

UNITE**HERE!**

To: General Executive Board, 1st and 2nd Affiliate Officers and UNITE HERE Staff

From: D. Taylor, President of UNITE HERE International Union

Re: Local 75 Toronto

Date: Thursday, January 18, 2018

As you may know, the Executive Committee of UNITE HERE International Union voted unanimously on December 6, 2017, to authorize President D. Taylor to impose trusteeship at Local 75. The reasons for this trusteeship are outlined in the notice of charges, attached.

We learned today that UNITE HERE is now being raided in Toronto. After filing a failing lawsuit to stop the trusteeship, Lis Pimentel (former Local 75 President), David Sanders (former Local 75 organizing director) former local and International Union staff from Local 75, have joined UNIFOR, Canada's largest private sector union, and are leading this effort to raid our union hotels. The strength of UNITE HERE to fight for good contracts for our members is at stake.

We may reach out to some of you to help in our defense of our members in Toronto in the coming days, weeks, and months.

For further background, please see the attached communication from Trustee Ian Robb to the members of Local 75.

January 4, 2018

Notice of Charges

From: Peter Ward, Recording Secretary, UNITE HERE International Union

To: These charges are addressed to Sister Pimentel as the President, Brother Bulle as the Secretary-Treasurer, Sister Lue as the Vice President and the elected Executive Board of Local 75. The International Union does not recognize the legitimacy of the actions taken by Sister Pimentel to remove other elected officers. In fact, such actions are one of the grounds for these charges.

1. Local 75 has been embroiled in a debilitating internal conflict between two factions for more than a year. This conflict has caused the Local to become non-functional on a regular basis. Staff members are refusing to speak to other staff members and others are outwardly attacking each other in the office, in Executive Board meetings which break down into shouting matches, and in membership meetings.
2. Due to the conflict, checks are either not being signed or are delayed in being signed causing the business of the Local to be adversely affected.
3. Membership meetings have been scheduled and run in an undemocratic fashion and have impacted the Local's finances and affairs in violation of the Local's bylaws and UNITE HERE's Constitution.
4. The President of the Local hired staff members in contravention of the Local's past practices, its bylaws and UNITE HERE's Constitution
5. The President of the Local temporarily banned the Local's Secretary Treasurer from certain Local 75 represented hotels without authority or due process.
6. The President of the Local removed 12 elected Executive Board members who were opposed to her in interest contrary to the Local's bylaws and UNITE HERE's Constitution.
7. The President of the Local had the office locks changed to prevent the other elected officers and certain staff from gaining entry while the President and certain of her supporters retained access.

UNITEHERE!

WESTERN REGIONAL OFFICE

243 Golden Gate Avenue, San Francisco CA 94102 • TEL (415) 553-3282 • FAX (415) 621-6820

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8. The internal conflict and the resulting chaos severely threatens the ability of the Local and the International to effectively bargain on behalf of its members in 2018, when the collective agreements with nearly every hotel company with which Local 75 and most other UNITE HERE local unions have an agreement are all set to expire.

The Constitution gives a local union the option to have the charges heard by a neutral arbitrator. Unless Sister Pimentel and a majority of the elected Local 75 Executive Board agree to the neutral arbitrator option, I will recommend to the Executive Committee that it appoint a trial board to hear these charges. There is nothing in the Local 75 bylaws allocating responsibility for exercising this option and under the circumstances of the divided leadership of Local 75, it does not make sense to let this become another contested issue. Moreover, the past experience in Canada with the arbitrator option does not encourage any belief that it would produce a prompt hearing.

D. TAYLOR, PRESIDENT

GENERAL OFFICERS: Gwen Mills, Secretary-Treasurer • Peter Ward, Recording Secretary

Jo Marie Agriesti, General Vice President • Maria Elena Durazo, General Vice President for Immigration, Civil Rights and Diversity

Tuesday, January 16, 2018

Dear Local 75 member:

As you may have heard in your workplace, UNITE HERE Local 75 was placed in trusteeship on January 4th after a unanimous vote of the International Union's Executive Committee last December. Charges were filed and a Trustee was appointed per the IU Constitution. I am the trustee and I wanted to both introduce myself and tell you some of the reasons for the trusteeship.

My name is Ian Robb. I have been working with our union for 34 years, initially in Victoria, and Vancouver BC, with Local 40 and, most recently, leading a multi-year program to rebuild Local 47 in Alberta where I serve as President. I am also the Canadian Director for UNITE HERE. I am Canadian through and through (I was born in Scarborough, ON) as is my assistant trustee, Karen Grella, the Secretary-Treasurer & Business Manager of UNITE HERE Local 261 (Ottawa) and an International vice-president.

There are a lot of rumours and misunderstandings floating around our shops here in the GTA. Here are some facts:

- In December, then-President Lis Pimentel removed 12 members of the Local's Executive Board. These members were elected by **YOU** and Local 75 membership in Fall 2016. You probably know them. They have walked beside you at work and at rallies and parades. They have fought for you at hearings, grievances and in negotiations. They saw the divisive and undemocratic actions taken by Ms. Pimentel and so requested the International place Local 75 in a voluntary trusteeship. Ms. Pimentel replaced them with hand-picked supporters. This is contrary to the bylaws governing Local 75. This is contrary to the way leaders in Canada should behave. This is contrary to a democratic union.
- Then-President Pimentel, with absolutely no authority or due process, temporarily banned the member-elected Secretary-Treasurer Nuredin Bulle from certain Local 75-represented hotels.
- Then-President Pimentel without warning, in mid-December, changed the locks on all doors at Local 75 offices and allowed access to only hand-picked staff and officers.
- In numerous ways, under then-President Pimentel, Local 75 has operated in undemocratic and divisive ways in including hiring staff and allowing unapproved payments of union funds (**your money**) in direct opposition to the bylaws the members of Local 75 voted to support and the International Union's Constitution which was voted on and approved at the 2014 Convention.

As you know, 2018 is an important year for our members in Toronto. We have significant opportunities as our hotel contracts covering the majority of our members are re-negotiated. This is an opportunity to negotiate better wages and benefits, reduced housekeeping workload and stronger job protections. We need to face our Employers through a unified and strong UNITE

HERE Local 75. Anyone who attempts to destroy that unity and to divide our membership, isn't working for you. They are working to help the Employers who can only hope that this year we will be weak and divided so they can slash our contract protections.

Local 75, under this trusteeship is not going to allow that to happen. We are working with you, your shop stewards and committees to strengthen Local 75. We will have better and stronger collective agreements by working together.

In Solidarity,

Ian Robb
Local 75 Trustee