

Via Email

May 13, 2022

David Sanders and Marc Paquette
Toronto Hospitality Employees Union – CSN
120 Adelaide Street East, Suite 200
Toronto, ON
M5C 1K9

Dear Mr. Sanders. and Mr. Paquette:

**Re: Toronto Hospitality Employees Union – CSN and Fairmont Royal York
Board File Nos. 0184-22-R and 0186-22-R**

As you know, the voting in your applications for certification at the Fairmont Royal York Hotel have now concluded.

The ballots for the hosts and hostesses unit have been counted and the Toronto Hospitality Employees Union – CSN has won the vote with just over 94% of the bargaining unit employees voting in favour of THEU-CSN. Accordingly, you will be certified by the OLRB shortly.

With respect to the other bargaining unit, the ballot box remains sealed and no ballots have been counted yet. That said, the results of the ballot count in the host/hostesses unit gives a pretty good idea about the preferences of the employees at the hotel. We remain confident that THEU-CSN will easily win the vote in the large unit once the OLRB opens the ballot box and counts the ballots.

The next steps for the large unit is that the OLRB will decide the trade union status of THEU-CSN. We expect this decision shortly as the other parties did not dispute the materials filed by THEU-CSN. Once we win the status issue, the formal certificate for the hosts/hostesses unit will be issued by the Board and the Board will move on to accept the electronic cards filed by THEU-CSN.

At that point, we expect the OLRB will dismiss the Employer's s.8.1 objection and order the ballot box in the main application to be opened, meaning that the OLRB will count the ballots of the voters whose status has not been challenged.

We are confident particularly when you see the results of the host/hostesses balloting – that THEU-CSN will win enough of the uncontested ballots to be certified by the OLRB without having to even deal with the status challenges. That said, if it is necessary to deal with some of

the status disputes we would then litigate those issues with the hearings that commence on June 6, 2022.

I trust this explains the process and, again, congratulations on already winning the vote in the one application at the Fairmont Royal York Hotel in which ballots were counted.

Yours truly,

GIBSON&BARNES LLP

A handwritten signature in black ink, appearing to read 'Robert Gibson', with a long, sweeping horizontal stroke extending to the right.

Robert Gibson
RG/lh