

TEAM PRESENTATION



Celia Audrey Kurniawan

PBD Advanced Human Resources Management



Shruti Sunil Kumar Pandey

PBD Advanced Human Resources Management



Manmeet Singh Gill

BBA Financial Services

TODAY'S PRESENTATION

- Executive Summary
- Description of Problem
- Analysis of Problem
- Policy Recommendation
- Objections and Replies
- References



EXECUTIVE SUMMARY

- Hilton Vancouver Metrotown <u>has fired a large number of their workers</u> and <u>not</u>
 <u>planning to recall them back to work</u> again
- Most of these workers are women and immigrant workers
- Policy Recommendation: Hilton Metrotown should just place them on a temporary layoff instead of permanently terminating them
- Main ethical concepts involved: noxious markets, power asymmetry, unequal distributive justice, K-Shaped Recovery





Burnabynow





Burnabynow



Union blasts Hilton in Metrotown for mass layoffs due to COVID-19

Unite Here local 40 claims the hotel is refusing to return workers after the industry's slowdown has ended and business is back to normal levels

Feb 4, 2021 12:08 PM By: Dustin Godfrey

VANCOUVER SUN





- **Workers protest at Metro Vancouver**
- hotel over layoffs, pressuring province
- to intervene

B.C. hotel workers have been in a labour dispute since last year, fighting to keep their jobs, benefits and wages

Aug 06, 2021 · August 6, 2021 · 1 minute read · D Join the conversation



FILE PHOTO: Workers and supporters hold placards in front of the Hilton Vancouver Metrotown hotel on April 27, PHOTO BY UNITE HERE LOCAL 40 /PNG



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Apr 6, 2021 3:17



Blog - Latest News

PRESS RELEASE: Hilton Metro **Employment Insurance; Shar** Racialized Workers' During C

May 1, 2021 /

For Immediate Release

May 1, 2021

HOME > LOCAL NEWS

'Get back to the table,' urges Burnaby

mayo dispu

the company

Benefits

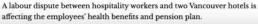
Home ➤ Benefits ➤ Health benefits ➤ B.C. hospitality workers' layoffs affecting critical benefits during pandemic

B.C. hospitality workers' layoffs affecting critical benefits during pandemic

By: Lauren Bailey | July 7, 2021 | 09:00









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Description of Problem



Most of the people terminated are women and immigrant workers



The hotel stopped paying their EI benefits a month later



The workers went on strike, the hotel locked them out



Loss of healthcare benefits and pension plans

Public Response

BC Teachers' Federation

Declared that they will cease

all business with Hilton

Metrotown until the laid-off

workers receive their jobs back

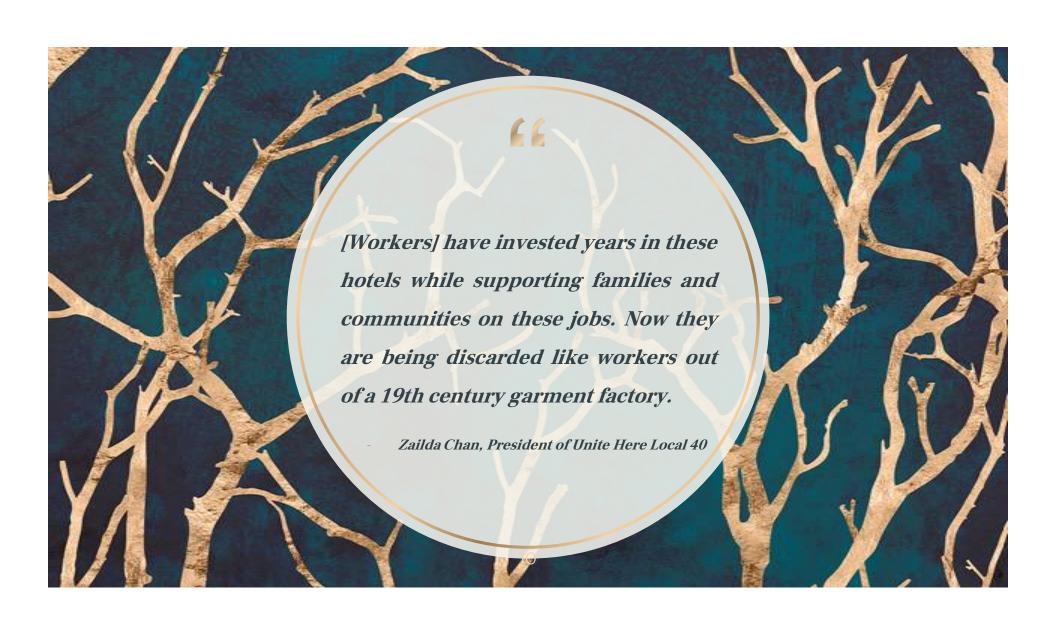
BC Government and Service Employees' Union

Similar to BCTF, they will not be working with the hotel until they restore their workers' rights

Mike Hurley (Burnaby Mayor)

"Get back to the table, deal with the layoff... allow these workers the dignity to return to their jobs as they all want to

do"





Pledge to Support BC's Hilton Metrotown Hotel Workers

Target: Chris Perna, General Manager of Hilton Metrotown



Burnaby is Better than Hilton: Community Boycott of the Hilton Vancouver Metrotown

Firs	t Name *		
Las	t Name *		
Em	ail *		
Car	nada		
Cor	nments		
		JR NA	

To: Chris Perna, General Manager of Hilton Metrotown From: [Your Name]

We, the undersigned, pledge to no longer patronize the Hilton Metrotown Hotel until all workers laid off during the COVID-19 pandemic are guaranteed a right to return to their jobs once business returns.

As residents of Burnaby, we considered the Hilton Metrotown one of our city's greatest hotels. It was a neighbourhood hotel. It was where we asked family members to stay when they visited. It's where our workplaces held smaller meetings and larger events annually. It's where our city's non-profit organizations held fundraisers. Through all of this, we came to appreciate the quality of service you provided and the level of dedication of your staff.

Not anymore

That's why we are incredibly disappointed by your termination of almost 100 workers and the lockout of your own employees

The economic impact of COVID-19 on hotel workers, particularly women, has been devastating. Workers who have cleaned rooms, cooked meals, and served guests for decades deserve to be treated fairly during these difficult times. This behaviour cannot be tolerated in 21st century British

Because of this, we will withhold our business and stand in solidarity with these women until their right to return is guaranteed.

Public Petition Launched to Support the Laid-Off Workers

The Plight of Women (UN Women 2020)

As researched by UN Women (2020):



Women are losing their jobs faster than men



Poor working conditions, gender pay gap, lack of job security, societal pressures



Women-represented sectors are the hardest hit by the pandemic



By 2021, the majority of people in poverty will be women



Women-run businesses are suffering more



By the time the pandemic passess, 11 million girls will be out of school

The Plight of Immigrant Workers (OECD 2020)

As researched by OECD (2020):



Less job security and seniority in the workplace



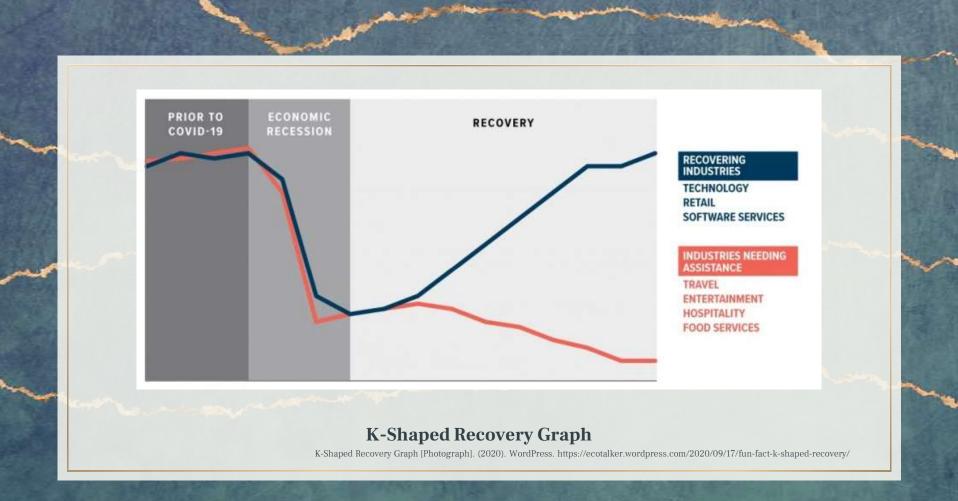
Poor living conditions and work involving face-to-face interactions



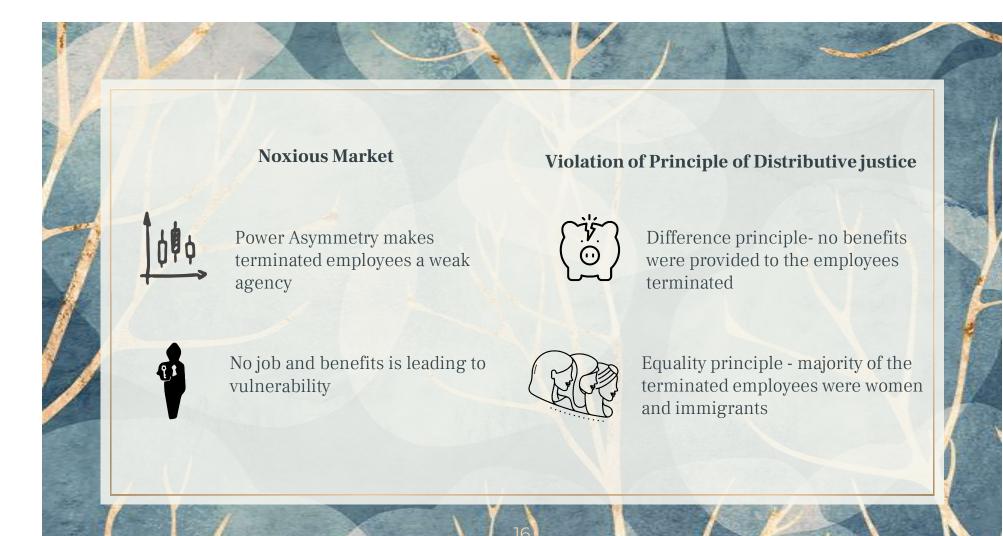
Significantly represented in the hardest-hit industries



Increased risk of harassment and bullying because of public belief that they started the COVID-19 pandemic













Changes in the employment standard act can be made



Giving the right to the fired employees to join back work once the economic situation gets better.

Ethical Perspective



Balancing of the power asymmetry



Maximizing of minimum position by providing them benefits.



POSSIBLE OBJECTIONS



As the economy has been severely decreasing, how is management supposed to keep the workers employed?



There is a limit set by B.C. government on maximum duration of layoffs a company can give to its employees

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