

LRB Neutrality Order

The parties have agreed as follows:

1. The Company and the Union agree to negotiate a Collective Agreement, in good faith, for the Employees.
2. Before commencing collective bargaining, the Union shall be required to demonstrate support among the employees from i-Hotel Red Deer in a certification granted by the Alberta Labour Relations Board.
3. In order to facilitate reasonable Employee freedom of choice, the Employer agrees to provide the Union with a list of the names, addresses, telephone numbers and Emails of I-Hotel Red Deer employees, such list to be updated every 30 days for the Union. The Union agrees that this information will be kept secure and private by the Union except it will be utilised by Union officials and organizers to give Employees the opportunity to pursue their statutory right to organise pursuant to the Labour Relations Code.
4. In addition, and also to facilitate reasonable Employee freedom of choice, the Employer agrees to grant the Union site access to the i-Hotel Red Deer. The Union shall conduct itself professionally and shall be allowed to present the unionisation option to Employees in the house keeping break room, the breakfast room and in private space designated by the Employer.
5. The Employer shall arrange for an onsite staff meeting to allow Employees to hear a Union presentation. No management personal will be present at the meeting. All employees who choose to attend will be paid for time spent at the meeting. The employer will make scheduling arrangement for people to attend the meeting.
6. The Employer agrees to be neutral with its Employees with respect to their possible unionisation efforts. Employees who question the Employer about their position shall be advised by the Employer that it is their choice whether or not to support the unionisation effort but that the Employer will negotiate a Collective Agreement with the Union in good faith should unionisation be achieved. The Employer will also direct Employees to a designated Union Representative with their questions.