

EMPLOYMENT RELATIONS TRIBUNAL

ORDER

ERT/ RN 78/17

Before

Rashid Hossen	President
Francis Supparayen	Member
Andy Ryan Hau Kee Hee	Member
Teenah Jutton-Seeburrin	Member

In the matter of:-

Hotels and Restaurants Employees Union (Applicant)

And

Le Prince Maurice Hotel (Beauport Industries Ltd) (Respondent)

The present matter is an application by the Hotels and Restaurants Employees Union under section 38 (1) of the Employment Relations Act (the “Act”) for an order directing the Respondent to recognise the Applicant as the sole bargaining agent in a bargaining unit in relation to employees of the Respondent. The Applicant and the Respondent were assisted by Counsel.

The employees were asked if they wished that the Hotels and Restaurants Employees Union to be their sole bargaining agent.

A secret ballot exercise was organized and supervised by the Tribunal at the seat of the Respondent on Thursday 7 September 2017. Out of a total number of 231 employees in the relevant bargaining unit as agreed by all parties, 161 employees participated in the ballot exercise. 158 employees voted for the Applicant as their sole bargaining agent at the Respondent whilst 2 employees voted against the Applicant and one bulletin was declared void. The Applicant thus secured the support of 68.4% of the

workers in the bargaining unit, that is, a support of more than 50% of the workers in the said bargaining unit.

The Tribunal thus orders that the Respondent is to recognise the Applicant as the sole bargaining agent in the bargaining unit consisting of Cleaner, Order taker, Barman, Laundry Supervisor, Cook, Room Boy, Supervisors, Sommelier, Reservation Coordinator, Cashier, Steward, Shop Attendant, Electrician, Chef de Partie, Handyman, Room Maid, Villa Horst, Chef de Rang, Room Service Waiter, Waiter, Cost Controller, Head Waiter, Pool Boy, Kitchen Commis, Driver, Porter, Laundry Attendant, Beach Waiter, Librarian, Store Attendant, Storekeeper, Spa Therapist, Valet, Gardener, Telephone Operator, Frigorist, Receptionist, Welder, Assistant Supervisor, Demi Chef de Partie, Carpenter and similar categories under employment at the Respondent as agreed between the parties. The Respondent and the Applicant are to meet at such time and on such occasions as the circumstances may reasonably require for the purposes of collective bargaining.

(SD) Rashid Hossen
President

(SD) Andy Ryan Hau Kee Hee
Member

(SD) Francis Supparayen
Member

(SD) Teenah Jutton-Seeburrun
Member

8 September 2017