

# Union is voted out at retirement hotel

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SANTA CRUZ — The Seaside Co. has won a major round in its struggle against the Hotel Employees and Restaurant Employees union.

On a 16-13 vote Thursday, employees at Casa Del Rey retirement hotel — owned by Seaside since January — have dropped out of Local 483 of the union.

The company also is continuing its appeal against the union's bargaining unit at the Cocoanut Grove and Wellington's Restaurant. The National Labor Relations Board is scheduled to resolve the issue in the next couple of months.

Union employees from the Grove aren't waiting, and say they're going to the Santa Cruz City Council Tuesday to ask the elected board "to pass a resolution condemning Seaside Company."

They claim the company promised to bargain with them if the union won the election last August. It was voted in 42-29.

Company spokesman Glenn LaFrank said this morning that the company was in the process of its appeal and can't sit down at the bargaining table. The company claims the full working force of the Boardwalk should have been included in the Cocoanut Grove-Wellington's vote.

At the regional level of the NLRB, the company's appeal has been ruled to be without merit and it faces a finding at the federal level that it is guilty of unfair labor practices.

A spokesman for the organizers at Cocoanut Grove says that other labor locals will support the effort at the council level "and we're going to make a big thing of it there."

In resisting the union movement, Seaside Co. hired the San Francisco law firm of Littler, Mendelson, Fastiff and Tichy, specialists in helping management deal with unions.

HERE local leaders say the firm is adept at keeping unions out.

They also say that the company very

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quickly gave the retirement hotel employees a very good medical benefit plan — "the executive plan worth \$261 a month," says one — in order to influence them to look with favor on the company.

LaFrank says of the Casa Del Rey vote, "In retrospect we are pleased to have the support of the employees of the Casa Del Rey and that they felt good about the company and hopefully things will continue that way."

He said the company only held two informational meetings during the election process in which owner Charles Canfield and another executive "tried to correct any information that was put out in error."

He said, "Beyond that, I would say we wagered no major campaign."

When Seaside purchased the large retirement hotel that sits across Beach Street from the Boardwalk, it announced that it had no plans to change the use of the large structure for at least the next five years.

Cocoanut Grove employees say the company promised to bargain if the union was voted in.

A company letter dated Aug. 3 from General Manager Ed Hutton states, "I sincerely hope the union does not win our NLRB election, but if it does win, our company will bargain in good faith with the union."

They say the company has not lived up to that promise.