



The Colonial Williamsburg Foundation
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Colonial Williamsburg Foundation in Ongoing Negotiations with Unite Here Local 25

Negotiations include Colonial Williamsburg's continued efforts to give material pay raises to employees

WILLIAMSBURG, Va. (Dec. 3, 2021) –The Colonial Williamsburg Foundation has negotiated in good faith with Unite Here Local 25 over more than 18 negotiation sessions since May to renew its contract for Colonial Williamsburg's hospitality employees. The current contract expired Nov. 30 and both organizations mutually agreed to continue negotiations. Despite this, union leaders have taken to social media demanding a contract and are now planning a protest during Grand Illumination.

To set the record straight, Colonial Williamsburg has been trying for many months to give material pay raises to union employees, who have worked hard and endured much throughout the pandemic. They are very deserving of a wage increase—which we are eager to provide—as we already did for our non-union employees earlier this year. We are hopeful to reach agreement with the union's negotiators soon so that we can finally enact these pay raises, ahead of the December holidays.

In the meantime we will continue negotiating with Unite Here Local 25 to reach a contract that treats union employees fairly while also allowing Colonial Williamsburg the opportunity to succeed in the challenging environment we all face. We have already agreed to many of the union's demands but are unable to agree to provisions that, for example, would allow union representatives from Washington D.C to interrupt our employees in their work areas during work hours to discuss union business, or eliminate the use of temporary employees, who play an important role in easing the workloads of Colonial Williamsburg employees during busy times of the year. We are frustrated that issues like these have slowed down our ability to give our hardworking employees a long overdue raise.

Colonial Williamsburg believes strongly that our employees—for whom we are very grateful—should not be penalized financially as a result of this disagreement with the union. Going public with our disagreements is not how we had hoped to continue these negotiations with the union, but Foundation leaders are committed to working hard to get a fair agreement.

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The Colonial Williamsburg Foundation preserves, restores and operates Virginia's 18th-century capital of Williamsburg. Innovative and interactive experiences highlight the relevance of the American Revolution to contemporary life and the importance of an informed, active citizenry. The Colonial Williamsburg experience includes more than 600 restored or reconstructed original buildings, renowned museums of decorative arts and folk art, extensive educational outreach programs for students and teachers, lodging, culinary options from historic taverns to casual or elegant dining, the Golden Horseshoe Golf Club featuring 45 holes designed by Robert Trent Jones and his son Rees Jones, a full-service spa and fitness center, pools, retail stores and gardens. Philanthropic support and revenue from admissions, products and hospitality operations sustain Colonial Williamsburg's educational programs and preservation initiatives.

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