

## Restaurant Realities: Raising Our Voice in Alberta

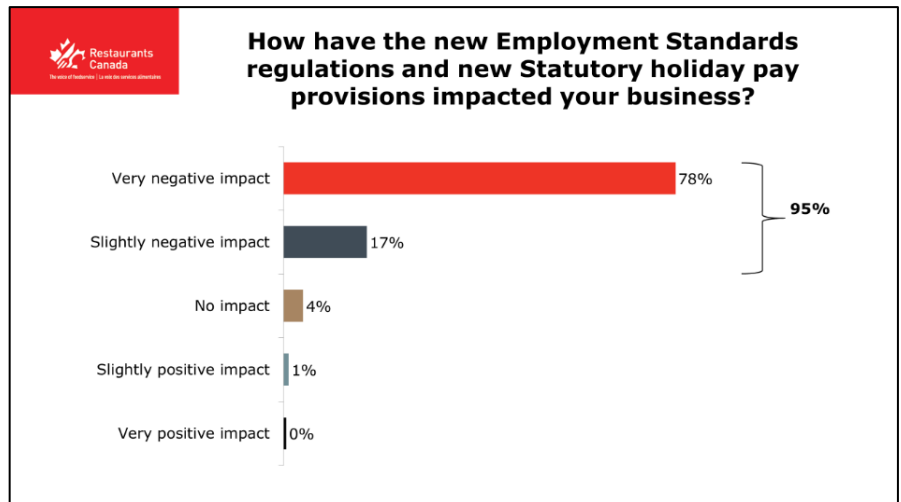
### WHEN FOODSERVICE THRIVES, SO DO OUR COMMUNITIES

A thriving foodservice sector is critical to the wellbeing of communities across Alberta, contributing jobs, investment, innovation, tourism and spaces for people to come together. Unfortunately, many of Alberta's restaurants are struggling to survive due to a number of recent legislative and regulatory changes that have dramatically increased the cost of doing business in the province. Working together with Restaurants Canada, Alberta's next government has an opportunity to improve conditions for foodservice businesses so that they can continue contributing to healthy, vibrant communities.

#### KEY ISSUE

**Labour Legislation:** According to a survey by Restaurants Canada, 95 per cent of Alberta's restaurateurs have been negatively impacted by recent changes to the province's labour legislation.

Many restaurants are remaining closed on holidays, despite their customers wanting them to stay open, as they would have to do so at a loss. Many are not open on Mondays, yet are being required to pay all their workers 5 per cent of their wages earned in the immediate four weeks prior to statutory holidays that fall on Mondays.



The new holiday pay rules, as well as recent changes to other types of labour legislation and regulations, do not fairly reflect the needs of foodservice and hospitality businesses. Most operate outside the bounds of a 5-day, 9-5 schedule and need to be able to respond to unpredictable fluctuations in consumer demand when making staffing decisions. High turnover is also a constant struggle for the majority of the province's foodservice businesses. They need more flexible rules that account for their unique challenges.

**Restaurants Canada recommends:**

- **Returning to a regular/irregular workday distinction for calculating general holiday pay.**
- **Implementing a holiday pay qualifying period of 30 work days in the last 90 days of employment.**
- **Conducting a review of all recent changes to labour legislation and regulations to restore fairness.**

#### ALBERTA'S FOODSERVICE SECTOR AT A GLANCE

- Our industry includes 11,260 small businesses and generates \$11 billion in annual sales.
- For every dollar spent in a restaurant, \$1.85 is spent in the rest of Alberta's economy.
- With roughly 150,000 foodservice workers, our sector is the third largest employer in the province.



**For more information:**

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