

CANADIAN HOSPITALITY WORKERS' THREE ESSENTIALS FOR A SAFE RECOVERY

Canada's hospitality workers welcome the world to our hotels, feed passengers on planes, serve coffee to those dashing through airports, and take care of us at places like stadiums, universities, and resource camps. That all came to halt in March when over 90% of Canada's hospitality workers were laid-off. Analysts predict it could be Summer 2022 before hospitality and travel sectors recover. Workers could be laid-off for 12 to 24 months, affecting tens of thousands of Canadian families.

Putting hospitality workers at the center of the recovery is key for preventing a second wave in Canada and for restoring confidence in their return to work. That's why UNITE HERE Canada is putting forward three principals for a fair, safe and successful recovery for hospitality:

➤ **Protect Workers' Jobs**

- Employers should not use the pandemic as an excuse to replace laid-off workers - like [some hospitality employers in BC](#) have started to do. Workers need a legal right to return to their jobs – that means requiring employers to call back pre-Covid employees rather than replace them with new hires – for as long as it takes for hospitality and travel sectors to recover.
- Employers should be required to bring back more laid-off workers through the Wage Subsidy program – especially if hospitality and travel sectors receive government bailouts. Many employers are not currently using it to put their workers onto the payroll.
- Contracted workers, like airport concession workers, need their jobs protected in case contracts change hands during the pandemic.

➤ **Ensure a Safe Route Back to Work**

Tourism will recover only when the public is confident that we can avoid a second wave. That means pushing back on the industry's labour-cutting agenda of eliminating daily housekeeping which experts say undercuts safety measures.

- Make daily guest room cleaning mandatory, as recommended by top public health experts.
- Require guests and workers to wear masks to reduce the risk of airborne transmission.
- Paid leave is a must for workers who need to self-isolate or quarantine for two-weeks.
- Enforce requirement that employers have Joint Health & Safety Committees and fully fund certification training of its members.

➤ **Provide Income Support to Laid-off Workers**

In hotels, industry experts project low occupancy through 2020. Only a small percentage of employers are using CEWS to keep individuals on payroll, and the structure of EI lets many hospitality workers fall through the cracks

- Extend CERB or create a hospitality-specific program that addresses the needs of seasonal, part-time tipped and low-wage workers.
- Ensure more employers use the expanded Wage Subsidy program to keep, and rehire, workers on the payroll.