



## LANGUAGE COMPARISON

Issue	QE Article	Queen Elizabeth Language	RY Article	Royal York Language
<b>Pension / Retirement Plan</b>	25	18% Max 6% - 10% employee matched up to 8% by employer	16.12	9.4% Max (approx) UH: \$0.74/hour (approx 3% from employer) RY: 6.4% (3.2% from employer)
<b>Vacation</b>	19.02	2 weeks : 1 year 3 weeks : 3 years 4 weeks : 7 years 5 weeks @ 11% : 14 years 5 weeks @ 12% : 20 years 6 weeks : 22 years	15	2 weeks : 1 year 3 weeks : 5 years 4 weeks : 11 years 5 weeks : 20 years 6 weeks : 25 years
<b>Sick Days</b>	23.01	8 days, paid on first day (can be used for dr. appointments for yourself or child) unused sick leave is paid out		paid on second day (can't be used for dr. appointments for yourself or child)
<b>personal days off</b>	18.01	2 floating holidays / year (sick days can be used for appointments)	17.1	approx. 2 - 5 days (to be used for personal or family illness, doctor/dentist appointment, school meeting, Union meeting, etc.)
<b>Holidays</b>	18.01	12 days: (8 legal holidays + 4) New Year's Day, Good Friday, National Patriots' Day, Saint-Jean Baptiste Day, Canada Day, Labour Day, Thanksgiving, Christmas Day, 2 floating holidays, employee's birthday, anniversary of hiring date.	14.1	13 days: (10 legal holidays + 3) New Years Day, January 2nd, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving, Remembrance Day, Christmas Day, Boxing Day
<b>Reduced Work Week "Rule of 75" vs. 55</b>	25.08	age 55 years + can choose to work 3 or 4 days/week without affecting status and related benefits	20.2	"Rule of 75" (years of service plus age) eligible employees may work 3 or 4 days, shorter shifts, or such other reduced schedule
<b>Special Leave</b>	20.01	<ul style="list-style-type: none"> <li>3 consecutive days for birth or adoption of child (paid w/ indemnity for tips)</li> <li>3 consecutive days for employees marriage (paid w/ indemnity for tips)</li> <li>1 day of unpaid leave for marriage of child, brother, sister, or parent (paid w/ indemnity for tips)</li> <li>funeral outside the country, may take unpaid leave of 30 days max</li> </ul>		<i>no language</i>
<b>Bereavement</b>	20.01	<ul style="list-style-type: none"> <li>5 days for death of spouse, child, parent</li> <li>3 days for death of brother, sister, parent-in-law</li> <li>1 day for death of brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparent or grandchild (all paid w/ indemnity for tips)</li> </ul>	18.1	<ul style="list-style-type: none"> <li>3 paid days for death of spouse, common law spouse, child, parent, brother, sister, parent-in-law, grandparents</li> </ul>
<b>unpaid leave / personal leave</b>	20.02	12 months max unpaid leave	19.1	6 months max unpaid leave
<b>Subcontracting</b>	3.05	No subcontract work "if this results in the layoff of employees, prevents their return to work, causes a reduction in the number of hours or day" Current subcontracts listed in Appendix E. This does not prevent the creation of positions	13.2	No one "shall be laid off or have regular hours reduced"
<b>General Assemblies / Meetings</b>	6.04	5x/year for 2.5 hours (paid for time there +15 minutes) with coffee/tea/pop paid for by employer		<i>no language</i>
<b>Footwear</b>	26.01 d)	Doormen winter boots allowance \$110		<i>no language</i>
<b>Footwear</b>	26.02	Safety Shoes: \$110/year Other shoes: \$85/year	29.8	Steel Toed: \$90 Non-slip: \$70 Other: \$35 year
<b>Guest Services Annual Lump Sum</b>	27.08 e	each regular captain and each regular bellman gets a lump sum payment of \$1000/year		<i>no language</i>
<b>Knives</b>	26.03	Knives/personal tools will be replaced when they become unusable		<i>no language</i>
<b>Clothing</b>	26.01 b)	Nylon Stockings \$100/year for full time \$60/year for part-time (with over 1,000 hrs.)		<i>no language</i>
<b>Distribution Boxes / Bulletin Boards</b>	6.09	<ul style="list-style-type: none"> <li>2 distribution boxes</li> <li>2 hanging wall file cabinet in each locker room</li> <li>5 bulletin boards</li> </ul>	24.2	3 bulletin boards
<b>Housekeeping rooms</b>	27.04	max 14 rooms or 12 gold rooms sat/sun = max 13 rooms May 1 - Oct 31 = max 13 rooms	29.9	Gold Floor = max 13 credits All else = 14 room
<b>Housekeeping traveling</b>	27.04	<ul style="list-style-type: none"> <li>3 floors = drop 1 room</li> <li>4 floors = drop 2 rooms</li> </ul>	29.9	<ul style="list-style-type: none"> <li>2 floors = drop 1 room</li> <li>3 floors = drop 2 rooms</li> </ul>
<b>Checkouts</b>	27.04	11 checkouts = drop 1 room	29.9	12 checkouts = drop 1 room
<b>Bed maximums</b>	27.04	max 24 beds	29.9	4 beds in one room = 2 room assignments
<b>Cot/Crib premium</b>	27.04	cot/crib = \$2.50 premium	29.9	crib/cot = \$2 premium
<b>Tour Baggage</b>	27.08	\$3.00/bag	29.11	\$3.35/bag each way
<b>Box Handling</b>	27.08	\$2.05	29.11.2	\$3.50/box/move
<b>Deliveries / Room drops</b>	27.08	\$2.05 / \$1.35	29.11.4.4	\$2 for in room, \$1.25/ outside room/under door
<b>Group service charge</b>	27.07	<ul style="list-style-type: none"> <li>15% service charge when 8+ make a reservation, or if walk-ins agree with the Maitre D's suggestion</li> <li>15% service charge is added during following days: Christmas, NYE, NY Day, Easter, Thanksgiving, Mother's/Father's Day.</li> </ul>	29.13	suggested 15% on groups of 6 or more
<b>Room service</b>	27.09 a	15% service charge added to room service bill	29.1	"suggested gratuity of 15%" is written on bill
<b>Retirement Allowance / Departure Premium</b>	25.10	Max \$12,594 (as of 2021) if service and age is more than 75. (1 week wage/year)	20.1	Max \$15,000 if service and age is more than 75. Additional \$5,000 if more than 40 years of service.
<b>Layoff Language</b>	9.07 c) and h)	loss of seniority after 24 months (104 weeks), 60 months maximum in the event of total closure	13.2 d)	loss of seniority after 78 weeks (19.5 months)
<b>probationary period</b>	9.01	35 days of work	3.2	50 days of compensated service
<b>training premium</b>	28.06	\$0.50/hour premium	7.8	\$1.00/hour premium
<b>split shift</b>	15.06e	\$1 premium for each regular hour (except Banquets)		<i>no language</i>
<b>Night Shift premium</b>	15.10	\$1.15/hour premium	7.6	\$0.70/hour premium if majority of hours is between 11pm and 7am
<b>Back to Back shifts</b>	15.09	if you work a "back- to-back" schedule you can have a free room to sleep for the night		<i>no language</i>



theucsn.ca

# WAGE COMPARISON

Department	Classification	Queen Elizabeth July 2021	Royal York Nov 2021	Hourly Difference	Annual Difference (for average full time worker)
F&B: Outlets	Host	\$30.65			
F&B: Outlets	Server	\$20.27	\$15.00	-\$5.27	-\$10,534.80
F&B: Outlets	Busser	\$22.84	\$16.16	-\$6.68	-\$13,356.95
F&B: Outlets	Bar	\$23.04	\$23.22	\$0.17	\$349.81
F&B: Mini Bar	Mini Bar attendant	\$26.57	\$23.91	-\$2.66	-\$5,317.87
F&B: IRD	captain	\$27.60	\$16.44	-\$11.16	-\$22,323.31
F&B: IRD	Server	\$20.27	\$15.00	-\$5.27	-\$10,534.80
Guest Services	captain	\$23.86	\$22.99	-\$0.87	-\$1,738.85
Guest Services	Bell	\$22.77	\$16.16	-\$6.61	-\$13,214.15
Guest Services	Door	\$38.59	\$16.16	-\$22.43	-\$44,854.55
Housekeeping	Room Attendant	\$27.03	\$23.91	-\$3.12	-\$6,235.87
Housekeeping	Houseman	\$26.57	\$23.91	-\$2.66	-\$5,317.87
Laundry	Laundry	\$26.57	\$23.91	-\$2.66	-\$5,317.87
Laundry	Washing Attendant	\$27.12	\$23.91	-\$3.21	-\$6,419.47
Kitchen	1st / Senior CDP	\$36.09	\$32.28	-\$3.81	-\$7,620.93
Kitchen	CDP	\$32.86	\$30.82	-\$2.04	-\$4,080.51
Kitchen	½ CDP / 1st cook	\$31.22	\$29.05	-\$2.17	-\$4,345.56
Kitchen	Turning Chef / 2nd Cook	\$29.62	\$26.35	-\$3.27	-\$6,539.58
Kitchen	Asst Turning Chef / Kitchen Utility	\$27.64	\$23.91	-\$3.73	-\$7,459.87
Kitchen	Storeroom Clerk	\$26.97	\$24.14	-\$2.83	-\$5,656.82
Stewarding	Steward	\$26.73	\$24.02	-\$2.72	-\$5,436.70
Royal Service	Agent / Operator	\$29.05	\$23.93	-\$5.12	-\$10,233.56
Banquets	Porter / Houseman	\$26.57	\$23.80	-\$2.77	-\$5,546.20
Banquets	Server	\$20.27	\$15.00	-\$5.27	-\$10,534.80
Banquets	Bar	\$22.44	\$21.15	-\$1.29	-\$2,577.23
Maintenance	Maintenance Helper / General Maintenance Operator	\$30.81	\$25.74	-\$5.08	-\$10,151.04
Maintenance	Mechanic, Plumber, Electrician	\$35.32	\$36.96	\$1.64	\$3,270.48
Maintenance	Building Maintenance Tech/Operator, Painter, Carpenter, Upholsterer	\$35.32	\$31.42	-\$3.91	-\$7,813.76

QE: each regular captain and each regular bellman get a lump sum payment of \$1000.