

Congress of the United States
Washington, DC 20515

July 19, 2023

Rich Leib
Chair
University of California Board of Regents
111 Franklin Street, 8th Floor,
Oakland, California 94607-5200

Dear Chairman Leib:

We write with concern regarding reports of racial exclusion and problematic employment practices at the Laguna Cliffs Marriott Resort & Spa in Dana Point, California.

As you know, Laguna Cliffs Marriott Resort & Spa is owned by the University of California (UC) system through its retirement fund. Workers at Laguna Cliffs are currently seeking a collective bargaining agreement that provides for living wages and benefits.

Of the hotel's over two hundred workers, UNITE HERE Local 11 reports that very few are African American. We are told that a roster the hotel provided to the Union for 2022 included zero African American workers. UNITE HERE further reports that the hotel has hired African American workers during the strike – but only to work as temporary employees through a staffing agency who lack the same job protections or benefits as full time employees. If true, this practice threatens to deepen racial disparities by sending the disturbing message that African American workers are welcome as employees, but only in second-class jobs that only exist to undermine unionized workers' calls for better standards.

We would like your consideration in answering the following questions regarding the hotel management's approach to complying with federal statutes and regulations regarding fair employment:¹

1. What policies does UC's operator, Aimbridge Hospitality, have in place for compliance with federal laws regarding fair wages, equal employment opportunity, adequate pensions, and health care benefits?
2. Given the commitment to inclusive hiring the hotel has made in its collective bargaining agreement, what steps will the hotel take to ensure permanent jobs for African Americans whom the hotel hired as temporary workers during the strike?
3. What policies are the Regents undertaking to ensure that businesses owned by the UC system do not engage in predatory behavior and contractual violations?

¹ 42 U.S. Code § 2000e-2 stipulates that it is an unlawful employment practice “to limit, segregate, or classify employees or applicants for employment in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect his status as an employee, because of such individual's race, color, religion, sex, or national origin.”

4. What new policies and practices is the UC system considering to adopt to enhance protections for workers and increase the diversity of the workforce at UC owned properties?

Thank you for your consideration. We hope you can provide a response by July 31, 2023.

Sincerely,



Barbara Lee
Member of Congress



Maxine Waters
Member of Congress



Sydney Kamlager-Dove
Member of Congress



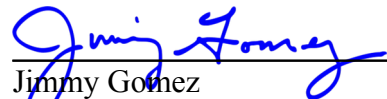
Mike Levin
Member of Congress



Zoe Lofgren
Member of Congress



Judy Chu
Member of Congress



Jimmy Gomez
Member of Congress



Adam B. Schiff
Member of Congress



Jim Costa
Member of Congress



Mark DeSaulnier
Member of Congress



Kevin Mullin
Member of Congress



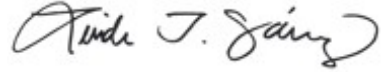
Brad Sherman
Member of Congress



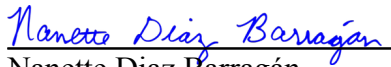
Katie Porter
Member of Congress



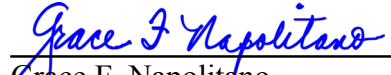
Raul Ruiz, M.D.
Member of Congress



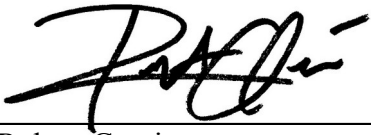
Linda T. Sánchez
Member of Congress



Nanette Diaz Barragán
Member of Congress



Grace F. Napolitano
Member of Congress



Robert Garcia
Member of Congress



Ted W. Lieu
Member of Congress



Ro Khanna
Member of Congress



Norma J. Torres
Member of Congress