

FAQ on Hyatt Hotels Labor Dispute

NCSL has been informed there is an ongoing labor dispute between the Hyatt Hotels in Chicago and UNITE HERE. Information in this FAQ has been provided by the **Hyatt Hotels in Chicago** to assist participants attending the Legislative Summit.

Union name

Unite Here, Local 1. Workers include room attendants, housepersons, bellpersons, banquet and food servers, cooks, dishwashers, bussers, doorpersons and bartenders.

Chicago Hyatt Hotels affected by union labor issues

Hyatt Regency Chicago, Hyatt Regency McCormick, Park Hyatt Chicago, Hyatt Regency O'Hare

Start date of labor dispute

Sept. 1, 2009

Are workers working without a contract?

Both the union and the hotels are working in good faith under the terms of the expired contract.

Are other unions at the hotels working during the labor negotiations?

Yes. All of the Chicago Hyatt Hotels continue to have good relationships with its other labor unions, which include:

Operating Engineers - Local 399

IBEW - Local 134

Teamsters - Local 727

Painters - Local 147

UNITE HERE 969 (Laundry)

Types of Union Activity Described:

Traditional picketing, informational picketing, hand-billing and walk-out, strike or work stoppage.

These concepts are defined by case law, and the following are only descriptions. They are not an attempt to provide legal definitions for these concepts.

Traditional picketing is commonly understood to entail marching or a demonstration by a group of people outside of the hotel in such a way as to let the public, and especially other union members, know that UNITE HERE does not want people to cross the picket line. Usually the marchers carry placards and march in a circular fashion

Informational picketing or a rally is when the union organizes a group of people, who sometimes are not employees of the hotel, to picket for a specific amount of time or days. Union employees continue to work in the hotel during these times. These are often known about in advance and cause minimum to zero disruption.

Hand-billing is understood as an exercise of free speech commonly seen in large US cities, but usually without marching or demonstrating.

A walk out, strike or work stoppage is when hotel workers of a specific union leave their shift for the length of the walk out/strike. These typically last one to three days. All hotels have contingency plans to alleviate any disruptions.

How have hotels operated when there is a work stoppage?

The key to effectively minimizing the problems associated with a work stoppage is to be as organized and as well-planned as possible, in order to make effective use of time, people and planning. To that end, each Hyatt hotel has a thorough and strategic Contingency Plan, which includes specific departmental initiatives and which is continuously reviewed. When a work stoppage commences, the Contingency Plan is put into immediate effect. For many Hyatt hotels, this includes bringing in staff, who are typically management-level, from other hotels.

Is there unrest every day?

No. The Hyatt hotels are fully operational and will remain that way throughout the continued negotiations. The disruptions have been temporary and mostly at one hotel at a time.