking new ground in the North

Ever since helping to found UNITE HERE's predecessor unions more than 100 years ago, workers in Canada have been raising standards through our union. This year was no exception.

Raising standards through contract gains

Almost 10,000 hotel workers, from Toronto to Vancouver, successfully negotiated contracts recently that feature improved standards. And as part of the union's program to build strength by unifying hotel workers internationally, we lined up contract expiration dates so that hotel members can stand together during future contract fights.

In Ottawa, after a month-long strike (during which no workers crossed the picket line), 100 members at the Sheraton not only held off benefit concessions but won greater employer payments to cover more of their health and welfare plan.

Organizing thousands of new members

In the last 2 years, UNITE HERE's membership in the food service industry in Ontario has grown by 650%. In Alberta, 625 new Local 47 members went to work in food service at Fort McMurray's tar sands camps. And the local claimed its first food service victory beyond camps, welcoming 300 new workers from the University of Calgary. The Ontario Council began organizing concession workers at the Rogers Centre, home of the Toronto Blue Jays—and won support from the Major League Baseball Players Association.

Cintas workers in Montreal led the way into UNITE HERE this year with the filing of an application for certification at Quebec's Labour Board. Retail workers at Zara and Mexx in downtown Montreal won union recognition. These are the first boutique clothing store workers to join a union in Quebec's recent history.

Workers at Winners retail store, part of the TJX company, in Prince Albert, Saskatchewan joined UNITE HERE, bringing all Winners store workers in the province into our union.

UNITE HERE Canada launched a campaign against American Eagle Outfitters when the company failed to enforce its own code of conduct when one of its distribution suppliers in Ontario, called NLS, aggressively opposed a union drive.

Taking action in politics

We helped pass a motion in the House of Commons that calls on the Canadian government to immediately enact safeguards to cap clothing imports from China.

Labour legislation is determined at the provincial level in Canada—and Newfoundland, Quebec, Ontario, Manitoba and Saskatchewan all had provincial elections this year. Members in Manitoba helped re-elect a labour-friendly majority government and members in Ontario worked on numerous winning campaigns in their provincial election.

"Across Canada, UNITE HERE made some historic gains in 2007 from the shop floor to the floor of Parliament," says Canadian Co-Director Alex Dagg, right.

"Organizing new members remains our top priority and we've had some important campaigns that have really grown our membership in key industries."



"From Toronto to Vancouver, hotel workers negotiated new standards and aligned their contracts for a common expiration period in 2009-10," says Canadian Co-Director Nick Worhaug, right.

"With unanimous votes to join UNITE HERE like that achieved by Local 75 at One King West in Toronto, I know we are on the right path."





Hundreds joined locked out UNITE HERE members outside the Holiday Inn on King in downtown Toronto.

Fast Facts

Number of members in Canada

50,000 workers in 7 provinces

The industries we're in

Apparel and textiles, hotels and restaurants, food service and social services, auto parts, retail, manufacturing and distribution

Our diversity

We're one of the most diverse unions in Canada, and the only private sector union in the country to be led by a woman, Canadian National Co-Director Alex Dagg.

Our growth

We're growing. In Alberta alone, Local 47 doubled its membership in the last 2 years.

Report from the Public Review Board of UNITE HERE

The Constitution approved at the July 2004 merger convention of the former UNITE and HEREIU unions included separate articles setting out an Ethical Practices Code to govern the conduct of all union officials, employees and members and establishing a Public Review Board to enforce that Code. Both articles were adapted from the constitution of the former HEREIU, which first enacted an Ethical Practices Code more than a decade ago at its July 1996 national convention.

Four persons currently make up the Public Review Board:

- James Thompson, the former governor of Illinois and a longtime federal prosecutor. Governor Thompson, who also served as one of the ten members of the National Commission on Terrorist Attacks Upon the United States (the 9-11 Commission), has served as Chairman of the Public Review Board since its creation;
- Kurt Muellenberg, the former head of the U.S. Department of Justice's Organized Crime Task Force, who served as the court-appointed monitor of the former HEREIU from 1995 through 1998;
- James Keleher, the former Archbishop of the Catholic Archdiocese of Kansas City in Kansas; and
- Nelson Johnson, a Baptist minister, pastor and longtime social and community activist from Greensboro, North Carolina.

Governor Thompson, Mr. Muellenberg and Archbishop Keleher have served on the Board since its creation in 1996, while Rev. Johnson joined the Board as its fourth member following the 2004 merger that created UNITE HERE.

As a Board, we consider allegations of improper or unethical conduct that are brought to our attention or that we discover on our own, determine whether those allegations require formal investigations, and decide whether the facts those investigations disclose merit formal disciplinary charges of violating the Ethical Practices Code. The UNITE HERE Constitution as well as the written Rules we have adopted to govern our procedures require that all UNITE HERE officers, employees and members fully cooperate with Board investigations. This obligation extends not only to persons charged with or suspected of ethical violations, but also to others who have information relevant to an investigation. Our Rules provide that the failure to cooperate is an independent ground for discipline to the full extent permitted by those Rules—i.e., being barred for life from membership in or association with the union.

Unfortunately, some union officers, employees and members have chosen to ignore this duty to cooperate by refusing to speak with our investigators or provide other information sought in Board investigations. Where that occurs, we have not hesitated to authorize disciplinary charges against and bar those persons from the union for failing to cooperate with a Board investigation.

Since our report in the Fall 2006 UNITE HERE membership magazine, we have authorized new disciplinary charges against four persons, resolved each of those charges as well as two previously pending charges and completed Board investigations involving six different UNITE HERE affiliates. Our six disciplinary rulings during the past year included:

- barring two persons—Christine Throckmorton, a former employee of Local 57 (Pittsburgh) and Harjinder Singh, the former President of Local 152 (Ontario)—for life from UNITE HERE for converting union funds to their own use and failing to cooperate with the resulting Board investigation;
- barring Michael Smedley, a former BA and member of Local 25 (Washington), for life from UNITE HERE and prohibiting William Pearson, the former top officer of Local 40 (Vancouver), from serving as an officer or employee of the union for five years for accepting items of value from union-organized employers;
- prohibiting Andre Balash, the former top officer of Local 355 (Miami), from serving as an officer of the union for two years for associating with a barred person and requiring Mr. Balash to repay the Local approximately \$2,500 of undocumented expenses; and
- dismissing disciplinary charges based on failure to cooperate with a Board investigation filed against a former employee of Local 57 (Pittsburgh) after that person agreed to cooperate with the Board's investigation of that Local.

All UNITE HERE members should read and familiarize themselves with their Ethical Practices Code. Make sure that the provisions of the Code govern your actions and those of the officers you elect to lead your local unions. Should you have any questions regarding how the Code applies to a specific situation, ask someone who has more experience with it—any of us, our counsel, UNITE HERE's officers or counsel, or officers or employees of other UNITE HERE affiliates. The Ethical Practices Code, and this Board's efforts to enforce it, are meant to strengthen UNITE HERE and its affiliates by requiring and promoting ethical conduct. The Code can only have that effect if all UNITE HERE members read, understand and abide by it.

You can contact the Public Review Board with any concerns, allegations or complaints within its jurisdiction by mail at its offices at 1300 I Street NW, Suite 300 West, Washington, D.C. or by calling the Board toll-free at (800) 862-5117.

*Governor James R. Thompson
Archbishop James P. Keleher
Kurt W. Muellenberg, Esq.
Rev. Nelson N. Johnson*

This material is for the U.S. only

Union member rights and officer responsibilities under the LMRDA

The Labor-Management Reporting and Disclosure Act (LMRDA) guarantees certain rights to union members and imposes certain responsibilities on union officers. The Office of Labor-Management Standards (OLMS) enforces many LMRDA provisions while other provisions, such as the Bill of Rights, may only be enforced by union members through private suit in federal court. You can get more information from your local U.S. Department of Labor, Office of Labor Management Standards. Copies of the LMRDA can also be found at <http://www.dol.gov/esa/regs/statutes/olms/lmrda-act.htm>.

UNION MEMBER RIGHTS

Bill of rights

Union members have:

- equal rights to participate in union activities
- freedom of speech and assembly
- a voice in setting rates of dues, fees and assessments
- protection of the right to sue
- safeguards against improper discipline.

Copies of collective bargaining agreements

Union members and nonunion employees have the right to receive or inspect copies of collective bargaining agreements.

Reports

Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws and an annual financial report (Form LM-2/3/4) with OLMS. Unions must make the reports available to members and permit members to examine supporting records for just cause. The reports are public information and copies are available from OLMS.

Officer elections

Union members have the right to:

- nominate candidates for office
- run for office
- cast a secret ballot
- protest the conduct of an election.

Officer removal

Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

Trusteeships

Unions may only be placed in trusteeship by a parent body for the reasons specified in the LMRDA.

Prohibition against certain discipline

A union or any of its officials may not fine, expel or otherwise discipline a member for exercising any LMRDA right.

Prohibition against violence

No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA rights.

UNION OFFICER RESPONSIBILITIES

Financial safeguards

Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. Union officers or employees who embezzle or steal union funds or other assets commit a federal crime punishable by a fine and/or imprisonment.

Bonding

Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts that exceed \$5,000.

Labor organization reports

Union officers must:

- file an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS
- retain the records necessary to verify the reports for at least five years.

Officer reports

Union officers and employees must file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions represent and businesses that deal with their unions.

Officer elections

Unions must:

- hold elections of officers of local unions by secret ballot at least every three years
- conduct regular elections in accordance with their constitution and bylaws and preserve all records for one year
- mail a notice of election to every member at least 15 days prior to the election
- comply with a candidate's request to distribute campaign material
- not use union funds or resources to promote any candidate (nor may employer funds or resources be used)
- permit candidates to have election observers
- allow candidates to inspect the union's membership list once within 30 days prior to the election.

Restrictions on holding office

A person convicted of certain crimes may not serve as a union officer, employee or other representative of a union for up to 13 years.

Loans

A union may not have outstanding loans to any one officer or employee that in total exceed \$2,000 at any time.

Fines

A union may not pay the fine of any officer or employee convicted of any willful violation of the LMRDA.

FAIR SHARE NOTICE: Policy regarding fee objections

Notice to U.S. employees covered by union security agreements

(This notice is not applicable to employees of employers located in Right-to-Work states, except employees of employers in those states who are covered by the Railway Labor Act or are situated on U.S. Government property.)

This International Union, your Local Union or Joint Board and your Employer have negotiated a collective bargaining agreement that covers your wages, hours and other terms and conditions of your job. This agreement contains a union security clause that requires all covered employees, including yourself, after the period specified in the agreement, to become and remain members of the Union and/or to pay uniform Union dues and initiation fees as a condition of continued employment.

The officers, representatives and other members of your Local strongly urge you to become and remain an active member of the Union. As a member you will have all of the benefits and privileges of membership. Such benefits and privileges include the right to participate fully in the internal activities of the Union. Only members can attend and participate in membership meetings and help to develop the contract proposals for the collective bargaining agreement that covers your wages, benefits and working conditions, as well as vote to ratify your contract or to go on strike. Only members can vote to set or raise dues and fees. Only members can nominate and elect officers of the Union, and only members can run for Union office and for convention delegate. Most important, the more members we have in the Union, the greater our bargaining strength will be in contract negotiations, thus providing you and all of us with better wages, fringe benefits and working conditions. We believe that it is in your interest to become and remain a full dues-paying member of this Union.

Your obligation under the union security clause in your collective bargaining agreement to become and remain a Union member is limited to only the payment of uniform initiation fees and dues. You have a right to be a non-member. If you choose not to join the Union or choose to resign in writing your current Union membership, you are still required to pay an "agency fee" equivalent to dues and initiation fees uniformly required of members. If you are or become a non-member, you may object to the use of your initiation fees and dues to fund Union activities that are not germane to the Union's duties as your bargaining representative. If you so object, you will be required to pay, as a condition of employment, a "fair share fee" that represents a percentage of the monthly initiation fee and monthly dues for reasonable and necessary costs incurred in acting as your bargaining representative. The fair share fee is calculated based on those "chargeable" expenditures germane to collective bargaining activities the Union incurred during the most recently completed fiscal year. Among those expenditures germane to collective bargaining for which objectors may be charged are those made for the negotiation, administration and enforcement of the collective bargaining agreement; all expenses related to representing employees in the bargaining unit, including the investigation and processing of grievances; organizing employers that compete with employers that have contracts with the Union; Union administration and other germane expenses. Those expenditures that are non-chargeable are identified as expenditures for activities not germane to the Union's duty as your bargaining representative, such as expenditures for legislative activities and

to support political candidates. We estimate that approximately 10% of the Union's expenditures will be non-chargeable expenditures. As is permitted by law, most local unions rely on the audit of expenses prepared by the International Union.

If you are a member and wish to resign from the Union, or if you do not want to become a member and you object to paying dues and an initiation fee equal to the amount customarily paid by Union members and wish to pay a fair share fee of the initiation fees and monthly dues, you must notify this International Union of your choice by sending a letter in the mail so stating to the General President, UNITE HERE, 275 Seventh Avenue, New York, NY 10001. The letter of objection must be appropriately post-marked and must include your full name, mailing address, social security number, your employer's name, your date of employment and the name or number of the Local Union representing the employees of your employer. In all cases, if you are thereafter employed as a new employee by another employer with a union security agreement, you must repeat the above process with respect to obtaining fair share status with your new employer. Once a timely objection is received, the Union will advise you of your precise fair share fee and the categories of chargeable expenses used in the determination of that fee. If you have signed a dues authorization deduction card, the Union will instruct your employer to deduct that fair share from your paycheck. If you have not signed an authorization card, you must pay the amount of the fair share directly to the Local Union in a timely manner. This fair share status will continue for twelve months and must be renewed annually on or before the anniversary date (month) of your fair share status by notifying the General President of your desire to continue your fair share status no sooner than thirty (30) days prior to the anniversary date. Employees covered by the Railway Labor Act may follow the annual renewal procedure, or they may indicate in their letter to the General President that they want their objection to be treated as continuing in nature.

Non-members who object to paying dues and an initiation fee equal to the amount customarily paid by Union members have a right to dispute the fair share determination. If you wish to challenge the calculation you must send your challenge in writing to the General President of UNITE HERE at the above address within thirty (30) days of your receipt of the letter setting forth the fair share percentage. You will then be provided with information concerning its calculation and your right to appeal the calculation by voluntary final and binding arbitration.

UNITE HERE fully expects that few, if any, employees it represents will avail themselves of the option of fair share status since it firmly believes that all employees represented by the Union recognize the importance of all the expenses incurred by the Union on their behalf in the continuing struggle to improve the working conditions and job security of employees in UNITE HERE shops. While it is your legal right to be a nonmember and to object to paying full dues, we believe that doing so is not in your best interests or in the interests of your coworkers. Before choosing fair share fee payer status over full member benefits of Union membership, read this notice carefully and be aware of the benefits that you will be giving up. Also, if you have questions about the benefits of union membership or fair share fee payer status, please speak with your union representative.