



# Union Proposals to the GVHEA

## Job Security

Union Proposals as of October 20, 2023	GVHEA's Response as of September 14 <sup>th</sup>
<p>A path for continuing work. Either:</p> <ol style="list-style-type: none"> <li>1) Guarantee of not closing or converting your hotel over next 10 years or however long it is possible, or</li> <li>2) Transfer staff by seniority to other hotels with the same owners, or another Hyatt, Marriott, and Pinnacle hotel.</li> </ol>	<p><b>NO</b>, will not agree to the Union Proposal: On an annual basis the Union and Employer will meet to discuss the status of the hotel <b>including but not limited to anticipated renovations (Sept 14th counter)</b></p>
<p>Guarantee of keeping your hotel full service (no elimination of F&amp;B or other departments).</p>	<p><b>NO</b>, will not agree to the Union Proposal</p>
<p>There shall be no new classifications nor combined jobs during the term of this Agreement. (modify Article 12.04)</p>	<p><b>NO</b>, will not agree to the Union Proposal</p>
<p>Automatic &amp; unlimited recall rights after renovation, man made or natural disaster. 3 years of recall during a pandemic.</p>	<p>GVHEA counter is capped at 24 months; which would eliminate current automatic &amp; unlimited recall rights after renovation.</p>
<p>Westin: H2 PM as a 7 day a week operation with consistent hours.</p>	<p><b>NO</b>, will not agree to the Union Proposal</p>
<p>Discuss any current or future plans for renovations in 3 hotels (but especially at Westin for H2 and banquet renovations).</p>	<p>GVHEA refuses to discuss in negotiations and <b>on Sept 14<sup>th</sup> proposed that we should wait for a once year meeting to discuss.</b></p>

## Workload & Staffing

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<p>Local 40 daily room cleaning language: rooms serviced daily with no incentive for guests to decline service.</p>	<p><b>NO</b>, will not agree to the Union Proposal from Westin &amp; Hyatt</p> <p><b>Pinnacle – NO</b> to Union language, they propose: “Guest will have housekeeping service unless the guest instructs otherwise”.</p>
<p>Eliminate Green Choice program at the Westin.</p>	<p><b>NO</b>, will not agree to the Union Proposal</p>
<p>Create a workload committee for each department, in each hotel, so members can meet with management every 6 months to address workload issues.</p>	<p><b>NO</b>, will not agree to the Union Proposal</p>
<p>Staffing guidelines for most departments</p>	<p><b>NO</b>, will not agree to the Union Proposal</p>
<p>Room Attendant workload reductions</p> <ul style="list-style-type: none"> <li>● Checkouts: 6 ckouts - drop 1, 9 ckouts - drop 2 rms or credits</li> <li>● Double Beds: 6 double beds – drop 1, 9 double beds - drop 2</li> <li>● Floors: 2 floors – drop 1, 4 floors – drop 2 rms or credits, Cap travel at 5 floors per shift</li> <li>● Cribs: Max of 2 cots or cribs shift</li> <li>● Linen: Every 2 rooms with linen change counts as 1 checkout</li> </ul>	<p>Checkouts: <b>NO</b>, will not agree to the Union Proposal</p> <p>Double Beds: “When a room attendant is assigned 6 or more double/double rooms in one section, the daily room assignment will be reduced by 1 credit”</p> <p>Floors: <b>NO</b>, will not agree to the Union Proposal</p> <p>Cribs: <b>NO</b>, will not agree to the Union Proposal</p> <p>Linen: <b>NO</b>, will not agree to the Union Proposal</p>

## Economics

Union Proposals as of October 20, 2023	GVHEA's Response as of September 14 <sup>th</sup>
<p>Wages <u>without</u> Union Job Security Proposal:</p> <p>7/1/22 retro increase \$2.75/hr</p> <p>7/1/23 retro increase \$4.50/hr</p> <p><b>Total raises over 2 years = \$7.25</b></p>	<p><b>NO</b>, will not agree to Job Security Guarantee</p> <p><b>NO</b>, will not agree to Short Contract</p>
<p>Wages with Union Job Security Proposal:</p> <p>7/1/22 retro increase \$2.75/hr</p> <p>7/1/23 retro increase \$4.00/hr</p> <p>7/1/24 increase of \$3.00/hr</p> <p><b>Total raises over 3 years = \$9.75</b></p>	<p><b>NO</b>, will not agree to Job Security Guarantee, GVHEA wants a 5-year contract expiring 6/30/2027.</p> <p>7/1/22 retro increase 4.5%/hr</p> <p>7/1/23 retro increase 4.5%/hr</p> <p>7/1/24 increase 2%/hr</p> <p>1/1/25 increase 2%/hr</p> <p>7/1/25 increase 1.75%/hr</p> <p>1/1/26 increase 1.75%/hr</p> <p>7/1/26 increase 1.75%/hr</p> <p>1/1/27 increase 1.75%/hr</p>

<p><b>The Union's wage proposal worth in dollars for Westin or Hyatt Room Attendant now at \$27.69:</b></p> <p>7/1/22 retro \$2.75/hr</p> <p>7/1/23 retro \$4.00/hr</p> <p>7/1/24 \$3.00/hr</p>	<p><b>The Hotels' % proposal worth in dollars for Westin or Hyatt Room Attendant now at \$27.69:</b></p> <p>7/1/22 retro 4.5%/hr = \$1.25</p> <p>7/1/23 retro 4.5%/hr = \$1.30</p> <p>7/1/24 2%/hr = 60¢</p> <p>1/1/25 2%/hr = 62¢</p> <p>7/1/25 1.75%/hr = 55¢</p> <p>1/1/26 1.75%/hr = 56¢</p> <p>7/1/26 1.75%/hr = 57¢</p> <p>1/1/27 1.75%/hr = 58¢</p> <p><b>Total raises over 5 years = \$6.03</b>  <b>(Value of Employer Offer over 3 years = \$3.77)</b></p>
<p><b>The Union's wage proposal worth in dollars for Pinnacle Room Attendant now at \$27.54:</b></p> <p>7/1/22 retro \$2.75/hr + 15¢ for parity</p> <p>7/1/23 retro \$4.00/hr</p> <p>7/1/24 \$3.00/hr</p> <p><b>Total proposed raises over 3 years = \$9.90</b></p>	<p><b>The Hotels' % proposal worth in dollars for Pinnacle Room Attendant now at \$27.54:</b></p> <p>7/1/22 retro 4.5%/hr = \$1.24</p> <p>7/1/23 retro 4.5%/hr = \$1.30</p> <p>7/1/24 2%/hr = 60¢</p> <p>1/1/25 2%/hr = 61¢</p> <p>7/1/25 1.75%/hr = 55¢</p> <p>1/1/26 1.75%/hr = 56¢</p> <p>7/1/26 1.75%/hr = 57¢</p> <p>1/1/27 1.75%/hr = 58¢</p>

	<p><b>Total raises over 5 years = \$6.01</b>  <b>(Value of Employer Offer over 3 years = \$3.75)</b></p>
<p><b>The Union's wage proposal worth in dollars for Pinnacle Banquet Server:</b></p> <p>7/1/22 retro \$2.75/hr</p> <p>7/1/23 retro \$4.00/hr</p> <p>7/1/24 \$3.00/hr</p> <p><b>Total proposed raises over 3 years = \$9.75</b></p>	<p><b>The Hotels' % proposal worth in dollars for Pinnacle Banquet Servers at \$20.52:</b></p> <p>7/1/22 retro 4.5%/hr = 92¢</p> <p>7/1/23 retro 4%/hr = 96¢</p> <p>7/1/24 2%/hr = 45¢</p> <p>1/1/25 2%/hr = 46¢</p> <p>7/1/25 1.75%/hr = 41¢</p> <p>1/1/26 1.75%/hr = 42¢</p> <p>7/1/26 1.75%/hr = 42¢</p> <p>1/1/27 1.75%/hr = 43¢</p> <p><b>Total raises over 5 years = \$4.48</b>  <b>(Value of Employer Offer over 3 years = \$2.79)</b></p>
<p><b>The Union's wage proposal worth in dollars for tipped workers:</b></p> <p>7/1/22 retro \$2.75/hr</p> <p>7/1/23 retro \$4.00/hr</p> <p>7/1/24 \$3.00/hr</p>	<p><b>The Hotels' % proposal worth in dollars for Hyatt Server at \$20.49:</b></p> <p>7/1/22 retro 4.5% = 92¢</p> <p>7/1/23 retro 4.5% = 96¢</p> <p>7/1/24 2% = 45¢</p> <p>1/1/25 2% = 46¢</p> <p>7/1/25 1.75% = 41¢</p> <p>1/1/26 1.75% = 41¢</p>

<p><b>Total proposed raises over 3 years = \$9.75</b></p>	<p>7/1/26 1.75% = 42¢ 1/1/27 1.75% = 43¢</p> <p><b>Total raises over 5 years = \$4.47 (Value of Employer Offer over 3 years = \$2.79)</b></p>
<p>Wage parity for Pinnacle: Increase wages by 15 cents/hr for Pinnacle Housekeeping classifications to be paid the same as the Hyatt &amp; Westin.</p>	<p><b>NO</b>, will not agree to the Union Proposal</p>
<p>Kitchen Bonus: Culinary &amp; Stewarding staff a 5% bonus on all food sales for banquets, restaurants, lounges, in room dining and coffee outlets.</p>	<p><b>NO</b>, will not agree to the Union Proposal</p>
<p>Kitchen Bonus: Union asked each hotel for total food sales for 1/1-12/31/22 and 1/1-present 2023 to calculate the value of a Kitchen bonus.</p>	<p><b>NO</b>, will not agree to the Union Proposal</p>
<p>BC minimum wage: minimum wage for post probationary employees will be at least \$5 above BC minimum wage for non-tipped workers and \$4.00 above for tipped workers starting from June 30, 2024.</p>	<p><b>NO</b>, will not agree to the Union Proposal</p>
<p>Guarantee of year-round benefits in banquets for regulars and part timers who are available to work 3 days a week.</p>	<p><b>NO</b>, will not agree to the Union Proposal</p>
<p>Training Wage of \$2.00/hour <u>for the length of the trainer's shift</u>. Training is for new hires and for employees transferred or</p>	<p>Hyatt &amp; Westin: \$1.00/hr only for "hours where training is performed".</p>

<p>promoted into a new classification. Training is authorized by management.</p>	<p>Pinnacle: \$2.00/hr (for what amount of shift?)</p>
<p>Overnight Pay increase the overnight premium to \$2.00/hour.</p>	<p>GVHEA: \$1.00/hr.</p>
<p>Health care contributions: Employer will pay the cost to maintain benefits.</p>	<p>GVHEA: wants to establish annual contribution rate that can not increase above 10% per year.</p> <p>If rate is higher than 10% cap? Reduce your benefits? Raise hours or months for eligibility.</p>
<p>Health care benefit proposals: Employer to provide \$1.00/hour allocation and members decide on which benefits to improve.</p> <ul style="list-style-type: none"> <li>● prescription benefits,</li> <li>● specialist visits,</li> <li>● vision care,</li> <li>● dental care,</li> <li>● establishing a health savings account, or</li> <li>● retiree health care benefits.</li> </ul>	<p><b>NO</b>, will not agree to the Union Proposal</p>
<p>Right of Banquet staff to convert their wage increase to pay for year-round health care coverage.</p>	<p><b>NO</b>, will not agree to the Union Proposal</p>
<p>Pension mandatory contributions from Hotels:</p> <p>1/1/23: 50¢ increase 1/1/24: \$1.00 increase</p>	<p><b>NO</b> to increases in 2023 &amp; 2024.</p> <p>GVHEA counter: 7/1/25: 10¢ increase 7/1/26: 10¢ increase</p>

<p>Pension voluntary contributions from interested workers. Union &amp; Hotels instruction to the Plan Administrator and Pension Plan Trustees to facilitate the ability of GVHEA employees to have an option to contribute to their individual pension in addition to the Employer's pension contribution.</p>	<p>GVHEA is discussing the concept with the Union and the Pension Fund.</p>
<p>Sick Days: "Effective January 1, 2024 the Employer shall provide five (5) paid sick days each January 1<sup>st</sup> to all <u>post probationary</u> employees. Any unused sick days may be rolled over to a maximum of ten (10) sick days".</p>	<p><b>NO</b>, will not agree to the Union Proposal. GVHEA offers to only follow Employment Standards Act (ESA). 5 sick days, no roll over.</p>
<p>Paid Personal Days: Effective January 1, <del>2009</del> 2023, all employees will receive two (2) personal days per calendar year. These days must be used within the year. Paid personal days will not be unreasonably denied. If an employee is not able to take their personal days at a mutually agreeable time the employer will pay out the used balance at the rate of time and a half".</p>	<p><b>NO</b>, will not agree to the Union Proposal</p>
<p>Floating Holiday: "Effective <u>January 1, 2024</u> each employee is entitled to one (1) floating holiday per calendar year. This floating holiday will not be unreasonably denied. If an employee is not able to take their floating holiday at a mutually agreeable time the employer will pay out this day at the rate of time and a half".</p>	<p><b>NO</b>, will not agree to the Union Proposal</p>



<p>Vacations: Union proposes for all workers – Hotel will permit more than <del>five percent (5%)</del> ten percent (10%) of the employees in any <del>department</del> <b>classification</b> to be absent on annual vacation at any time.</p>	<p><b>NO</b> to all departments.</p> <p>GVHEA counter: “Only Housekeeping Department and all classification at the rate of 5% in each classification can be scheduled for vacation at the same time”.</p>
<p>Add to Article 14.02 (d) that paid bereavement, paid sick days and any other paid time off be counted towards vacation calculation.</p>	<p>GVHEA agreed.</p>
<p>Automatic gratuity of 18% on breakfast/lunch/dinner vouchers and menu tasting (Pinnacle) on the normal retail price, promos (Westin), and parties of 6 or more guests. 15% on management bills (Pinnacle).</p>	<p><b>NO</b>, will not agree to the Union Proposal</p> <p>Pinnacle: agreed to 15% on management bills.</p> <p>Pinnacle: No, did not agree to the rest of the Union proposal. Parties of 8 or more will receive 18% gratuity.</p> <p>Westin: No, did not agree to Union proposal. The only counter is 15% on promos, instead of 18%.</p>
<p>Room service gratuity at 18%, and gratuity transparency.</p>	<p>GVHEA agreed. There still remain issues around disclosure of gratuities.</p>
<p>Pinnacle: take out orders to include 10% tip. Re-open room service.</p>	<p><b>NO</b>, will not agree to the Union Proposal</p>
<p>Pinnacle: Air France Tip increased to \$4 per voucher.</p>	<p>GVHEA agreed.</p>

Westin Front Desk: Reinstate IRD upsell incentives, Guest Voice and Loyalty programs.	<b>NO</b> , will not agree to the Union Proposal
Baggage handling fees: Hyatt: \$10.00 total Pinnacle: \$15.00 total Westin: \$13.00 total	GVHEA agreed.  There still remain issues of negotiating with tour operations and disclosure of portage fee distribution.

## Job Quality

Union Proposals as of October 20, 2023	GVHEA's Response as of September 14 <sup>th</sup>
Protection of Gratuities: "Any gratuities paid, in cash, by credit card, a mobile device or signed for on the bill, in a restaurant, coffee outlet, in room dining, lounge/bar or to bell staff shall remain the exclusive property of the server, bartender, barista/cashier or bell staff responsible for the service to the guest."	AGREED August 9th  There still remain issues of transparency, right to information and right to grieve tip issues.
Protection of Gratuities: Union has proposed language to guarantee gratuity transparency, right to information and right to grieve.	<b>NO</b> , will not agree to the Union Proposal
Protection of Front Desk commissions and transparency rights.	<b>NO</b> , will not agree to the Union Proposal
Written guarantee to staff cafeterias with a menu of wholesome, healthy, and freshly prepared food.	<b>NO</b> , will not agree to the Union Proposal
Providing nutritious meals to H2 and HTL staff	<b>NO</b> , will not agree to the Union Proposal

Increase rest between closing & opening shifts to 10 hours, if not full shift at double time.	<b>NO</b> , will not agree to the Union Proposal
Updated Health & Safety Committee language.	<b>NO</b> , will not agree to the Union Proposal
Improve grievance procedure – shorter wait for Step 2 meetings from 30 days to 10 working days.	<b>Sept 14<sup>th</sup> counter: Go to 21 calendar days if Union agrees to new grievance filing procedure.</b>

For more details on department specific proposals, view the Union Proposals on our website at: [UniteHereLocal40.org/GVHEA2023](https://UniteHereLocal40.org/GVHEA2023)