

Dear Local 2 Family,

On January 5th, members of the Local 2 Women's Caucus attended a meeting at the Hilton to hear from our president, Anand Singh the details of the tentative agreement between Hilton and Local 2 and the International Union. These are two documents that all members of our union have a right to a copy of under Federal Law as they are now part of our contract.

**The Women's Caucus is recommending that Hilton workers vote  
'YES'  
on this deal.**

Fortunately for Hilton workers, leaders from this hotel (who are members of the Local 2 Women's Caucus) learned of bad settlements made at Marriott, Hyatts and Intercontinental hotels. These Hilton leaders made clear to the Local 2 Administrators that they would not accept these same bad settlements for the Hilton. Some examples we learned of are;

**Waved Grievance on earned Vacation, PTO and ESL during Covid -**

Marriott Hotel/ Hyatt/ Intercontinental

**\*75% of Vacation PTO and ESL**

During Covid forced layoff and  
Layoffs occurring after covid till 2024  
(25% reduction of Vacation/PTO/ESL time)

Hilton

**100% Vacation PTO & ESL**

No change

**\*Vacation Rate** for banked vacation prior to  
2018 to revert to old formula of vacation  
Calculation and NOT at current hourly rate  
as bargained for in 2018 contract

**No Change** for Vacation rate  
agreement from 2018 Marriott  
Contract

**\*All Outstanding Grievances Waived**

-Management doing bargaining unit work  
-Cross Classification  
-Not providing meals  
- Overtime, recall and all scheduling grievances

**No Change**

All Grievances, Arbitrations,  
Mediations are continuing to  
and through the grievance process

Hilton leadership found out about these bad settlements made by our administration, by talking to workers in other hotels and sharing information. The Local 2 Administration would like us all to stay apart from each other as much as possible, especially when negotiating or ratifying contracts.

These latest contract takeaways happen when we are kept from working together for a good citywide standard. It's time to make some changes. Never again should we let our Union officials negotiate a contract behind closed doors without rank-and -file members present. Never again should we allow the International Union to take over our negotiations. The Local 2 Womens Caucus believes we need to start talking to each other more often and sharing our knowledge to help each other in difficult times with regards to our Union and our Companies.

Thank You, Local 2 Women's Caucus - find us at - **BeheardL2.com**



## Hilton Hotels Contract Settlement Agreement

January 2023

Local 2 recommends the following tentative agreement we reached with Hilton for an early, short-term contract, which will run from August 14, 2022 to August 14, 2024:

### WAGES & BENEFITS

#### 2022-23

- **Wages:** \$0.56 for non-tipped workers, \$0.28 for tipped workers, effective 8/14/2022.
- **Pension security:** Additional \$0.16 increase to the hourly Pension rate, to further stabilize our Pensions and **extend the special \$50 per year of service Pension benefit** for two more years, until March 31, 2025.
- **Health Care Stability:** Hilton pays an additional \$1.25 per hour towards health care on 9/1/22. If only 70-80% of workers returned to work this year, they will retroactively increase to \$1.50 per hour. If less than 70% of workers returned to work, they will retroactively increase to \$1.75 per hour. **This stabilizes our health care benefits, forces the company to begin paying back money to build our reserves, and provides a strong incentive for the company to bring workers back to work immediately.**

#### 2023-24

- **Allocation "bucket":** \$1.91 to be divided between health care, pension and wages, as decided by the Union Committee, and effective 8/14/2023.

### NATIONAL AGREEMENTS

Together with 17 other cities, this contract additionally provides:

**Daily Housekeeping:** Room cleaning of stayover rooms will be restored as the standard. The hotel will be liable for financial penalties for violating this agreement.

**Recall rights:** All cities will have recall rights improved to 24 months. Additionally, for any layoff due to Covid-19, workers who have not yet been recalled will have recall rights extended to August 31, 2024.

1/5/2023

**2024 Expiration:** All the cities will expire together again in 2024, maintaining our power to negotiate and fight together.

### OTHER AGREEMENTS

**No Break in Seniority:** Seniority will be credited for the period of layoff due to Covid-19. (e.g. a worker with 18 years of seniority as of 2020 will have 20 years of seniority in 2022, even if they were laid off for the last 2 years). Any vacation not allotted to an employee solely due to the cessation of seniority accumulation while on such layoff will be credited to the employee's vacation bank.

**Vacation, PTO, ESL:** A third party auditor will be hired to audit the banks of current regular employees who have been employed for 12 months or more to determine if the hotel has credited earned time to their banks.

**Meals:** restore cafeteria meals to pre-pandemic standard

**Cafeteria Cooks:** Backpay and pension credits to cafeteria cooks for missed shifts after May 24, 2021 due to understaffing (consistent with the Food and Beverage MOU)

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*If this agreement is ratified, the Hilton agreement will be in effect as described above on August 14, 2022.*