



IUF : UNITING FOOD, FARM & HOTEL WORKERS WORLDWIDE

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IUF COVID-19 DEMANDS : HOTELS

The tourism sector generates 10% of employment around the world, and women make up 55.5% of the global workforce in tourism. By the beginning of April, COVID-19 had affected 204 countries and territories around the world. The tourism industry around the globe has been brought to a standstill by the closing down of entire cities and countries. The hotels and restaurant sector has almost collapsed. Few hotels are still operating. This affects the livelihoods of millions of workers, their families and whole communities.

The IUF cautions employers and governments that workers' rights cannot be "suspended" or "deferred" during extraordinary events. Employers' obligations are based on Conventions and human rights instruments.

This document provides a set of trade union demands for protecting hotel workers and saving lives in the fight to contain the spread of COVID-19.



EMPLOYERS

1. Work with unions to immediately implement protocols designed to avoid unnecessary exposure of workers to risks that may endanger their present and future health
2. Provide workers with a full range of informational and preventive tools and take other appropriate technical and medical measures with the greatest possible urgency before workers begin their working shifts
3. Adapt shifts, breaks, and work organization plans in whatever way possible to minimize risks, when it is necessary for workers to perform duties that guarantee essential services to customers trapped or quarantined in hotels
4. Introduce additional protection for workers with added risk factors including pregnancy, pre-existing medical conditions and illnesses
5. Respect workers' right to refuse to work under unsafe conditions
6. Provide health coverage for all workers in places where adequate health care systems are not universally guaranteed
7. Respect workers' rights to make necessary arrangements to care for their families
8. Ensure workers' maintenance of income and protection of employment with any temporary measures negotiated with unions
9. Utilize this period of drastic fall in demand for training and reskilling/upskilling of workers in preparation for the resumption of business activity
10. Enact policies on paid leave and income protection that are gender sensitive given women's disproportionate responsibility for childcare
11. Provide adequate paid sick leave that accounts for quarantine and care of sick relatives
12. Ensure that all measures taken apply to all workers, including those with non-standard forms of employment, such as part-time workers, outsourced workers, workers on zero-hour contracts, and informal workers

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GOVERNMENTS

1. Recognize the employment risks and the potential extreme economic hardship facing workers and, in collaboration with unions and employers, introduce appropriate extraordinary measures to mitigate these risks.
2. Guarantee the right to special paid leave and free access to health care for all workers regardless of the employment relationship.
3. Regularise all undocumented migrant workers to guarantee access to health care.
4. Provide adequate paid sick leave that accounts for quarantine and care of sick relatives.
5. Enact policies on paid leave and income protection that are gender sensitive given women's disproportionate responsibility for childcare.
6. Mandate health and safety trainings and personal protective equipment (PPE) protocols.

BEST PRACTICES

North American foodworkers affiliate UFCW has updated its jobs page to make it easier for UNITE HERE! hospitality members to find work in food processing, grocery stores and retail on the frontlines of the fight to ensure food security during COVID-19. Employers are looking to fill positions immediately.



For more information about this innovative partnership, see www.ufcwjobs.com

A **guide** when hotels are commandeered

In some locations hotels are used as quarantine facilities and as temporary housing for at-risk people. Stadiums, conference centers, and other food service facilities may be commandeered for emergency food production or as medical triage sites. Central or local governments may be authorized by special legislation to seize properties for these purposes. Alternatively, they may contract with the facilities.

Below are recommendations to unions for addressing such situations.

STEP 1 : Contact Government

Contact government officials to determine what plans they have for using such facilities.

STEP 2 : Key Questions – Governments

What government agencies are contracting or exercising these powers?

Who is being housed?

What job duties are needed?

Which hotels?

Whose payroll?

Who is eligible to work?

What is the legal authority under which the city/county/state is operating?

Is the government doing this on a voluntary basis (e.g. renting out the hotels) or requisitioning them under public emergency laws? In the latter case, what does the law or executive order say about personnel?

STEP 3 : Key Demands – Employers and Governments

- **Authorities should staff the facility through a lease or subcontract with the employer**
- **All union members should be able to work on a voluntary basis but will be paid**
- **If insufficient volunteers are available, work should go to other union hospitality workers**
- **Health and safety should not be compromised**
- **Parking should be made available and use of public transportation should be discouraged**
- **Governments should accord preference to union-represented facilities**