



Edwin Frizzell
Regional Vice President Central Canada & General Manager,
Fairmont Royal York
via email

March 24, 2025

Re: Retaliation Against Union Stewards and Workers at the Royal York

Dear Mr. Frizzell,

As President of the Toronto & York Region Labour Council, I am writing on behalf of over 220,000 union members across every sector of this city to express our deep concern regarding the actions of Fairmont Royal York management toward members and leaders of UNITE HERE Local 75. Before this further escalates, I am requesting a meeting to discuss our concerns.

We understand that multiple union members—many of them long-serving Shop Stewards—have been held out of service following a delegation to management regarding workplace injustices. Among those targeted are Chief Shop Steward Antonio Alcaide, and Housekeeping Shop Steward Grace Guanzon, who represents the largest department in the hotel. These actions are not only unjust—they are a clear and calculated attempt to punish union leaders for carrying out their responsibilities under the collective agreement.

Your management's use of retaliatory investigations and suspensions sends a chilling message: that those who speak up for fairness will be silenced. When union stewards are punished for defending their coworkers, the entire labour movement takes notice. This is not only a violation of their rights—it is an assault on the labour movement itself.

This is not a matter of internal discipline. This is union busting. It is an unacceptable abuse of power that undermines the integrity of the collective agreement signed only months ago, and it will not go unanswered.

The role of shop stewards in enforcing workplace rights is fundamental. When an employer targets stewards, they target the union itself—and we will respond with the full weight of our movement.

The Royal York is a landmark institution in this city. Its reputation was built not only on its historic status, but on the labour of generations of unionized hospitality workers. To see those same workers and their leaders treated with contempt is deeply concerning and dangerous.

We ask that you immediately:

- Reinstatement all affected union stewards and workers without delay;
- End retaliatory investigations and disciplinary actions against union leaders;
- Commit to respecting the collective agreement and the role of the union going forward.

Toronto is a union town. Our Council and affiliates are watching this situation closely, and we are prepared to take action. If these retaliatory measures are not reversed, the Royal York can expect a growing and vocal response from the broader labour movement. We are open to a meeting to discuss our concerns.

Sincerely,



Andria Babbington

President

Toronto & York Region Labour Council

COPE 343

Cc: Unite Here Local 75 Board

Toronto & York Region Labour Council Executive Board

Toronto & York Region Labour Council

895 Don Mills Road
Tower Two, Ste. 730
Don Mills, ON
M3C 1W3

 (416) 441-3663
 (416) 445-8405
 labourcouncil.ca
  @labourcouncil