



Hospitality Council Charter

Preamble:

This Charter is intended to provide overall guidance and continuity for the Hospitality LERA Council, which operates under the auspices of the Labor and Employment Relations Association (LERA). It is a living document, subject to periodic review and calibration.

Council Title:

LERA Hospitality Council

Aim:

We are committed to promoting constructive dialogue and action on issues of policy, practice, theory and research that lie at the intersection of the interests of labor, management, government, neutrals and scholars in the hospitality industry or sector.

Our overall focus is on workforce, organizational and regulatory challenges that face the hospitality industry. Among some of the substantive issues to be addressed are:

- (1) An examination of the current strategic, legal, political, structural and social barriers and opportunities that the hospitality industry/sector faces;
- (2) The role of collective bargaining this industry/sector; and,
- (3) The role of union representation, human resource management and labor-management relations in front-line operations in this industry/sector.

Structure and Operations:

This Council will have a minimum of three co-chairs who may represent management, labor and neutral, academic, or policy-making communities.

The Council membership will include a minimum of 12 members (inclusive of the leadership co-chairs).

The Council will meet a minimum of once per year, concurrent with the annual LERA meetings or at another time as appropriate.

Decision making within the Council will be on a consensus basis, including modifications to this Charter.

Consistent with the LERA Constitution and tax laws which govern 501 (C) (3) nonprofit organizations, the Council may act as a forum for constructive dialogue on policy matters, but it will not act in a lobbying capacity on a partisan basis.

Any activities outside the scope of this charter require a consensus of the Council membership and written approval from the LERA executive board.

This Charter is granted to the Hospitality Council by the LERA Executive Board for a period of five years and is renewable thereafter for additional five-year terms.

Scope of Activities:

The Hospitality Council is encouraged to develop programming relevant to its industry for sessions during the pre- or post-conference portions of the LERA National Meeting, as well as to submit session proposals for consideration during the regular conference program.

The Hospitality Council is encouraged to establish links with appropriate LERA Chapters and professional associations relevant to its industry/occupation and engage in other activities consistent with its aim (stated above) and the broader mission of the LERA.

The Hospitality Council is encouraged to consider additional forms of outreach and engagement, including coordinating with the LERA National Office on industry/sector-relevant webinars, articles in the LERA publication *Perspectives*, and contributions to the LERA research volumes.

Date approved by LERA board: _____

Founding Co-Chairs:

Christine Riordan, Assistant Professor

School of Labor and Employment Relations, University of Illinois at Urbana-Champaign

Hye Jin Rho, Assistant Professor

School of Human Resources and Labor Relations, Michigan State University

Sa'Mecha Echols, Commissioner

Federal Mediation and Conciliation Services

Founding Members:

1. Christine Riordan, Assistant Professor

School of Labor and Employment Relations, University of Illinois at Urbana-Champaign

2. Hye Jin Rho, Assistant Professor

School of Human Resources and Labor Relations, Michigan State University

3. Sa'Mecha Echols, Commissioner

Federal Mediation and Conciliation Services

4. Emily Labarbera-Twarog, Associate Professor

School of Labor and Employment Relations, University of Illinois at Urbana-Champaign

5. Tashlin Lakhani, Assistant Professor of Management and Organizations

Cornell Peter and Stephanie Nolan School of Hotel Administration
Cornell SC Johnson College of Business

6. Amy Gaylord, Partner

Akerman LLP

7. Joseph Marchand, Professor

Department of Economics, University of Alberta

8. Yeaseul Hur, PhD Candidate

School of Labor and Employment Relations, University of Illinois at Urbana-Champaign

9. Lorrie Whitfield, Esq.

Law Offices of Lorrie Whitfield, P.C.

10. Edward Davidson, Arbitrator/Mediator and Managing Partner

Davidson Arbitration, LLC

11. Michael Maffie, Assistant Professor

Cornell SC Johnson College of Business

12. Peter Fugiel, Postdoctoral Fellow

Postdoctoral Research Fellow, Labor Studies and Employment Relations, Rutgers University