



THIS IS HOW THINGS ARE AT THE RENAISSANCE TROCADERO HÔTEL !

MARRIOTT and STN GROUP consider themselves above the law !

Part of the Marriott group, Renaissance hotels, are 4 and 5 star luxury hotels.

The RENAISSANCE TROCADERO is a 5 star hotel with prices ranging from €350 - €1500 per night per room.

The MARRIOTT Group is a giant of the luxury hotel industry in Europe and around the world.

The MARRIOTT Group is in a good shape following the acquisition of the STARWOOD group in Europe in 2016, with 40 000 additional rooms, the group has almost tripled in size and consolidated its position as market leader with the largest and most diversified portfolio in the luxury hotel sector worldwide.

In terms of performance, the group reported in the first quarter of 2016 an adjusted net profit of \$226m, up 9%.

All is well for the capitalists then ! Business is good !

On the other side of the fence, the situation is completely different : the accommodation staff (chambermaids, housekeepers and other members of the team) are sub-contracted out to STN GROUP, a leading French company in the hotel cleaning sector and as a result, their working conditions and benefits are less favourable than those directly employed by the hotel.

In The Renaissance hotel, inequality rules! The outsourced workers are deprived of certain advantages compared to those directly employed by the hotel, such as : « 13th month » (an extra month's pay), a food allowance, profit sharing and bonus plans, etc. Instead they have lower wages, differing allowances and a lack of recognition for their work.

This social dumping is unacceptable!

Even worse, STN GROUPE practices, with the complicity of the hotel undeclared work with work rates almost impossible to achieve, especially for the chambermaids who have to complete 13 rooms per day, regardless of the size (only DUPLEIX rooms count as 1.5 rooms).

For all these reasons and many others, and because they refuse to accept this economic model that grinds them down, RENAISSANCE TROCADERO's subcontracted employees have been on an indefinite strike **since Saturday, may 27, 2018 at 9 am** (see over for details of what they are claiming) :

CLAIMS OF STN GROUP EMPLOYEES
WORKING at the hotel RENAISSANCE TROCADERO

- 1/ For all STN GROUP sub-contracted employees to be hired directly by the RENAISSANCE TROCADERO HOTEL retaining their length of service
- 2/ 100% of the 13th month for all employees.
- 3/ Payment of a food allowance equal to € 7.14 per day worked (2 guaranteed minimum).
- 4/ Installation of a tamper-proof electronic time recorder with a weekly time report given to each employee.
- 5/ Cleaning and ironing allowance for work equal to 22 € per month (1 € per day worked) and supply of 2 sets of cotton work uniforms per year.
- 6/ Category B ranking of all STN GROUP employees.
Chambermaids / other team members : AQS1B, AQS2B after 2 years, AQS3B after 5 years.
Housekeepers : CE1, CE2 after 2 years, CE3 after 5 years
- 7/ Elimination of the illegal abatement of 8%.
- 8/ Withdrawal of the mobility clause.
- 9/ Allowance of 250 € per year for time changing in and out of uniform.
- 10/ 100% reimbursement of transport expenses.
- 11/ Reduction on work rates per room : to 10 rooms for 7h, 1 suite or a duplex equivalent to 2 rooms and 3 additional beds equivalent to 1 room.
- 12/ Repair of the cardboard compressing machine which has been out of order for 1 year.
- 13/ Election of two local representatives of the STN GROUP Company within the RENAISSANCE TROCADERO hotel.