

# An Open Letter from UNITE HERE Local 75 Executive Board Members to Edwin Frizzel, Regional Vice President Central Canada & General Manager, Fairmont Royal York

## Subject: Unprecedented Trespass Notices and Continued Hostility Toward Union Leadership

The Executive Board of UNITE HERE Local 75, representing hospitality workers across Toronto and beyond, writes to express our outrage at the Fairmont Royal York's decision to trespass our elected leadership and union representatives. **This is an unprecedented attack on our union and a blatant act of disrespect toward the thousands of workers we represent.**

For the first time in the history of the Fairmont Royal York — or any other UNITE HERE Local 75 property — your company has taken the extreme step of trespassing a union officer from the workplace. Shelli Sareen, Secretary-Treasurer of our union, was trespassed from the Royal York simply for carrying out her duties. **This kind of treatment toward a senior elected leader is unheard of and signals a disturbing departure from long-standing labour relations practices.**

No previous union leadership has ever been met with this level of disrespect — let alone been trespassed from the workplace. **Now, for the first time, your hotel has taken this extreme step against Shelli Sareen, one of the highest-ranking officers in our union.** The message this sends is clear: The Royal York believes it can treat this leadership differently.

This move is not just about barring individuals — **it reflects a pattern of hostility toward our leadership, particularly those who have been at the forefront of advocating for workers at this hotel.** It has not gone unnoticed that those facing this level of exclusion and disrespect include union leaders who have been instrumental in organizing, bargaining, and ensuring that Royal York workers have a strong voice on the job. At the same time, your management has repeatedly shown a troubling lack of basic professional courtesy toward Amarjeet Chhabra, a lead organizer and longtime advocate for Royal York workers. **The way she has been treated — ignored, dismissed, and treated differently from other union representatives — has raised serious concerns.**

What makes this escalation even more alarming is the manner in which it was carried out. Not only was Shelli Sareen denied her rightful access to the hotel, but she was also met with outright hostility and threats from Fairmont Royal York's security staff. **This level of aggression toward an elected officer of our union is completely unacceptable.**

**We reject any suggestion that enforcing an arbitrary restriction on accessing the employee cafeteria justifies banning our representatives from the entire hotel.** The employee cafeteria has historically been a space where union representatives connect with members, and rather than addressing concerns through proper labour relations channels, the company has chosen to escalate the situation in an unjustified and heavy-handed way.

**Let's be clear: this level of disrespect has never been seen at any UNITE HERE Local 75 property. No employer in our jurisdiction has ever taken this step before, and we will not allow it now.**

We demand the immediate and unconditional reversal of these trespass notices and full restoration of our representatives' ability to access the workplace and engage with members.

We expect an immediate response confirming that these trespass orders have been rescinded. **If your company refuses to reverse course, we will take all necessary steps to defend our rights and the rights of the workers we represent.**

*Signed,*

### The Elected Leadership and Executive Board of UNITE HERE! Local 75,

