



July 18, 2016

An Open Letter to UNITE HERE, Local 11:

NASPA – Student Affairs Administrators in Higher Education and ACPA – College Student Educators International, along with the National Clearinghouse for Leadership Programs (NCLP), are jointly hosting the Leadership Educators Institute (LEI) at the Renaissance Long Beach on December 11-13, 2016.

Over the course of the past several weeks, UNITE HERE, Local 11, has emailed and called an unknown number of our individual members, members of our boards of directors, and employees, urging them to boycott the use of the Renaissance for this event. Those who have been contacted are not necessarily attendees of the event or employees working on the event, and neither of our organizations have shared any contact information to help facilitate this correspondence. Additionally, employees from our organization have been named with contact information within the correspondence without their permission. Finally, the correspondence has misrepresented the situation at the Renaissance, using scare tactics to further incite action. We strongly condemn this approach and want to say publically that it has damaged UNITE HERE's credibility, both with respect to our event and, from what we have seen in our research, with respect to events across the country.

NASPA and ACPA are organizations with a strong focus on social justice, both within the campus communities we serve and beyond. NASPA's Non-Discrimination and Labor Policy for Future Hotel and Convention Center Contracts clearly states that "NASPA staff, regional advisory boards, and other conference planning committees responsible for negotiating and administering meeting facility contracts shall not knowingly enter into contract negotiations with convention centers, hotels, or institutions which are in active labor disputes." ACPA's Guidelines for Site selection include provisions for reviewing current labor practices, reputation of properties regarding union labor and labor relations, and if the venue pays staff a living wage. This review also includes examining corporate policies related to equity and inclusion, and the demographic makeup of the workforce across all levels. Additionally, our organizations' policies require that cities have established non-discrimination policies that include race, color, religion, national origin, sexual orientation, gender identity/expression, veteran status, age, and/or disability, which is important for both our attendees and the meeting facility employees who live and work in those cities. We take this responsibility very seriously, and do our due diligence to ensure that we live our organizations' values in everything that we do.

There was not an active labor dispute at the Renaissance at the time that we signed the contract for the Leadership Educators Institute, nor is there one currently. Our public research tells us that UNITE HERE, Local 11, has undertaken a campaign to become the union representative for the employees at the Renaissance, along with other Long Beach hotels. As organizations serving the student affairs

communities, with a primary responsibility to our members, it is not in our purview to pressure hotels, or hotel employees for that matter, to unionize. We will take the presence of an active labor dispute into account at the time of contract signing, and evaluate active labor disputes that commence between contract signing and the event, but the choice to engage in a dispute and/or unionize is the employees and the employees alone.

We ask that you please cease contacting our members, boards of directors, and employees, as the correspondence is bordering on harassment.

Thank you,

A handwritten signature in black ink, appearing to read "Kevin Kruger". The signature is fluid and cursive, with a large initial "K" and a long, sweeping underline.

Dr. Kevin Kruger  
President, NASPA – Student Affairs Administrators in Higher Education

A handwritten signature in black ink, appearing to read "Cindi Love, Ed.D.". The signature is cursive and includes the letters "Ed.D." at the end.

Dr. Cindi Love  
Executive Director, ACPA – College Student Educators International