



UNITE HERE Local 75

200 Consumers Road, Suite 406, Toronto, ON M2J 4R4

Guled Warsame, President | Shelli Sareen, Secretary-Treasurer | Valrie Lue, Vice-President

ONE KING WEST: WE BUILT THIS HOTEL — WE WON'T SETTLE FOR LESS

Letter to One King West workers from Shelli Sareen, Secretary-Treasurer, UNITE HERE Local 75 & Chief Negotiator

Dear members,

You are the heart and soul of One King West.

This hotel's success has been built by your hands — your hard work, your commitment, and your excellence on the job. Every five-star review, every event pulled off without a hitch, every guest who returns - they are all because of you.

You built this hotel. And now the company is trying to make you settle for far less than you deserve.

We are the last major union hotel in the city without a fair deal. At Hilton, Sheraton, King Edward, Royal York, Novotel, and Holiday Inn Toronto Downtown Centre our members stood strong and won industry leading contracts. Smaller hotels including the Holiday Inn Express Toronto Downtown on Lombard and the Toronto Don Valley also met our standard because at the end of the day they understand that disrespecting the workers who serve their guests is not the path forward.

Let's be clear: One King West's latest offer is unacceptable.

And let's also be clear: this is not the company's offer. This is the result of what your bargaining committee fought for.

They didn't bring this to us willingly. We had to push hard across the table. We made tough decisions. We prioritized key proposals and let go of others to force movement. We pushed relentlessly to get them even this close. Every gain in this so-called "offer" is a direct result of your committee's pressure and persistence.

But even after all that, the company stopped short — and we are still far from a fair deal.

The Company's Two Wage Options: Both Fall Short

Both Company wage options would take thousands of dollars out of workers' pockets compared to the Local 75 standard.

Company Option 1 "All Wages" Option: A Slap in the Face

This offer means that while you will get money on wages, the company would not make any contributions to your pension, or union funds. On wages, they are asking you to give up retro active money that you are owed, and thousands of dollars over the life of the agreement.

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For non-grat workers:

- First retro raise (approx. July 15, 2023 – Jan 15, 2024, 1040 hrs): We should get \$0.75/hour. They're offering just \$0.40.
- Second retro raise (approx. Jan 16 – June 2, 2024, 760 hrs): We should get another \$0.80/hour. Again, they offer only \$0.40.

That's not a rounding error — that's about \$1,000 stripped from your retro pay.

	Local 75 Standard	Company Proposal
1040 hrs	$1040 \times \$0.75 = \780	$1040 \times \$0.40 = \416
760 hrs	$760 \times \$1.55 = \$1,178$	$760 \times \$0.80 = \608
Total	\$1,958	\$1,024

For grat workers: Still a Raw Deal

- First retro raise: \$0.25/hour instead of \$0.50
- Second retro raise: again \$0.25/hour instead of \$0.50

That's approx. \$640 vs. \$1,280 you would achieve through our union standard.

	Local 75 Standard	Company Proposal
1040 hrs	$1040 \times \$0.50 = \520	$1040 \times \$0.25 = \260
760 hrs	$760 \times \$1.00 = \760	$760 \times \$0.50 = \380
Total	\$1,280	\$640

Across the board, the company is offering you half of what workers at other Local 75 hotels have already won. Half the retro. Half the value. Half the respect.

And that's their message: they think One King West workers are worth less.

2. The "Wages + Benefits" Option: Blatant Disrespect

In this version, the company cuts your wages even further and proposes to carve out only \$0.60/hour total for pension and union fund contributions. That is nowhere near enough.

In both of these offers, the Company is devaluing your worth.

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Pensions: They Don't Want You to Retire with Dignity

Across Toronto, our members have secured \$0.90/hour in pension contributions — real investment in retirement. One King West has offered nothing close.

You work hard, and when it's time to retire, you deserve an income that reflects the years you've given to this industry. That takes real contributions, and we will not allow One King West to keep you behind.

Union Funds: A Shared Investment in Our Future

One King West is refusing to contribute to the union funds, even though every other Local 75 hotel in Toronto has agreed.

These contributions aren't just numbers in a contract, they're an investment in you and your coworkers. Employers pay into these union funds for every hour you work, and we use them to support education, training, career development, equity initiatives, and member support programs that benefit everyone.

These funds reflect our values and our vision for a stronger industry. When one hotel refuses to contribute, it threatens the standard we've all built together.

With the company's offers, workers at One King West stand to lose thousands of dollars over the life of the agreement.

If, for example, we ratify the Local 75 standard we have achieved across the city, this July, non-tipped workers get \$2.30/hour wage increases on Day 1 and tipped workers get \$1.50/hour wage increases. Under the Company's offer, those increases drop to just \$1.20 for non-tipped workers and \$0.75 for tipped workers. Over the life of the contract, that slow trickle would cost non-tipped workers up to about \$5,700 and tipped workers \$4,000. We need the real raises we fought for — not a deal that leaves us behind.

We all deserve the same respect. We all deserve the same investment. And we're going to make sure we get it.

In bargaining, your committee shared their realities loud and clear. They spoke about the financial struggles and sacrifices workers are making just to get by. And the employer still came back with an offer that leaves you behind.

We cannot, and will not accept a lesser standard for One King West.

We are demanding what every Local 75 member across Toronto has won:

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- \$6.20/hour in increases for non-grats; \$4 for grats with **full retroactive pay** – not a penny less than what we are owed!
- \$1.20/hour in money for pensions and union funds.
- A contract that respects the standard we've fought to build.

Stand strong. Stand united. What you win here will raise the standard for you and for your coworkers today, and for every worker who walks through these doors tomorrow.

We will not back down. And we will not stop until every penny owed is on the table.

We've officially rejected the company's offer. Now, we take this fight to the streets.

This is the next phase of bargaining, one where our power comes from all of us standing together, visibly and vocally.

We need every One King West member to show up and be counted. This is your contract. Your future. Your fight.

Join us on June 5th for a major rally with UNITE HERE members, labour allies, and community supporters from across the city. We are coming together to show this employer that no one gets left behind.

Your presence matters. If we stand together now, we win. If we show our strength, we raise the standard for all.

Be there. Bring your coworkers. Let's finish this fight together.

In strength and solidarity,

A handwritten signature in blue ink that reads "Shelli Sareen".

Shelli Sareen

Secretary-Treasurer, UNITE HERE Local 75

Chief Negotiator – One King West

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