

This is Exhibit “3” referred to in the Affidavit of Shelli Serrand sworn by Shelli Serrand at the City of Toronto, in the Province of Ontario, before me on May 28, 2024 in accordance with O. Reg. 431/20, Administering Oath or Declaration Remotely.



Commissioner for Taking Affidavits (or as may be)


LINDSAY HEIDKER

Lindsay Joan Heidker, a Commissioner, etc.,
Province of Ontario, for Cavalluzzo LLP,
Barristers and Solicitors.
Expires August 31, 2024.



David Sanders (He/Him)

Toronto Hospitality Employees Union - CSN (THEU-CSN)

- Toronto Hospitality Employees Union - CSN (THEU-CSN)
-  Yale University

Toronto, Ontario, Canada · [Contact info](#)

244 connections

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Activity

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Comments

David Sanders reposted this · 3mo

This looks so bad. Uber's reported median earnings of \$33.35 per "engaged hour" explained here. ... [...show more](#)



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thestar.com



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Experience

Organizer

Toronto Hospitality Employees Union - CSN (THEU-CSN)
Feb 2022 - Present · 2 yrs 4 mos
Toronto, Ontario, Canada

Chair

The SHoW-TO (Society of Hospitality Workers -- Toronto)
Jun 2020 - Feb 2022 · 1 yr 9 mos
Toronto, Ontario, Canada



National Representative

Unifor National
Jan 2019 - Apr 2020 · 1 yr 4 mos
Toronto, Ontario, Canada

Organizer

Unifor Local 7575
Jan 2018 - Jan 2019 · 1 yr 1 mo
Toronto



Organizing Director

UNITE HERE
Mar 2004 - Jan 2018 · 13 yrs 11 mos

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Education



Yale University
Master of Philosophy (M.Phil.), History
1991 - 1998



Queen's University
Master of Arts (M.A.), History
1989 - 1991

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Skills

Community Organizing

Endorsed by Melisa Bayon and 1 other who is highly skilled at this



Endorsed by 4 colleagues at UNITE HERE



11 endorsements

Grassroots Organizing



Endorsed by 2 colleagues at UNITE HERE



10 endorsements

Show all 17 skills →

Interests

Companies Groups Schools



Queen's University
250,617 followers

+ Follow



Trent University
59,777 followers

+ Follow

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Ashley Hayes · 3rd+
Union Organizer at THEU-CSN

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Lis Pimentel · 3rd+
National Representative at Unifor

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Jake Moore · 3rd+
National Representative, Unifor

[Message](#)

Mike Lovric · 3rd+
Unifor National Representative

[Message](#)

Michael Pineschi · 3rd+
Labor Organizer and Researcher

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People you may know

From David's school



Andrew Wu
Founder & CEO of Climate Creations Corp

[Connect](#)



Zhongguang YANG
Auditing and financial management enthusiasts | ACCA Learner | ICN Business School | Xi'An international studies university

[Connect](#)



Dyllan Matt
Clarity in a World Gone Mad

[Connect](#)



Anya Jan
Assistant Psychologist | Counseling Psychology

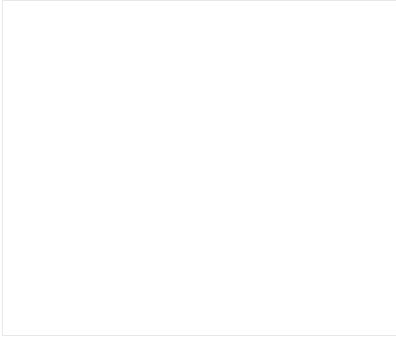
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Camila Bautista
Student at Yale University | Questbridge Scholar | HSF Scholar | Schuler Scholar

Connect

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LINDSAY HEIDKER



Ashley Hayes (She/Her)
Union Organizer at THEU-CSN

- Toronto Hospitality Employees Union - CSN
-  Dalhousie University

Greater Toronto Area, Canada · [Contact info](#)
26 connections

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Activity

26 followers

Ashley hasn't posted yet

Recent posts Ashley shares will be displayed here.

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Experience

Organizer

Toronto Hospitality Employees Union - CSN
Feb 2022 - Present · 2 yrs 4 mos

Union Representative

SPEA
Apr 2020 - Nov 2021 · 1 yr 8 mos

Staff Representative

Canadian Media Guild
Oct 2019 - Feb 2020 · 5 mos



Organizer

Unifor National
Jan 2018 - Oct 2019 · 1 yr 10 mos



Organizer

UNITE HERE
Jan 2008 - Jan 2018 · 10 yrs 1 mo
Toronto, Canada Area

Education



Dalhousie University
Bachelor of Arts - BA, International Development and History
2002 - 2006

Interests

Companies Schools



Dalhousie University
148,452 followers

+ Follow



LinkedIn Guide to Networking
14,142,687 followers

+ Follow

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Lis Pimentel · 3rd+
National Representative at Unifor

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David Sanders · 3rd+
Toronto Hospitality Employees Union - CSN (THEU-CSN)

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Sandra Gonzales · 3rd+
State Director at Office of U.S. Senator Butler Imagine | Build | Execute

Message



Scott Cooper · 3rd+
UNITE HERE

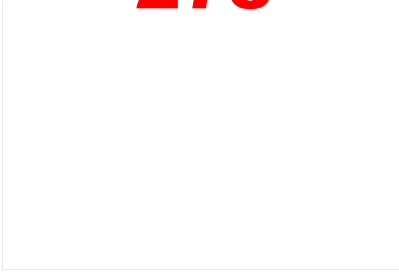
Message



Carol Wood · 3rd+
Organizer at BCGEU

Message

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A277

A277

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Barristers and Solicitors.
Expires August 31, 2024.



Rafunzel Korngut (She/Her)

Community Engagement

- Hospitality Workers Training Centre

- Holy Cross of Davao College

Toronto, Ontario, Canada · [Contact info](#)

73 connections

Connect

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About

My passion is working with people, talking about an opportunity, and finding common ground to build trust and overcome differences. We live in a complex world; we need to be humble about what we know.

Activity

72 followers

Posts

Comments

Rafunzel Korngut reposted this · 1yr



4

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Experience



Hospitality Ambassador

Hospitality Workers Training Centre · Contract Full-time

Apr 2021 - Present · 3 yrs 2 mos

Toronto, Ontario, Canada

Hospitality organizer

UNIFOR · Contract Full-time

Dec 2018 - Present · 5 yrs 6 mos


Greater Toronto Area, Canada

Hospitality Union Organizer
UNITE HERE Local 75 · Permanent Full-time
May 2014 - Dec 2018 · 4 yrs 8 mos
Toronto, Ontario, Canada

 **Room Attendant**
Fairmont Hotels & Resorts · Permanent Full-time
Sep 2011 - Nov 2018 · 7 yrs 3 mos
Toronto, Ontario, Canada

Education

Holy Cross of Davao College
Bachelor of Science & Commerce, Major Management
1991 - 1994

 **University of Toronto**
Aug 2021 - Aug 2021




gender analytics for innovation.pdf

Show all 5 educations →

Skills

Knowledge about the Foreign live-in Caregiver program of the government

Customer Service

 1 endorsement

Show all 13 skills →

Languages

Tagalog

Interests

Companies Groups Schools



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1,684,033 followers

+ Follow



University of Toronto
802,896 followers

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Matthew Munro · 3rd+
Executive Chef

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Tassandra Whyte · 3rd+
LMS & Program Administrator at Hospitality Workers Training Centre

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Alicia Cachia, CHRP, OCT (She/Her) · 3rd+
HR Generalist, Stevenson Memorial Hospital

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Imesia Ewan, CYT, CHRP · 3rd+
Transformative Facilitator | Leadership & Corporate Well-Being Advisor |
Trauma Informed | Learning & Development | Life Coach | Educator |...

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Ryan Brack · 3rd+
Operational Management | People Management | Event Management |
Customer Satisfaction & Administration | Hospitality Leader | Client...

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