

Let's Organise Hospitality.

Welcome comrades to the socialist workplace organising game. We want you to use your imagination and the resources given to you to create a workplace that destroys the bad bosses and unionize your workplace. There will be struggles, failures but overall SUCCESS. This game is to help encourage your strategies, working in a team, utilising resources and to be fun!

Rules

- **There will be 3 rounds of different scenarios each 10 minutes long**
- **You will work in your groups to discuss the scenario**
- **One player should chair to ensure everyone gets a chance to speak, one should scribe, one will present and one is the dice roller - not all roles are exclusive to different people but you may be very busy doing it all!**
- **Groups must pick 2 resources and report back what their task is - its only 1 task per resource - lets not burn the resources out!!**
- **Tasks can be anything including: organising a demo, running workshops, flyering, creating Social media posts. Anything that will help the cause!**
- **The Game Masters may ask for elaboration on the task but that's okay!**
- **The Game Masters will then decide how difficult the task is - so it's up to you how ambitious you go. The GMs will then rate this from -2 - +2 which is added or subtracted from your dice roll.**
- **The tasks success ranges from: 0-6 - task fails. 7-9 succeeds but there are unforeseen circumstances. 10+ unqualified success. After the 3 rounds the groups will find out if they have successfully organised their workplace.**

Resources

- **A newly affiliated renters union: primarily based in Govanhill, Govan and Partick, suburbs of Glasgow. They are well organised and have had successes forcing the Scottish Government to introduce rent controls but don't have a base City Centre and struggle to understand the demands of hospitality workers.**
- **A discord page to invite workers to discuss techniques.**
- **A union branch of 2,000 workers in hospitality and services that has started up in the last year.**
- **A regional hospitality union organiser dedicated to hospitality - organiser has worked in hospitality and understands the issues of workers and the city.**
- **Local Queer Newspaper - Free to get, made in a zine design by local queer anarchist artists.**
- **Glasgow Trade Council - Veterans of the Trade Union Movement.**
- **Anti - raids organisations - large group of activists whose profile and power has increased since Kenmure Street. When the community and workers of Glasgow sent the Home Office packing.**
- **Social Media campaign led by activists.**

- Local student union.
- A city full of disgruntled underpaid hospitality workers.
- Politicians - local council elections are due in the next 6 months.
- Glasgow Licensing Board
- A Charter with 9 key principles proposing to change the industry of Hospitality for the better
- Chris Mitchell from the GMB - internet sensation, working class hero, creating comradery and solidarity throughout Glasgow.

Background Information

- Venue is in a city that has been racked with poverty and social issues during its history but has a strong connection to Trade Union history. A pandemic has wreaked havoc on all industries and has been severely mishandled by governments leaving the working class to have suffered the most and anger for change is brewing. An environmental conference is set to come to the city which workers and residents have seen as mishandled and an embarrassment to our city but is now being used as leverage for strikes and better wages.
- The city has a high migrant and student population and a big landlord issue. Pockets of suburbs are highly populated and increasing rent prices increasingly pushing workers further out the city.
- The Venue: A prestigious city center venue of 300 staff. The staff are predominantly young women and migrants. All on casual or zero hour contracts (BOO!!) and minimum wage (age differentiation eg 18 year old workers on less than those 25+). It is owned by a company that has multiple venues all over the city. It is infamous for mistreating their staff eg stealing tips, not paying for uniform, no break rooms and during a pandemic attempted to sack hundreds of workers only to be forced to reinstate them all. The building itself is a multi-purpose venue space with kitchens in the basement. A licensed casino open till 6 am. A champagne bar, a cocktail bar, 2 restaurants and the top floor that has multiple event spaces. An average pint is £5.50, cocktails start at £10, bottle of wine £30 upwards, and an average bill for food for 2 people is upwards of £90. During a Saturday the venue forecasts profits of £10,000.
- The staff are a mixture of managers, supervisors and FOH, the kitchen staff of chefs and KPs and casino staff, housekeepers and cleaners make up the 300 staff. Opening times are 9am for brunch all the way to 6am last orders in the casino. As stated the majority is young women and migrant workers in the workforce and the staff turnover is incredibly high but there are 50 workers that have been in the venue 5+ years. The team no matter how stressful the situation have a real team spirit around them and all get on very well.
- Staff were shown the true nature of the business during the pandemic and anger and frustration is building up in the team. Wages are very low and due to redundancies and Brexit staff levels are the lowest they've ever been so staff are working lots of overtime and are exhausted.

- There are 3 active union members in the building and 2 inactive with another 20 not sure how a union could help but like the idea of fighting back.

Scenarios:

- The company has begun posting on Social media ahead of COP26 their green initiatives and how sustainable the company is. There are “accreditations” printed and displayed in all areas of the venue. A few colleagues asked what this was about and a manager informed them it was to look good for COP26 and encourage more delegates to choose that venue to spend money in. The changes the company has put in place are: changing from material napkins to paper to reduce water use and make 2 housekeepers redundant that are in charge of the laundry room. The lights in the back of house area have changed to energy saving bulbs and turn off at 12am leaving staff with little visibility during the day and having to use torches at night as its pitch black. The food waste bin is weighed and chefs are being intergotated when the weight is high insinuating that customers are disliking the food. The FOH staff and chefs collectively disagree with this and want to change it.
- It is a Sunday afternoon and a well known footballer has booked the upstairs events suite for their daughters Christening, as Sundays are normally quieter the staffing levels are smaller leaving 2 workers in the bar upstairs serving the party of 300. After working for 6 hours straight the staff ask when they will get their break only to be told no one can cover them and the party is spending too much money to have the event finish on time. The party extends till 10pm leaving the staff having worked 12 hours straight with no break. Whilst paying for the tab the guest informs management the finger food buffet was disgusting and is refusing to pay. The manager, scared of losing a high profile customer, waives the deposit and has decided it will be taken from the staff tips over the weekend to still make forecasts.
- As mentioned the venue is a multipurpose venue with finishing time averaging at 7am for casino staff, 4am bar and events staff and 2am restaurant staff. The staff have to navigate a busy city center and are feeling increasingly unsafe. Taxi waits are upwards of an hour and can cost as much as 3 hours wages to get home. The staff have raised their concerns and have been informed “an employer's duty of care does not extend out of the workplace”. Workers have heard about the Safe Home campaign and want to get more involved and make sure all workers are getting home safely.