Labor Relations in the Hospitality Industry Roundtable
April 29, 2013
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Agenda

How can contracts be modernized to promote customer service while also protecting worker interests? (1:45-2:45pm)

A. Union perspective - Robert Mingey

B. Management perspective - Julia Kosineski

What is the best method for organizing? (2:15-2:45pm)

A. Ethical Principles - Peter Scelfo

B. Card-Check Neutrality - Brooke Pinto

What is the current state of labor relations in the hospitality? What are the future prospects? (2:45-3:30pm)
A visionary and leading force in the hospitality industry, John Ceriale is the president of Prospect Advisors, the exclusive hotel advisor to Blackstone Real Estate Advisors (BREA). Since creating Prospect Advisors in 1998, Ceriale has been responsible for the management of BREA’s hotel investments, located across the U.S., Caribbean and Europe.

In 1998, Ceriale was instrumental in Blackstone’s acquisition of four of London’s most historic hotels, Claridge’s, The Savoy, The Berkeley, and The Connaught. Ceriale commissioned internationally-acclaimed architects and designers - including Thierry Despont, David Collins and Barbara Barry, to inject a new energy into these hotels, now among London’s hottest destinations.

Blackstone sold the Savoy Group in 2004; the same year the company acquired Boca Resorts, Inc., which included the Boca Raton Resort & Club in Boca Raton, Florida, Hyatt Regency Pier 66 Resort, Bahia Mar Beach Resort & Yachting Center in Fort Lauderdale, The Registry Resort & Club and Edgewater Beach Hotel & Club in Naples, Florida. New York’s Rihga Royal hotel was added to Boca Resorts in May 2005.

In August 2005, Ceriale was instrumental in Blackstone’s acquisition of Wyndham Hotels. He subsequently orchestrated the creation of LXR Luxury Resorts, which incorporated Wyndham, Boca Resorts, and other existing assets. LXR invested $1.2 billion into these properties. Ensuring their standing among America’s finest hotels in the luxury marketplace. He assembled a team of designers and chefs to lend their talents to the LXR properties – including, David Collins, Alexandra Champalimaud and David Rockwell. And on the culinary front, Chef Gordon Ramsay, Angela Hartnett, and Masaharu Morimoto.

In July 2007, Blackstone acquired Hilton Hotels. With the acquisition of Hilton, Blackstone brought its portfolio of hotel rooms worldwide to 600,000.

Before founding Prospect Advisors in 1998, Ceriale was the Sr. Vice President of Operations for Westin Hotels North America. Prior to Westin, he spent four years at Fairmont Hotels as Executive Vice President of Operations.

Mr. Ceriale graduated from Loyola College in Baltimore with a Bachelor of Arts in Political Science and received a Bachelor of Science degree in Hotel Management from the University of Nevada Hotel School.
D. Taylor has been a leader in the American Labor movement for over 34 years. He began in the labor movement in DC while waiting on tables and attending Georgetown University from where he graduated in 1980. Today, Mr. Taylor serves as President of UNITE HERE!

One of Mr. Taylor’s assignments was to organize casino workers in the Renoffahoe area. Eventually he was moved to Las Vegas to organize during a citywide strike. While he was originally told it would be a six-month stay, Mr. Taylor ended up in Las Vegas well over 25 years.

Mr. Taylor has led union members to great victories by negotiating solid contracts and organizing workers. Under his leadership workers have negotiated good wages, strong benefits, successorship language and have included language to protect housekeepers from being overworked or injured on the job.

On numerous occasions, Mr. Taylor has been cited as one of the most influential people in Nevada, not just for his work at the union, but, also for his political prowess. Mr. Taylor has also been able to export the local’s successful organizing model to political campaigns.
Michael D. Johnson began his term as the sixth dean of Cornell University’s School of Hotel Administration on July 1, 2006. Dean Johnson also holds the E.M. Statler Professorship of Hotel Administration. Johnson came to Cornell from the University of Michigan, where he was the D. Maynard Phelps Collegiate Professor of Business Administration and Professor of Marketing at the Stephen M. Ross School of Business. A distinguished scholar, Johnson’s research focuses on the development of customer information systems and how they can be utilized to craft strategy and manage customer relationships. Through his work, Johnson seeks to understand how to manage customer portfolios over time, how customer satisfaction and loyalty models change as customer relationships grow, and how managers can use customer information to make more informed resource allocation and strategy decisions. Johnson’s recent works have included “Customer Portfolio Management: Implications for the Asian Hospitality Industry” on the Wei Lun Public Lecture Series website through The Chinese University of Hong Kong and “Joy and Disappointment in the Hotel Experience: Managing Relationship Segments”, a forthcoming article in Managing Service Quality. Johnson has also consulted for a diverse range of companies and public agencies, including Promus Hotels, Northwest Airlines, the National Association of Convenience Stores, Dell Corporation, Dow Chemical, Schering Pharmaceutical and Volvo. His consulting work has focused on marketing strategy, services management, service excellence, customer portfolio management, new service development, customer satisfaction measurement and relationship management. Born in Bottineau, ND, Johnson grew up in Madison, WI. He holds a PhD and MBA from the University of Chicago, and a BS with honors from the University of Wisconsin.

The Transformation of American Industrial Relations was awarded the Terry Book Award in 1988 as the most significant contribution to the field of management by the Academy of Management.

Since 2006, Katz has been a member of the UAW Public Review Board.
Richard Hurd
Associate Dean for External Relations & Professor
Labor Studies
Cornell University ILR School

Richard W. Hurd is Associate Dean for External Relations and Professor of Labor Studies. A leading specialist on trade union administration and strategy, he has been quoted widely in the national print and broadcast media on various labor issues. Much of his research has focused on professional workers.

Professor Hurd works closely with labor organizations, offering technical assistance on strategic issues, including trade union management, organizational change, internal and external organizing, strategic planning, and leadership development. His clients have included the Canadian Labour congress, AFL-CIO Office of the President, AFL-CIO Department for Professional Employees, AFT Shanker Institute, New York State United Teachers, SEIU, UNITE-HERE, the American Guild of Musical Artists and the Writers Guild of America - West.

Professor Hurd also has offered testimony before Congressional Committees and Presidential Commissions.


An economist by training, Hurd has served as an Economic Policy Fellow at the Brookings Institution. He earned his Ph.D. from Vanderbilt University.
David Sherwyn
John and Melissa Ceriale Professor of Hospitality Human Resources
Professor of Law
Cornell School of Hotel Administration

Dave Sherwyn is the John & Melissa Ceriale Professor of Hospitality Human Resources and professor of law at the School of Hotel Administration. He is also a research fellow at the Center for Labor and Employment Law at New York University’s School of Law and of counsel to the law firm of Stokes Roberts & Wagner. From 2006-2009, Sherwyn was the director of the Center for Hospitality Research (CHR). During this time, the center grew from 13 to 34 partners and began sponsoring the annual HR in the Hospitality Conference.

Prior to joining the faculty, Sherwyn practiced management-side labor and employment law for six years.


Sherwyn teaches HA 3870: Business and Hospitality Law, a required class with over 200 students. In addition, each spring he teaches HA 4850: Employment Discrimination Law and HA4810: Labor Relations in the Hospitality Industry. Since joining the faculty in 1997, he has won 16 teaching awards.

In 2002, Sherwyn conceived of, organized, and hosted the CHR’s first Hospitality Industry Roundtable. Because of the success of the now annual Labor and Employment Law Roundtable, the CHR hosts roundtables in each of the hospitality disciplines.
Paul Wagner received his undergraduate and law degrees from Cornell University. As a trial attorney for the past 20 years, Mr. Wagner has successfully litigated hundreds of cases, including class actions, throughout the U.S. and Mexico. For his local, regional and national clients, Mr. Wagner routinely defends claims involving every type of employment discrimination, wage and hour violations, ERISA, labor issues, non-competition agreements, civil rights violations and executive compensation. He also specializes in the defense of commercial and intellectual property disputes and has broad experience in commercial, employment, labor and international arbitration forums.

He enjoys a national reputation for representing employers in collective bargaining negotiations and union campaigns. In addition to the practice of law, Mr. Wagner is an Adjunct Professor at the School of Hotel Administration, Cornell University, where he teaches business and labor law courses focused on the Hospitality Industry. He is a frequent contributor to numerous hospitality industry publications.
Tashlin Lakhani
PhD Candidate in the ILR School
Cornell School of Hotel Administration

Tashlin Lakhani is a PhD Candidate in the ILR School. She holds an Honors Bachelor of Business Administration (with High Distinction) from Wilfrid Laurier University, a Master of Industrial Relations from Queen’s University, and a Master of Science from Cornell University.

Her research focuses on understanding the relationship between economic organization and work organization. She is currently studying franchise businesses and examining how differences in ownership structures shape human resource systems and outcomes in the hotel and restaurant industries. She has also conducted research on union strategies and the distribution of bargaining power in labor-management relations.

Tashlin has been awarded grants for her research from the Social Sciences and Humanities Research Council of Canada, the Cornell Center for Hospitality Research, and the Society for Human Resource Management. Her work has been published in the British Journal of Industrial Relations.

In Fall 2013, Tashlin will be joining the faculty in the Fisher College of Business at The Ohio State University as an Assistant Professor of Management and Human Resources.
Lauryn Andrews
Student
Cornell University School of Industrial and Labor Relations

Lauryn Andrews is a junior in the School of Industrial and Labor Relations, pursuing a minor in the Department of Communication. She has experience working in both the public and private sector. Last summer, she interned at a German automotive company in the Human Resources Department, where she worked on branding and recruitment for North America. She spends much of her time at the Public Service Center, where she works with student leaders to actively engage the campus community in service learning. She is also an active member of her sorority, Phi Sigma Sigma, where she serves as the Community Service Chair. She hopes to have a career in Human Resource Management after graduation and would like to attend graduate school in the near future.
Rachel Boyce
Student
Cornell University School of Hotel Administration

Rachel is a junior in the School of Hotel Administration. Hopping from one college town to another, Rachel is from Princeton, NJ, but she never wanted to go to that school because it has no business or hospitality opportunities. Since coming to Cornell, she has gained hospitality experience in several line-level positions, including three years as a student server at Taverna Banfi and a summer as a front desk agent. In addition, Rachel has worked as a Corporate Intern for Morgans Hotel Group developing comprehensive job descriptions and training manuals for front-line employees across all properties. Rachel hopes to go into hotel operations for independent hotels that offer exceptional personalized service. In keeping with this goal, Rachel will be working in Newport, RI this summer at an independent marina and resort property called Forty 1 North.
James Butler
Student
Cornell University School of Industrial and Labor Relations

James Butler is currently a senior in the ILR school, having transferred to Cornell his junior year. He is a member of both Cornell Mock Trial and Humor Us!, a campus comedy group. James will be joining Teach For America in New York City this fall after he graduates.
Allie Butters was born and raised in Palo Alto, California. She came to Cornell with the desire to experience the other side of the country and explore the field of Hotel Management. She also competed for the Cornell Women’s Swimming and Diving Team for three years and served as a Cornell Hotel School Ambassador throughout her time at Cornell. Allie serves as a Teaching Assistant for a statistics course called Hospitality Quantitative Analysis, where she leads weekly sections and assists students individually with course material. Finally, Allie volunteers at a local Elementary School through Cornell’s REACH Program, helping young students with homework and activities on a weekly basis.

Allie plans to graduate from the Cornell University Hotel School in May of 2013. Following graduation, she will be returning to the West Coast and joining Gap Inc.’s Retail Management Training Program in San Francisco, California.
Elyssia Cardenas
Student
Cornell University School of Hotel Administration

Elyssia is a junior in the School of Hotel Administration. Originally from Ocean City, MD she grew up in her family’s hotel and restaurant developing her passion for hospitality. With a chef as a father, food has always been an important part of her life, constantly cooking and trying new foods and restaurants. She has worked in numerous areas of the hospitality industry, most recently an internship with a high end catering company in St. Louis. Elyssia has also been involved in Mock Trial since high school and is currently in her third year on Cornell’s Mock Trial Team. She is also a founding sister of Cornell’s chapter of Phi Sigma Sigma.

Graduating a semester early, Elyssia isn’t quite sure what she wants to do after graduation but she wants to be able to continue on with her interest in law and restaurants.
Patrick Choi
Student
Cornell University School of Hotel Administration

Patrick Choi is currently a Junior in the School of Hotel Administration with an interest in real estate and entrepreneurship. On campus, he is a Microeconomics TA in the Hotel School, the recruitment chair of his social fraternity, the VP of Finance of The Ivy Council, and a member of the Delta Sigma Pi business fraternity. Last summer, he worked for Host Hotels and Resorts as an asset management intern. This summer he will be working for Hilton Worldwide in the Global Brands and Commercial Services division. He is currently pursuing the real estate minor and law concentration in the Hotel School. Prior to attending Cornell University, Patrick was a full-time short track speed skater and a U.S. national gold medalist in 2009. In his free time, he enjoys cooking, traveling, and working on start-up ideas.
Ashley Dimond is a junior in The School of Hotel Administration pursuing a minor in Real Estate. From Denver Colorado, Ashley was exposed to hospitality at an early age through her family’s hotel development and ownership company. Ashley has held internships with the Four Seasons Denver as a food and beverage intern and at Marriott International Headquarters in Bethesda, Maryland as an intern in the Owner Franchise Services department. This summer Ashley is going to be working at Hilton Worldwide in their development office. At Cornell, Ashley is the Vice President of Alumni Affairs for Cornell Hotel Society, Collegiate Chapter, on the convocation committee, and Vice President of Membership Development for her sorority, Pi Beta Phi.

Ashley hopes to pursue a career in real estate development and later down the line a masters in business.
Le Do, born and raised in the heart of Sai Gon, is a junior at the School of Hotel Administration. After spending a labor-intensive summer working at a bar at his uncle’s German Beer House, Le decided to go into the hospitality industry instead of following his parents’ path to become a stereotypical doctor or engineer. However, according to his mother, it was actually because of the nice air conditioning system that made the 10-year-old Le Do change his mind to become involved in the hospitality industry, with future goals of becoming a hotel General Manager.

Outside of the Hotel School, Le works as a Resident Advisor in Clara Dickson Hall. He was also elected to be Vice President of Promotion of Cornell Class Council 2014, 2012 Slope Day Volunteer Promotion Director, and HEC 87 Function Manager. Le is also currently a voting member on the Cornell Assembly Campus Planning Committee. In addition to Le’s passion in real estate development, urban planning and law, Le is blessed with the talent to learn new languages and is not afraid to socialize with people from different cultures.

During his free time, Le loves to play basketball, take pictures, shoot videos, and read books. He hopes to be fluent in 6 languages by the time he turns 26 so that he can win the Amazing Race. Once Le becomes successful in the real estate industry, he wishes to retire and start making movies. However, as of right now, Le is considering going to Law School and working for the bar for a while.
Jeffery Joseph
Student
Cornell University School of Industrial and Labor Relations

Jeffrey Joseph is a sophomore in the School of Industrial and Labor Relations, minoring in Law and Society and Classics, from Chicago, Illinois. He is also a research assistant at the Employment and Disability Institute within the ILR School. He is interested in pursuing a career in the field of labor relations upon graduation.
Julia Kosineski
Student
Cornell University School of Industrial and Labor Relations

Julia grew up in a small town, Niskayuna, in upstate NY. She began working for a local catering company as a food runner in 5th grade. Throughout middle school she worked at a banquet hall and for her dad at his printing company. Working with people and in hospitality became a part of her as she entered high school and started interning at the Marriott, Parker Inn, Stockade Inn, and began her own flip flop business in 10th grade. She found her passion in entrepreneurship and decided to merge hospitality and entrepreneurship by attending Cornell University’s Hotel School with a concentration in Entrepreneurship.

Since attending Cornell, Julia has been a finalist for the Pillsbury Business Plan Competition, received 3rd place in Stephen S.J. Hall’s Ethics Case Competition, has been a member of the Dean’s List, founded the club Female Leadership in Hospitality, and is currently President of her sorority, Delta Gamma. Julia also served as a teaching assistant for HADM2210: Managerial Accounting, HADM3101: Franchising, and HADM3135: Conversations with Entrepreneurs.

Julia became interested in law after serving in her high school’s Youth Court and Mock Trial team. Additionally, taking HADM: 3870 Business and Hospitality Law further sparked her interest in law and is considering the option of law school in the future.
Courtney Leeds is a junior in The School of Hotel Administration, working towards a concentration in law. Most of her experience is hospitality related, more specifically operations and events. She also has a specific interest in discrimination law. She will be working at Art Production Fund this summer as an intern, and ultimately hopes to work for a similar organization after graduation.
Michael McLaughlin
Student
Cornell University School of Industrial and Labor Relations

Michael is a senior at the School of Hotel Administration. As a participant of the Hospitality Leadership Development Program, he has excelled as a Student Beverage Manager at Taverna Banfi. Michael’s passion for wine has encouraged him to pursue accreditation as a Sommelier. To date, he has completed two out of the four levels needed to be a fully accredited Sommelier.

As former president of the Delta Phi Fraternity, Michael’s term saw many improvements for the brotherhood such as a new chef, renovations to the kitchen, and hosting a centennial event that celebrated 100 years of the Delta Phi residing at its current location.

Upon graduation in May, Michael will be launching his career with Darden Restaurants in Orlando Florida.
Miles McMullin
Student
Cornell University School of Hotel Administration

Miles McMullin is a senior in The Hotel School and is originally from Northern California. Miles has worked in all sectors of the hospitality industry, from operations in 5-Star resorts and nightclubs, to finance and development at real estate and venture capital firms. Miles became interested in law at Cornell and took numerous elective law courses in the Hotel School and Law School.

Miles has followed a food and beverage path while at the hotel school, TA'ing for the Culinary Theory and Practice and Restaurant Management classes. Following graduation, Miles will be working for Hillstone Restaurant Group in New York City and the Hamptons.
Lana Miller
Student
Cornell University School of Hotel Administration

Lana Miller is a senior in the School of Hotel Administration with a minor in Real Estate and a concentration in Law. During her summer internships throughout college, she has interned in Alaska, New York City, and Philadelphia. Her internships have ranged from operations to sales and marketing to hospitality consulting.

On campus, she is a sister of Kappa Kappa Gamma, President of Hotelies Serving Society (HS2), a member of the National Society of Minorities in Hospitality (NSMH), and a member of Ye Hosts Honorary Society. As president of HS2, she is a strong advocate for community service both at the local and national level, and she has made strides in the past year to get involved and raise awareness for many issues by participating in Relay for Life, a NYS Organ Donation Awareness competition, raising money for the American Heart Association and Brain Tumor research, as well as visiting local nursing homes on a weekly basis. Additionally, Lana is a TA for Managerial Accounting, Introduction to Corporate Finance, and Principles of Real Estate.

Another opportunity Lana was afforded during her time at Cornell was to study abroad in the Spring 2012 Semester at Sea voyage: 11 countries in 105 days—best decision of her life. The things and people she saw and met have forever changed the person Lana is today.

Currently, she is in her last semester at Cornell and upon graduation, Lana will be going to work for Ernst and Young in New York City as a Transaction Real Estate and Hospitality Advisor.
Robert Mingey is a senior in the School of Industrial and Labor Relations. Born in Erie, Pennsylvania, Robert came to Cornell to pursue his interest in business, economics, and labor relations. He has explored these interests through internship work and independent research in Washington DC. Besides his academic work, Robert participates in several campus organizations, including Mock Trial, the Cornell Big Red Marching Band, and the Cornell International Affairs Society (CAIS). After graduation, Robert will be spending time working as an HR Consultant before pursuing a law degree.
Andrew Newman
Student
Cornell University School of Hotel Administration

Andrew is from a small town in central Jersey where he was born and raised in a place between rural and suburbia. As a child his parents took him on many trips around the country, his most memorable times being in locations such as Disney, Hawaii, and Alaska. When he started working in high school he took a summer job working at a summer camp as a counselor and as an event staff member for corporate picnics on the weekend. Both of these were great lessons in responsibility and how to work with different customer bases as well as his first foray into hospitality.

While in High School Andrew participated in a multitude of different activities ranging from Class council, the morning TV show, all the way to the robotics team. Each of these groups had different goals and contained vastly different students to work with giving him an interesting look at how different people interact in group settings. Finally at the end of High School in his senior year Andrew got a job at a local Hilton Garden Inn on Sundays and after School. The job was eye opening not only as a position outside of my normal trappings at a camp but also learning how to balance work and school. Working in a hotel sealed the deal for him and finalized his decision to accept when his letter came for the Cornell Hotel School.

Andrew is now a junior over the last 3 years at the school he has done many different things for the Cornell community and himself as a hotel student. Andrew has worked at a Holiday Inn express, an Extern at The Palace, the Four Seasons Philadelphia, an Internship at the Boston Sheraton, and worked at a Residence Inn. Currently he has joined many organizations over the years Andrew is currently participating in many programming organizations based out of Dean of Students in Willard Straight. All of these life experiences helped him to get his current job as 2016 Class Council Advisor and his summer internship at the Mondrian.
Hilary Orzick
Student
Cornell University School of Industrial and Labor Relations

Hilary Orzick is a senior in the College of Industrial and Labor Relations with minors in Inequality Studies and Law and Society. After Cornell, Hilary plans to attend law school in New York City to practice employment and discrimination law in the public sector.

On campus, Hilary works as an administrative and research assistant at the Institute for the Social Sciences, and is also involved in many student organizations, including serving on the Advisory Board for the Cornell Women’s Resource Center, the Tournament Coordinator and Treasurer for the Cornell Mock Trial Team, the Vice President of Communications for the pre-law fraternity, Kappa Alpha Pi, a facilitator for the weekly discussion group Feminism Food for Thought, the Vice President of Finance for Consent Ed, a director of the Cornell production of the Vagina Monologues, an organizer of the Cornell Women’s Mentorship Program, and the Sketch Comedy Group, Humor Us. Last summer, Hilary stayed in Ithaca and conducted legal research concerning gender equity on college campuses through the Cornell Department of Workforce Diversity and Inclusion as well as interned at Neighborhood Legal Services, a non-for-profit law firm, through the Law Students in Action Projects summer program.
Brooke Pinto
Student
Cornell University School of Hotel Administration

Brooke Pinto is a junior in the School of Hotel Administration, and from Greenwich, Connecticut. During the summer after her freshman year, she was the Assistant Manager and Director of Human Resources for a start-up frozen yogurt shop in Brookline, Massachusetts with a fellow hotelie who started the business with his father. The next summer, she worked in the Four Seasons Hotel in New York City as a Human Resources Intern, which inspired her passion for H.R. and Hospitality even more.

Brooke is a Teaching Assistant for HADM 2810: Human Resources. She is an involved member of her sorority, Kappa Kappa Gamma, as she served as the New Member Educator helping the new members get involved, bonded, and learn about the chapter, Corresponding Secretary to coordinate events and communication with the chapters’ current members and alumni, and has served on the Standards Committee every semester since she joined freshman year. Brooke is a member of the Cornell Democrats and enjoys attending meetings to keep up on current events and engage in honest debates and discussions with her peers.

Her concentrations in the Hotel School are in Law, Human Resources, and Managerial Leadership. She hopes to attend to Law School after graduation and to have a career in Health Care or Labor Law.
Kavitha Sampath
Student
Cornell University School of Hotel Administration

Kavitha Sampath is a junior in the School of Industrial and Labor Relations, with a minor in Business. She has corporate human resources experience after having worked for Goldman Sachs this past summer in its Human Capital department. She also has a specific interest in mediation and other aspects of dispute resolution. She hopes to attend law school after having worked for a few years in the finance sector. Upon completing law school, she hopes to enter a labor and employment law firm.
Peter Scelfo
Student
Cornell University School of Industrial and Labor Relations

I am the third of three children with two amazing sisters 5 and 10 years older than me. My first major life event occurred at 6 months when I went to Disney World for the first time. After only a few years I made my Dream to “own” Disney, a Dream which energizes my life today. After spending most of my childhood and teen years as a loner, I rarely had a dejected day. I spent most of my time developing skills that would help me accomplish my Dream. I spent time as an actor, learning the fine arts, beginning as Henry Higgins and ending as Pippin, both parts I auditioned with Supercalifragilisticexpialidocious. I spent the rest of my time studying to get to ILR. Once at Cornell I caused a campus wide stir by running for Student Assembly in an Elf costume with a youtube rap video (youtube my name) I won the election in a historic landslide!

After my first year on the Assembly and a successful freshman year I decided to take a vacation/internship with The Walt Disney Co. for the summer. That experience changed my life offering me opportunities I never could have dreamed of. This loner found his friends and never had been happier. After the summer ended I was offered a seasonal job with Disney as a Campus Recruiter which I accepted. As I entered my second year I also took on the role as a resident advisor, looking after 48 freshman. On top of all of that, I am the Student Manager Administrator for Cornell Dining overseeing the 600 student worker operation.

I am a engaged person but each and every thing I do I appreciate how it will develop me so I can fulfill my Dream.

My life has been a blessing, for which I thank my family, my Italian heritage, and my faith. Walt Disney said “if you can Dream it...you can do it” and I am on the path to a great big beautiful tomorrow.
Andrew Soluk
Student
Cornell University School of Industrial and Labor Relations

Andrew Soluk is a sophomore in the ILR School focusing on Labor Relations and Global Political Economy. He is an active member on the Cornell Model UN team, holds executive positions in a number of clubs, operates 2 for profit websites, and occasionally contributes opinion pieces to the Cornell Daily Sun. Andrew is also an avid Geocacher and dancer.

Last summer, Andrew worked with the Writer’s Guild of America West in the research and public policy department. He wrote detailed reports that were used in Guild lobbying and negotiations, and recommended future action for the Guild. He spent the previous three years and summers working as the assistant dance instructor for the Chervona Kalyna Ukrainian Dance School & Ensemble in Hollywood, CA.

Andrew has specific interests in industrial policy and the crossover with labor relations. He hopes to gain more experience in these fields and eventually make a career out of these interests. He can be reached at abs322@cornell.edu
Michael Torres
Student
Cornell University School of Hotel Administration

Michael is a senior at the School of Hotel Administration with a minor in Real Estate. Upon graduation in May, Michael will be relocating to Denver and beginning his career as an analyst for Hotel Real Estate Counselors, a hospitality brokerage firm.

As an undergraduate, Michael is involved in several intramural sports, a member of the Delta Phi Fraternity, and Vice President of the Hotelie Serving Society. Michael’s experience in hotel operations has given him the opportunity to deal with Local 54 in Atlantic City. As a hospitality intern at Harrah’s Resort, he sat in on shop steward meetings and observed the interaction between the management leaders and the union officials.
Gabriella Vega
Student
Cornell University School of Industrial and Labor Relations

Gabriella is a senior in the ILR School from Albany, NY. During her Cornell experience, she has gotten the opportunity to explore the Labor Relations Field not only through her studies, but when she worked for Walt Disney Parks & Resorts in Orlando. There, she completed contract comparisons of Walt Disney World’s 20+ collective bargaining agreements, specifically focusing on drug and alcohol testing, leaves of absence, and discipline. She worked as a company advocate in grievance hearings before the executive decision-makers as well as wrote the company responses to the unions on those grievances. Additionally, she has assisted in area consultations with segment leaders to resolve conflicts and incidents, and advised them on their next steps according to the CBA. One of the highlights of her Labor Relations experience has been assisting in contract negotiations between the company and the Actors’ Equity Association. Afterward, she assisted in developing a training class for area leaders on the contract’s updates.

Gabriella is a Cornell Tradition Fellow, a member of Kappa Alpha Theta, and sings in Nothing But Treble, an all-female a cappella group. Upon graduation this May, Gabriella plans to pursue a career in human resources.
Jessica Wood is a junior in The School of Hotel Administration. She was born in San Diego, CA, and moved to Ithaca with hopes of furthering her knowledge about the hospitality industry. In her three years at The Hotel School, she has declared her concentration in marketing, but has developed a newfound interest and passion for law. This summer she will be working in the Sales and Marketing Department of Empire Merchants, an Alcohol Distributor in New York City. On campus, Jessica is an active member of Kappa Kappa Gamma, and served as the social chairman and Standards committeeman during her sophomore year. In addition, Jessica also served as a VIP Ambassador for Moet Hennessey in last year’s HEC. Post-graduation, Jessica hopes to pursue a career in sales and/or marketing for a hospitality company at the corporate level.