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THIS AGREEMENT made and entered into  
day of 28.3.81  
EXP. DATE 27.3.84

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HR.	87	05
TRVA.	87	02

1ST.

BETWEEN:

S HOTEL TORONTO  
(FOUR SEASONS YORKVILLE)

Hereinafter called the "Company"

OF THE FIRST PART

- and -

MINISTRY OF  
LABOUR  
1981

LAUNDRY, DRY CLEANING AND DYE HOUSE  
WORKERS' INTERNATIONAL UNION, LOCAL  
351, HOTEL & CLUB WORKERS DIVISION  
SUITE 407, 131 BLOOR STREET WEST,  
TORONTO, ONTARIO M5S 1R1

Hereinafter called the "Union"

OF THE SECOND PART

ARTICLE I - PURPOSE

1.01 The general purpose of this Agreement is to establish and maintain mutually satisfactory working conditions, hours and wages, all as set out herein and to provide the applicable procedure of settling grievances which may arise hereunder, so as to maintain harmonious relations between the Company and employees covered by this Agreement, and to assist the Company in the most efficient operation of its business.

CODING CONTROL	DATE	CC
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SUB PROVS CODED	19/11/81	

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ARTICLE II - RECOGNITION AND SCOPE

2.01 The Company recognizes that the Union is the sole and exclusive bargaining agent for all employees of the Four Seasons Hotel Toronto (Four Seasons Yorkville), 21 Avenue Road, Toronto, Ontario M5R 2G1, save and except supervisors, persons above the rank of supervisor, office and sales staff, front office personnel, reservation clerks, payroll clerks, audit department staff, secretaries, security staff, and persons regularly employed for not more than twenty-four (24) hours per week.

ARTICLE III - MANAGEMENT RIGHTS 218

3.01 The Union acknowledges that it is the exclusive function of the Company to:

- (a) Maintain order, discipline and efficiency;
- A 3 3 (b) Hire, discharge, lay-off and recall, suspend, classify, direct, transfer, promote, demote, or otherwise discipline employees subject to the right of an employee to lodge a grievance in the manner and to the extent hereinafter provided;
- (c) Maintain and enforce rules and regulations to be observed by employees;
- (d) Generally to manage the enterprise in which the Company is engaged and without restricting the generality of the foregoing, to plan, direct and control operations, to direct the work forces, to determine the number of personnel required from time to time, to determine the number and location of facilities, to determine the quality of

*A34* service and processes, methods and procedures to be employed, schedules of work and production, standard of performance, to select, procure and control supplies, material, products and produce, to determine the extensions, limitation, curtailment or cessation of operations and all other rights and responsibilities of management not specifically modified in this Agreement.

ARTICLE IV - RELATIONSHIP 3'6

4.01 The Company and the Union agree that there will be no intimidation, discrimination, interference, restraint or coercion exercised or practiced by either of them or their representatives or members because of an employee's membership or non-membership in the Union or because of his activity or lack of activity in the Union. ✓

*A20* 4. Violation by an employee of any of the foregoing provisions shall be cause for discharge or discipline by the Company.

ARTICLE V - CHECK-OFF OF UNION DUES

*A31*  
*A38* 5.01 During the lifetime of this Agreement, the employer shall take from the pay of all employees covered by this Agreement on the first pay-day of each calendar month such amount as may be uniformly assessed by the Union constitution and by-laws as regular monthly Union and *201* shall remit same prior to the end of such month to the Financial Secretary of the Union. It is understood that

ARTICLE VIII - GRIEVANCE PROCEDURE

8.01 It is the mutual desire of the parties hereto that complaints of employees shall be adjusted as quickly as possible. It is understood that an employee has no grievance until he has first given his immediate supervisor an opportunity to adjust his complaint. He shall discuss it with his immediate supervisor within two (2) days after the circumstances giving rise to the complaint have originated or occurred. Failing settlement, it may then be taken up as a grievance within two (2) days following advice of the immediate supervisor's decision in the following manner and sequence.

Step No. 1 - The employee, who may be accompanied by his shop steward or Union Representative shall present his grievance in writing to the Department Head. The grievance shall be signed by the employee, and shall set out the particulars of the grievance, the section(s) of the Agreement which the employee alleges has been violated and the remedy sought. The Department Head shall deliver his decision, accompanied by his reason(s) in the event the grievance is rejected, in writing three (3) days following the presentation of the grievance to him.

Step No. 2 - Failing satisfactory settlement in Step No. 1, the written grievance shall be submitted by the employee within three (3) days after the Department Head's decision

such deductions may be made on a weekly basis in equal amounts from the first four pays in the month. The said sums shall be accepted by the Union as the regular monthly dues of those employees who are or shall become members of the Union and the sums so deducted from non-members of the Union shall be treated as their contribution towards the expense of maintaining the Union.

5.02 The Company shall show the yearly union dues deductions on the employee's T4 slip.

ARTICLE VI - REPRESENTATION

6.01 The Company acknowledges the right of the Union to appoint or otherwise select stewards who have completed their probationary period of employment from the following Departments for the purpose of assisting employees in presenting grievances to the Company in accordance with the provisions of this Agreement:

Maintenance Department

Housekeeping Department - (plus one Assistant Steward)

Beverage Department

Service Staff

Room Service

La Serre/Lobby Bar

Banquets

Banquet Porters

Café

Kitchen

Truffles

Food and Beverage Cashiers

Stewards

6.02 The Union shall keep the Company notified in writing of the names of the shop stewards and the effective date of their appointment.

6.03 The Union acknowledges the shop stewards have their regular duties to perform on behalf of the Company and such persons will not leave their regular duties without first obtaining permission of their immediate supervisor, or in his absence the Assistant Manager or his designate, and when resuming their regular duties will report again to their immediate supervisor, or in his absence the Assistant Manager or his designate.

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ARTICLE VII - STRIKES OR LOCKOUTS

7.01 The Union agrees while the Agreement is in force there will be no strike, slow-down, sit-down, stoppage of work, or any act intended to interfere with work or the Company's operations. The Company agrees that there will be no lock-out while the Agreement is in force. The parties mutually agree that a dispute arising out of the operation of this Clause 7.01 may be dealt with under the Grievance Procedure (Article VIII) of this Collective Agreement.

is given, to the Manager or his designate. The grievance shall be accompanied by written reasons for the rejection of the Department Head's decision at Step No. 1. A meeting will be held within five (5) days between the Manager (or his designate) and the employee concerned, and the shop steward, if the employee desires his assistance. A staff representative of the Union may be present at the request of either the Company or the employee. It is understood that the Manager (or his designate) shall have such assistance as he may desire at the meeting. Failing settlement, the decision of the Manager shall be delivered in writing within five (5) days to the Union.

**8.02** Failing settlement under the foregoing procedure of any grievance between the parties arising from the interpretation, application, administration or alleged violation of this Agreement, including any question as to whether a matter is arbitrable such grievance may be submitted to arbitration as hereinafter provided. If no written request for arbitration is received within seven (7) days after the decision under Step No. 2 is given, the grievance shall be deemed to have been settled.

**8.03** Where no written decision has been given within the time limit specified the grievance may be submitted to the next step of the foregoing procedure, including arbitration.

8.04 It is agreed that a grievance of policy arising directly between the Company and the Union shall be originated under Step No. 2 within ten (10) days after the circumstances giving rise to the complaint have originated or occurred. It is understood, however, that this section shall not be used to by-pass the regular grievance procedure.

ARTICLE IX DISCHARGE CASES

9.01 It is recognized that probationary employees may be released for reasons less serious than in the case of the discharge of an employee, who has completed his probationary period and accordingly, the release of a probationary employee will not be subject to the Grievance Procedure.

9.02 A claim by an employee who has completed his probationary period that he has been discharged without cause shall be treated as a grievance if a written statement of such grievance is lodged with the Company at Step No. 2 within five (5) days after the employee is discharged. Such special grievance may be settled by the conferring parties under the Grievance Procedure or by an Arbitrator or by:

- (a) Confirming the Company's action in dismissing the employee;
- (b) Reinstating the employee without compensation for time lost or with payment to him for time lost due to the discharge at his regular rate of pay for his normally scheduled work for the period the employee would otherwise have worked less any amount of money earned by the employee during the period.
- (c) By any other arrangement which may be deemed just.



9.03 Pursuant to his being discharged, an employee shall be allowed to confer with his shop steward for a reasonable length of time before leaving the hotel premises.

9.04 Arbitration Discharge Cases

In all discharge cases, there shall be a single arbitrator chosen from the following panel of arbitrators, commencing with number one and proceeding through the list for each such case which is taken to arbitration by the Union against the Hotel:

- (1) Howard D. Brown
- (2) J. D. O'Shea, Q.C.
- (3) J. F. W. Weathesill
- (4) Professor-E. E. Palmer, Q.C.
- (5) K. A. Hinnegan

ARTICLE X - ARBITRATION

10.01 When either party requests that any matter be submitted to arbitration as hereinbefore provided it shall make such request: in writing addressed to the other party to this Agreement, and at the same time appoint a nominee. Within five (5) days thereafter the other party shall appoint a nominee; provided however, that if such party fails to appoint a nominee as herein required, the Minister of Labour for the Province of Ontario shall have power to effect such appointment upon application thereto by the party invoking arbitration procedure. The two nominees so appointed shall

attempt to select by agreement a Chairman of the Arbitration Board. If they are unable to agree upon a Chairman within a period of five (5) days, either of the parties shall then request the Minister of Labour for the Province of Ontario to appoint an impartial Chairman, who shall be chosen having regard to his qualifications in interpreting collective agreements.

10.02 No person may be appointed as a nominee who has been involved in an attempt to negotiate or settle the grievance.

10.03 No matter may be submitted to arbitration which has not been properly carried through all requisite steps of the Grievance Procedure.

10.04 The Arbitration Board or Arbitrator shall not be authorized to make any decision inconsistent with the provisions of this Agreement, nor to alter, modify, add to, or amend any part of this Agreement.

10.05 The proceedings of the Arbitration Board will be expedited by the parties hereto, and the decision of the majority will be final and binding upon the parties hereto and the employee or employees concerned.

10.06 Each of the parties hereto will bear the fee and expense of the nominee appointed by it and the parties will jointly bear the fees and expenses, if any, of the Chairman of the Arbitration Board.

10.07 For the purpose of Articles VIII, IX and X, the word "days" shall not include Saturday, Sunday or holidays as set out in Schedule 1.

ARTICLE XI - SENIORITY

11.01 (a) New employees will be considered probationary employees for the first ninety (90) calendar days worked of their employment at the Four Seasons Hotel Toronto (Four Seasons Yorkville) and during the probationary period will be entitled to no seniority and may be dismissed or laid off at the discretion of the Company. Upon completion of the probationary period the employee's name will be entered on the appropriate departmental seniority list with the seniority dated from the date last hired, 03-

(b) The departments for seniority purposes are:

- Maintenance Department
- Housekeeping Department
- Beverage Department
- Service Staff
- Room Service
- LaSerre/Lobby Bar
- Banquets
- Café
- Kitchen
- Truffles
- Food and Beverage Cashiers
- Stewards
- Stores
- Switchboard

11.02 The Company shall maintain up to date departmental seniority lists showing each employee's seniority date and his classification. Copies of such lists shall be supplied to the Union at intervals of six (6) months.

11.03 Lay-off shall be based upon the following factors:

- (a) Departmental Seniority
- (b) Skill, competence, efficiency and reliability; where in the judgment of the Company, which shall not be exercised in an arbitrary or unfairly discriminatory manner, the qualifications in factor <sup>A49</sup> (b) are relatively equal, seniority shall govern.

<sup>A47</sup> 11.04 In promotions within the bargaining unit, preference shall be given to those employees having the longest service; provided always that the employees in question are, in the opinion of the Company, of equal skill, competence, efficiency and reliability.

11.05 An employee shall lose all seniority and his employment deemed to have been terminated, if he:

- (a) Voluntarily leaves the employ of *the* Company;
- (b) Is discharged and is not reinstated through the Grievance or Arbitration Procedure;
- <sup>A66</sup> (c) Is laid off for a period equal to the lesser of his period of seniority or six (6) months; ✓
- (a) Fails to return to work upon termination of an authorized leave of absence unless prior arrangements acceptable to both the employee and the Company have been made for an extension of such leave or utilizes a leave of absence for purposes other than those for which the leave of absence may be granted;

A (e)

Fails to return to work within five (5) calendar days after being recalled from extended lay-off by notice sent by registered mail, or fails to advise of his intention to return within three (3) days following such notice.

11.06 Any employee, with one year's seniority, who wishes to be considered for a vacancy in another department, may file a request for transfer with the Personnel Department. Such employee will be considered before a new hire is made.

ARTICLE XII - LEAVE OF ABSENCE

12.01 The Company may, in its discretion, grant leave of absence (without pay and without loss of seniority to an employee for personal reasons. All requests for such leaves of absence shall be in writing as far in advance as practicable. The Company agrees to reply to such requests in writing within seven (7) working days whenever possible.

12.02 Maternity Leave - The Company agrees to grant female employees a leave of absence in the case of pregnancy in accordance with The Employment Standards Act of Ontario

ARTICLE XIII - REPORTING FOR WORK

13.01 The Company agrees that an employee reporting for work at the commencement of his regular shift, unless previously notified in advance not to do so, shall be entitled to either of the following provisions unless failure to supply work is due to conditions beyond the control of the Company which shall include but not be restricted to fire, flood, electrical or mechanical breakdown.

(a) If the employee is authorized to commence work and does so, assignment of his normal daily hours of work at his basic hourly wage

rate or payment in lieu thereof if sent home prior to completion of his normal daily hours of work. An employee so affected will perform such temporary related or departmental work as is available in order to qualify for payment hereunder; or

126

- (b) If the employee is not authorized to commence work, four (4) hours pay at his basic hourly wage rate.

ARTICLE XIV - BONDING

14.01 It is expressly understood that as a condition of employment each employee must be and remain acceptable for bonding purposes and it is agreed that failure by the employee to be and remain acceptable, to the Company's bonding company, immediately terminates his employment regardless of seniority or other conditions.

ARTICLE XV - INDIVIDUAL AGREEMENTS

15.01 No employee covered by this Agreement will enter into any individual Contract or Agreement with the employer concerning wages or working conditions that will in any way conflict with the terms of this Agreement.

ARTICLE XVI - HOLIDAYS

16.01 The Company agrees to provide during the term of this Agreement holiday entitlements set out in the schedule attached hereto.

ARTICLE XVII - WAGES

17.01 The Company agrees to pay and the Union agrees to accept during the term of this Agreement as minimums, the wage rates set out in Schedule II attached hereto.

ARTICLE XVIII - VACATIONS

18.01 The Company agrees to provide during the term of this Agreement vacation entitlements set out in Schedule III attached hereto.

ARTICLE XIX - HEALTH AND WELFARE

19.01 The Company agrees to provide during the term of this Agreement contributions to Health and Welfare plans set out in Schedule IV attached hereto.

ARTICLE XX - HOURS OF WORK

20.01 The normal work week shall consist of forty (40) hours per week. It is hereby expressly understood that the provisions of this Article are intended only to provide a basis for calculating time worked and shall not be, nor construed to be, a guarantee as to the hours of work per week nor as to working schedules.'

20.02 Authorized work performed in excess of the employee's normal or elected work week as defined in Section 20.01 shall be paid at the rate of time and one-half the employee's regular straight time hourly rate.

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20.03 Employees will be entitled to one (1) ten (10) minute rest period for each complete half shift of four (4) hours duration at a time determined by the Company and consistent with efficient operations.

20.04 The Company shall employ its best efforts to arrange schedules so that employees will have two ~~(2)~~ consecutive days off during each work week;

ARTICLE XXI - BEREAVEMENT LEAVE

21.01 In the event of the death of an employee's husband, wife, child, parents, brother or sister, an employee who has served the probationary period shall receive up to three (3) days leave of absence in order to attend the funeral and will be paid for time lost up to a maximum of eight (8) hours per day for each regularly scheduled work day that comes within such three (3) day period.

21.02 It is also agreed that in the case of a death in the family defined in Article 21.01, outside of Canada, where the employee does not attend the funeral, the Company shall grant a one day leave of absence without loss of pay.

ARTICLE XXII - CALL-IN-PAY

22.01 An employee who has completed his shift and has left the Company premises and is recalled because of an emergency, will receive a minimum of six hours pay at his regular rate or rate for the hours actually worked, whichever is greater.



ARTICLE XIII - TERMINATION

23.01 This Agreement shall continue in effect until March 27, 1984, and shall continue automatically thereafter for annual periods of one year each, unless either party notifies the other in writing not less than thirty (30) days and not more than ninety (90) days prior to the expiration date that it desires to amend or terminate the Agreement.

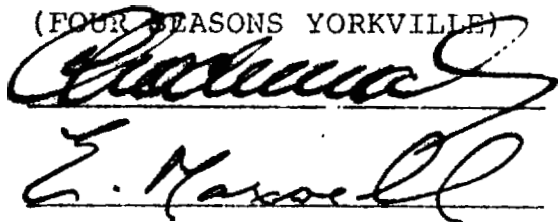
IN WITNESS WHEREOF each of the Parties hereto has caused this agreement to be signed by its duly authorized representatives as of the date and year first above written.

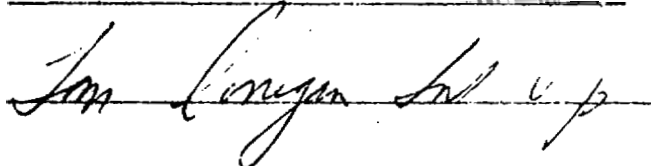
FOR THE COMPANY:

FOR THE UNION:

FOUR SEASONS HOTEL TORONTO  
(FOUR SEASONS YORKVILLE)

LAUNDRY, DRY CLEANING AND DYE  
HOUSE WORKERS' INTERNATIONAL  
UNION, LOCAL 351, HOTEL &  
CLUB WORKERS DIVISION

  
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SCHEDULE I

HOLIDAYS

1. Employees in the active employ of the Company who <sup>E50</sup> have completed their probationary period and who are not required to work on the holiday concerned shall receive pay for the following holidays:

New Year's Day	Good Friday
Victoria Day	Dominion Day
Labour Day	Civic Holiday
<sup>E24</sup> Christmas Day	Thanksgiving Day
Boxing Day	Remembrance Day

Anniversary of Employment: (effective in the second year of the Agreement)

Holiday pay shall be computed on the basis of the number of hours the employee would otherwise have worked had there been no holiday at his regular straight time hourly rate of pay.

In order to qualify for holiday pay the employee <sup>E55</sup> must work his full scheduled shifts on each of the work days <sup>E74</sup> immediately preceding and immediately following the holiday concerned.

2. <sup>E27</sup> Employees in the active employ of the Company who have completed their probationary period and who are required to work on New Year's Day, Victoria Day, Good Friday, Dominion Day, Labour Day, Thanksgiving Day or Christmas Day shall be paid at the rate of time and one-half the employee's regular straight time hourly rate of pay and in addition shall

receive holiday pay calculated in accordance with Section 1 of this Schedule I. Employees in the active employ of the Company who have completed their probationary period and who are required to work on Civic Holiday, Remembrance Day, Boxing Day, or Anniversary of Employment (effective in the second year of the Agreement) shall be paid at his regular straight time hourly rate of pay and in addition shall receive holiday pay calculated in accordance with Section 1 of this Schedule I. In the first year of the Agreement add \_\_\_\_\_ Holiday for payment at the rate of time and one-half if worked.

In the second year of the Agreement add Remembrance Day for payment at the rate of time and one-half if worked.

In the third year of the Agreement add Boxing Day for payment at the rate of time and one-half if worked.

3. If a holiday falls within an employee's vacation period the Company shall grant either an extra day's holiday at a time convenient to the Company or pay for the holiday as provided herein.

SCHEDULE II

WAGES

The wages shall be as set out on Schedule "A" attached hereto. All increases set out in Schedule "A" will be paid on rates currently being paid to each individual in each Department.

PART-TIME EMPLOYERS AND STUDENTS

Part-time employees and students will be paid the rate of the job they are performing, but will not be covered by any other fringe benefits contained herein. Such employees will pay Union Dues but not the Union Initiation Fee.

SCHEDULE IV

- 3 -

with the funds of the Company, but shall be held in trust <sup>3</sup>  
for the benefit of the Laundry, Dry Cleaning and Dye House  
Workers' Union Health and Welfare Fund.

3. Consent

The Union also agrees that it will not involve  
the Company in labour disputes of other employees.

4. The Company agrees to implement the following  
sick leave provision effective July 1st, 1981:

- (1) <sup>636</sup> the paid sick leave will come into effect  
for employees who are ill for five working  
days or more, and who are eligible to collect  
from the Union Health and Welfare Plan (on  
the eighth day);
- (2) <sup>633</sup> the plan will be in effect for employees who  
have been in the employ of the Company for <sup>451</sup>  
ninety days;
- (3) the Company may require a medical certificate  
as proof of illness; and
- (4) <sup>640</sup> an employee may only claim this benefit once  
in each clendar year. <sup>654</sup>

SCHEDULE IV

- 2 -

Effective July 1st, 1981, \$22.00 coverage  
will be increased to \$26.00. 2

Effective January 1st, 1982, the \$26.00  
coverage will be increased to \$40.00.

Effective January 1st, 1983, the \$40.00 coverage  
will be increased to \$45.00. 307

, The Company agrees to pay the Health and Welfare  
Fund Benefit for the first 180 days of absence due to illness.

(b) Such contribution shall be paid monthly and shall  
be used solely for the purpose of providing health, welfare  
and death benefits and such other benefits as may be afforded  
to eligible employees in accordance with this Agreement.

(c) Payments to be made by the Company to the Laundry,  
Dry Cleaning and Dye House Workers' Union Health and Welfare  
Fund on or before the twentieth day of each month. The  
Company will complete forms to be furnished by the Laundry,  
Dry Cleaning and Dye House Workers' Union Health and Welfare  
Fund for reporting of "Welfare Contributions" to be forwarded  
to the Laundry, Dry Cleaning and Dye House Workers' Union  
Health and Welfare Fund.

(d) All such monies due to the Laundry, Dry Cleaning  
and Dye House Workers' Union Health and Welfare Fund from the  
Company herein under the provisions of this Agreement shall  
be segregated each week by the Company until monthly remittance  
is made to the Laundry, Dry Cleaning and Dye House Workers'  
Union Health and Welfare Fund and shall not be commingled

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SCHEDULE IV

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HEALTH AND WELFARE

1. O.H.I.P.

m 51 All current employees will have 100% of the prevailing cost of O.H.I.P. paid on their behalf by the Company. All employees hired after the date of ratification will have the O.H.I.P. payment phased in as follows:

- (1) after three months of continuous employment  
- 50% of the prevailing cost paid by the Company.
- (2) after six months of continuous employment  
- 100% of the prevailing cost paid by the Company.

It is understood that in order to avoid duplication of coverage, this obligation will not apply to premiums for the coverage of an employee where coverage is provided through the employer of the spouse of such employee.

2. In addition to the wages regularly to be paid by the Company to the employee as provided in this Agreement, the Company shall contribute to the Laundry, Dry Cleaning and Dye House Workers' Union Health and Welfare Fund a sum equal to \$22.00 per month for each employee in service covered by this Agreement who is on the payroll for services rendered during any regular payroll period, provided that such employee has been employed a minimum of 20 hours per week and has been in the employ of the Company for a period of 30 days. 37

SCHEDULE III

VACATIONS

Employees in the active employ of the Company shall be entitled to an annual vacation with pay in accordance with the following schedule:

(a) Employees who have completed one (1) year of continuous employment with the Company shall be entitled to two (2) weeks of vacation with pay equivalent to four percent (4%) of their total pay earned during the twelve (12) months prior to the completion of one (1) year of continuous employment.

(b) Employees who have completed three (3) years or more of continuous employment with the Company shall be entitled to three ~~(3)~~ weeks of vacation with pay equivalent to six percent (6%) of their total pay earned during the preceding twelve (12) months prior to the date of completion of the continuous service concerned.

"Total Pay" shall include wages received for work performed at either the straight time or time and one-half rate and holiday pay. Vacation shall be granted as scheduled by the Company.

MINISTRY OF  
LABOUR  
JUL 6 1983  
C.A.L. - RESEARCH



DEPARTMENT

MARCH 27/81

MARCH 27/82

MARCH 27/83

BEVERAGE

L20

L32

L44

Bartender Service	5.85	6.45	7.12
Beverage Porter	4.80	5.30	5.90
Banquets - Bars	4.59	5.10	5.70
Banquets - Bars Part-Time	3.97	4.45	4.98

FOOD & BEVERAGE

Cashier 1	5.75	6.30	7.00
Cashier 2	5.40	5.90	6.50
Cashier 3	5.05	5.50	6.10

<u>DEPARTMENT</u>	<u>MARCH 27/81</u>	<u>MARCH 27/82</u>	<u>MARCH 27/83</u>
<u>FOOD SERVICE</u>			
Captain Restaurant	4.75	5.10	5.57
Captain - Room Service	4.75	5.10	5.57
Waiter	3.79	4.14	4.54
Waitress	3.79	4.14	4.54
Busboy	3.89	4.34	4.90
Forter Banquets	4.70	5.20	5.70
<u>BEVERAGE SERVICE</u>			
Bartender (Stool)	5.20	5.70	6.20
Lounge Waitress	3.79	4.14	4.54
Busboy	3.89	4.34	4.79
<u>BELL DESK</u>			
Bell Captain	4.10	4.45	4.95
Bellman	3.79	4.14	4.54
*Night Bellman - Shoe Shine	4.10	4.40	5.00
Doorman	3.92	4.27	4.69
* Payable only on nights when shining shoes, otherwise will be paid the bellman rate.			
<u>GARAGE</u>			
Jockey	4.50	5.00	5.50
Cashier	5.05	5.50	6.10
Supervisor	5.17	5.75	6.35
Night Cashier	5.17	5.75	6.35

<u>DEPARTMENT</u>	<u>MARCH 27/81</u>	<u>MARCH 27/82</u>	<u>MARCH 27/83</u>
<u>FOOD SERVICE</u>			
1st Cook	7.56	8.36	9.25
2nd Cook	7.38	8.17	9.03
Cook	7.25	8.02	8.84
Pantry Helper	5.85	6.48	7.15
Kitchen Helper	5.38	5.96	6.59
<u>APPRENTICE COOK</u>			
1st Year	4.71	5.21	5.71
2nd Year	5.43	6.01	6.62
3rd Year	6.16	6.82	7.48
1st Pastry/Baker Cook	8.66	9.58	10.50
2nd Pastry/Baker Cook	8.13	9.00	9.87
Pastry/Baker Cook	6.98	7.72	8.53
<u>APPRENTICE PASTRY/ BAKER COOK</u>			
1st Year	4.50	5.00	5.48
2nd Year	5.18	5.73	6.31
3rd Year	5.89	6.52	7.20

SCHEDULE "A"

<u>DEPARTMENT</u>	<u>MARCH 27/81</u>	<u>MARCH 27/82</u>	<u>MARCH 27/83</u>
<u>HOUSEKEEPING</u>			
Housekeeper	4.60	5.30	6.05
Linen Sorter	4.80	5.45	6.10
Houseman	5.00	5.70	6.45
Inspectress	5.40	6.05	6.70
<u>TELEPHONE</u>			
Switchboard Operator	5.75	6.35	7.00
Night Operator	5.92	6.52	7.18
<u>MAINTENANCE</u>			
General Maintenance	6.72	7.42	8.18
Painter	6.72	7.42	8.18
Electrician	9.60	10.60	11.67
Furniture Refinisher	7.70	8.50	9.37
Carpenter	7.95	8.80	9.70
Assistant General Maintenance	5.62	6.22	6.86
Lifeguard	5.04	5.60	6.10
<u>STEWARDS AND STORES</u>			
Assistant Stewards	7.20	7.75	8.62
Potwasher	4.50	5.00	5.60
Dishwasher	4.45	4.95	5.57
Cleaner	5.48	5.98	6.66
Garbagemen	4.77	5.27	5.87
Storemen	5.05	5.53	6.19

Four Seasons Toronto  
21 AVENUE ROAD  
TORONTO, ONTARIO, CANADA M5R 2G1  
TELEPHONE (416) 964 0411 TELEK 06 23131

EXECUTIVE OFFICE

July 27, 1981.

T. Corrigan, Esq.,  
Laundry, Dry Cleaning & Dye House Workers'  
International Union, Local 351,  
Suite 407,  
131 Bloor Street West,  
Toronto, Ontario.

Dear Mr. Corrigan:

**RE: Four Seasons Hotel Toronto  
(Four Seasons Yorkville) and  
Laundry, Dry Cleaning & Dye  
House Workers' International  
Union, Local 351, Hotel & Club  
Workers Division**

In accordance with the understandings reached during negotia-  
tions we wish to confirm the following matters:

(1) Hotel - Union Committee

KSS The parties agree that every three months the  
General Manager will meet with representatives  
of the Union and the Union Stewards to discuss  
matters of mutual concern.

(2) Banquet Department

As proposed by the Hotel subject to the following  
amendments:-

- (1) deduct 8% (rather than 10%) from the  
waitresses' portion and the bartenders'  
portion for the banquet porters.
- (2) to compensate the banquet porters for  
this deduction, their rate will be  
increased as follows:

1st Year - \$4.70

2nd Year - \$5.20

3rd Year - \$5.70

(33) all banquet employees who serve cash wine bars (waitresses and bartenders) will receive the full gratuity according to the following scale: gratuity to be set at maximum of 12½ % of the price of wines listed on the banquet wine list (according to sliding gratuity scale based on price).

(3) Engineering

The parties agree that tool replacements will be purchased and be available in case tools are lost or stolen. This will not be in the Agreement and the parties agree to meet forthwith after ratification of the Agreement to work out the details.

(4) Room Service

The Hotel proposes the following:

- On the guest bill presentation folder we will print the following: "Gratuity/Service not included,".

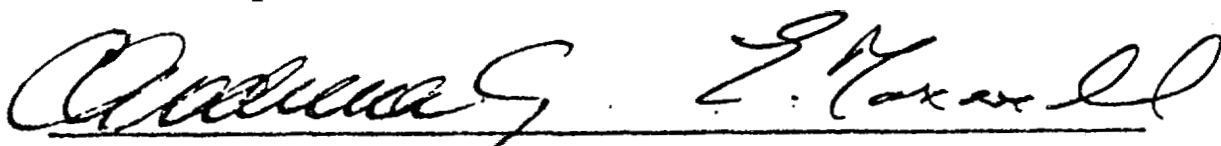
Gratuities on deliveries to rooms requested by guests and paid by guest will be one dollar per item. This applies to the following items:

- flowers
- fruit baskets - regular or deluxe
- wine and cheese
- vine
- liquors
- bonbonnières
- gifts

Note: above items paid for by the Hotel will be 50¢ per item.

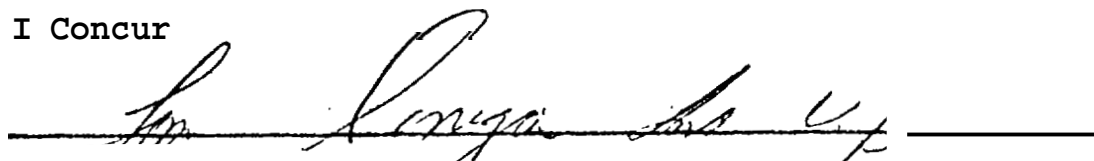
(5) Group Check-In

The parties have agreed that the current charge of \$1.00 per person in and \$1.00 per person out will be increased to \$1.25 per person in and \$1.25 per person out.



FOUR SEASONS HOTEL TORONTO (FOUR SEASONS YORKVILLE)

I Concur



LAUNDRY, DRY CLEANING & DYE HOUSE WORKERS'  
INTERNATIONAL UNION, LOCAL 351, HOTEL & CLUB WORKERS DIVISION.