

The Honourable Jérôme Cauchard
Consul General of France, Toronto
2 Bloor St. East Suite 2200
Toronto, Ontario

March 24, 2010

Dear Sir,

We have come to express our grave concern with the behaviour of a French company, Accor, in two hotels in the Greater Toronto Area – the Novotel Mississauga and Novotel North York – where workers are attempting to join a union.

The Accor Group is known as a progressive, socially responsible employer. It is a signatory to the UN's Global Compact, is listed on several SRI indices, and has signed a framework agreement on Trade Union Rights (TURA) with the International Union of Food and Allied Workers (IUF). In this agreement, the Accor Group undertakes "not to oppose efforts to unionize its employees."

Unfortunately, we have seen mounting evidence that Accor does not honour its commitments on trade union rights in Canada. According to workers at these hotels,

- Out of four workers who publicly led efforts to unionize the Novotel Mississauga, two have lost all or most of their shifts, and one was fired just last month.
- Management at both Novotel hotels have made statements to groups of workers implying that a union might jeopardize workers' job security or benefits;
- Management at the Novotel Mississauga have, verbally and in writing, urged employees to "vote no" in a union election.

This week, the Ontario Labour Relations Board continues to consider these and many other alleged violations of labour law. However, pre-trial hearings have already taken nearly ten months, and the hearing itself may take even longer.

The time for Accor to begin honouring its commitment to trade union rights is NOW. Many of us have visited one or both hotels to express our concerns to local management, but the recent firing of another public supporter of the union at the Novotel Mississauga suggests that our concerns are still quite valid.

On behalf of the workers in these two Canadian hotels – many of whom are immigrants to Canada, most of whom are women, all of whom are of modest income – we respectfully request your assistance concerning the conduct of Accor Canada in this matter. We expect the highest standard of behaviour from a leading French company operating in Canada, and do not believe our expectations are misplaced.

Respectfully,

Peter Tabuns, *Member of Provincial Parliament, Toronto Danforth*

Neethan Shan, *Executive Director, Council of Agencies Serving South Asians*

Karen Sun, *Executive Director, Chinese Canadian National Council Toronto Chapter*

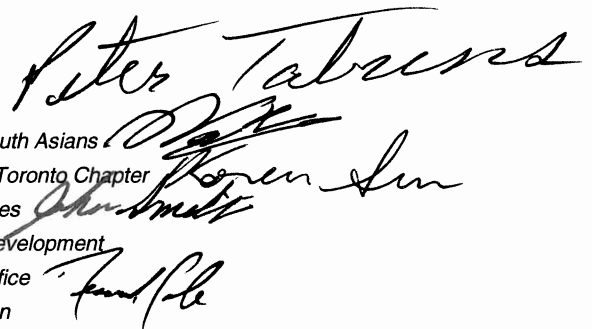
John Smith, *Business Representative, Central Ontario Building Trades*

Cadigia Ali, *Co-Chair, Community Organizing for Responsible Development*

Desmond Cole, *Project Coordinator, Thorncliffe Neighbourhood Office*

Khaled Mouammar, *National President, Canadian Arab Federation*

Kristyng Wong Tam, *Broker, Coldwell Banker*



CC: Novotel North York, Novotel Mississauga