



Newsletter



The Union for Hospitality Workers
in the Greater Toronto Area

January 2024 Edition

Index



- 2 Opening words
- 3-4 Local 75 News
- 5 UNITE HERE in the Media
- 6 Member Spotlight
- 7 Hospitality Training
- Action Centre 75 Updates
- 8 Stay connected



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OPENING WORDS BY THE OFFICERS

Joint Message from the UNITE HERE LOCAL 75 Leadership Team:

To our Esteemed Members,

As 2024 progresses, let us embrace the collective journey we navigated together.

These past few years were no ordinary path for our Local. COVID-19 struck us hard, affecting each of us deeply. Yet, in the face of adversity, Local 75 remained steadfast – ensuring that our members were supported and protected. We are proud of all of you, our resilient members, who faced the hardships of COVID-19 with determination – together, we have COME BACK STRONGER! Let us take this opportunity to look back and celebrate how much we were able to accomplish together:

- **INDUSTRY-LEADING CONTRACTS:** We came out of the pandemic fighting for our fair share, winning industry-leading contracts with substantial wage increases, enhancements to our first-class benefits, and securing greater job security. Local 75 set a new gold standard for Ontario’s hospitality workforce.
- **BEST BENEFITS IN CANADA:** We ensured that all our laid-off members and their dependents continued to receive comprehensive healthcare benefits through the COVID-19 pandemic. Today, our union proudly boasts the best healthcare benefits across Canada. More recently, we made several improvements to vision care, paramedical benefits and more!
- **EXTENDED RECALL RIGHTS:** We secured extended recall rights, guaranteeing all our members had jobs to return to following the COVID-19 pandemic!
- **NURTURING TOMORROW:** We established the Hospitality Training Action Centre 75 (HTA 75), which empowered thousands of hospitality workers through transformative training programs that are completely free to Local 75 members. Our goal is to protect the future of hospitality workers through skill development and other support, including financial advice, career and employment services, health and wellness programs, and much more.

While we are proud of the milestones we’ve achieved, our gaze remains fixed on the horizon of 2024 – a year we envision as even grander. Local 75 stands resolute, committed to elevating the standards for hospitality workers and their families. With negotiations on the horizon, let’s get ready to win more than ever! When we fight together, we win together! Together, we will secure even better contracts and set an even higher standard across our industry!

In solidarity,



— **Guled Warsame**
President



— **Shelli Sareen**
Secretary Treasurer



— **Valrie Lue**
Vice President



Park Hyatt Workers Win the Highest Wage Increases in Ontario!

In November, Local 75 members at Park Hyatt voted in favour of a contract that brings them an average wage increase of more than 15% over one year! This historic agreement includes not only the largest ever wage increase in the union's history, but the largest wage increase won by any unionized hotel in Ontario.



UNITE HERE LOCAL 75 Builds Political Power, Helps Elect Two Progressive Candidates to City Council

UNITE HERE Local 75 understands that the political landscape in which we operate shapes workers' lives profoundly. At the city level, local councillors have a considerable amount of power over local development. During municipal elections, UNITE HERE Local 75 ran a robust door-to-door canvassing operation with boots on the ground. We used our true and tested organizing methods of rank-and-file leadership development to develop our canvassers' leadership and political education. Canvassers conducted deep organizing conversations on the doors. The skills gained through participating in this program prepared them to take other leadership roles in the union. Our efforts helped elect two progressive councillors to Toronto City Council: Ausma Malik and Chris Moise.

LOCAL 75 NEWS



Chaileen, Room attendant at the East Delta Hotel.

Best Benefits in Canada

As members of UNITE HERE Local 75, you and your dependents have access to the Best Benefits in the country! Your health is important not just for your ability to do your job, but also to provide for your family. Recognizing that, Local 75 works hard to make sure you have the most comprehensive coverage possible. This means, we are regularly making improvements to your plan. Some of our most recent improvements include:

- **\$400 for new glasses once every 18 months!**
- **Paramedical Benefits** payable at 95% (up from 80%).
- Major improvements to **disability coverage and Orthodontic coverage.**
- Moreover, the union's **specialized dental centre offers all-encompassing services from x-rays to regular checkups to even operations, all free to members of Local 75.**

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"I have two children attending university now. I'm so proud of them. And I am proud that my union covers their prescriptions."

— Kit | Engineer, Toronto Marriott City Centre

UNITE HERE! Local 75 - Best Benefits in the Country!

UNITE HERE LOCAL 75 The Union for Hospitality Workers in the Greater Toronto Area

I have the best benefits in the country! Both my husband and I use prescription medication. It can be very expensive but thanks to UNITE HERE Local 75, we are both covered and pay nothing!

— Shantie | Room Attendant, Hilton Toronto Airport

UNITE HERE! Local 75 - Best Benefits in the Country!



"My benefits are incredible. My Unite Here Local 75 dental centre is a short trip from my hotel, and it doesn't just offer dental care, but also vision care and insoles for my shoes! It's a one-stop wellness shop!"

Victoria - Room Attendant One King West

Photo shows UNITE HERE Local 75's Dental Centre in downtown Toronto

UNITE HERE IN THE MEDIA

Local 75 President and UNITE HERE's Canadian Director Guled Warsame speaks to the Press about our Park Hyatt Victory and What's Ahead in 2024!

How 2023 became the 'year of the fear of the strike'

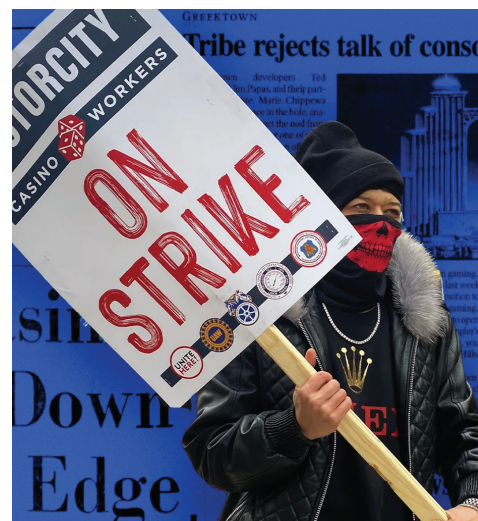
At Unite Here's Toronto local this November, workers at the Park Hyatt hotel ratified a one-year deal bringing them on average more than 15 per cent in gains.

Local 75 president and Unite Here's Canada director Guled Warsame said looking at the gains his union and others have achieved this year gives him hope for 2024, when all of the local's hotel agreements will expire.



UNITE HERE members continue to fight to raise the standard for hospitality workers across Canada and the US. As an international union, our diversity and our solidarity are our greatest strengths. Here are some examples of the heroic fights and incredible victories from the last year:

For the first time in Detroit casino history, thousands of workers employed in food and beverage, dealing, housekeeping, valet, and other fields by the city's three casinos went on strike for 47 days, which ended by workers reaching a historic deal. The five-year agreement, which covers 1,700 employees, includes the largest wage increases ever for MGM Grand Detroit workers. Workers will see their hourly wages go up by \$3 immediately and by \$5 over their contract duration.



Hospitality Workers Union Celebrates Democratic Sweep in Virginia

With on-the-ground support from Local 75 deployment, UNITE HERE's field operation knocked over 230,000 doors across some of the Commonwealth's most competitive House and Senate races and the resort casino referendum in Richmond, Virginia, achieving a major win for democrats in the State's legislative election.



The Union for Hospitality Workers in the Greater Toronto Area

Huge victory for Local 75 members at Compass Google!

Members from Toronto and Waterloo came together to win a record-breaking contract, including \$7 raises, pension increases to \$3.30/h, enhanced job security, and protections for women and LGBTQ+ workers!



IN THEIR OWN WORDS: MEMBER TESTIMONIAL



"I've been a room attendant at the Fairmont Royal York for six years. Being unionized is the best part about my job! UNITE HERE benefits have given me access to amazing benefits, and job security. But even more importantly, UNITE HERE empowered and equipped me to fight for my rights, to stand up for myself and my colleagues.

Being an organized member of UNITE HERE taught me that I can stand up and fight for better wages and a better future for myself and my family, and for my colleagues. They are my friends and I care about them. We all deserve to have decent living wages."

- Analiza Aglibot, Room Attendant



PHOTO IN ACTION



NO RAISE, NO RESPECT, NO PEACE! LOCAL 75 members delegate Royal York management to demand the raises we deserve!



The Union for Hospitality Workers in the Greater Toronto Area



HTA 75 Annual Update 2023

Hospitality Training Action Centre 75 (HTA 75) continues to grow to support UNITE HERE! Local 75 members by building up our team and increasing the number of our programs to better support you.

How many members have we served? Since 2020:

Over 4,700 trainings have been completed by Local 75 members, many of whom completed several training courses to build up their career ambitions and needs, all at no cost to the members.



Training Courses

- **New Culinary Training** - a two-week introductory course that trains you on the basics of working in a restaurant and other commercial kitchens including hands-on skills like food safety, knife skills, and food preparation.
- **New Computer Classes** - this course teaches you how to use computers and office tools like documents, spreadsheets and PowerPoint presentations.
- **New Hospitality English Conversation Circles** - a flexible English class to perfect your language skills and learn how to communicate confidently with your customers, co-workers, and supervisors.
- **New Wine Workshops** - an immersive program to learn about the art of wine service and tasting.
- **Ongoing free SmartServe and Food Handlers certificates**
- And many more

Contact us: 1-888-412-HTAC (4822) or send an email: hello@hta75.com



UNITE HERE Local 75 during the Labour Day march in September.

UNITE HERE Local 75 members are a part of the GTA's strongest hospitality and food service workers' union! Our members enjoy industry-leading contracts including the best wages, benefits and working conditions in the industry. If you know a hospitality worker who does not belong to a union and is unaware of their rights in the workplace, help them get in touch with us now!



Stay Connected

Stay plugged in to Local 75's mobilizing efforts through text updates, social media and our newsletter to keep up with the latest Local 75 news:



@UNITEHERELOCAL75



@UNITEHERE75



@UNITE HERE LOCAL 75



Sign up for our [online newsletter](#) and [text message updates](#) to stay up-to-date at: uniteherelocal75.org



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