



Joint Message from the UNITE HERE LOCAL 75 Leadership Team

Dear Brothers and Sisters,

We understand 2020 was an incredibly tough year for all of us due to the global Covid-19 pandemic. Although our industry is one of the most seriously impacted by the pandemic, as GTA's strongest hospitality and food service workers' union, we protected our members, our families, and our jobs by establishing priorities very early on.

With great pride, we are pleased to announce that in the past 12 months, we have successfully:

- **PROTECTED OUR JOBS** by extending recall rights for all our members
- **PROTECTED OUR FAMILIES** by extending benefits for all laid off members and dependents till at least June 30, 2021
- **PROTECTED OUR INCOMES** by lobbying the government to extend Employment Insurance (EI) and other federal reliefs
- **PROTECTED OUR FUTURE** by establishing the Hospitality Training Action Centre 75 (HTA 75) to help members recover from the pandemic and learn new skills for alternate career pathways

Moreover, we have raised over \$75,000 for our members affected most severely by the pandemic and we were still able to grow the UNITE HERE Local 75 family by helping organize new members who have now won our industry leading standard.

The road ahead looks promising, and we are confident in our industry's recovery. As your leadership team, we promise to keep doing our best to protect our members, their families, jobs, and their right to return to a safe and healthy workplace.

In solidarity,

Handwritten signature of Guled Warsame in black ink.

— **Guled Warsame**
President

Handwritten signature of Shelli Sareen in black ink.

— **Shelli Sareen**
Secretary Treasurer

Handwritten signature of Valrie Lue in black ink.

— **Valrie Lue**
Vice President





Being a member of our union doesn't just protect us as workers, it extends to our families. In my household, we call this the 'Local 75 effect!'"



—Nur Molla, Houseman, The Roehampton Hotel

Guaranteed Job Security for UNITE HERE Local 75 Members into 2022!

UNITE HERE Local 75 members are among some of the only hospitality workers in the country to have guaranteed job security well into 2022 and beyond, thanks to the efforts of UNITE HERE Local 75 leadership! The union has been able to negotiate extended recall rights for all our properties so that you can rest assured that your hard-earned careers are secure after the pandemic even when countless properties across North America continue to disband employees without recall protections.

Full Benefits for at least 15 months into the pandemic!

UNITE HERE Local 75 members are one of the few hospitality workers in North America to have full benefits at least 15 months into the pandemic now! The union has secured benefits for all its members (full-time, part-time, and casual) until June 30, 2021. These benefits also extend to members' families/dependents!



With Local 75, I have benefits that cover my son, even though I'm only part-time and currently laid off.



Having benefits during a pandemic, along with extended recall rights, has truly given me a feeling of stability in an uncertain time."

—Evelyn Inopel, part-time room attendant, St. Regis Toronto



Being a part Local 75 means my family and I can sleep better at night, knowing we still have benefits, and I have a job to go back to when the pandemic is over. I love my union!"



—Placide Raymond, Room Attendant, Holiday Inn Downtown

Government Lobbying Victories

UNITE HERE Local 75 had significant victories as a direct result of lobbying efforts that continued into 2021. This year, across Canada, UNITE HERE members were successful in voicing the needs of hospitality workers and in lobbying the government to extend Employment Insurance (EI) benefits amidst pandemic related shutdowns.

Due to the union's national campaigning activity, the Federal Government agreed to:

1. Extend EI for up to 50 weeks!
2. Extend Canada Recovery and Canada Recovery Caregiving Benefits by 12 weeks for a total of 38 weeks!
3. Extend the Canada Recovery Sickness Benefit by 2 weeks for a total of 4 weeks!





Fairmont Royal York: UNITE HERE Local 75 triumphs over Unifor at the Ontario Labour Relation’s Board (OLRB)

On March 9, 2021, the OLRB overwhelmingly dismissed Unifor’s 2018 charges at the Fairmont Royal York to undo UNITE HERE Local 75’s industry leading contract there. This means the June ratification of the UNITE HERE Local 75 collective agreement stands, and Unifor’s September displacement vote will be thrown out. What does this mean for members at the Fairmont Royal York? Your Union, UNITE HERE Local 75, and your industry-leading collective agreement at the Fairmont Royal York are secure!



UNITE HERE Local 75 not only the strongest but also the most diverse union in the GTA!

We are a proud and diverse union, comprised primarily of women, immigrants, and people of color. We have always recognized diversity as our strength and our local leadership as well as our members is reflective of this diversity. This diversity makes us the strongest union in the GTA and allows us to better serve members belonging to all demographics!

UNITE HERE Local 75 fundraiser for the most affected members crosses \$75,000!

The generosity of our many donors allowed UNITE HERE Local 75 to raise over \$75,000 in Hardship funds that were distributed to our members who were most severely impacted by the pandemic.

UNITE HERE Local 75 welcomes Compass workers at Google!

UNITE HERE Local 75 is growing in membership! In February 2021, Local 75 was pleased to welcome the Compass food service workers of Google in Toronto and Waterloo into our union! Shortly after winning the union and joining the 3,500 other Google workers represented by UNITE HERE across North America, the team ratified an industry-leading first collective agreement by 100%! The uncertainty caused by the COVID-19 pandemic has highlighted the importance of unionization. If you know a hospitality worker who is not unionized and unaware of their rights in the workplace, help them get in touch with us now! (contact information on the last page).

UNITE HERE helps pro union government get elected in the US!

UNITE HERE played a critical role in reaching 3 million voters in the 2020 U.S presidential election. Over 1,700 hotel housekeepers, cooks, and casino workers, through safe contactless door-to-door outreach, successfully helped get Biden’s pro-union government elected. A great victory for hospitality workers who will now hold the current administration accountable to their mandate of policies in support of working and low-income communities. UNITE HERE Local 75 also played a role in this victory by reaching out to voters. Our efforts carried on into the Georgia Senate election which led to the victory of the state’s first Black US senator, Raphael Warnock.

UNITE HERE Local 75 protecting your future: The Only Free Hospitality Training Action Centre75 for UNITE HERE Local 75 members

UNITE HERE Local 75 established the HTA 75 with the Government of Ontario to protect the futures of its members and their families from the impact of the COVID-19 pandemic on the hospitality industry. HTA 75 is the only training centre built from the ground up to help UNITE HERE Local 75 members learn new skills and guide them on alternate career pathways so that they can find employment in other areas or industries. HTA 75 also offers support to members in terms of wellness and mental health through exercise and mindfulness programs.

HTA 75 currently offers training and support resources/services to members in the following areas:

- . Financial Management
- . Computer Training
- . Hospitality English for Life and Work
- . Red Seal Cook
- . Employment and Resume Support
- . Food Handlers and Smart Serve Certification
- . Community Resources and Support (Food Security, Housing Support, Health and Wellness)

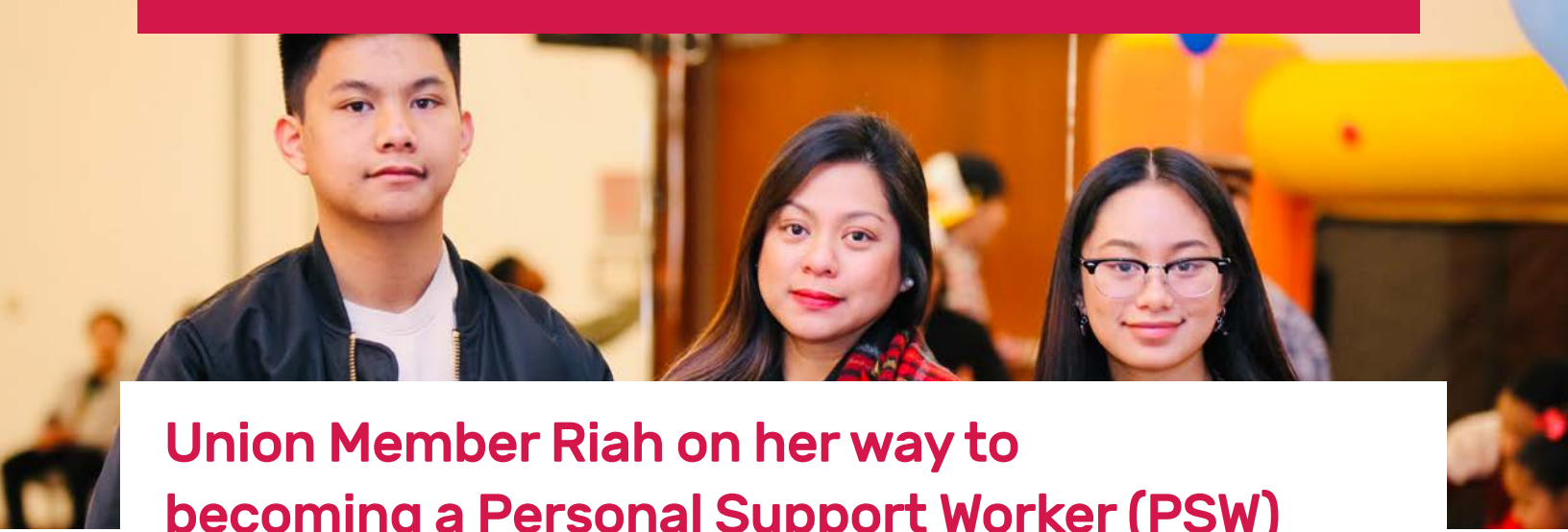
1. The HTA 75 team is always ready to connect with UNITE HERE Local 75 members and support them with guidance and resources available at the centre. So, if you are looking to upgrade your skills, achieving personal career goals, getting certifications, email the team right now at hello@hta75.com. The team is always adding more helpful trainings and support resources on a regular basis so do not forget to follow the centre on Facebook ([@hospitalitytrainingactioncentre75](https://www.facebook.com/hospitalitytrainingactioncentre75))!



"Being connected to HTA75 has been wonderful, people are able to educate themselves and it's giving me an education and helping me move to new fields."

— Lalita Chauhan, Server, Four Points Sheraton Hotel





Union Member Riah on her way to becoming a Personal Support Worker (PSW)

Learn how the HTA 75 helped Riah find her way!

"It is a blessing for me, it will not only change my life, but my kids will benefit from it as well."

— Riah Ruiz, Former Switchboard Operator at the Hilton Toronto Hotel.

Life for Riah, a switchboard operator at the Hilton Toronto hotel, changed when she found herself without a job in the wake of the COVID-19 pandemic. As time went by, she felt an increasing uncertainty about her department reopening once her EI benefits ended.

In this time, she received an email with a link to HTA 75 from her Human Resource Manager and she immediately registered for an information session to learn how the centre could help her career. One of the centre's case managers, connected with Riah.

Over the next few weeks, her HTA 75 case manager helped Riah determine her passion, transferrable skills, and her career goals. She charted a course for Riah with relevant trainings including the Food Handler Training Program and the Smart Serve Training Program which Riah completed successfully.

According to Riah, "My case manager from HTA 75 is incredible and very professional! I find that she does her job sincerely. She mentioned a lot of things that I didn't know of and at times it was beyond the scope of her work."

Working with Riah, her case manager recommended the Accelerated PSW program funded by the Government of Ontario that fit Riah's situation and career goals. She helped Riah with her application to get enrolled in the highly competitive program. To pay for the admission tests (reimbursable), Riah exhausted her family's grocery and rental budget. Her case manager went above and beyond and assisted Riah with accommodation and food assistance support.

The HTA 75 case manager also helped Riah with her well-being during these stressful times and recommended Yoga classes. Riah said: It was my first-time doing yoga, I never knew it does really work to relax your mind so much. Riah finally got admitted to the accelerated PSW program and can now look forward to working in a field that is expected to grow in the long term. When asked if she has a few words for other union members like herself, this is what she said:

"My brothers and sisters maybe concerned that trainings are not as useful but the whole experience can open up possibilities you don't expect. I cannot find enough words to express my gratitude especially to my case manager, I wish UNITE HERE Local 75 and HTA 75 longevity in leading us further in the future."



Union Member Jemal's journey to employment

How one union member used the HTA 75 to land a job with the City of Toronto

"HTA75 has been supportive by providing training and links to other organizations and that has helped me better my skills to apply to positions elsewhere."

— Jemal Imana, House Keeping, Sheraton Centre Toronto

Before the pandemic, Jemal Imana worked in the Housekeeping department at the Sheraton Centre Toronto. With his hotel closed until June 2021, Jemal found himself in a very uncertain situation.

Fortunately for Jemal, the training centre was launched by UNITE HERE Local 75 in partnership with the Government of Ontario almost as soon as the pandemic started devastating the hospitality industry. Due to outreach efforts by both the UNITE HERE Local 75 union representative at Sheraton Centre as well as the dedicated case managers at the training centre, Jemal was encouraged to utilize the free learning and support resources available at the training centre.



According to Jemal: "I had the opportunity to work with Npower and build my skills in IT, I have also taken employment skills training, customer service training and many other workshops and programs."

Armed with new skills and a revamped resume, Jemal proceeded to apply to a position at the City of Toronto and got accepted!

In Jemal's own words: "I am lucky through HTA 75 I got the link to apply at the City of Toronto and got accepted. I now work for the city and am able to apply for internal job postings while working on my goal to obtain an IT or social service-related position."

Jemal, like many others, is thankful to HTA 75 and the support its giving union members affected by the pandemic.

So, do not wait and reskill yourself like Jemal to be better positioned for employment opportunities through HTA 75!





Get back to work, up-skill, and re-train for free!

Want to learn how HTA 75 can help you? It's as simple as:

1. Go to the centre's website (www.hta75.com) and choose the skill area or certification.
2. Register for an info session by:
 - . Clicking on Register Now on the course web page or by
 - . Calling at 1-888-412-4822 or by
 - . Emailing us at hello@hta75.com
3. After the info session, an HTA 75 case manager will assess your needs and guide you on:
 - . Career coaching including second career/retraining, job search, and resume/cover letter advice
 - . Pension Benefits
 - . Health and wellness classes such as Yoga or Zumba
4. Stay up to date on the HTA 75 by following the centre on Facebook ([@hospitalitytrainingactioncentre75](https://www.facebook.com/hospitalitytrainingactioncentre75)). You can always email at hello@hta75.com or call at 1-888-412-4822
5. Continue to Learn, Grow, and Prosper

HTA 75 is for UHL 75 union members to help and support them so they can recover from the pandemic and return to work safely. We welcome and encourage all members to get in touch with us and learn the many ways we can help you with free training, guidance, support, and resources.



1. Foyshal Mian (Sheraton Centre Toronto)
2. Cassie Chen (Delta Hotels Marriott Toronto East)
3. Darryl Mirosznik (Holiday Inn Toronto Downtown Centre)
4. Chris Jackson (One King West Hotel)

Also, congratulations to the 20 members who won the \$50 Presidents Choice Grocery gift card! Thanks to all who participated!

Do not forget to register for the next Raffle! Stay up to date by following us on Facebook @UNITEHERE75 or by signing up via email or text messages on our website (see contact information for more)

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:



Follow Local 75 on Facebook, Twitter, Instagram:
@UNITEHERE75



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



Local 75 Covid-19 Response Hotline!

Please call the **Toll-free Hotline at 1-877-354-1616 between 10:00 AM and 3:00 PM** Monday, Wednesday and Friday for questions and assistance.

