

# UNITEHERE!

OFFICE OF THE PRESIDENT

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September 5, 2018

Arne Sorenson  
President and CEO  
Marriott International  
10400 Fernwood Road  
Bethesda, MD 20817

Dear Mr. Sorenson –

We write to urge you to immediately enter into discussions with the International Union of Food, Farm and Hotel Workers (IUF) regarding policies and procedures to combat sexual harassment at work as requested in General Secretary Longley’s letter to you dated June 25, 2018.

As detailed in the IUF’s Global Demands On Marriott Regarding Sexual Harassment (attached), it is essential that the policies and procedures agreed upon include not only measures to prevent or discourage sexual harassment on the job, but also fully transparent policies regarding how you will respond to complaints of harassment, training for managers which clearly articulates that workers *are encouraged* to come forward and report incidences of harassment, and most essentially, measures to insure the safety and job security of complainants. These policies and procedures need to be in place in all workplaces, union and non-union, worldwide.

Where union contracts are in place, as with UNITE HERE-represented hotels in North America, we urge you to act in good faith to reach negotiated, contractually binding agreements regarding the policies and procedures described above as you have now committed to do with UNITE HERE Locals 26, Boston, Local 5 Hawaii, Local 2 San Francisco, Local 19 San Jose, Local 30 San Diego, Local 19 San Jose, Local 24 Detroit, and Local 8 Seattle. Furthermore, while we believe that your recent apparent decision to provide panic buttons across North America represents progress, we are unclear whether Marriott is taking similar concrete steps outside North America given the global scope of the problem of sexual harassment.

We further urge you take leadership in supporting community-led legislative and policy initiatives to combat workplace sexual harassment such as the “Hands Off, Pants On” legislation recently enacted in Chicago, IL. Easiest and most urgently, we ask you to withdraw your support of the legal challenge to a similar community-supported policy in Seattle, WA (Initiative 24), and request that you urge your industry partners such as Host, to do the same.

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D. TAYLOR, PRESIDENT

GENERAL OFFICERS: Gwen Mills, Secretary-Treasurer • Peter Ward, Recording Secretary  
Jo Marie Agriesti, General Vice President • Maria Elena Durazo, General Vice President for Immigration, Civil Rights and Diversity



Marriott has more hotel rooms and employees than any other hotel company on the planet. Marriott is worth more than \$49 billion dollars – more than any other hotel company. As the biggest, richest hotel company in the world, we call upon you to take the lead and set a high standard for safety on the job and freedom from sexual harassment for all hotel workers.

Sincerely,

A handwritten signature in black ink that reads "D. R. Taylor". The signature is written in a cursive, flowing style.

D. Taylor, UNITE HERE International Union

Anand Singh, UNITE HERE, Local 2 San Francisco

Brian Lang, UNITE HERE, Local 26 Boston

Eric Gill, UNITE HERE, Local 5 Hawaii

Brigette Browning, UNITE HERE, Local 30 San Diego

Erik Van Rossum, UNITE HERE, Local 8 Seattle

Enrique Fernandez, UNITE HERE, Local 19 San Jose

Wei Ling Huber, UNITE HERE, Local 2850 Oakland

Nia Winston, UNITE HERE, Local 24 Detroit

Zailda Chan, UNITE HERE, Local 40 Vancouver

Ian Robb, UNITE HERE, Local 75 Toronto