

WITHDRAWN and no further action was taken on this resolution

**RESOLUTION IN SUPPORT OF REQUIRING THE RIGHT TO CANCEL CONTRACTS WITH
HOTELS WITH ACTIVE LABOR DISPUTES**

- WHEREAS, In 2009, about 25% of librarians were union members, about 24% of library technicians were union members, and about 19% of other education, training, and library workers were union members (Bureau of National Affairs, *2010 Union Membership and Earnings Data Book*, Table 8a, Washington, DC);
- WHEREAS, The American Library Association (ALA) recognizes the right of library employees to organize and bargain collectively with their employers (ALA Policy 54.11, "Collective Bargaining");
- WHEREAS, The ALA's essential set of core values for its members include working for "The Public Good" and "Social Responsibility" (ALA Policy 40.1, "Core Values of Librarianship");
- WHEREAS, The fair treatment of workers and their families is a considerable public good and a social responsibility.
- WHEREAS, Workers at union establishments, including union hotels, are far more likely than their non-union counterparts to be paid a living wage, to receive employer-paid family medical benefits, and to enjoy freedom from work-related illness and injuries (U.S. Bureau of Labor Statistics, *Union Members Summary*, 2009; *National Compensation Survey: Employee Benefits in the United States*, March 2009, U.S. Bureau of Labor Statistics, September 2009. Bulletin 2731);
- WHEREAS, Hotels that are in the midst of labor disputes are more likely to be disruptive for many ALA members, and which could prevent those members from participating in conventions and exhibitions, major meetings, and other organizational activities;
- WHEREAS, The First Amendment protects the right of an association and its members to support a union's request for a boycott. There are no statutes or case law that indicates the First Amendment does not protect the right of an association and its members to support a union's request for a boycott;
- WHEREAS, National and local labor organizations maintain "Do Not Patronize" lists of hotels that are involved in labor disputes; and
- WHEREAS, Many library employees strongly support the right of workers to organize, and are themselves union members who would vastly prefer to patronize union hotels; now, therefore, be it

RESOLVED, That the American Library Association Council directs the Executive Director to:

1. inquire as to the union status of hotels at the time of booking and the expiration date of any collective bargaining agreements at the hotel, and require that the hotel provide updates regarding the start of any future collective bargaining discussions;
2. to the extent feasible, make every effort to use as main convention hotels only those in which a majority of the hourly workforce is represented by one or more labor unions; and
3. to the extent feasible, insert a clause in its contracts with hotels asserting the right to cancel its contract to use a hotel if that hotel is placed on the "Do Not Patronize" list by the local labor body, or is the site of a boycott, because of unfair labor practices, called by an organization which represents, or is seeking to represent, the hotel's employees.

Co-sponsors: AFL-CIO/ALA Joint Committee on Library Service to Labor Groups

Endorsed in principle: GLBTRT

Mover: Carrie Gardner, Councilor-at-Large, 717-329-4159

Seconded: Jacqueline Rafferty, Massachusetts Chapter Councilor - 617-538-9008

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