

Ms Melissa Froehlich Flood
Vice President, Social Impact and Public Affairs
Marriott International
10400 Fernwood Road, Bethesda, MD
Email: melissa.froehlich-flood@marriott.com

13 August 2020

Dear Ms Froehlich Flood,

I write on behalf of the Australian union movement to express my support of the Cambodian Tourism Workers' Union Federation (CTWUF) workers on strike at Le Meridien Angkor hotel in Cambodia.

The workers are taking strike action at Le Meridien Angkor hotel to protest the termination of three trade union activists who were terminated for sharing Facebook posts from another hotel on their personal Facebook accounts, and accused of 'incitement' after they petitioned to oppose a wage cut due to COVID-19 – management declared it was cutting 35% from staff salaries, and workers protested to demand that the cut be reduced to 20%.

CTWUF advise us that the terminations of these workers, and the reasons used to justify them by the General Manager of Le Meridien Angkor, do not comply with a number of provisions in Cambodian law and infringe on these workers' rights as trade unionists. Moreover, management has accused the workers of 'incitement' under the Cambodian criminal code. These vague provisions are frequently used by Cambodian authorities to silence critics of the government, and have been widely condemned in Cambodia and internationally as a violation of the civil and political rights enshrined in the UN International Covenant on Civil and Political Rights. It is outrageous that the management at Le Meridien Angkor would seek to invoke this provision of 'incitement' against the workers for carrying out legitimate trade union activities.

The actions of management at Le Meridien Angkor do not reflect well on Marriott's brand, and undermine your company's stated commitment to human rights. We request that Marriott International urgently intervene to resolve this dispute and ensure that Le Meridien Angkor hotel immediately reinstates the terminated workers, and meet the union's demands of an increase of wages to 80% of full salary rather than 65%, and for management to respect workers' rights to freedom of expression and association.

Yours sincerely



Michele O'Neil
President