

# American Federation of Labor and Congress of Industrial Organizations



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## MEMORANDUM

To: AFL-CIO Executive Council Members  
National and International Union Presidents  
Trade and Industrial Departments  
General Board Representatives  
AFL-CIO State Federations and Central Labor Councils

From: Elizabeth H. Shuler *EHS*

Date: May 29, 2014

Re: AFL-CIO endorsement of APWU's boycott of Staples, Inc. and  
UNITE-HERE's boycott of the Renaissance Providence Downtown Hotel

As of today, the AFL-CIO has endorsed the American Postal Workers Union's (APWU) boycott of Staples, Inc. and UNITE HERE's boycott of the Renaissance Providence Downtown Hotel. For your reference, I am attaching a current list of AFL-CIO endorsed boycotts.

### 1. *Staples, Inc. boycott.*

The APWU is boycotting all Staples, Inc. office supply stores in the U.S., Staples.com and Staples Advantage. The boycott also covers all Staples branded proprietary products.

In 2013, the United States Post Office entered an agreement with Staples to establish a "pilot program" that placed knock-off "post offices" in 82 Staples stores, utilizing non-union, low-paid Staples employees instead of unionized, well-trained, uniformed Postal Service employees.

The APWU has filed numerous unfair labor practice charges with the NLRB protesting the Postal Service's refusal to provide information to the APWU about the contract with Staples, as well as numerous instances of illegal actions by postal management against employees protesting the Staples deal.

The “pilot program” between the U.S. Postal Service and Staples jeopardizes mail services provided by U.S. Post Offices and the good jobs that come with them.

## *2. Renaissance Providence Downtown Hotel boycott*

Since March 25, 2013, hotel workers at the non-union Renaissance Providence Downtown Hotel have been asking the ownership of their hotel, the Procaccianti Group, to remain neutral as the workers decide whether or not they want a union. Workers announced a boycott of their own hotel on December 4, 2013.

We encourage all unions to support our brothers and sisters of UNITE HERE as they fight for justice at the Renaissance Providence Downtown Hotel.

When contracting with hotels for meetings and conferences, whether the hotel is on the boycott list or not, we encourage our affiliates to include the AFL-CIO’s “Contract Addendum” (see attachment) in your hotel contracts; state federations and central labor councils are expected to use the Addendum. This Addendum will protect your organization from financial loss should you need to move your event as a result of a labor dispute.

And, you can find union hotels at <http://www.hotelworkersrising.org/HotelGuide>.

The latest boycott information can always be found on the Union Label and Service Trades website, [www.unionlabel.org](http://www.unionlabel.org).

cc: AFL-CIO headquarters and field staff  
Meetings and Travel Directors

Attachments



## American Federation of Labor and Congress of Industrial Organizations (AFL-CIO)

### CONTRACT ADDENDUM

The parties to the Contract agree that the provisions below supersede any language in the Contract which addresses the same subject, unless this Addendum is modified by agreement of the Parties.

- 1. Penalties or Liabilities for Cancellation of the Contract.** The phrase “without penalty or liability” wherever used in this Addendum shall be deemed to require a refund by the Hotel of all deposits and prepayments that have been made by AFL-CIO. Said refund will occur within thirty (30) days of the notice of termination and no assessment of a cancellation fee or other penalty by the Hotel.

If the AFL-CIO postpones or cancels the meeting, the Hotel shall use good faith efforts to resell the rooms and the AFL-CIO shall be obligated to pay the Hotel only for those rooms that remain unsold. In such event, the Hotel agrees that if the AFL-CIO rebooks the meeting within one year from the date of cancellation, the Hotel shall apply seventy-five percent (75%) of the AFL-CIO’ payment to the fee for the rebooked meeting.

There shall be no right of cancellation by the Hotel for the purpose of allowing another group to use the space or for any other purpose. If the Hotel cancels, the Hotel shall pay to AFL-CIO as liquidated damages and not a penalty, all expenses incurred in the relocation of the meeting. This shall include but not be limited to the AFL-CIO’s staff time, research, site visits, airfare, the cost of communicating the change of venue, the difference in guestroom rates and any other costs incurred by the AFL-CIO in the relocation of the conference.

- 2. Force Majeure.** Notwithstanding any express or implied language in the Contract to contrary, the performance of this agreement by either party is subject to the occurrence of acts of God, war, government regulation, terrorism, disasters, strikes, labor disputes, civil disorder, curtailment of transportation facilities, or other emergencies making it inadvisable or impossible for the AFL-CIO to hold this event at the Hotel. Further, the AFL-CIO shall have the option of canceling this agreement without penalty or liability should any of the following occur:

- The Hotel ceases to be a facility whose workers are represented by a labor union;
- A picket line is established by a labor union;
- A boycott of the Hotel has been established by a labor union;

**AFL-CIO Endorsed Boycotts  
As of May 29, 2014**

<b>Company</b>	<b>Union</b>	<b>Products and Services</b>
<b>Gleason, Dunn, Walsh &amp; O'Shea</b>	<b>AFSCME</b>	<b>Legal Services</b>
<b>Hardin, Lazarus &amp; Lewis, LLC</b>	<b>AFSCME</b>	<b>Legal Services</b>
<b>McDonald, Lamond, Canzoneri &amp; Hickernell</b>	<b>AFSCME</b>	<b>Legal Services</b>
<b>Staples, Inc.</b>	<b>APWU</b>	<b>Office supply stores in the U.S., including Staples.com and Staples Advantage. Also covers Staples branded proprietary products.</b>
<b>R.J. Reynolds Tobacco Co.</b>	<b>BCTGM</b>	<b>Cigarettes: Best Value, Camel, Century, Doral, Eclipse, Magna, Monarch, More, Now, Salem, Sterling, Vantage, and Winston; plus all Moonlight Tobacco products</b>
<b>EchoStar Dish Network</b>	<b>CWA</b>	<b>Satellite Television Service</b>
<b>Sheraton Crystal City, Arlington, Virginia, Management: HEI</b>	<b>UNITE HERE</b>	<b>Hotel</b>
<b>Hilton Long Beach, Long Beach, CA Management: HEI</b>	<b>UNITE HERE</b>	<b>Hotel</b>
<b>Hilton Los Angeles Airport Hotel, Los Angeles, CA</b>	<b>UNITE HERE</b>	<b>Hotel</b>
<b>Le Meridien, San Francisco, CA</b>	<b>UNITE HERE</b>	<b>Hotel</b>

<b>Company</b>	<b>Union</b>	<b>Products and Services</b>
<b>Hilton Anchorage, Anchorage, AK</b>	<b>UNITE HERE</b>	<b>Hotel</b>
<b>Sheraton Anchorage, Anchorage, AK</b>	<b>UNITE HERE</b>	<b>Hotel</b>
<b>Embassy Suites Irvine, Irvine, CA</b>	<b>UNITE HERE</b>	<b>Hotel</b>
<b>the Renaissance Providence Downtown Hotel</b>	<b>UNITE HERE</b>	<b>Hotel</b>
<b>Hyatt Hotels</b>	<b>UNITE HERE</b>	<ul style="list-style-type: none"> <li>• <b>ARIZONA:</b> Hyatt Regency Scottsdale Resort &amp; Spa At Gainey Ranch</li> <li>• <b>CALIFORNIA:</b> Hyatt Regency Santa Clara, the Hyatt Regency Sacramento and the Hyatt Fisherman's Wharf in San Francisco</li> <li>• <b>INDIANA:</b> Hyatt Regency Indianapolis</li> <li>• <b>MASSACHUSETTS:</b> Hyatt Harborside Boston, Hyatt Regency Boston and Hyatt Regency Cambridge</li> <li>• <b>SEATTLE, WA:</b> Grand Hyatt Seattle and Hyatt at Olive 8 Seattle</li> <li>• <b>TEXAS:</b> Grand Hyatt San Antonio and Hyatt Regency San Antonio</li> </ul>
<b>Palermo's Pizza</b>	<b>USW</b>	<b>Palermo brand pizza, "Classics" brand pizza, private label brand frozen pizza produced by Palermo's including Costco's Kirkland brand</b>