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# THE HIGHEST STANDARDS IN THE INDUSTRY

CSN hotel workers have obtained the best wages and working conditions in North America.

They have achieved this by having a democratic union within which decisions are made by hotel workers, by ensuring that members participate in the union, and by coordinating bargaining across hotels.

Below are highlights comparing the Royal York in Toronto and The Queen Elizabeth in Montréal—two major Fairmont hotels in Canada.

## COMPARISON OF THE HIGHLIGHTS OF THE COLLECTIVE AGREEMENTS

	The Queen Elizabeth	Royal York	Difference	Annual Difference (for average full time worker)
ROOM ATTENDANT	\$27.03	\$23.91	-\$3.12	-\$6,235.87
OUTLET SERVER / BANQUET SERVER	\$20.27	\$15.00	-\$5.27	-\$10,540.00
STEWARDING	\$26.73	\$24.02	-\$2.72	-\$5,436.70
BELL	\$22.77	\$16.16	-\$6.61	-\$13,214.15
PENSION	18% Maximum (8% from employer)	Approx 9.4% maximum UH: \$0.74/hour (approx 3%) RY: 6.4% (3.2% from employer)		
VACATION	<b>3 weeks:</b> 3 years <b>4 weeks:</b> 7 years <b>5 weeks:</b> 14 years	<b>3 weeks:</b> 5 years <b>4 weeks:</b> 11 years <b>5 weeks:</b> 20 years		
HOUSEKEEPING WORKLOAD	Every weekend and May to October = 13 rooms maximum!			