



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

April 7, 2025

Re: Your Response to Labour Council Concerns

Dear Mr. Frizzell,

I thank you for your response and for your offer to sit down for a meeting on this urgent matter.

Before I continue, I will note that since our last communication, I have heard that further escalation from the employer has taken place, including the suspension of shop stewards. Taking action against union representatives like this is deeply troubling, and is not a good indicator that the employer wishes to address this matter in good faith - something I hope is not the case.

Regardless, of intent, the gravity of this situation has required me to bring it to the attention of our Board and affiliates, who together compose 220,000 members across the region. Needless to say, we are all watching this matter with great interest.

Based on your letter, I believe you agree that the best path forward for all parties will be to confront head-on and urgently resolve these issues. To that end, I thank you for agreeing to meet with me. I believe for our conversation to be productive, we must be joined by elected union representatives from UNITE HERE 75. So, I have invited officers President Guled Warsame, and Secretary-Treasurer Shelli Sareen to join us.

My hope is that our meeting will restore a positive dialogue between the employer and UNITE HERE 75, and that we can arrive at some concrete steps to resolves these developing problems and restore good faith, and forge a path toward mutually acceptable resolution.

Please indicate which of the following times you are able to meet or propose some additional times:

Friday, April 11th at 1pm
Monday, April 14th, at 12pm, or 1pm

Sincerely,

A handwritten signature in black ink that reads "Andria Babbington".

Andria Babbington
President
Toronto & York Region Labour Council
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CC: Guled Warsame and Shelli Sareen, UNITE HERE 75
Toronto & York Region Labour Council Executive Board