



## ***Important Information About Changing Unions and Next Steps***

Dear Sheraton Associates,

As you consider everything that is at stake, we want to make sure that you have the required information in front of you to make an informed decision about which union will do the best job representing you moving forward.

There are a few key points we want to make very clear:

- For BC Hospitality Employees' Association to replace Local 40 as your union two things must happen: first, a majority of ALL employees must sign a card in support of our new union. If that happens, the BC Labour Board will hold a secret ballot vote to determine the true wishes of the employees.
- If BC Hospitality Employees' Association displaces Local 40 as the union there will be an immediate end to the strike.
- We will be asking the Employer to allow employees to vote on the mediator's December recommendations, terms to which the Employer has already agreed, but were withdrawn due to Local 40's antics.
- If employees vote "no" to those recommendations, we will apply to have an independent arbitrator assigned to settle the matter.

Hasn't this strike carried on long enough? Regardless of any settlement Local 40 could attain, there is no way workers will ever make up the difference in lost wages from this strike. It's time to bring common sense back to our workplace.

Support the BC Hospitality Employees' Association – a union created by your co-workers prepared to work for YOU!!!