

## **UNITE HERE Local 7**

### **General Membership Meeting**

December 19, 2019, 10:00am and 6:00pm

2640 St. Paul St., Baltimore, MD 21201

The Members were presented with the meeting Agenda, Minutes from the September 12, 2019 General Membership Meeting, along with the Financial Report upon signing in at the start of both membership meetings.

President Roxie Herbekian opened the morning meeting with introductions from our members. Due to the steady line of the members coming in for the evening meeting, President Herbekian passed on intros and proceeded onto the agenda.

10:00am

Recording Secretary Betty Schueler motioned to waive the reading of the Minutes out loud.

Board Member Deborah Green seconded.

All were in favor.

6:00pm

Tracy Days motioned to waive the reading of the Minutes out loud.

Malique Parker seconded.

All were in favor.

10:00am

Caesar Lathan motioned to approve the General Membership Minutes from September 12, 2019.

Board Member Deborah Green seconded.

All were in favor.

6:00pm

Michael Eaton motioned for approval on the September 12, 2019 General Membership Minutes.

Mark Hoerner seconded.

All were in favor.

President Herbekian asked the members to review the Financial Report from August, September, and October 2019 and proceeded to open the floor to any questions.

10:00am

Jerry Bartlett motioned for approval on the Financial Report from August, September, and October 2019.

Angela Jones seconded.

All were in favor.

6:00pm

Malique Parker motioned for approval on August, September, and October 2019 Financial Report.

Steven Spivey seconded.

All were in favor.

#### **Non-Routine Expenses:**

President Herbekian presented to the members the Executive Board's recommendation for staff salary increases

For Alberta Palmer, A.J. Clayborne, and Marisha Leiblum \$25.60/week

For Craig Carter, our newest Organizer, \$35.60/week

To be effective the start of the first pay period in January 2020

10:00am

Recording Secretary Betty Schueler motioned for approval on the four staff members raises for 2020.

Board Member Deborah Green seconded.

All were in favor.

6:00pm

Recording Secretary Betty Schueler motioned for approval on the four staff members raises for 2020.

Malique Parker seconded.

All were in favor.

President Roxie asked the members for a motion approve the cost of the 4 buses needed for the trip to the National African American Museum of History and Culture that is planned for January 8, 2020.

10:00am

Recording Secretary Betty Schueler motioned for up to \$2,700.00 for the cost of 4 buses needed for the trip to the National Museum of African American History and Culture on January 8, 2020.

Board Member Deborah Green seconded.

All were in favor.

6:00pm

Steven Spivey motioned for approval on the cost of up to \$2,700.00 for 4 buses to the National Museum of African American History and Culture on January 8, 2020.

Malique Parker seconded.

All were in favor.

President Herbekian asked for a motion to reconfirm with the members on the cost of \$3,500.00 for Local 7's Black Leadership Awards Gala being held on February 22, 2020. Ticket will be \$10.00/person. All money from the ticket sales will go toward the event in addition to the \$3,500 from the Union.

10:00am

Birdie Palmer motioned for approval on the cost of \$3,500.00 for the Black Leadership Gala being held on February 22, 2020

Alex Dame seconded.

All were in favor.

6:00pm

Board Member Deborah Green motioned for approval on the cost of \$3,500.00 for the Black Leadership Gale being held on February 22, 2020.

Financial Secretary Krista Strothmann seconded.

All were in favor.

President Herbekian informed the members that Steven Golder left Stevenson University for another job and we now have a vacancy on our Audit Committee that needs to be filled.

Union Administrator and Local 7 member Mishy Leiblum nominated Annette McDaniels from Morgan University for the 3 year position to sit on the Audit Committee.

Deborah Green nominated Jeremy Reese for the 2 year position to sit on the Audit Committee.

Sergeant-at-arms Nnameke Onejeme nominated Efrem Evans Jr. to sit on the Audit Committee for the 1 year position.

All three were elected and approved by the members at both meetings.

President Herbekian reminded the members that the "Power of our Potential" is still an ongoing battle as we prepare for the upcoming Presidential Election in 2020, in achieving what matters to us all:

Public Education, End Police Brutality, Racial Justice, Immigration Law Reform, Livable Wage, Healthcare for All, Permanently Affordable Housing, Workers Right to Organize, and Respect.

Through our organizing and collective bargaining, we fought and won the Displaced Service Workers Protection Act in 2017, the Minimum Wage from \$7.25 to \$15.00 in 2018 that will be implemented fully by 2025, as well as the Sick and Safe Law in 2019.

In ending our year on a high note with new contracts at Peabody, McDaniels, Radisson/Crown Plaza, and Hyatt.

Sean Lowry from Camden Yards has been reinstated with full back pay.

Still in negotiations are HMSHost, Sky Chefs, Hudson, Tracks, Hilton, and Marriott Waterfront as they bargain their first contract.

Next year in 2020, we will be starting negotiations at Morgan, Ocean Downs, and Stevenson.

On the Political Aspect of our fight for a better workplace, community, and life in general, four of our members: George Hancock, Kareem Boyd, Malique Parker and Tony Cooper assisted UNITE HERE Locals with their election door-knocking campaigns in Florida and Washington State.

President Roxie reported that next year all of the members of the Baltimore City Council including Mayor and Comptroller are up for election. She asked the members to endorse Shannon Sneed for President of City Council and Bill Henry for Comptroller.

10:00am

Board Member Deborah Green motioned to endorse Shannon Sneed and to make a donation of \$250.00 to her campaign for her run as President of the Baltimore City Council.

Recording Secretary Betty Schueler seconded.

All were in favor.

6:00pm

Michael Eaton motioned to endorse Shannon Sneed and to make a donation of \$250.00 to her campaign for her run as President of the Baltimore City Council.

Malique Parker seconded.

All were in favor.

President Roxie also recommended that Councilman Bill Henry, who has been a staunch supporter of our Local 7, be endorsed for Comptroller.

10:00am

Recording Secretary Betty Schueler motioned for endorsement and to approve a donation of \$250.00 towards Councilman Bill Henry's campaign for Comptroller of Baltimore City.

Both Financial Secretary Krista Strothmann and Board Member Deborah Green seconded.

All were in favor.

6:00pm

Sergeant-at-arms Nnameke Onejeme motioned for the endorsement and to approve a donation of \$250.00 to Councilman Bill Henry's campaign for his run on Comptroller of Baltimore City.

Efrem Evans seconded.

All were in favor.

President Roxie was happy to announce that the 10<sup>th</sup> recipient of our Member of the Year Award for 2019 is Pedro Castro from Sheraton Columbia, who has diligently been a strong shop steward for his workplace and a strong member of our union that has always participated in the many fights of Local 7 and in his home country (Honduras), where he was a leader of the banana workers' Union.

He will also be retiring this year but promises to continue with his support of his union.

Brother Castro told his emotional story to both the morning and evening meetings.

Morning Meeting: Motion to adjourn was made by Board Member Deborah Green

Seconded by Steven Spivey

All were in favor.

Evening Meeting: Motion to adjourn was made by Robert Caine

Seconded by Robin Gaines

All were in favor.

Meeting adjourned.

Entertainment, food, prizes, drawing and raffle followed.

Recording Secretary,

Betty Schueler