

Accor EWC 1914-2100 October 2009

In the last year, workers at two Novotel Hotels in Toronto began their own attempts to become union. Within weeks, a majority of workers in both hotels signed union cards and said they wanted the union.

Almost immediately, Accor began campaigns to keep the union out. Workers had hours and entire days taken off their shifts. They were brought into management offices and repeatedly asked about their support for the union. They were pressured to say no to the union. As a result of this intense pressure, they were ultimately afraid to vote 'yes' in the union election.

On April 30th 2009, workers voted 64% in favour of the union by signing union cards. (64 out of 94 workers). After intense pressure from managers, in the official labour board sponsored vote on May 11th 2009, only 40% voted for the union. (33 out of 50).

This is the most recent example of serious anti-union activities on the part of Accor management in North America.

While this did not take place in Europe, we feel that it is a workers problem that affects us here in Europe as well as in North America and elsewhere.

We therefore ask that Accor immediately and fully comply with the Accor/IUF global framework agreement. That includes fully complying with and abiding by the neutrality clause about unionisation. We also ask that Accor engage with UNITE HERE in a positive manner from this point going forward.

Furthermore, we seek assurances from Accor that management will not interfere with future efforts by workers to unionise, either in North America, or any hotel globally that carries the Accor brand.

Gewerkschaft NGG *Alceu Wolfgang*
 Gewerkschaft NGG
 Hotels & Restaurants Fackel-TRE *Bruning May-Britt*
 FGFB - AB.U.U. *Olivera Olsen*
 ACV - CSC *Baudet R*
 FNV *Fédération Commerce CGT* *De Angèle Kelly*
 FNV *Lejeune* *S. Motz*
 CFE CGC *T. FRIED*
 FCDS - CGT FRANCE *- TP. CHENOUVE*
 FDS - CFDT France *GUY LEFRENE*
 FDS - CFDT FRANCE *PASCAL SOURGET*
 FISASCAF - CSL *Y. PIANETTI*
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