



theucsn.ca

WHY JOIN THE THEU-**CSN**?

Hotel workers in Toronto and across the GTA need a union that puts us first. It has never been clearer than over the past two years during the pandemic. That is why hotel workers have partnered with the CSN to form the Toronto Hospitality Employees Union (THEU-**CSN**). It is a union in which we, the members, make decisions that affect our lives and work. It is a union that belongs to us. That is why we say: "Be the 'U'!"



A FIVE-STAR UNION FOR ALL OF US

Within the CSN, the symbol that represents hotel workers is an image of five stars. These five stars represent our pride in ourselves, our work, and our union.

At the THEU-**CSN**, our five stars represent the A, B, C, D, and E of "The 'U'."

"A" is for autonomy

- The THEU is an autonomous union. That means that we, the members of the THEU-**CSN**, get to make union decisions without outside interference or control.
- However, that does not mean that we are alone.
- We are part of the CSN, a well-resourced union with over 325,000 members, which gives us a powerful set of tools, support, and allies to help us achieve the goals that we set.

"B" is for bargaining power and strong benefits

- The CSN Fairmont Queen Elizabeth collective agreement is thousands of dollars ahead of what we have right now at the Fairmont Royal York in the following areas, among others:
 - Wages
 - Pension
 - Vacation leave

- This is the case even though room rates and the cost of living are higher in Toronto than in Montréal.
- How do we achieve this?
- CSN hotels work together during bargaining to achieve the highest standards.
- We will be supported by a union with over 325,000 members and a large team dedicated to assisting hotel workers with achieving their goals.
- We will have the support of a Professional Defence Fund (strike fund) of over \$110 million!

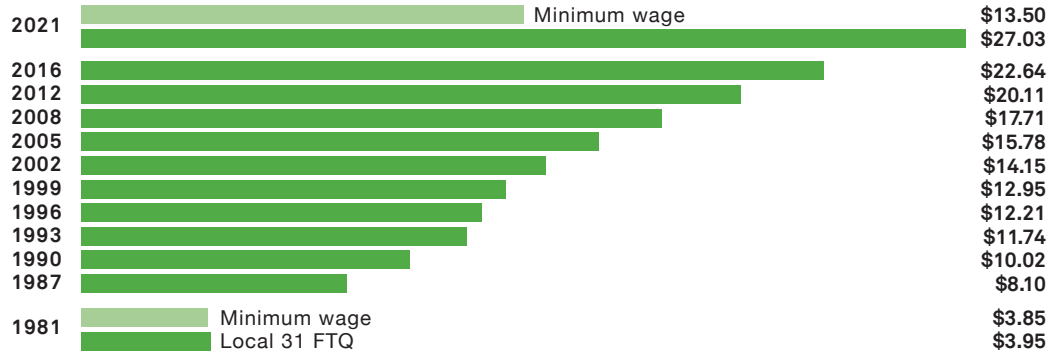
It has been done before!

- Hotel workers in Quebec were in the same situation that we find ourselves in here in Toronto today.
- UNITE HERE Local 31 was falling apart and unable to effectively represent Quebec hotel workers.
- They left to join the CSN, and their standards began to improve!



WAGE TRENDS IN THE CSN HOTEL INDUSTRY

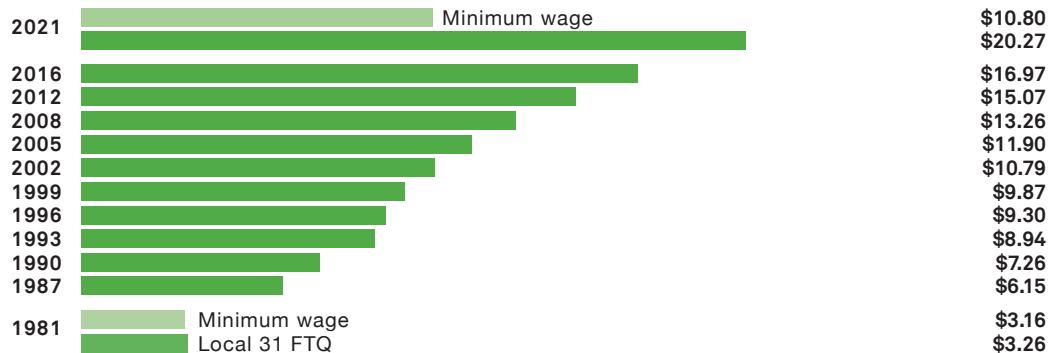
ROOM ATTENDANTS



Queen Elizabeth Hotel

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27

WAITERS AND WAITRESSES



- For example, banquet servers and outlet servers at the Queen Elizabeth are now paid more than \$8.00/hour ABOVE the Quebec minimum wage, while here in Toronto, we are stuck at the minimum wage.
- As part of a much larger organization, the THEU-CSN guarantees better benefits and pensions for ALL workers at the Fairmont Royal York from DAY ONE!

“C” is for committee and participation

- At the THEU-CSN, we know that a strong union has broad participation from its members. To achieve this participation, THEU-CSN leaders will work hard to encourage people to join the workplace union committee so that there are leaders for every shift and every classification for each department.
- The greater our participation, the stronger our committee.

- We will have more bargaining power to negotiate the best collective agreement to achieve the standard reached by the CSN Fairmont Queen Elizabeth union.
- Management will respect our collective agreement. Management will no longer be able to do whatever it wants and laugh at our union.
- Management will treat all of us with respect while we are at work.

“D” is for democracy

- A democratic union is a strong union.
- The constitution of the THEU-CSN guarantees that members are the ones making important decisions.
- Elected leaders are required to implement member decisions.
- All positions are elected by the members themselves:
 - Shop stewards are elected every two years by the members of their departments.

- All bargaining committee members are elected by the members of their departments.
- THEU-CSN Executive Committee members are elected by the members of the hotels that they represent.
- At the THEU-CSN, **WE**, the members, are in control of our union!

“E” is for equity, diversity, and inclusion

- Members of the THEU-CSN know that we are strongest when we stand together.
- We have come from all over the world to live and work in Toronto—we are of different religions, ethnicities, and sexual orientations.
- We celebrate our differences and see them as a source of strength when we stand together.
- We will not allow ourselves to be divided by anyone!
- Diversity is one of the greatest things about Toronto. The same is true about our union.

JOIN THE THEU-CSN!



BE THE U!