**UNITE HERE Local 7 General Membership Meeting**

**June 25, 2020 at 11:00am and 5:00pm**

**Meeting took place on Zoom Video Conference Call**

As we continue with our self-distancing during the Covid-19 Pandemic, the Board, Staff, and our members while in their homes joined the June 25, 2020 General membership meeting via Zoom.

Union Organizer AJ. Clayborne instructed us on the proper Zoom etiquette needed to assist us with our new norm.

President Herbekian opened both meetings with the success of our efforts in electoral political work. 11 out of 13 of the Local 7 endorsed candidate won in the June 2, 2020 Democratic Primary!

Malique Parker (Horseshoe) shared with the members the process that he and other volunteers used to get out the vote. The members recognized the great work that was done by all our Election Captains (please see attached).

Election Captain Kim Randall (Baltimore Hilton), who successfully brought in 100 votes for our Candidate for Mayor Brandon Scott, stated that Brandon was “ONE OF US” and that he is the Mayor that Baltimore City needs.

Andre Eldridge, Jr. from Marriott Waterfront shared that Brandon was always in his neighborhood in visualizing what we once had such as Rec. Centers to having it once again.

Konica Rice from John Hopkins shared that she made an exception to her religious beliefs and voted in this election. She believes that Brandon Scott can bring people together as a community with respect.

Nnameke Onejeme from Camden Yards put it quite simply that Scott is not one to just give lip service to a problem, especially on the minimum wage of $15.00, but will make the changes that Baltimore City needs.

President Herbekian introduced the current President of City Council and the next Mayor of Baltimore City, Mr. Brandon Scott, who joined us for the morning meeting.

City Council President Scott was appreciative and grateful of Local 7’s work. All our phone calls and car caravans were essential to getting out the vote. He reminded us that we still need to continue our course which is: “Taking our city back and making the changes that COUNT FOR US and will lead the rest of the country in the same direction.”

The General Election is November 3, 2020. We need to protect our voting rights as well as our process which is constantly under attack during this crisis in our nation.

President Herbekian presented the minutes from the April 2, 2020 Membership Meeting to the members. The minutes had been posted on the Local 7 website and appeared on the Zoom.

11:00am

Nedra East-Miji made a motion to waive the reading of the minutes from the April 2, 2020 Membership Meeting

Vice President Step Bethea seconded the motion

All were in favor

6:00pm

Staff Director Tracy Lingo motioned to waive the reading of the Minutes from April 2, 2020.

Recording Secretary Betty Schueler seconded.

All were in favor.

11:00am

Angela Featherstone from Camden motioned to accept the April 2, 2020 minutes

Stacey Whye from Hilton seconded the motion

All were in favor

6:00pm

Financial Secretary Krista Strothmann motioned to accept the Minutes from April 2, 2020.

Shannel Hazzard from Camden Yards seconded.

All were in favor.

Financial Secretary Krista Strothmann presented to the members the Financial Report for March, April, and May of 2020 that included the Profit and Loss, as well as the Balance Sheet for each month.

11:00am

Jeff Barner from the Hilton motioned for approval of the Financial reports from March, April, and May of 2020.

Randell Muse from Morgan seconded the motion

All were in favor

6:00pm

Union Organizer Craig Carter motioned for the approval of the Financial report from March, April, and May of 2020.

Nnameke Onejeme seconded.

All were in favor.

President Herbekian brought to the members the cost of the contributions made to endorsed candidates. These contributions had been approved by the Executive Board. $5,300.00 to 13 Candidates (please see attachment of the breakdown).

11:00am

Malique Parker from the Horseshoe Casino made a motion to approve the contributions.

Alex Dame from the Hilton seconded the motion

All were in favor.

6:00pm

Recording Secretary Betty Schueler motioned for approval at a cost of $5,300.00 to 13 Candidates. (please see attachment of the breakdown)

Union Organizer Craig Carter seconded.

All were in favor.

President Herbekian reported on what the Union knows about recalls at the Union shops: Marshall BWI Airport- 15 members going back on June 20, 2020 with HMS Host and only 5 members from Hudson News are working. Vice-President Step Bethea said that the same applies to Sky Chef with just a quarter of the members still working.

Horseshoe and Ocean Downs are starting to get ready to open at 50% capacity. We want to make sure that these facilities open in a way that is as safe as possible for our members.

Staff Director Tracy Lingo reported on negotiations with the shops that are attempting to slowly open and what is needed to protect the workers and clients. This includes additional sick days, extended recall rights in Seniority order, along with providing PPE to members.

Our universities will be expected to open by September. Morgan is undergoing a company change from Thompson to Sodexo which has agreed to keep the workforce on. We do not know how many workers will be recalled for the Fall semester.

The other challenge that Staff Director Lingo brought to the attention of the members is the possibility of those businesses that may not be recalling any time soon as well as the loss of business permanently. She reported on the need for legislation in Baltimore City to protect recall rights for Union and non-union workers and what happens if a business is sold before workers are recalled.

President Herbekian shared with us the resolution that was brought about from Local 26 (Boston): The non-union Four Seasons Hotel shut down in March. All 196 of its employees were terminated. The workers organized and demanded a right to recall for 2 years as well as a Proper Severance Package. With the help of UNITE HERE this got the attention of the Press which got the results of the Owners. The members response was that this was “The Best Thing We Ever Did!” Workers won expanded recall rights and a severance package.

Andre Eldridge, Jr. shared with the members the importance of winning recall rights for the Marriott Waterfront workers who are working toward getting their first union contract.

Financial Secretary Krista Strothmann presented the proposed amendment to the UNITE HERE Local 7 Bylaws. The amendment was recommended by the Local 7 Executive Board and presented at the April 2, 2020 Membership meeting. It has been posted on the Local 7 website and at the Local 7 office for more than fifteen (15) days. She explained that the amendment would permit the Local Union to use money in the Strike and Organizing Fund for general operating expenses with a vote of the membership, if more 50% or more of the Union’s members were laid off for 2 consecutive months or more. The amended article (tracked changes) was shared on Zoom and read.

11:00am

Felecia Massenberg made a motion to approve the proposed amendment to the Local 7 Bylaws

Nedra East-Miji seconded the motion

All were in favor

6:00pm

Recording Secretary Betty Schueler motioned for approval on the Strike Fund amendment to assist Local 7 in paying our ongoing responsibilities.

Union Organizer Craig Carter seconded.

The majority were in favor, with only 4 nays.

Union Organizer Craig Carter and Andre Eldridge, Jr. shared with the members the fight to pass the Hero’s Act which would extended with the additional $600.00/week in Unemployment benefits through January 2021 and cover the COBRA payments for laid off workers. The US House of Representatives passed the bill in May. The Republican controlled US Senate has not approved the Bill.

A 1000 Car Caravan was held on June 17, 2020 in D.C. Local 7 participated. Those that could not attend were asked to sign up on the Federal Bill (<http://lil.ms/55ju/2ro8br>) in support of America’s Five Economic Essentials. Jeff Barnes attended the DC action and reported to the members.

President Herbekian opened discussion about the recent murders of Black men at the hands of the police and the systemic racism that pervades American society. She said that a unionist we are all called upon to speak out against this racism. An “INJURY TO ONE, IS INJURY TO ALL!”

Members shared some of their own experiences in dealing with the police. It was very moving and upsetting testimony. President Herbekian suggested that Local 7 explore working more closely with the Baltimore Black Lives Matter Movement and asked for volunteers to work on this.

President Herbekian reminded our members that on July 10, 2020 we will be giving out Food and Grocery Gift Cards for members and non-members who are laid off from the hospitality industry. We are doing this thanks to many donations coming from the International Union and the Grant from the Mamie and Jerome Todd Relief Fund from Ben Jealous, and other donors.

Everyone should get on the UNITE HERE Local 7 Website to register for the Event which will be held at M & T Stadium. Social Distancing and Mask wearing will be observed.

Our next General Membership Meeting will be Thursday, September 17, 2020 at 11:00am and 5:00pm.

President Herbekian asked for a motion to adjourn.

11:00am

Lisa Brown made a motion to adjourn the meeting

Felicia Massenberg seconded the motion

All were in favor.

6:00pm

Recording Secretary Betty Schueler motioned to adjourn the meeting.

Lamont Green seconded.

All were in favor.

Recording Secretary

Betty Schueler