



FAIRMONT ROYAL YORK

Tentative Agreement Summary

Term of Agreement: May 1, 2018 to April 30, 2022

RETROACTIVE BONUS & WAGE INCREASES

RETROACTIVE BONUS:

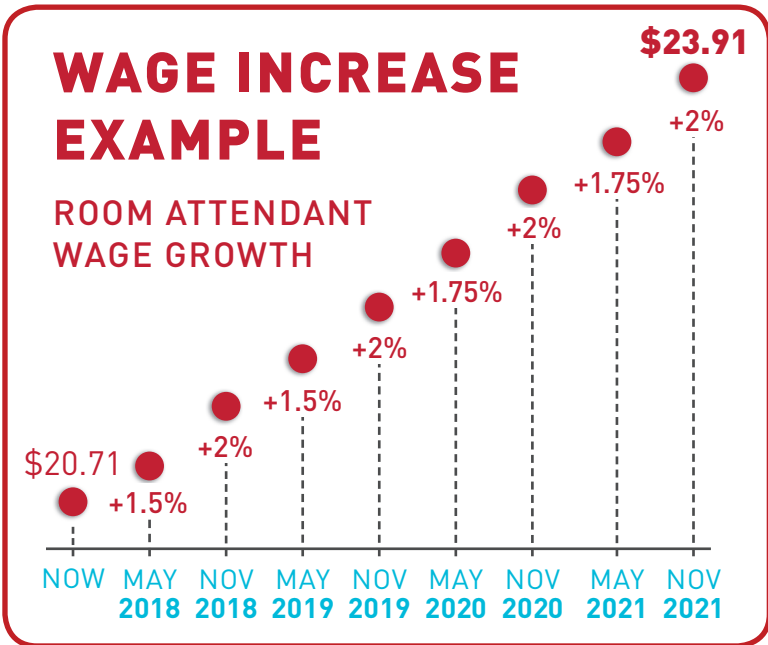
3% retroactive bonus from July 17, 2017 through April 29, 2018.

WAGE INCREASES:

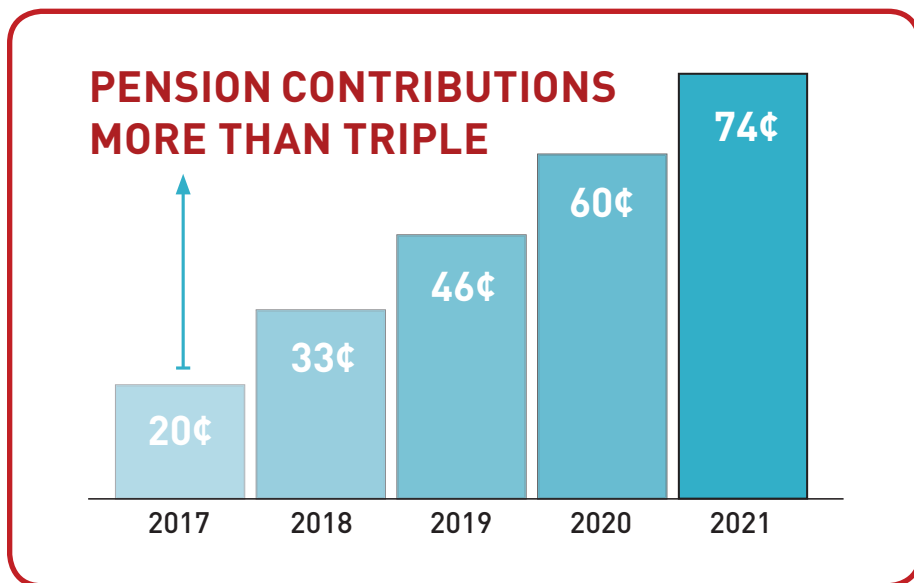
TOTAL INCREASE:

14.5%

1.5% in May 2018	2% in November 2018
1.5% in May 2019	2% in November 2019
1.75% in May 2020	2% in November 2020
1.75% in May 2021	2% in November 2021



RETIREMENT BENEFITS INCREASE



More than triple pension

contributions (increase from 20¢ to 74¢ by end of agreement: 13¢ in 2018 & 2019, 14¢ in 2020 & 2021).

Increase payouts for retirees

whose age + years of service amount to 75 or more: \$2,500 for every 5 years of service, up to a maximum of \$15,000 (plus an additional \$5,000 for 40-year employees). (Sec. 20.1)

Allow very long-term employees (whose age + years is over 75) to choose short shifts if they want. (Sec. 20.2)

HEALTH BENEFITS

Additional money to improve our benefits: 10¢ over the life of the contract.

MORE TIME OFF WORK

Lower the years of service needed to reach 6 weeks of vacation to 25 years (currently 27 years). (Sec. 15.3)

Count years of service at any Fairmont hotel toward vacation and personal days accrual, and tighten up how the company approves vacation requests. (Sec. 15, 17.1)

Extend bereavement leave to workers in their first year of employment. (Sec. 18.1)

STRONGER JOB & BENEFIT PROTECTIONS

Increase the time Fairmont must offer recall rights: 78 weeks (currently 52 weeks). (Sec. 13.2)

Fairmont will pay up to **120 hours of benefit** during prolonged closures (currently 80 hours). (Sec. 12.12)

OTHER IMPROVEMENTS FOR ALL WORKERS

Shoe allowances: all full-time workers get an annual shoe allowance. *(Sec. 29.8)*

\$1 midnight premium (up from 70¢).

An extra \$1.00 / hour when you are training another worker. *(Sec. 7.8)*

Improved call-in procedures.

DEPARTMENT-SPECIFIC IMPROVEMENTS

Housekeeping

Drop 1 room from every section. Daily assignments will drop to 14 rooms (13 rooms where the current assignment is 14, and 12 rooms where the current assignment is 13). *(Sec. 29.9)*

Fairmont will not encourage guests to turn down housekeeping services (“green programs”).

Banquets & Room Service

Election to be held among IRD workers to decide for ourselves whether or not to apply 18% automatic gratuity.

In-room dining: \$15.50 wage rate during the midnight shift (plus regular wage increases).

In-room dining: All captains and servers who work a function without a contractually agreed service charge will receive a \$25/hour premium in addition to their regular hourly rate for each hour worked at the function.

Banquet bartenders split corkage fees 50/50 with the company (currently 60/40) as of Year 4. *(Sched. “B”: 0.33.a)*

Banquet porters: Increase gratuities to 3% from 2.5% (effective Year 3).

Other improvements: managers will suggest parties of 6+ pay 15% gratuity. *(Sec. 29.13)*

Pallet moving fee increases to \$35 (from \$30). *(Sched. “B”: 0.28.6)*

Stewarding

Increase gratuities to 1.5% from 1% (effective Year 3)

Bring up pot washers to the waste disposal rate effective at the start of the contract.

Culinary & Engineering

Knife and tools allowance of \$150 for culinary and engineering workers (used to be \$110). *(Sec. 29.4)*

Restriction on sous chefs displacing union members. *(Sec. 4.2)*

Guest Services

Hourly premiums for bell: \$4.50 hourly front door premium & \$3.50 hourly luggage room attendant premium

Additional midnight shift premium of \$1 per hour for valet attendants (\$2 for leads). *(LOU #1)*

Increased fees: box handling (\$3.50), tour baggage (\$3.35 on ratification), room drop rates (\$2 inside room). *(Sec. 29.11)*

OTHER CHANGES

Banquets: Twice-a-year “shift preference” forms; ability of part-time workers to fill temporary full-time vacancies.

Section 4.3: minor improvement to union rights when Fairmont creates new F&B classifications.

Section 8.1: clarification of when seniority dates are set.

Section 11.3: delete unenforceable language related to “Employment Equity” goals.

Letter of understanding #3: updating existing agreement on night cleaning companies.

Letter of understanding #6: continue existing practice whereby cooks receive carving rate for outside Kosher functions.

Letter of understanding #7: updating existing agreement on union/management meetings to discuss workload.

Letters of understanding #10 & #11: delete obsolete language from 2008 contract.

Letter of understanding #12: update shift rotation lists (engineering)

Schedule “B”: up the cap on part-time banquet servers to 38 (from 35)