

Thursday, August 24, 2017

Larry Hubich  
Saskatchewan Federation of Labour  
#220- 2445- 13<sup>th</sup> Avenue  
Regina, Saskatchewan S4P 0W1

Greetings Brother Larry,

As you may or may not know UniteHere! Local 41 has been having a tough time negotiating a fair Collective Agreement for our brothers and sisters at the Holiday Inn Express, Downtown Regina. The Collective Agreement for the Holiday Inn Express expired on April 30<sup>th</sup>, 2015. We have currently reached an impasse.

Our first negotiation meeting with the hotel was on May 6<sup>th</sup>, 2015 we would then meet again in June, August and November of 2015. As well as several meetings from January through September 2016 until we stopped receiving replies from the company. At that time we sent a letter to the Hotel requesting another meeting and to inform them that we would be holding a strike vote. Only then did we finally get a response. After meeting with Justin again the only proposal from the hotel that was presented at the meeting was to delete our minimum wage increase clause. Obviously that proposal was unanimously rejected by the members.

We then followed through with a strike vote which was 94% in favor of a strike. Following the strike vote we managed to come to an agreement with the then General Manager Justin and had a Memorandum of agreement drawn up. Unfortunately it was never signed as Justin left the Holiday Inn Express.

We met with the Hotel again in January of 2017 and upon meeting them they informed us that they had never seen any of our negotiations and had no knowledge of any proposals whatsoever and did not agree to the Memorandum of Agreement from October 2016.

After our meeting in January got us nowhere we applied for voluntary mediation which took place on January 31, 2017. We were still unable to come to any agreement.

We then applied for mandatory mediation as per the Saskatchewan Employment Act which took place on June 15, 2017. We are unable to come to an agreement with the Hotel due to the Hotel wanting to delete our minimum wage clause, and their definition of full time and part time employees. The Hotel would like to add wording to the Collective Agreement that would classify the majority of our members as part time employees which would then exclude them from receiving any benefits. Their proposal was that any employee who works 1820 hour or less in a 52 week period would be classified as part time. The proposal was rejected by the members and another **strike vote was held over the course of two meetings: those dates were August 1<sup>st</sup> and August 6<sup>th</sup>, 2017**. The results of the strike vote were with 16 ballots cast, 14 Yes and 2 No.

It is the Unions opinion that the majority or approximately 23 of the 25 employees should be classified as full time. The Union gave the Hotel a proposal of all the language remaining the same with a general increase of 2% per year of a 3 year agreement. **The Union has since come down from our last proposal of 2% per year.**

**We have given a final proposal of a 3 year agreement with the language remaining the same and adding a freeze on the first year with the exception of the minimum wage increase to be implemented, a general increase of 1% in the second year and a general increase of 1% in the third year. All retroactive to April 30, 2015.**

We have not received any further response from the Hotel.

The Union will be giving our 48 hour notice to the Hotel on Saturday, August 26<sup>th</sup>, 2017 and we will be walking on Monday, August 28<sup>th</sup>, 2017 at 7:30 a.m.

At this time we ask that the SFL request all affiliates to send a letter to the Hotel informing them that they will not be using their facilities until the Hotel withdraws its ridiculous proposals and negotiates in good faith to achieve a new Collective Agreement which is satisfactory to all parties concerned.

The Company Contact person is:

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In Solidarity,



Christine Fiddler  
Vice President  
UniteHere! Local 41