

**WELCOME**

INMEX welcomes Kate Shaughnessy as Director of Strategic Alliances. Kate worked with UNITEHERE and more recently, with the Coalition for Comprehensive Immigration Reform, where she led both local and national efforts to form alliances with faith, community, academic labor, business and civil rights organizations in order to advance workers' and immigrants' rights. Originally from Minnesota, Kate now lives in Chevy Chase, MD with her young son.

Also joining INMEX as Director of Operations is Gene Ward. He will oversee day-to-day operations at INMEX. Gene says, "INMEX will negotiate the best rates possible while maintaining positive relations with hotels and CVB's."

Gene has over 10 years of hotel management experience which gives our subscribers an insider's advantage. He resides in Baltimore with his wife and two children.

*-Neal Kwatra,  
Interim Executive Director,  
INMEX*

**Strike Vote Deadline Set for Las Vegas Hotels, Casinos**

On September 12, 2007, Las Vegas hotel and casino workers will vote whether to authorize their negotiating committee to call a strike if they are still without new contracts. Labor contract negotiations covering nearly 35,000 casino-hotel workers at 27 different Las Vegas casinos are still underway. The unions' negotiating teams recently met to discuss the status of contract negotiations. After the meeting, they announced plans for the September 12 vote.

Contract talks with the Strip's two largest employers, MGM Mirage and Harrah's Entertainment, began earlier this year. In early June, the unions announced a precedent-setting contract settlement with Harrah's Entertainment. That agreement covers nearly 15,000 workers at six Strip casinos. It does not appear there will be a contract anytime soon for over 21,000 workers at nine MGM casinos, which includes Bellagio, Mandalay Bay, Mirage, Monte Carlo, Treasure Island, Luxor, New York, New York, Excalibur, and Circus Circus.

The unions represent housekeepers, cooks, food and cocktail servers, bartenders, banquet workers, bellhops, porters and other casino-hotel service workers.

Contracts expired at MGM Mirage

and 33 other Strip and downtown casino hotels on May 31st. All of these casinos signed contract extensions.

With the extension, the current contract will remain in effect, but either side can terminate the agreement by giving a seven-day notice.



Culinary Workers Union Local 226 and Bartenders Union Local 165 stand united for a better contract.

The last major casino-hotel worker strike occurred in Atlantic City in 2004. Over 10,000 workers struck seven of the city's 12 casinos in a successful month-long strike. The DOL Bureau of Labor Statistics categorized it as the fourth largest work stoppage in 2004.

For more information about your options should your upcoming meeting be affected, please contact your INMEX representative. To keep current on the status of contract negotiations, please visit [www.culinaryunion226.org](http://www.culinaryunion226.org)

<b>Unsettled Hotels with Extensions</b>				
Bellagio	Circus Circus	Excalibur	Luxor	Mandalay Bay
Monte Carlo	Treasure Island	Mirage	New York, New York	Slots-A-Fun Casino
Jerry's Nugget	Four Seasons	Tropicana	Las Vegas Hilton	Sahara
Stratosphere	Riviera	Binion's	Golden Nugget	El Cortez
Fitzgeralds	Four Queens	Las Vegas Club	Plaza	Western
<b>Unsettled Hotels without Extensions</b>				
Golden Gate	Main Street Station	Fremont		
<b>Settled Hotels</b>				
Bally's	Caesar's	Flamingo	Harrah's	Paris
Rio	Bill's Gambling Hall			

## How One Hotel Gives Back to the Community

At INMEX, we work with our subscribers, suppliers and destination cities to ensure that our clients are holding their meetings in locations that are consistent with their organization's values. As part of their mission, Starwood Hotels and Resorts Worldwide has taken steps that show they value the communities where they do business.

The Sheraton Premiere at Tyson's Corner is a unionized Starwood property that thrives on volunteerism and charitable activities. The Sheraton Premier located in the busy Tyson's corner district of Northern Virginia has engaged in various community activities including the American Cancer Society's "Relay for Life", the world's largest non-profit fundraising event since 2005. Their most recent fundraiser was a car wash which involved executive members of the hotel who washed employees' cars in an effort to raise funds. Additionally, several employees participate in the "Susan G. Komen Race for the Cure" each year.

The Sheraton Premier also partners with the Mclean and Fairfax Chamber of Commerce, in which they sponsor events for the chambers. Other nationally sponsored organizations in which they participate include Make-a-Wish Foundation, Avon Walk for Breast Cancer, and Walk for Juvenile Diabetes. They attribute their success in this area to teamwork and employee commitment enabling them to come together for a common cause. These activities in turn boost employee morale and team building skills.

Toni Bias, the Director of Sales and Marketing adds that "As a brand of Starwood we all conduct business by acknowledging and embracing the human truths – to feel special, to belong, to be understood, to reach your potential and to be in control. At Sheraton, we help our guests connect to what matters most to them, the office, home and the best spots in town while encompassing our branded core values of warm, comforting, connections."

### SUBSCRIBERS CORNER

INMEX was recently approached by a union subscriber who needed a quick decision about a fall/winter meeting. The executive board was holding a meeting and had tasked a newly-appointed Administrative Director with locating a site for a bargaining council meeting in a Midwest city. The turnaround time was 24 hours in order for the executive board to vote on and announce the location.

Within 24 hours, INMEX was able to offer the client several options – all at hotels which were in line with their organizational values. The process utilized strategic relationships with sales managers at target hotels, and INMEX was able to secure extremely competitive bids. As usual INMEX employed its rigorous vetting process, including researching background information, labor practices, industry ratings, and environmental factors

for each of the hotels to ensure quality. In the end, the board selected one of the offers and INMEX is currently negotiating contract terms.

In addition to securing a great downtown location at a competitive rate, INMEX negotiated some extra concessions, including allowing the union meeting to reduce its out-of-pocket food and beverage costs while still receiving complimentary meeting space. Interestingly, the new Administrative Director was actively helping to run another meeting the whole time and never had to lift the phone to make the transaction happen - and no costs for the service were charged to the subscriber.

All in all, the hotel was happy to have the business and the subscriber appreciated INMEX services. It was a win-win situation.

## Planning Your First Green Meeting?

As more and more hotels turn green to align with demand, planners are taking on a new and interesting area that will not only save their organizations money in energy costs per meeting but also contribute to their overall mission of corporate responsibility.

Here are some tips that you can employ while selecting your site:

- Inform vendors/suppliers of the environmental strategies the event is considering and ask about their environmental practices. If no literature is available from the property, ask for any current plan that will lead to such policies/practice to be presented in writing. Or, have the venue complete a "venue checklist" to detail their environmental performance. For a helpful tool, see [www.bluegreenmeetings.org/HostsAndPlanners/Documents/Venue\\_Selection\\_Questionnaire.doc](http://www.bluegreenmeetings.org/HostsAndPlanners/Documents/Venue_Selection_Questionnaire.doc)

- Include a clause in the contract with the vendor/property that states their commitment to comply with the event organizer's environmental requests.

- Consider venues willing to offer as a minimum the following services (include them in the environmental requests section of your contract):

- Recycling program that includes paper, metal, glass and plastic products.

- Staff is instructed to shut blinds, turn off lights, and turn down the heat/air conditioning when rooms are vacant.

- Leftover food is donated to a food bank.

- If using multiple facilities, look for locations where the hotel and event venue are within walking distance of each other.

*Excerpted from the Convention Industry Council's Green Meetings Report, March 17, 2004*

## Washington DC labor contract expires Sept. 15

In Washington DC, the citywide contract covering over 4500 hotel workers expires on September 15, 2007. The negotiations are currently underway and Unite Here Local 25 members are calling on their employers to sign a contract that ensures affordable healthcare for families, a decent pension, and job security. The current contract which is set to expire was signed in January 2005 and gave 3,500 hotel workers raises over three years as well as guaranteed that workers would not pay health insurance premiums.

At INMEX, we believe that a satisfied workforce makes for better meetings. If you are planning a meeting in Washington DC, please contact your INMEX representative for a list of the affected hotels, or to determine the best way to make sure that your meeting is protected from the possibility of labor disruption.

### UPCOMING EVENTS

**Aug 4 2007, Annual Meeting, American Society of Association Executives, Chicago, IL,**  
[www.asaenet.org](http://www.asaenet.org)

**Sep 4 2007, PCMA Masters Series "The future of Work," Professional Convention Management Association, Washington, DC,** [www.pcma.org](http://www.pcma.org)

**Sep 5 & 6, 2007, Affordable Meetings National, Hospitality Sales & Marketing Association International, Washington, DC,** [www.hsmai.org](http://www.hsmai.org)

**Sep 30–Oct 3, 2007, Second Annual MPI Destination Summit, Meeting Professionals International (MPI), Avon, CO,** [www.mpiweb.org](http://www.mpiweb.org)

**Oct 9, 2007, PCMA Executive Edge "Discover the Power of Authentic Leadership," Professional Convention Management Association (PCMA), Chicago, IL,** [www.pcma.org](http://www.pcma.org)

**Nov 11–15, 2007, Financial & Insurance Conference Planners, Scottsdale, AZ,**  
[www.ficpnet.com](http://www.ficpnet.com)

## INMEX in Numbers

In first seven months of 2007,  
INMEX has provided assistance, guidance or consultation for:  
**86 meetings and conventions with over  
47,380 attendees and  
75,500 room nights**

The economic impact of these events exceeds  
**\$51 million** and the industry has taken notice.

## GET ON BOARD AND EXPERIENCE INMEX!

To see what INMEX can do for you please contact  
Catherine Kihara at [ckihara@inmex.org](mailto:ckihara@inmex.org) or Gene Ward at [gward@inmex.org](mailto:gward@inmex.org)

For more information about INMEX  
services contact Kate Shaughnessy at  
202-664-3678

1775 K Street, NW  
Suite 620  
Washington, DC 20006

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