

Soon, all of us at the Fairmont Royal York will get to decide for ourselves how we want to move forward.

We will be filing for an Ontario Labour Relations Board secret-ballot vote to change to a better, stronger union — the THEU-CSN, or The ‘U.’

Our new union is a part of the same union that represents our colleagues at the Fairmont Queen Elizabeth in Montreal where they have achieved a standard far above ours.

Whether you think it is time for a change or not, we believe that everyone should have *all* the information so that you can make an informed decision when we each cast our secret ballots in the upcoming Labour Board vote.

We invite you to check out our website, **www.theucsn.ca** for more information.

Ask yourself:

*Could things be better than they are now?
Do I have a right to expect better than what I have experienced at the hotel?*

In the last few weeks, hundreds of us have answered that question: **YES!**

**Everything can be better.
Everything *will* be better.
It's time for a change.**

We would love for you to join us.

At **www.theucsn.ca** you will find:

- an enrolment form for the new benefits plan.
- a comparison of the CSN contract at the Fairmont Queen Elizabeth with the existing Royal York contract.
- information on our **new stronger benefits plan**.
- the founding principles of our new five star union — a deep commitment to the democratic selection of shop stewards and negotiating committee so that we, the members, make the decisions over our lives.
- important information on our legal rights and protections under Ontario Law.
- A link to sign your union card electronically if everything makes sense to you.

Bargaining Power

Our room rates are higher at the Royal York. Our cost of living is higher in Toronto. So why are our wages, pension, vacation, and working conditions so far behind? All of us can think of what we might have done over the years with \$5000 more a year in pay or the extra weeks of vacation we would have had if we had the Queen Elizabeth contract. Queen Elizabeth workers enjoy the maximum pension contributions allowed by Canadian law. If they can retire with dignity in Montreal, why can't we do the same here in Toronto?

Unite Here has represented workers at the Royal York for some **80 years!** In that time, it has failed to even come close to what workers in the CSN have achieved at the Queen Elizabeth.

There is the saying that the definition of insanity is doing the same thing over and over again but expecting a different result. That's why it's time for a change.

With the expected boom in the hospitality industry this coming summer and the labour shortage facing our sector across the GTA, we have a once in a lifetime opportunity to achieve the greatest increases and our best union contract ever. But *only* because we are moving to the best union for hotel workers in Canada with a **proven track record** of achieving the **highest standards in our country**. Unite Here has had 80 years to achieve this standard in Canada and unfortunately *Local 75 failed us*.

Local 75 is asking for “a second chance.” We cannot afford another eighty years of falling behind our colleagues in Montreal.

Benefits

Stronger than the old union's existing plan, our new benefits plan matches everything that we have now (including **fully restoring any and all cuts** made in the last few years — such as the drastic cuts to our coverage while sick) with important improvements such as the right to choose our own dentist and more!

100% of us will start with full benefits coverage from DAY ONE when we switch — even if you haven't yet returned to work or have not yet built up enough hours to qualify under Local 75's benefits plan.

If you haven't already, please fill out the benefits enrolment form attached and return it to us by email, or giving it one of us on the organizing committee.

With the THEU-CSN, we are committed to promoting a positive vision for our futures and to a full discussion of the opportunities in front of us. We are committed to bringing everyone at the hotel back together. A fresh start. We want to build ourselves up - not tear others down.

Unfortunately, out of money and ideas, the representatives of the old American union have nothing left but to promote fake news, trying to confuse, divide, and scare people.

Don't be confused by people trying to scare us telling us that we might lose some of the things that we have when we switch unions. *Fake News.*

The Law in Ontario protects our rights to choose our own union. Please read the information included on both **the displacement process** and **the freeze provision** under Ontario Law. These laws guarantee that what we have now is the starting point in negotiations for our new collective agreement.

The future looks bright for all of us!

Please take the time to look over the materials. The choice we make together is going to be an important one for all of our futures.

40 years ago, Fairmont Queen Elizabeth workers left Unite Here Local 31 to join the CSN. They have shown what is possible in Canada with a strong democratic union.

Now it's our turn.

We are about to bring together the two most important Fairmont hotels in Canada in our country's two largest hotel markets.

Feel free to contact any of us directly at work or, if you'd rather, email us at info@theucsn.ca. Or give us a call at (416) 360-7040.

Yours, with hope and optimism,

'THE-U' Organizing Committee at the Fairmont Royal York