*For approval at the March 24, 2022 Membership Meeting*

**UNITE HERE Local 7 General Membership Meeting**

**December 16, 2021 at 11:00am and 5:00pm**

**Via Zoom (Covid19)**

President Herbekian, Board Members, and Staff opened both meetings at 11:16am and 5:16pm respectively. They recognized and voiced appreciation for the Shop Stewards, who provide leadership in their shops. They also spoke of the many challenges we have had with employers, in our communities and families during since March of 2020 when the pandemic began. Several members expressed the hope that next year we will be able to meet in person.

President Herbekian reported that our Union was successful in extending recall rights throughout our shops (Baltimore City’s Recall Bill and agreements with employers). All of the locations where our members work are open. The only one that has not recalled our members is the Merriweather Lakehouse Hotel (formerly the Sheraton Columbia Hotel).

President Roxie reminded member that the Minutes from September 21.2021 General Membership Meeting and the Financial Reports from September, October, and November have been posted on the Local 7 website. A link to the site was posted in the chat.

11:00am

Board Member Kim Randall motioned to waive the reading of the Minutes from September 21, 2021.

Member Big Mike Tilman seconded.

All were in favor.

5:00pm

Administrator Mishy Lieblum motioned to waive the reading of the September 21, 2021 Minutes.

Member Tracy Days seconded.

All were in favor.

11:00am

Union Organizer Alberta Palmer motioned for approval of the September 21, 2021 Minutes.

Board Member Kim Randall seconded.

All were in favor.

5:00pm

Member Aureya Carter motioned for approval on the Minutes from September 21,2021.

Vice-President Step Bethea seconded.

All were in favor.

The Financial Report:

President Roxie Herbekian shared with the members the Financial Reports for the months of September, October, November. She explained the various ways that Local 7 has been able to be financially viable during the pandemic including assistance from our International Union, a federal PPP loan that we do not have to pay back and very frugal spending practices. This has allowed us to keep us afloat, until we all, are back to work.

This year we will making sure that all members are paying their fair share and that the employers are properly remitting dues to the Union. This is our 100% Union program.

11:00am

Member William Jungblut motioned for approval on the Financial Reports for the months of September, October, and November 2021.

Recoding Secretary Betty Schueler seconded.

All were in favor.

5:00pm

Recording Secretary Betty Schueler motioned for approval for the months of September, October, and November 2021 Financial Reports.

Member Marie Wilson seconded.

All were in favor.

11M meeting

Audit Committee: Financial Secretary Krista Strothmann reported to the member that there are two open positions on the Audit Committee. Long time member Annette McDaniels from Morgan passed away this year and will be dearly missed. Jeremy Reese is no longer an active member of Local 7. Financial Secretary Krista Strothmann explained the purpose and responsibilities of the Audit Committee. She then opened the floor for nominations. There was one contested seat for the 2 year term. Eric Arledge and Elda Fountain were both nominated. A vote of the members was held by having members raise their hands. Elda Fountain was elected to the 2 year term.

Audit Committee Members and their Terms are as follows:

Nedra East-Miji/3 yrs.

Elda Fontaine/2 yrs.

Linda Benson/1yr.

President Herbekian recommended that Eric be included in the Audit Committee trainings.

President Herbekian shared that when our members experienced massive layoffs in March and April of 2020 Local 7 also laid off staff. Alberta Palmer, Craig Carter, Mishy Lieblum, our PT cleaner Denise Little and she all went on layoff. There we also no wage increases in 2021 for Union staff.

Now, that we have gotten through 2020 and 2021 and more members have returned to work President Roxie is recommending that we increase the wages of three staff members.

The recommendation is for the following increases to be effective January 2022:

Lead Organizer Alberta Palmer $63.46 weekly (6%)

Union Organizer Craig Carter $100.00 weekly (11%)

Administrator (PT) Mishy Lieblum $50.00 weekly (10%)

President Roxie Herbekian and Staff Director Tracy Lingo have declined to have wage increases.

11:00am

Board Member Kim Randall motioned for the two Union Organizers Birdie Palmer and Craig Carter along with Admin. Mishy Lieblum to receive the wage increases as recommended starting January 2022.

Member Dana White seconded.

There was discussion from the membership both in favor and against the motion. A hand vote was taken.

Majority were in favor. 1 opposed

5:00pm

Member Nedra East-Miji motioned for approval of the recommended wage increases for Palmer, Carter, and Lieblum starting in January 2022

Member Sireen Shepard seconded.

All were in favor.

President Roxie and Staff Director Tracy reminded the members that our fight with the Merriweather Lakehouse Hotel continues with our members being denied their former jobs. There is a Recall Bill being introduced to the Howard County Board of Supervisors that is similar to the Bill we passed in Baltimore City.

There will be a hearing on the Howard County Bill on January 18, 2022. Lingo and Herbekian said that they would like to have a bus load of our Baltimore members attend that evening to show support for our brothers and sisters in Howard County.

11:00am

Recording Secretary Betty Schueler motioned for approval of a bus and snacks for January 18, 2022, up to a total cost $1,200.00.

Legislative Recall Bill for Howard County on January 18, 2022.

Members Steven Spivey and Tom Copper seconded.

All were in favor.

5:00pm

Recording Secretary Betty Schueler motioned for approval of a bus and snacks for January 18, 2022, up to a total cost $1,200.00.

Member Marie Wilson Seconded.

All were in favor.

President Herbekian explained to members that another event of 2021 was the Local 7 election of officers. Elections take place every three year. Nominations and election of Local 7 officers and board members were held in May of 2021. They following officers and board members were installed on June 19, 2021. All are serving 3-year terms.

President: Roxie Herbekian

Vice-President: Stephen Bethea

Financial Secretary: Krista Strothmann

Recording Secretary: Betty Schueler

Sergeant-at-arms: Nnameke Onejeme

Board Member: Deborah Green

Board Member: Kim Randall

Board Member: Lisa Brown

Board Member: Malique Parker

Contract Victories:

Local 7 staff director Tracy Lingo, lead organizer Birdie Palmer and organizer Craig Cater reported on recent contract negotiations:

Stevenson University members under the leadership of Shop Steward Nedra East-Miji banded together and succeeded in winning $1.00/hours raises every year for the next 3 years and Veterans Day as a paid Holiday. The highlight of the contract fight was big delegation to management!

Hudson News wage rates have been increase to a minimum of $15.00!

Shop Steward Dana White spoke of the petition that a delegation of members presented to HMSHost Management. This lead to settling the contract with HMSHost. Members have ratified a new one year CBA. The committee also won a case about bringing workers back to work. Members who depend on public transportation, have won a reimbursement of $35.00/month to cover cost of public transportation.

Johns Hopkins. Board Member Lise Brown and her co-workers are for the first time negotiating directly with John Hopkins University rather then a contractor. In July the University will be operating the food service directly. In February the minimum hourly rate of pay in our Local 7 contract went to $16.68.

Vice-President Step Bethea stated that the negotiations continue nationally with Sky Chef. In the meantime the company has increased wages.

Staff Director Tracy Lingo updated the members with the ongoing feud with the owner David Costello of the Merriweather Lakehouse Hotel. Many organizations and elected officials have signed on to a pledge to not patronize the Hotel until it recalls the workers. This month we will work to support

SB10. A bill before the Howard County Board of Supervisors that protects Hospitality workers recall rights. The Union is mobilizing to attend the bill hearing on January 18, 2022.

Members at the Marriott Waterfront in Baltimore are preparing to negotiate their second contract next year. Staff Director Tracy said that she expects a fight to get the Marriott contract up to the standards of the Hilton and Hyatt CBAs.

Fight to maintain Unemployment Benefits. President Roxie reported on Local 7’s successful fight to thwart Gov. Hogan’s order to end Federal Unemployment Benefits 12 months early in Maryland. By working with our allies at the Public Justice Center we were able to maintain Federal Unemployment benefits for Maryland residents until they ran our Sept. 6, 2021! Local 7 members were four of the six plaintiffs: Kevin Baxter, Dominique Andrews, Shad Baban and Alonzo “Guy” Mitchel.

Baltimore Hospitality Training Academy. Financial Secretary Krista Strothmann reported that our Scholarship and Training Fund has been awarded a grant of over $700,000.00 for two years through the Baltimore City Train-Up program! This will train people to fill Union jobs.

President Roxie reported that Krista has agreed to leave her job with UNITE HERE International Union to become the director of Local 7’ Scholarship and Training programs, which will include the Training Academy.

2022 Political: Many Local 7 members have planned critical roles in getting good leaders elected to public offices. In the last two years this includes the election of Mayor Brandon Scott, Maryland Congressman Kweisi Mfume, US senators from Georgia Warnock and Ossoff and of course President Biden and Vice President Harris

In Maryland in 2022 all of these seats will be open.

Governor

Lieutenant-Governor

Comptroller

Attorney General

President Herbekian is setting a meeting for the Political Action Committee to meet on January 20, 2022 to discuss our endorsements.

Staff Director Lingo informed the members that the next Leadership Training will be held on January 11, 2022.

President Herbekian presented to the members our “MEMBER OF THE YEAR” Award for 2021 to our member Andre Eldridge Jr. from the Marriott Waterfront, who has been an exception leader at the Marriott Waterfront, where he and his co-workers won the Union ins 2019, in Local 7 activities and in the UNITE HERE political program. Many members spoke of their appreciation for brother Andrea’s leadership and friendship including his organizer Craig Carter.

Recording Secretary Betty Scheler called out for a motion to adjourn, “As we prepare to start the frivolity of the occasion, along with the gift giving, and raffle picks, we will end our last General membership Meeting of 2021”. President Roxie asked if there was a motion to adjourn.

11:00am

Union Organizer Birdie Palmer motioned to adjourn our General Membership Meeting.

Recording Secretary Betty Schueler seconded.

All were in favor.

5:00pm

Our “Member of the Year” for 2021 Andre Elledge Jr. motioned to adjourn the General Membership Meeting.

Recording Secretary Betty Schueler seconded.

All were in favor.

 Recording Secretary

 Betty Schueler