Original

To: Eric Buitenhuis, Senior Vice President, Operations, Accor Canada
CC: The Honourable Jérôme Cauchard, Consul General of France, Toronto
Date: April 9, 2010

RE: Statement regarding worker organizing at Novotel North York

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The Novotel North York operates on city-owned land, adjacent to the North York Civic Centre, a regional center of our municipal government. The City of North York (now part of the City of Toronto) welcomed Accor as a well-known French hotelier to be part of our revitalization efforts at the North York city centre in the late 19880s. Accor has a reputation as a progressive, pro-worker employer, as evidenced by its well-known agreement on Trade Union Rights, in which it undertakes "not to oppose efforts to unionize its employees."

We the undersigned members of Toronto's City Council, are writing you to urge local Accor management to honour the company's agreement on trade union rights.

Many of us have had the opportunity to meet workers from the Novotel North York and the Novotel Mississauga, both managed by Accor, who are leading an organizing drive in their properties.

We were disturbed to hear workers tell us that management has discouraged employees from forming a union at these two hotels in a number of ways, including:

- Public presentations claiming that workers' job security could be at risk if they formed a union;
- Specific actions taken against public union supporters, including a loss of hours, shifts and in one case, termination;
- A letter distributed to Novotel Mississauga workers days before a union election, explicitly urging workers to "vote no" (attached);
- An online posting from 2008 wherein an Accor Regional Vice President praised a member of management for helping "stave off four union drives" (attached).

Our expectation:
We understand that Accor is facing numerous charges of breaching Ontario labour law at both Novotel properties. Regardless of the outcome of these hearings, we wish to re-iterate our expectation that employers in Toronto act in accordance with our province's labour code.

We believe it is in everyone's interest that Accor honour its own commitment to trade union rights for workers in Ontario.

Sandra Bussin