

California Legislature

July 6, 2023

Mr. Joe Garciaros
Laguna Cliffs Marriott Resort & Spa
25135 Park Lantern
Dana Point, CA 92629

Re: Negotiate a Fair Contract and Hire Black Workers

Dear Mr. Garciaros:

The below signed Members of the California State Legislature are greatly alarmed to learn both about the poor working and living conditions of your staff at Laguna Cliffs Marriott Resort & Spa and the lack of diversity at your establishment — particularly the failure of your hotel to hire Black workers.

It is our understanding that of the 225 or so members of the Unite Here Local 11 bargaining unit who currently work at your hotel, you currently employ very few Black workers. We have also come to learn that today, as your permanent workers strike to protest their unjust working conditions, your hotel has hired Black and African-American temporary workers through an agency to break such a strike.

It is lamentable that the Laguna Cliffs Marriott has employed few to any Black union permanent staff, and yet when in need of strike-breakers you are somehow able to find and hire Black temporary workers through an agency. We believe this demonstrates a clear violation of the hotel's agreement to abide by your collective bargaining agreement, Section 30-B., which states "the Employer shall take affirmative steps to further diversify the workforce to properly reflect the Orange County area, and in particular diversify with African-American workers."

Further, it is repulsive that you would push Black hotel workers to suffer the great indignity of breaking the strike of fellow poverty wage hotel workers. In addition to this failure, it is also our understanding that many hotels have managed to earn well beyond pre-pandemic profits, yet have not returned to pre-pandemic staffing, resulting in understaffing that requires current employees to perform increased, burdensome workloads for the same low wages. Workers are demanding fair staffing and wages.

Therefore we respectfully urge you to do the following:

1. Negotiate and settle a fair contract that directly addresses the workers' grave need for living wages, an adequate pension, health care, and affordable housing; and
2. In order to offset post-pandemic understaffing, we call on you to offer permanent jobs to all of the Black workers who you have just sought to hire temporarily through an agency to break the strike, so that they might work with dignity alongside your current workers; and
3. Commit to whole-heartedly fulfilling your contractual, and moral, obligation to build and maintain a diverse workforce by adhering to the Diversity clause, Section 30, of the collective bargaining agreement.

A fair living wage, adequate pension, health care, affordable housing, and human dignity should be a right for every worker. It is essential that as a society we continue to prioritize these goals to bring equity to all workers in California.

Sincerely,



TINA McKINNOR
Assemblymember



JOSH BECKER
Senator



MIA BONTA
Assemblymember



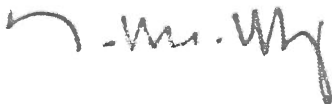
ISAAC BRYAN
Assemblymember



WENDY CARRILLO
Assemblymember



DAVE CORTESE
Senator



DAMON CONNOLLY
Assemblymember



MARIA ELENA DURAZO
Senator



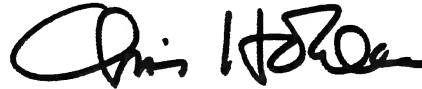
LAURA FRIEDMAN
Assemblymember



LENA GONZALEZ
Senator



MATT HANEY
Assemblymember



CHRIS HOLDEN
Assemblymember



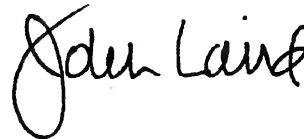
COREY JACKSON
Assemblymember



REGINALD B. JONES-SAWYER, SR.
Assemblymember



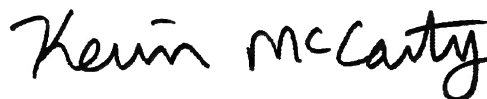
ASH KALRA
Assemblymember
Assemblymember



JOHN LAIRD
Senator



ALEX LEE
Assemblymember



KEVIN McCARTY
Assemblymember



CAROLINE MENJIVAR
Senator



STEVE PADILLA
Senator



ELOISE GOMEZ REYES
Assemblymember



LUZ RIVAS
Assemblymember




MIGUEL SANTIAGO
Assemblymember



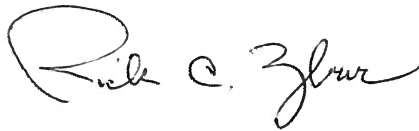
LOLA SMALLWOOD-CUEVAS
Senator



HENRY STERN
Senator



SCOTT WIENER
Senator



RICK CHAVEZ ZBUR
Assemblymember

cc:

Rich Leib, Chair of the UC Board of Regents

Michael V. Drake, President of the University of California

Jagdeep Singh Bachher, Chief Investment Officer for the UC Pension Fund