

## WELCOME

I would like to let all of our subscribers know that this will be the last edition of Inmex News to be published on stock paper. To our subscribers who prefer a "hard copy," we will of course be happy to mail you a newsletter upon request.

This is part of a larger initiative on INMEX part to expand its focus to broader sustainability issues. Without question, the single most important issue to our subscribers (beyond workers' rights) is environmental sustainability, and our subscribers have made sure that we've heard that message loud and clear.

Moreover, at INMEX we believe encouraging environmentally responsible meetings is simply the right thing to do. We will continue to keep you informed on the steps we continue to take in this direction.

-Gene Ward,  
Director of Operations,  
INMEX

## New Study: High Injury Rates for Hotel Workers

The Sixth International Scientific Conference on Prevention of Work-Related Musculoskeletal Disorders (PREMUS) recently released a new study that highlights the differences in work-related injury rates by race/ethnicity and gender. The results are alarming, especially as they relate to hotel workers.

The data on injury rates were compiled from hotel employer records. The findings revealed that the highest injury rates were found among female employees. Furthermore, it found that there is a higher rate of injury among nonwhites - 4.9% compared to 3.0% for whites.

This study is important to associations and meeting planners, as it sampled room attendants, stewards/dishwashers, banquet servers and cooks/kitchen workers who represent 49% of the hotel workforce and are an essential part of every successful meeting.

But statistics don't even begin to tell

**The highest injury rates were found among female employees, with a higher rate of injury for nonwhites - 4.9% compared to 3.0% for whites.**

the full story. Lachmin Karaya, a member of UNITE HERE Local 26 in Boston said that, "after 10 years of working as a housekeeper at the Cambridge Hyatt, the parts of my body that I used the most at work are the parts that hurt the most." Karaya, added, "When I worked

there I always told the Director of Housekeeping that we did too many rooms and that we felt pain, but he



Women hotel workers have the highest injury rates, a new study has shown. Larger luxury-style beds have contributed to many injuries.

never did anything. All I remember him doing is telling us to rush and finish by 4:30."

According to John Wilhelm, UNITE HERE President/Hospitality Industry, "We have long known that hotel work is dangerous, and that room attendants suffer from high injury rates as a result of unreasonable demands, but this new research opens up a whole new way of understanding how our members in a variety of jobs are vulnerable to injury at work. I hope these findings are a wake up call to the hotel industry. Why is it so dangerous to be a woman, a worker of color or both at a hotel? And most importantly, what will hotel employers do about it?"

The study is the largest study of hotel workers' injuries ever performed in the United States aside from data that the

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## Study Shows High Injury Rates

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Department of Labor collects annually. It sampled more than 28,000 hotel workers in 72 unionized hotels between 2003 and 2005. The hotel companies involved in the study included the Hilton, Hyatt, Intercontinental, Marriott and Starwood in collaboration with UNITE HERE, the union of hospitality workers.

It is imperative that planners carefully consider all factors - including the treatment of workers - before deciding on a venue. At INMEX, we believe that a healthy and satisfied workforce makes for better meetings, and we do everything

we can to ensure hotel employers who treat their workers well are rewarded with our subscribers' business.

Please visit [www.inmex.org](http://www.inmex.org) to learn more about how to select the venue that's right for your group!

### **INMEX plans its 100th meeting in 2007!**

100 meetings and conventions with over  
50,231 attendees and  
83,685 room nights  
The economic impact of these events  
exceeds \$53 million.

## SUBSCRIBERS CORNER

### **Making the Meeting Special: INMEX Digs Deep and Finds a Good fit for APRI**

INMEX recently negotiated a reservation agreement for the A. Philip Randolph Institute (APRI) with the Crowne Plaza Jacksonville in Florida (a Union hotel), for their 2008 National Education Conference. But how INMEX and the APRI got to the city of Jacksonville is a story that highlights INMEX commitment to our subscribers and their meetings.

The APRI is named for Asa Philip Randolph who was a pioneer in the civil rights struggle. In 1925 he formed the Brotherhood of Sleeping Car Porters and by 1955 he became Vice-President of the executive council of the AFL-CIO. He put organized labor in a front line role in the civil rights revolution and worked tirelessly for human rights until his death in 1979. A. Philip Randolph's family moved to Jacksonville, FL, in 1891 where Asa spent most of his formative years before leaving for Harlem in 1911.

In working with the APRI, INMEX took it upon itself to dig deep and get to know APRI's organiza-

tional mission and history. Our work uncovered A. Phillip Randolph's personal history, and based on this work, INMEX suggested that Jacksonville might be a natural fit for their 2008 event.

INMEX negotiated favorable rates with the hotel's Director of Sales, Janice Dailey, but the negotiations were not without challenges; most notably, the Crowne Plaza did not have enough sleeping rooms for the event. Ms. Dailey flew to Oakland to meet with APRI President Clayola Brown and the APRI Executive Board, and within a few days an overflow hotel was identified. In addition to the standard concessions hotels typically offer, the Crowne Plaza went above and beyond the call of duty by offering several other concessions, including transportation to and from the overflow hotel.

APRI is thrilled to be going back to Jacksonville, the city is happy to have a group that celebrates one of their own, and the hotel is happy to host APRI's business. It's a winning situation all the way around!

**Get on Board & Experience INMEX! Contact Gene Ward at [gward@inmex.org](mailto:gward@inmex.org).**

## MGM Mirage Settles New 5-Year Contract

Culinary Local 226 and the MGM reached a tentative agreement on a new five-year contract last week covering some 21,000 workers at 10 hotel-casinos. Harrah's entertainment, the other major employer on the Las Vegas strip, settled in June.

The agreement includes language that would allow workers to organize at any future Strip loca-

tions where MGM Mirage holds an ownership interest.

Contract talks with the other employers in the downtown area are still underway.

To stay on top of contract negotiations in Las Vegas, visit [www.culinary226.org](http://www.culinary226.org) or contact INMEX.

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



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## Picket Lines, Demonstrations Continue at Three LA Hotels

**Hilton Los Angeles Airport:** In addition to the current worker-called boycott, the Hilton along with eight LAX-area hotels has been served with a class-action lawsuit alleging violations of the LA County "Hotel Service Charge Reform Ordinance".

**Glendale Hilton:** The two year struggle at this hotel continues with regular pickets and a boycott. The hotel has been acquired by Apollo Real Estate Investment Fund and will be managed by Aimbridge Hospitality LP but there still is no end in sight to the labor dispute.

**Wilshire Plaza Hotel Los Angeles:** The hotel has cut workers' wages from \$10-14 an hour to as little as \$7.55/hr. Workers have also had their health insurance benefits discontinued and sick days taken away. In response, the workers have launched a boycott, and they picket the hotel regularly. Over 80% of the workers have pledged to vote for a strike. A strike could mean extended picket lines, demonstrations, increased pressure and anxiety for guests entering the hotel, and most importantly an absence of trained and skilled staff. For more information, contact INMEX.

**GET ON BOARD AND EXPERIENCE INMEX!**

To see what INMEX can do for you please contact  
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