

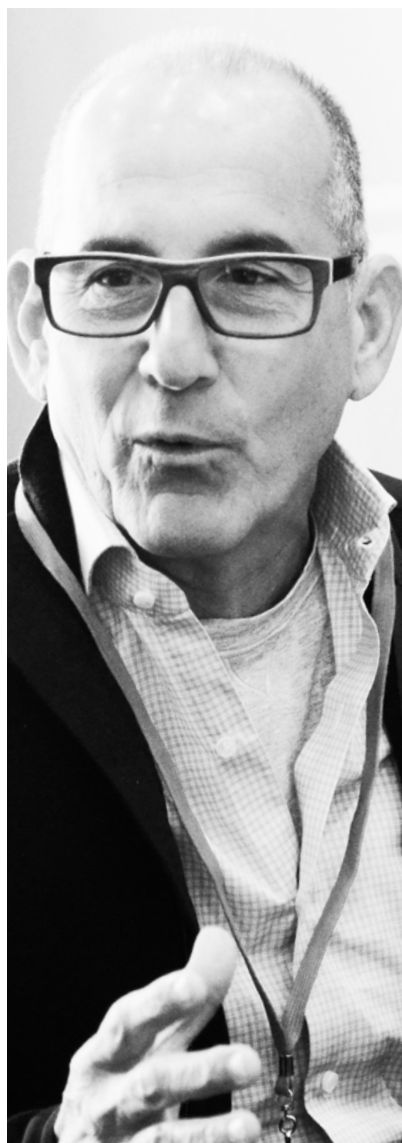
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*LABOR RELATIONS IN HOSPITALITY*  
***ROUNDTABLE***

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May 9, 2016  
Ithaca, NY

Chaired by: David Sherwyn,  
ILR '86, JD '89



**School of Hotel Administration**

Cornell Institute for Hospitality  
Labor and Employment Relations



THE CORNELL INSTITUTE FOR HOSPITALITY  
LABOR AND EMPLOYMENT RELATIONS...

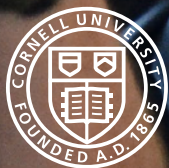
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**School of Hotel Administration**

Cornell Institute for Hospitality  
Labor and Employment Relations

# AGENDA

## LABOR RELATIONS IN HOSPITALITY ROUNDTABLE

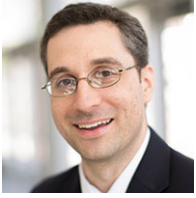
Moderator: David Sherwyn '86, JD '89 and Rick Hurd

Monday, May 9, 2016

1:25 - 2:25 p.m.	Introduction of guests and the Future of Labor Relations in Hospitality <i>5th Floor Tower</i>
2:25 - 2:35 p.m.	Break <i>5th Floor Tower</i>
2:35 - 3:25 p.m.	Immigration Reform <i>5th Floor Tower</i>
3:25 - 3:35 p.m.	Break <i>5th Floor Tower</i>
3:35 - 4:25 p.m.	Minimum Wage <i>5th Floor Tower</i>



# INDUSTRY PARTICIPANTS



**CHRISTOPHER  
BOONE '05, MS '09**

*Assistant Professor  
Cornell University  
School of Hotel  
Administration*

Christopher Boone, PhD, is an assistant professor in the School of Hotel Administration (SHA) at Cornell University. A graduate of Cornell University, he joined the SHA faculty in July 2015 after receiving his PhD in economics from Columbia University.

He specializes in the fields of labor economics, economic history, and development economics. His research interests include labor relations, inequality, structural transformation, and macroeconomic crises.



**ZEV EIGEN, ILR '96,  
JD '99**

*Global Director of  
Data Analytics  
Littler*

Zev J. Eigen, PhD, JD, is global director of data analytics for Littler, where he combines his expertise in labor and employment law with his deep experience in complex data analytics and social scientific research to handle three categories of work: (1) predictive analytics using artificial intelligence or “machine learning” algorithms as applied to HR and related business decisions; (2) statistical analysis and econometric modeling of issues arising out of class actions and pattern and practice matters; and (3) statistical analysis of labor, employment, and HR related data.

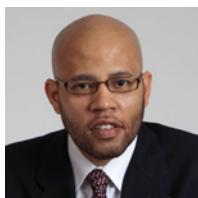
He is a nationally recognized expert in these fields appearing in the media frequently (*Wall Street Journal*, *New York Times*, *Forbes*, NPR, Bloomberg News, Reuters, *Chicago Tribune*, NBC, CBS, FOX). Zev is an accomplished public speaker and is invited regularly to lecture and present papers at

academic institutions and professional organizations across the country.

He was named to 40 Under 40 Rising Legal Stars in 2013, by National Law Journal, was Refereed Paper Competition Winner, Labor and Employment Relations Association (LERA) in 2011, and was recipient of the Joel Seideman Memorial Prize, at Cornell University, from which he graduated with honors in 1996. He holds a PhD from Massachusetts Institute of Technology and a JD from Cornell University Law School.

He is admitted to the U.S. District Courts in Central District of California, Northern District of California, Eastern District of California, and Southern District of California; and the U.S. Courts of Appeals in the 9th Circuit, 11th Circuit, and D.C. Circuit.

## INDUSTRY PARTICIPANTS



**SAMUEL EPPS**

*Local 25 Political  
Director  
UNITE HERE!*

Samuel A. Epps IV is political director for UNITE HERE Local 25, which represents hotel workers throughout the Washington, D.C., metro area. For the past 3 years, Sam has been responsible for policy, legislation, and electoral politics at the union. He is in his tenth year in the labor movement, with past experience in non-profit work, state government, and campaign management.

Sam is a former member of Prince George's County Democratic Central

Committee from District 21, currently serves as a trustee of the Prince George's County Memorial Library System, and is president of the trustees at the First Baptist Church of North Bentwood, Maryland.

Sam is a graduate of Penn State University with a BA in political science. He resides in Laurel with his wife, Zabrina.



**RICHARD HURD**

*Associate Dean for  
External Relations  
and Professor of  
Labor Studies,  
Associate Director  
of CIHLER  
Cornell University  
ILR School*

Richard W. Hurd is associate dean for external relations and professor of labor studies at the Cornell University School of Industrial and Labor Relations (ILR). As a specialist on trade union strategy, he has been quoted widely in the national and international print and broadcast media on various labor issues. Hurd is co-editor of the *International Handbook on Labour Unions: Responses to Neoliberalism, Rekindling the Movement, Organizing to Win, and Restoring the Promise of American Labor Law*. His publications

include, "Moving Beyond the Critical Synthesis: Does the Law Preclude a Future for U.S. Unions?," "First Contract Arbitration and the Employee Free Choice Act: Multi-jurisdictional Evidence from Canada," "Obama and the US Labor Movement," and "Neutrality Agreements: Innovative, Controversial and Labor's Hope for the Future." Hurd earned his Ph.D. in economics from Vanderbilt University and is a former Brookings Institution economic policy fellow.

# INDUSTRY PARTICIPANTS



**GWEN MILLS**

*Political Field  
Director  
UNITE HERE!*

Gwen Mills is national political director for UNITE HERE. She joined the union in 2000 and organized political and community allies for the 2003 Yale strike and 2004-2007 Yale-New Haven Hospital organizing campaign.

While serving as the Connecticut political field director, Gwen worked to deliver a super-majority of member and pro-worker candidates to the New Haven Board of Alders, to elect New Haven's first female African-American Mayor, and to elect Connecticut's first Democratic governor in 20 years. In an innovative move to solidify the union-community organizing model, Gwen's

team launched "New Haven Rising," a 501(c)4 organization that is building a dues-paying membership base.

In 2008, Gwen led members from locals across the country in Southern Virginia to deliver that red state for Obama. She has also been on the ground in Rhode Island, Arizona, Philadelphia, Miami, and elsewhere on political, community and internal election campaigns.

Gwen was born and raised in New Haven and attended Cornell University before joining UNITE HERE.



**ALAN MOMEYER**

*Vice President of  
Human Resources  
Emeritus  
Loews Corporation*

Alan Momeyer is vice president of human resources emeritus for Loews Corporation, where he has been responsible for overall strategy and management of the human resource function for the New York-based diversified corporation consisting of Loews Hotels, CNA Insurance, Diamond Offshore Corporation, and Boardwalk Pipelines. Alan has been with Loews since 1980. A graduate of Pennsylvania State University, Alan holds a master's degree from the University of Pittsburgh, where he is a member of the board of trustees. He is the author of numerous articles on personnel management. Alan is recognized for the leading role he has played in many critical areas of HR. He created a recruitment program that cut turnover in half while reducing overall costs; organized the hospitality

industry effort to create an award-winning welfare-to-work program; and led change efforts that transformed and modernized an organization's work culture. Most notably, Alan has used the Affordable Care Act to transform healthcare to wellness, resulting in lower overall healthcare costs by increasing the workforce commitment to healthy living practices. Alan is the chairman of the board of JobsFirstNYC (JFNYC), an organization devoted to helping the workforce development agencies of New York find employment opportunities for 200,000 unemployed young people; and he is former president of the board of Just One Break, Inc. (JOB), an agency to employ disabled citizens. He is married to Janet Markoff, and they have a daughter Lily, 25 and a son Jack, 23. Alan lives in Greenwich Village, New York City, and he always will.

# INDUSTRY PARTICIPANTS



**DAVID SHERWYN**  
ILR '86, JD '89

*John & Melissa Ceriale Professor of Hospitality Human Resources & Professor of Law, Director Cornell Institute for Hospitality Labor & Employment Relations Cornell University School of Hotel Administration*

David Sherwyn (BS, JD, Cornell University) is the John and Melissa Ceriale Professor of Hospitality Human Resources, professor of law at Cornell University's School of Hotel Administration, and director of the Cornell Institute for Hospitality Labor and Employment Relations. Dave 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, Wagner. From 2006-2009, Dave was the director of the Center for Hospitality Research at Cornell University (CHR). Prior to joining the School of Hotel Administration, Dave practiced management-side labor and employment law. Dave has published articles in, among others, *Northwestern Law Review*, *Stanford Law Review*, *UC Hastings Law Journal*, *Indiana Law Journal*, *Berkeley Journal of Labor and Employment*

*Law*, *Fordham Law Review*, *University of Pennsylvania Labor and Employment Law Journal*, and *Cornell Hospitality Quarterly*. Dave annually teaches Business and Hospitality Law, a required class with more than 200 students, and Labor Relations in the Hospitality Industry, in conjunction with Cornell's Industrial and Labor Relations (ILR) School. In his 17 years as a faculty member, Dave has received 15 Teacher of the Year awards. In 2014 he was named a Stephan H. Weiss Presidential Fellow—the most prestigious teaching award at Cornell University. Dave conceived of, organized, and hosted the CHR's first hospitality industry roundtable, and has hosted more than 20 Labor and Employment Law Roundtables, while other centers and institutes have hosted roundtables in the school's other hospitality disciplines.



**WENDI WALSH**

*Local 355 Secretary Treasurer UNITE HERE!*

As secretary-treasurer, Wendi A. Walsh is the principal officer for UNITE HERE Local 355, which represents 7,000 hospitality workers throughout South Florida. Since Wendi moved to Miami, the local has focused on organizing new workplaces and has doubled in membership in the past eight years.

Wendi has been with the union for 24 years. She first became a member of UNITE HERE as a graduate teacher at Yale, where the union has been in an ongoing fight for union recognition for its graduate teachers and researchers.

# PARTICIPANTS



**MICHAEL  
ADELSTEIN '16**

*Cornell University  
School of Hotel  
Administration*

Michael Adelstein is a senior in the School of Hotel Administration, concentrating primarily in hospitality (hotel and restaurant) development as well as project management. After graduation I intend on joining the industry and making a career as a developer and I hope that my knowledge of labor relations will increase my value as a professional and help me avoid potential labor problems. During my time at Cornell I have devoted most of my

time to positions and work at my fraternity, Sigma Pi - Mu Chapter. Some examples of positions I have held include vice president, herald (executive board member), and steward (in charge of fraternity meal plan and kitchen). I have further been involved on campus as a culinary teaching assistant within the hotel school, and have been part of the club judo team for 3 years. My personal interests include playing ice hockey, cooking, and exercising.



**LAURA BACH '16**

*Cornell University  
ILR School*

Laura Bach is in her fourth year in the ILR School at Cornell University, where she is pursuing a degree in industrial and labor relations with a minor in business. I grew up in Dallas, Texas. After high school, I took a gap year to volunteer with AmeriCorps National Civilian Community Corps (NCCC) where I traveled around the country to serve communities in need. Once I came to Cornell, I became heavily involved in Cornell University's Mock Trial Association. Within the organization I have served on the executive board

since my sophomore year and I have been president since my junior year. During that time our organization has attended the national championship tournament for the past four years and is currently ranked in the top 5 percent of teams nationwide. I have also run the Cornell Yearbook as head business manager, and participated in Society for Women in Business and Kappa Alpha Theta Fraternity. After graduation, I plan to enter the Peace Corps and attend law school.



# PARTICIPANTS



**CASSIE  
BLAZEJESKI '18**

*Cornell University  
ILR School*

Cassie Blazejeski comes from the service and tourist oriented area of Saratoga Springs, New York. Because of this geography, she has been able to experiment in many different areas of working while growing up. Starting at the age of 10, she worked as a paper girl, first in her neighborhood as a peddler and then in the downtown area and race track. Once she was old enough to pursue “grown up” jobs, she always had at least one job, mainly in front and back of house restaurant work, but also including work as a ski instructor, barista, maid, delicatessen clerk, a political campaign organizer-intern, and a personal assistant to an entrepreneurial giant. These experiences ignited her compassion for people and revealed the many plights that exist in the world.

Although she is still figuring out her route in life--whether it be political, entrepreneurial, or business oriented--Cassie knows that her foremost concern is helping people. She follows that passion now in her involvement with the Cornell Association for International Human Rights Club, as well as in her work as general manager of Campus Promotions, a marketing company under the greater organization of Student Agencies Inc., where she helps local businesses prosper through innovative advertising initiatives. The remainder of her time is spent skiing for the Cornell Alpine Ski Team, reading books on philosophy and psychology, and attending live music shows with her friends.



**ALEXANDER  
CROOKER '16**

*Cornell University  
School of Hotel  
Administration*

Alex Crooker is a senior in the School of Hotel Administration. Up to now a variety of experiences make me the person I am today. I have worked in food and beverage at a Hilton DoubleTree, worked in revenue management at the Waldorf=Astoria in New York, and most recently worked at Avero in global operations. All three summers I compiled a variety of great experiences and have taken away many great lessons. I even have had the experience of studying sustainability and the environment in

Costa Rica for one whole semester to add an interesting contrast to my college experience. I am an involved member of the School of Hotel Administration, giving back by TA-ing classes and serving on the Eboard of the Hotel School Ambassadors. As far as academically I have challenged myself every semester with a variety of classes but only recently have acquired interest in the law and this semester actually perusing the school's law concentration.

# PARTICIPANTS

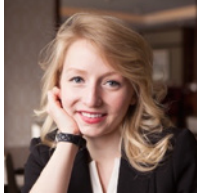


**BALEIGH  
EUHUS '16**

*Cornell University  
School of Hotel  
Administration*

Baleigh Euhus is a senior in the School of Hotel Administration. She currently works as a student supervisor in the human resources office at the Statler Hotel, and is part of the Hotel Leadership Development Program (HLDP). Prior to her senior year,

Baleigh interned at Credit Suisse in senior talent development, and will be joining the company as a full-time analyst after graduation.



**CARA EVERTS '16**

*Cornell University  
School of Hotel  
Administration*

Cara Everts's love for hospitality began when she was 14, the moment she started her first job at a fly-fishing lodge outside of Ovando, Montana. A transfer from University of Vermont and former sociology major, she joined the School of Hotel Administration her junior year, upon deciding she'd like to put sociology into practice. She's happiest in hospitality because it incorporates many things she loves—from cooking and cleaning, to analyzing how people from vastly different backgrounds function together.

Upon arriving at Cornell she immediately joined the banquets department at the Statler Hotel, wanting to learn how to effectively lead under pressure. The spring of her junior year she was accepted to

the Hotel Leadership Development Program and hasn't looked back. Currently, she is one of the student food and beverage directors, after working her way up through supervisory and management roles and completing cross training in kitchen and housekeeping. Her favorite part of working at The Statler is seeing what can be accomplished as a result of thoughtful planning.

Outside of school, she likes to go on float trips and bake—lemon poppy seed muffins being her specialty. Her favorite river is the Missouri and, in her opinion, few things top floating its pristine waters on a drift boat. After graduation, she plans to work at a fly-fishing lodge in New Zealand, with the dream of owning one of her own someday.

# PARTICIPANTS

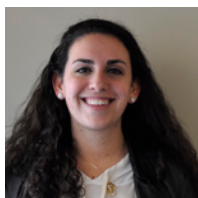


**ALLYSON  
FARLEY '16**

*Cornell University  
ILR School*

Allyson Farley is a senior in the ILR School from Carthage, New York. Since coming to Cornell she has gained professional experience while interning in the labor relations department at Walt Disney Parks and Resorts in Anaheim, California. During her internship at Walt Disney Parks and Resorts, Allyson observed contract negotiations, labor arbitrations, and conducted

grievances. Through this experience, Allyson developed an interest for labor relations. Allyson also has worked in the corporate analyst development program at J.P. Morgan Chase in New York City. After graduation in May 2016, Allyson will return to J.P. Morgan Chase as an analyst.

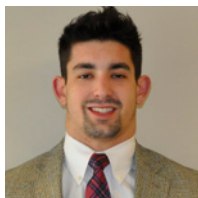


**CALEY FISCHER '16**

*Cornell University  
School of Hotel  
Administration*

Caley Fischer is a senior in the School of Hotel Administration at Cornell University. Throughout her time at Cornell, she has taken a myriad of courses spanning several different topics. Her interests primarily lie in event planning and marketing. Over the past four years, Caley has held four event planning internships and three marketing internships. Caley worked in the event planning industry in both Atlantic City and Manhattan. Each internship exposed her to distinct aspects of the industry, as she experienced different types of events. While studying abroad in Milan, Italy, in her junior year, Caley held a marketing internship

for an Italian food distribution company. She got to experience an international work environment and created marketing materials for the company's English-speaking clients. This past summer, Caley combined her passions for event planning and marketing while interning at The Bar Room, an upscale American Bistro in Manhattan. There she got to plan several different types of events, control all marketing outlets, and create new marketing content. After graduation, Caley hopes to work in Manhattan and find a position where she'll be able to pursue both of her passions.



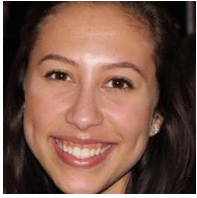
**GERARD FIVES '16**

*Cornell University  
School of Hotel  
Administration*

Gerald "JJ" Fives is a senior in the School of Hotel Administration, minoring in real estate. I'm very interested in real estate and private equity, and I have accepted a full-time position with HREC, a hotel real estate brokerage firm in Denver. I'm from Scranton, Pennsylvania, where I was raised in the hospitality industry, as both of my parents are Dunkin' Donuts franchisees and they also owned a restaurant for a number of years. I worked at both throughout

high school. When I was getting recruited for football, I made it my goal to get accepted to the School of Hotel Administration, which is one of my better accomplishments. I played football for 4 years here and I was a captain as a senior and an All-Ivy League selection at linebacker. I've had 3 internships ranging from hotel acquisition to golf tournament operations, and I realize that I want to pursue real estate with an emphasis on hotels.

# PARTICIPANTS

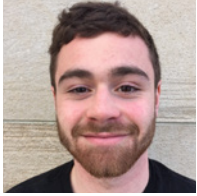


ALEXIS  
LEONARD '16

*Cornell University  
ILR School*

Alexis Leonard has spent time in several regions across the United States, but now calls Ithaca home. She is in her senior year at the ILR School. She is pursuing minors in law and society as well as business. Alexis plans to attend law school in the near future with a focus on civil litigation. Before law school, Alexis will use her first year after graduation to gain more experience in the field of law

by working as a paralegal on civil and criminal litigation cases. Alexis is also a member of the Cornell University Mock Trial Association and a captain of the association's "A" team.



BENJAMIN  
LIBERATORE '16

*Cornell University  
School of Hotel  
Administration*

Ben is a senior at the School of Hotel Administration. His work experience and background are in food and beverage operations. He is very passionate about food and wine. One day he hopes to own restaurants. In his free time, Ben enjoys music, movies,

and comic books. Ben is interested in learning more about labor and liquor law, and how it will one day effect his business ventures.



SHU MIAO '16

*Professional  
Masters  
Cornell University  
ILR School*

Shu Miao is a second year MILR student who worked as an HR generalist in China for three years before coming to Cornell. For one year I was the only HR person in a start-up company and helped build up the basic HR functions from scratch. I also worked in a manufacturing company for two years and partnered with business managers in recruiting and compensation. I also helped build

up the union within our company in China, noting that a union in China is quite different compared to that in US. In the past summer, I worked as an HR analyst in a tech company and analyzed HR data and provided suggestions to HR leadership teams based on my analysis. I enjoy landscape photography, ethnic food, and solo travel.



# PARTICIPANTS



**MYLES MORAN '16**

*Cornell University  
ILR School*

Myles Moran is an ILR major with a focus on labor relations, particularly in the areas of alternative dispute resolution and public sector labor law. He has done research on federal regulations with the Cornell E-Rulemaking Institute at Cornell's law school. Additionally, he was recently involved in the publication

of the pamphlet "The Myth of the Volunteer Fire Fighter," with Decker Economics and the New York State Professional Fire Fighters Association. Myles's interest in the hospitality industry mainly stems from his day job as a cook at the Statler Hotel.



**ALEXA  
PERRUCCI '18**

*Cornell University  
School of Hotel  
Administration*

Alexa Perrucci is a sophomore in the School of Hotel Administration. She discovered her passion for the industry in high school after attending the Academy for Culinary Arts and Hospitality Administration. On campus, Alexa is actively involved in her business fraternity, Phi Gamma Nu, and is a cheerleader for the football team. In addition, Alexa

works as a communications center consultant and is a teaching assistant for business computing. This summer, Alexa will be interning in the finance division at World Finer Foods.



**ANTHONY  
POINT '17**

*Cornell University  
School of Hotel  
Administration*

Anthony Point is a junior at the School of Hotel Administration. Born in Paris to a French father and a Taiwanese mother, I moved to Thailand when I was 6 and then returned to France before finally settling in Vancouver, British Columbia, before starting 6th grade. Vancouver has now been my home for 10 years, and I was recently able to receive my Canadian citizenship. Having both parents from the industry and traveling extensively meant that hospitality has always been a part of my life.

My work experience in the industry began approximately 5 years ago when my family opened its own bakery and coffee shop chain in Vancouver. I was able to help when I could, from putting down tiles

for a summer, to working front-of-house sales, or even being a dishwasher. For my first internship in summer of 2014, I joined the guest services team at the Four Seasons hotel in Vancouver and enjoyed providing a 5-star quality service to our customers. This summer, I interned for the Hyatt Regency in Nice, France, in their group sales and marketing department. Some of my tasks included creating a central Excel travel agency database for the Hyatt hotels in France, translating French and English documents, and responding to customers on social media websites. These two work opportunities have provided me with a strong foundation in both facets of the hospitality industry, in the front and back of the house.

# PARTICIPANTS



**AUGUSTINE  
RIETSEMA '16**

*Cornell University  
ILR School*

Augustine Rietsema is a senior in Cornell University's ILR School. He has a background on political campaigns, where he has served in multiple capacities. In 2012 he was a field organizer for the successful reelection effort of U.S. Congressman Bill Owens. In 2014, he served as the deputy finance director for the Aaron Woolf for Congress campaign, where he oversaw the entire individual

donor outreach program. Augustine has recently transitioned from the beltway lifestyle to the world of startups, and is currently serving as the CEO of MacroFuel Food - a Cornell-based company providing a nutritionally complete meal replacement in drinkable form. The company is in the process of closing on its first round of funding.



**CONNOR RISER '16**

*Cornell University  
ILR School*

Connor Riser is a senior in the School of Industrial and Labor Relations. Originally from Cary, North Carolina, he is planning to pursue a career in law. Last summer he served as a student associate in the business solutions department of the The Madison Square Garden Company in New York City. The summer before he worked as an intern in Raleigh for the lieutenant governor of

North Carolina, Dan Forest, mainly focusing on education policy and aviation relations for the state. On campus he has served as president of the Interfraternity Council and vice president of his social fraternity. Next August, he will begin work as a public school teacher in Charlotte, North Carolina, for Teach for America.



**KEITH SAFON '16**

*Cornell University  
ILR School*

Keith Safon is a senior in the School of Industrial Labor Relations at Cornell University. Keith is an active member of the Phi Kappa Psi fraternity, and he is the event coordinator for the Cornell Society for Economic Outreach. He spent last summer working at the law office of Lawrence J. Berger P.C. as a legal intern. Keith spent the summer

before that interning for the Nassau County's legislative office and helping operate a politician's campaign for a state senate seat. Keith graduates this coming May and is pursuing a career in law after graduation.

# PARTICIPANTS



**GUNDEEP  
SINGH '17**

*Cornell University  
School of Hotel  
Administration*

Hailing from Franklin Lakes, New Jersey, Gundeep Singh is a junior in the School of Hotel Administration. His passion for hospitality stems from his belief that every successful business is rooted in quality service. While enrolled at Cornell, Gundeep has been an intern for several hedge funds and data analytics firms and will join the real estate team at BMGI in summer of his junior year.

Gundeep serves as an executive board member for the Collegiate Chapter of the Cornell Hotel Society, SHA Ambassadors, Cornell Real Estate Club, and the SHA Securities Analysts Club. Gundeep is a member of the Cornell Bhangra Indian Folk dance group and enjoys volunteering with his local Sikh temple in New Jersey.



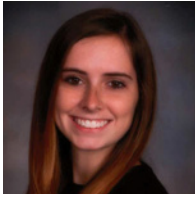
**MATTHEW  
VILLANUEVA '17**

*Cornell University  
School of Hotel  
Administration*

Matt Villanueva is a junior in the School of Hotel Administration, class of 2017. Born and raised in San Antonio Texas, Matt has experience working in restaurants and hospitality operations. Matt has extensively explored food service operations, both in back of house and front of

house, and has fulfilled a management training internship with a unionized private club, Bohemian Club, in San Francisco. Matt is currently working part time with an internet-based professional writing company as president of operations.

# PARTICIPANTS



**KAYLA VIOLA '16**

*Cornell University  
ILR School*

Kayla Viola is a senior in the School of Industrial and Labor Relations. Last summer, she interned with Cisco Systems in the talent brand department, where she designed, developed, and implemented a social media campaign. She gained executive buy-in, wrote the legal contract, created supporting materials, and managed the advertisements. During summer and fall 2014, Kayla worked at Walt Disney World as a labor relations intern. She was a member of the labor relations projects team and developed presentations on such topics as discipline consistency and historical timelines of different union affiliates. Kayla also assisted in organizing classes and wrote training tools for leaders of unionized employees. While at Disney, Kayla was responsible for contributing to a daily executive-level publication that

focused on national labor trends. She was also a member of the negotiating team for the 2014 Service Trades Council union negotiations, in which she helped assist in the development of implementation materials and was in charge of the historical preservation and archiving of documents. During the negotiations, Kayla monitored and documented disruptive union activity along with the other three interns. At Cornell, Kayla was a student human resources assistant in the College of Human Ecology, where she was responsible for processing student appointments. Before coming to Cornell, she had an HR internship at an amusement park where she assisted with the interviewing and hiring process. Upon graduation, Kayla will be joining the human resources rotational program at Cisco Systems in San Jose, California.



**COLIN  
WELLBORN '16**

*Cornell University  
School of Hotel  
Administration*

Colin Wellborn served as an intelligence collector with Special Operations forces for six years, including four combat tours to Iraq. While in the military, he negotiated for time-sensitive information related to counterterrorism and personnel recovery operations. After leaving the military, Colin worked as a consultant in the Middle East on counterterrorism

matters for the U.S. government, and worked domestically as an instructor for the Department of Defense. His training focus revolved around negotiations and other interpersonal skills in foreign environments. Colin currently serves as Chief of Staff of Bramer Group LLC, a government relations firm which supports defense and veteran interests.



# PARTICIPANTS



**TAYLOR  
WOODWARD '18**

*Cornell University  
ILR School*

Taylor Woodward is a sophomore transfer student in the School of Industrial and Labor Relations, pursuing minors in both law & society, and business. Prior to Cornell University, she attended San Diego State University, where she was a business major with an emphasis in finance. Both her parents are members of the Teamsters Union, while her grandfather is a retired member of the International Brotherhood of Electrical Workers. Her strong union background is what drew her to Cornell's unique ILR

program. Professor Hurd's class in labor relations reaffirmed her passion for equality in the workplace along with her past experience in helping others, such as her contribution to creating a cheerleading team in her high school for students with intellectual and developmental disabilities. In the future, she plans to continue advocating for workers' rights but until then, you can find her working at Cornell fitness centers, being an active member of Kappa Alpha Theta, and snowboarding.



**LIA YANIS '16**

*Professional  
Masters  
Cornell University  
ILR School*

Lia Yanis is a second year MILR student. Prior to coming to Cornell, I spent eight summer and winter seasons working in the hospitality industry, including two summers working on the housekeeping staff at a small resort in New Hampshire. I then returned to work as the sole HR representative on site at that resort, before making the transition to the ski industry. There I held several HR-based positions, working for Vail Resorts in Lake Tahoe, California. In the summers I split my time between kayak rentals and a mountain bike academy, performing administrative or HR duties in both cases. This work--starting with my housekeeping position--gave me an awareness of the unique opportunities and challenges faced by HR departments and

management within this multi-faceted industry, as well as an appreciation for the truly incredible nature of so many of the individuals who make their careers there. This past winter I had the opportunity to see the flip side of this by working with the CWA out of Denver in their campaigns within the ski industry. My focus while at Cornell has been labor market policy, and gaining understanding through my coursework here about labor, economics, and the development of public policy around these topics has given me a fuller appreciation for the work done by my coworkers in the hotels and resorts where I was employed, and a renewed enthusiasm to continue my work with those incredible individuals.

## NOTES



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