

**UNITE HERE Local 25 and Hotel Association of Washington, D.C.
Health and Welfare Fund**

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DRAFT

**MINUTES OF THE MEETING
OF THE BOARD OF TRUSTEES OF
UNITE HERE LOCAL 25 AND HOTEL ASSOCIATION OF WASHINGTON, D.C.
HEALTH AND WELFARE FUND
HELD VIA ZOOM ON AUGUST 19, 2026**

The following Trustees were present:

UNION TRUSTEES

Paul Schwalb – Chairman
Stephanie Steer Jones
Linda Martin

EMPLOYER TRUSTEES

Solomon Keene
Dale MacPhee
Brian Hudson

Also present were:

Anne Mayerson – Bredhoff & Kaiser, PLLC
Swapnil Agrawal – Bredhoff & Kaiser, PLLC
Ben Conley – Seyfarth Shaw, LLP
Anne-Marie Sims – Associated Administrators, LLC
Amy Steen – Associated Administrators, LLC
Brittany Garland – Associated Administrators, LLC (via video conference)

I. CALL TO ORDER

A quorum being present, Chairman Schwalb called the meeting to order.

II. A LIST SETTLEMENT AGREEMENTS

Mr. Conley stated the purpose of this Special Meeting is to consider approving settlements reached between the Union and certain Employers related to a grievance filed by the Union alleging that the Employers failed to make required contributions to the Fund pursuant to Section 14.1(b) of the CBA for the period beginning on or about April 1, 2020 through September 15, 2024 (the “Dispute Period”). The Employers have taken the position that they have not violated Section 14.1(b) and that the Union’s grievance was untimely. Mr. Conley reported that the

Union and Employers have negotiated two separate agreements to settle the grievance, subject to the approval of the Board of Trustees, and provided an overview of the terms of each settlement.

III. MAIN SETTLEMENT AGREEMENT

Mr. Conley reported the HAWDC Master Settlement Agreement includes all Employers included in the Union's grievance with the exception of the Conrad. He reported that each Employer covered by this agreement has conducted a self-audit to determine the contributions that would have been due under Section 14.1(b) of the CBA during the Dispute Period, and the Employers have agreed to pay forty percent (40%) of such contributions within 21 days of the Effective Date of the Agreement. The Employers also agreed to permit the Fund to conduct an audit of contributions due under Section 14.1(b) during the Dispute Period, and any additional amounts found to be due and owing will be payable at 40% provided they are paid within 30 days of the audit claim.. Mr. Agrawal explained that the Union and Employers reached this settlement agreement to avoid further litigation, expense, or delay, and the Fund may approve the settlement on this basis.

Mr. Hudson recused himself from the discussion and vote on this settlement agreement.

After discussion, On Motion made and seconded, the Trustees approved the following resolution:

**RESOLVED that the Main Settlement Agreement be approved,
as presented.**

IV. CONRAD SETTLEMENT AGREEMENT

Mr. Conley reported the Conrad had a separately negotiated agreement that requires the Employer to begin making contributions to the Fund under Section 14.1(b) commencing on the effective date of the agreement, but does not require the Employer to pay on any contributions for the Dispute Period. Ms. Steer Jones explained that the Union and Employer reached these settlement terms because the Conrad has a different payroll system, which is set up to only pay

on an hourly basis and is not a per function basis, and the parties did not previously contemplate that the Employer would pay contributions to the Fund under Section 14.1(b).

Ms. MacPhee recused herself from the discussion and vote on this settlement agreement.

After discussion, On Motion made and seconded, the Trustees approved the following resolution:

RESOLVED that the Conrad Settlement Agreement be approved, as presented.

V. ADJOURNMENT

There being no further business, the meeting was adjourned.

Approved by the Board of Trustees on _____, 2026

By: _____

Anne-Marie Sims, Associated Administrators, LLC

AMS

(Org. 08-19-2026)