

April 18, 2017

Hon. Christina Gray  
Minister of Labour  
Government of Alberta  
107 Legislature Building  
10800 97 Avenue  
Edmonton, AB T5K 2B6

Dear Minister:

The Alberta Hotel & Lodging Association (AHLA) represents over 840 hotels, which employ some 30,000 Albertans. Tourism has the potential to be a key economic driver in Alberta. It is an \$8 billion industry that supports 19,000 businesses and employs more than 127,000 people across the province. The AHLA is pleased to be a partner in Alberta Culture and Tourism's goal of growing tourism revenue to \$10 billion by 2020.

The review of Alberta's workplace legislation was a major topic of concern at our recent convention. This event was attended by over 200 hotels and motels from around Alberta. The convention included the Housekeeping Awards Gala, which celebrates the front line staff who work in hotels all over the province, as well as presentation of the Employer of Choice award to the 121 hotels and motels that achieved the designation for 2016.

During the convention, our members told us they are extremely concerned about the limited amount of time that has been set aside for consultation. Some did not fully appreciate the difference between the Employment Standards Code and the Labour Relations Code. We found there was a lack of awareness amongst our industry of what changes to the Labour Relations Code could mean for the relationship employers have with their employees. We attribute this to two facts:

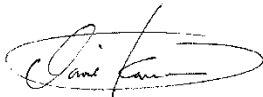
1. Alberta has a long history of peaceful labour relations, and
2. Due to the close knit nature of the hospitality industry, which offers competitive wages and benefits, flexible work arrangements, and opportunity for growth, there are few unionized hotels in the province.

The AHLA is deeply concerned about the items listed in your mandate letter to Mr. Sims. We believe that a positive relationship between employers and employees can best be achieved when the needs of both are fully understood and appreciated. We ask that the consultation period for the Labour Relations Code be extended to ensure Albertans understand what is being proposed under the Labour Relations Code, and what the impacts of these will be on employers and employees, and the families they support. This would also allow sufficient time for Albertans to provide their input on the proposed changes.

The AHLA asks that the government:

1. Delay or extend the timelines for the Labour Relations Code review, and
2. Specifically identify issues and options being considered and allow for feedback and consultation on those issues. The areas identified in the mandate letter to Mr. Andrew Sims are very broad and open ended. Albertans do not know what really is under review and what ultimately will be the subject of any legislation. This lack of clarity and the compressed timetable will result in a lack of valid information for the government to make sound decisions on.

Yours truly,



Dave Kaiser, CHA  
President & CEO

- cc. Hon. Deron Bilous, Minister of Economic Development & Trade  
Hon. Joe Ceci, President of Treasury Board and Minister of Finance  
Hon. Ricardo Miranda, Minister of Culture & Tourism  
Mr. Glenn van Dijken, MLA, Barrhead-Morinville-Westlock  
Mr. Richard Gotfried, MLA, Calgary-Fish Creek