

**MEMORANDUM OF AGREEMENT**

**BETWEEN:**

**HASTINGS ENTERTAINMENT INC**

**(hereinafter referred to as the "Employer")**

**PARTY OF THE FIRST PART**

**AND:**

**MoveUp, CANADIAN OFFICE AND PROFESSIONAL EMPLOYEE'S UNION,  
LOCAL 378**

**(hereinafter referred to as the "Union")**

**PARTY OF THE SECOND PART**

By signature(s) of their duly authorized representative(s) hereinafter affixed, the Employer and the Union ("the Parties") do hereby expressly and mutually agree as follows:

1. This Memorandum of Agreement ("Memorandum") shall be deemed to include all attachments hereto affixed as Appendix "A & B".
2. It is agreed that the terms and conditions of the current Collective Agreement including all attachments (MOA, LOA, MOU) in force and effect between the Employer and the Union from August 1, 2012 to December 31, 2014, inclusive, shall become the successor Collective Agreement between the Parties, except as expressly provided otherwise by this Memorandum.
3. It is agreed that the terms and conditions of Appendix "A" shall be included in the current Collective Agreement between the Parties and together shall constitute the new Collective Agreement.
4. The new Collective Agreement shall be effective from January 1, 2015 to December 31, 2020.
5. Signing Bonus

Employees listed in Appendix "B" shall receive a signing bonus based on the hours worked over the years 2015, 2016 and 2017. For further clarification, only the employees listed in Appendix "B" shall be eligible for the signing bonus.

Up to 1200 hours	\$300.00
1201 to 2999 hours	\$450.00
3000 hours or more	\$700.00


6. Wages

January 1, 2018	1%	to all classifications earning \$16.00 or more
	2%	to all classifications earning \$15.99 or less
January 1, 2019	1%	to all classifications earning \$16.00 or more
	2%	to all classifications earning \$15.99 or less
January 1, 2020	1.5%	to all classifications earning \$16.00 or more
	2%	to all classifications earning \$15.99 or less




7. Upon ratification by both Parties in accordance with this Memorandum, the following provisions of Appendix "A" shall come into force and effect and shall be fully retroactive.
8. It is mutually agreed that this Memorandum is subject to ratification by the respective principals of each of the Parties.
9. The Union and the Employer hereby expressly agree that they will unanimously recommend acceptance of this Memorandum to their respective principals.
10. It is mutually agreed that any proposal(s), in whole or in part, of the Employer or the Union, and any related commentary of either Party, arising during negotiations shall be deemed to be both introduced and withdrawn on a "without prejudice" basis and, accordingly, shall not be introduced as evidence by either the Employer or the Union in any arbitration or any other proceeding in law.
11. This Memorandum is subject to the grievance and arbitration procedures as set forth in the current collective agreement.
12. All grievances and other disputes involving the Employer and the Union which are not expressly resolved by this Memorandum shall be deemed to be unresolved by this Memorandum.

Signed at Burnaby, B.C. this 22 day of March, 2018.

**For the Union**

  
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**For the Employer**

  
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**APPENDIX "A"**



Proposal No.	Article	Union Proposal
UP#1	1	<p><b>ARTICLE 1: PURPOSE</b></p> <p>The purpose of this Collective Agreement (or "Agreement") is:</p> <ul style="list-style-type: none"><li>a) to establish mutually satisfactory relations between the Employer and its employees;</li><li>b) to provide an equitable method for the prompt disposition of grievances; and to establish and maintain satisfactory working conditions and wages in the operation of thoroughbred and all other forms of racing on which pari-mutuel wagering is conducted and any other form of gambling or wagering that is introduced to the Employers operation;</li></ul> <p>for all employees who are subject to the terms and conditions of this Collective Agreement.</p>

Agreed to on this 30<sup>th</sup> day on MAY 2017

For the Employer

For the Union





Proposal No.	Article	Union Proposal
UP#3	3	<b>3.01 Sole Agent</b>  The Employer recognizes MoveUP (Canadian Office and Professional Employees Union, Local 378) (hereinafter the "Union") as the sole and exclusive bargaining agent for those employees in the bargaining unit as stated in the Certificate of Bargaining Authority issued by the Labour Relations Board of B.C. and amendments thereto.

Agreed to on this 30<sup>th</sup> day, on MAY, 2017.

For the Employer

For the Union



Proposal No.	Article	Union Proposal
UP#3	3	<b>3.05 Temporary Assignment</b>  Persons who are subject to this Agreement shall continue to be subject to this Agreement and the Union shall continue to be their sole and exclusive collective bargaining agent even where such persons are required to perform their work functions anywhere within the province of British Columbia, or elsewhere when on temporary assignment and performing such work functions on behalf of the Employer.

Agreed to on this 30<sup>th</sup> day on May 2017

For the Employer

For the Union

E&OE



Proposal No.	Article	Union Proposal
UP#4	4.02	<p><b>4.02 Regulatory Bodies</b></p> <p>It is understood and agreed that the Employer, the Union and all members of the bargaining unit described in Article 3, are subject to supervision from regulatory agencies including:</p> <ul style="list-style-type: none"><li>• British Columbia Lottery Corporation</li><li>• Gaming Policy and Enforcement Branch – Gaming</li><li>• Gaming Policy and Enforcement Branch – Racing</li><li>• The Canadian Pari-Mutuel Agency</li></ul>

Agreed to on this 30 day on May 2017

For the Employer

For the Union



Proposal No.	Article	Union Proposal
UP#5	5	<b>5.01 Membership</b>  (a) The Employer agrees that all employees covered by this Agreement shall, as a condition of employment, become and remain members of the Union. New employees, hired subsequent to the signing of this Agreement, shall become and remain members of the Union, as a condition of employment, on the first (1st) day of employment with the Employer.  (b) The Employer shall give to the Union the name, address, telephone number, email address (if provided by the employee), classification and wage rate of all newly hired employees, within two (2) weeks of the date of hiring.

Agreed to on this 30 day on May 2017

For the Employer

For the Union



Proposal No.	Article	Union Proposal
UP#5	5	<b>5.02 Authorization</b>  The Employer agrees that each employee in the bargaining unit shall, as a condition of employment, execute an authorization form approved and supplied by the Union providing for the deduction from the employee's wages or salary the amount of the regular monthly dues and any other dues, levies, assessments, fees or fines owing or payable to the Union as established by the Union.

Agreed to on this 30 day on May 2011,

For the Employer

For the Union

E&OE



Proposal No.	Article	Union Proposal
UP#5	5	<b>5.03 Dues Deductions</b>  (a) The Employer shall, as a condition of each employee's employment, deduct from the wages or salary of each employee in the bargaining unit the amount of the regular monthly or other dues including, but not limited to, initiation fees owing or payable to the Union by a member of the Union, as established by the Union.  (b) The Employer shall deduct from the pay or salary of an employee who is a member of the Union the amount of any levies, assessments, fees or fines owing or payable to the Union by a member of the Union, as established by the Union.

Agreed to on this 30 day on May 2017

For the Employer

For the Union



Proposal No.	Article	Union Proposal
UP#5	5	<b>5.06 Acceptance</b>  The Union agrees that it will accept in the membership all employees who, because of their occupational classification, are eligible for membership in the Union.

Agreed to on this 30 day on May 2017

For the Employer

For the Union



Proposal No.	Article	Union Proposal
UP#7	7	<b>7.02 Meetings</b>  The Labour/Management Committee shall meet at the request of either Party at a time and place mutually satisfactory to both Parties. It is assumed that both Parties will develop regularly scheduled times for such meetings. Either Party may, one (1) week in advance of the meeting, deliver to the other Party those matters in writing to be discussed at the meeting.

Agreed to on this 30 day on May 2017

For the Employer

For the Union





Proposal No.	Article	Union Proposal
UP#7	7	<b>7.03 Terms</b>  It is further mutually agreed and understood that the Labour/Management Committee does not form part of the grievance or arbitration procedures set forth in this Agreement and that no matter which is the subject of a grievance or arbitration shall be the subject of discussion of this Committee.

Agreed to on this 30 day on May 2017

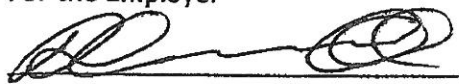
For the Employer

For the Union

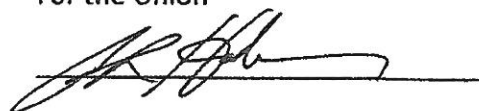
Proposal No.	Article	Union Proposal
UP#7	7	<p><b>7.07</b></p> <p>(a) <sup>Article</sup> Job Stewards can carry out their duties in <del>Subclause</del> 7.06(a) and 7.06(b) above without loss of pay during regular work hours provided it does not cause undue disruption to the workplace and it shall be considered as time worked. Before carrying out such duties during regular working hours, the Job Stewards will first obtain permission from <u>their</u> supervisor. Such permission will not be unreasonably withheld. Time spent by <u>Job Stewards</u> beyond their regular hours will not be paid for by the Employer.</p> <p>(b) Job Stewards shall be granted time off <sup>Article</sup> without pay to undertake the responsibilities in <del>Subclause</del> 7.06(c), however, this time shall be considered time worked for all other purposes of seniority and any other entitlements under the Collective Agreement. Upon written authorization from the Union, they will be paid directly by the Employer for any time that they would have otherwise been scheduled to work. The Union will be invoiced for such time and will reimburse it expeditiously upon receipt of such invoice.</p> <p>(c) <sup>Article</sup> Time off without pay for activities outlined in <del>Subclause</del> 7.06(d) may be granted in accordance with Article 18.</p>

Agreed to on this 30 day on May 2017

For the Employer



For the Union



E&OE



Proposal No.	Article	Union Proposal
UP#9	9	<p><b>ARTICLE 9: SINGLE ARBITRATOR</b></p> <p><b>9.01 Procedures</b></p> <p>If a grievance is not settled pursuant to Article 8, it may be referred to a single arbitrator in accordance with the following procedures:</p> <ul style="list-style-type: none"><li>(a) The Party desiring arbitration under this Article will notify the other Party in writing, in accordance with Article 8.</li><li>(b) The Parties to the dispute will thereupon decide on the appointment of an arbitrator. Failing agreement on this appointment within ten (10) days of notice being received pursuant to Subclause 9.01(a) above, the Parties shall choose one (1) of the arbitrators from the list defined in Subclause 9.01(c) below, by random draw, subject to the availability of the selected arbitrator, to hear the grievance within the time limits specified below.</li><li>(c) The parties shall agree on a list of six (6) arbitrators who can be available to conduct hearings within the time limits specified in this Article. This list shall be reviewed and amended if one of the arbitrators becomes unavailable or upon the expiry of the Collective Agreement, or, by mutual agreement at any time.</li></ul>

Agreed to on this 30 day on May 2017

For the Employer

For the Union

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Proposal No.	Article	Union Proposal
UP#9	9	9.01(d)  The agreed list of arbitrators shall be as follows:  Judi Korbin Irene Holden Wayne Moore Bob Blasina Julie Nichols

Agreed to on this 24<sup>th</sup> day on July 2017

For the Employer

For the Union



Proposal No.	Article	Union Proposal
UP#9	9	<b>9.02 Hearing</b>  The arbitrator shall hear the Parties and render an award within sixty (60) days of the appointment, unless the time is extended by agreement of the Parties. The arbitrator shall deliver the decision, in writing, to each of the Parties. It shall be final and binding on the Parties and shall be carried out forthwith.

Agreed to on this 30<sup>th</sup> day on JAN 2017

For the Employer

For the Union



Proposal No.	Article	Union Proposal
UP#9	9	<b>9.03 Costs</b>  Each Party shall bear its own costs and expenses of the arbitration and one-half (1/2) of the remuneration and expenses of the arbitrator.

Agreed to on this 30 day on May 2017

For the Employer

For the Union



Proposal No.	Article	Union Proposal
UP#12	12.02	The probationary period for a Full-Time Permanent Employee shall be sixty (60) working days. Any employee defined other than Full-Time Permanent shall be required to serve a forty eight (48) working day or two hundred and seventy (270) working hour probationary period, whichever is greater. During the probationary period, an employee who demonstrates a competence to assume the regular duties of the position for which he/she is qualifying, can be advanced through this period on assessment by the Department Head. The probationary period for all employees may be extended by mutual agreement of the Union and the Employer.

Agreed to on this 21 day on Sept 2017

For the Employer

For the Union

E&OE



Proposal No.	Article	Union Proposal
UP#16	16	<b>16.01 Classifications and Wage Rates</b>  During the term of this Agreement, the Employer and the union agree that the classifications and wage rates will be set forth in Appendix "A".

Agreed to on this 27<sup>th</sup> day on July 2017

For the Employer

For the Union





Proposal No.	Article	Union Proposal
UP#21	20.09	The Employer will allow the Union insignia in a format no larger than 12" x 6", to be displayed on all designated bulletin boards.

Agreed to on this 21 day on Sept 2017

For the Employer

For the Union

E&OE



Proposal No.	Article	Union Proposal
UP#21	21	<b>ARTICLE 21: MISCELLANEOUS</b>  21.01 Change of Address  It is the responsibility of all employees to keep the Employer informed of their current address, telephone number and email address, if applicable.

Agreed to on this 30 day on May 2017

For the Employer

For the Union



Proposal No.	Article	Union Proposal
UP#21	21	<b>21.03 Union Access</b>  At the commencement of each racing season, the Employer shall provide the Union with two (2) Club House Gate Passes and two (2) parking passes for the use of the Union. Union representatives shall, upon providing reasonable advance notice to the Employer, have access to the Employer's premises during normal working hours, with the exception of the Money Room.

Agreed to on this 30 day on May 2017

For the Employer

For the Union



Proposal No.	Article	Union Proposal
UP#21	21	<b>21.04 Interpretation</b>  Wherever the singular and/or masculine are used throughout this Agreement, the same shall be construed as meaning the plural or the feminine or transgender where the context requires, and conversely.

Agreed to on this 30 day on May 2017

For the Employer

For the Union



Proposal No.	Article	Union Proposal
UP#21	21	<b>21.07 Correspondence</b>  All correspondence other than routine, resulting from this Collective Agreement shall be sent to the President of the Union or designate. Such correspondence to the Employer shall be sent to the Manager of Human Resources with a copy to the General Manager.

Agreed to on this 30 day on May 2017

For the Employer

For the Union

Proposal No.	Article	Union Proposal
UP#21	21	<p><b>21.08 Personnel Files</b></p> <p>(a) A personnel file shall be maintained by the Employer for each employee in the bargaining unit. Such file shall include all disciplinary letters, performance and/or probationary assessments and letters of commendation concerning the employee's employment and work performance.</p> <p>(b) Access to Personnel File</p> <p>Upon written request, and with reasonable notice to the Employer, an employee shall have the right to read and review their personnel file. After reviewing their personnel file, an employee may request in writing and the Employer shall provide a copy of any specific document, record or report contained in the employee's personnel file.</p> <p>(c) With written authorization from an employee and with reasonable notice by written request to the Employer, a Union Representative shall have the right to review an employee's personnel file. On request, from the Union, the Employer shall provide with copies of any document, record or report in an employee's personnel file.</p>

Agreed to on this 30 day on May 2017

For the Employer

For the Union




E&OE



Proposal No.	Article	Union Proposal
UP#21	21	<b>21.12 Personal Duties</b>  Employees shall not be required to perform, nor shall they perform, personal duties which are not related to the Employer's business.

Agreed to on this 30 day on May 2017

For the Employer

For the Union



Proposal No.	Article	Union Proposal
UP#31	LOU2	Remove LETTER OF UNDERSTANDING #2

Agreed to on this 30 day on May 2017

For the Employer

For the Union





Proposal No.	Article	Union Proposal
UP#41	LOU13 & 14	Remove LETTER OF UNDERSTANDING #13 and LETTER OF UNDERSTANDING #14

Agreed to on this 30 day on May 2017

For the Employer

For the Union



Proposal No.	Article	Employer Proposal
E#01	8	<p>8.05</p> <p><i>Step 1</i></p> <p>Between the Union Representative and the Manager of Human Resources. The Job Steward and employee(s) concerned may be present at Step 2. The discussion at this step shall be held within seven (7) calendar days from the date the written notice to proceed to Step 2 was received. The Manager of Human Resources or in the case of an Employer grievance, the Union Representative, shall give a written decision to the other party within ten (10) calendar days from the date the discussion took place. Should the Union or the Employer wish to proceed to the next step, written notice shall be sent to the other party and received within ten (10) calendar days from the date the written decision was received.</p> <p>A grievance not resolved at Step 1, may be referred to Step 2.</p>

Agreed to on this 6<sup>th</sup> day on June 2017

For the Employer

For the Union



Proposal No.	Article	Employer Proposal
E#05	Signing Bonus	Remove language:  Signing Bonus: As of the date of the adoption of these changes and modification by affirmation by a majority of Eligible Ballots cast in a LAST Offer Vote each employee in the bargaining unit shall be eligible to receive a lump sum payment of \$350.00 less applicable taxes.

Agreed to on this 6<sup>th</sup> day on June 2017

For the Employer

For the Union



Proposal No.	Article	Employer Proposal
E#08	MOU	Remove in its entirety:  Memorandum of Understanding between PACIFIC RIDING ASSOCIATION, THE OFFICE OF PROFESSIONAL EMPLOYEES UNION LOCAL 378 AND HOTEL, RESTAURANT & CULINARY EMPLOYEES & BARTENDERS UNION LOCAL 40.

Agreed to on this 21 day on Sept 2017

For the Employer

For the Union

## APPENDIX "B"

	Name	Department	Total hours worked			Retro	300
			2015	2016	2017	Hours	
1	COSTA DE AVILA, JULIANE	slot attendant	0.00	0.00	67.75	67.75	300
2	BARNARD, BEVERLY J	Mutuels	16.50	25.41	31.17	73.08	300
3	TRUONG, MICHELLE	Mutuels	0.00	0.00	74.07	74.07	300
4	CHEN, CHENG-WEN(TINA)	Mutuels	0.00	0.00	89.59	89.59	300
5	SNOW, MICHAEL J	Mutuels	31.92	33.09	25.91	90.92	300
6	MARTIN, ELORA	first aid	0.00	0.00	105.33	105.33	300
7	STEVENSON, DAVID	first aid	0.00	0.00	129.50	129.50	300
8	JOHNSTON, CHLOE	GS R	0.00	0.00	134.67	134.67	300
9	LUNA, JULIE	GS R	0.00	0.00	176.02	176.02	300
10	WONG, ERIC	Mutuels	0.00	28.50	150.77	179.27	300
11	SO, DEREK	Mutuels	91.14	60.85	64.13	216.12	300
12	ARTHUR, TOM	groundsman	0.00	0.00	216.32	216.32	300
13	WALKER, TYLER	valet	0.00	0.00	250.45	250.45	300
14	RUSSELL, DONALD JACK	runner	0.00	0.00	252.42	252.42	300
15	CASTLE, SUSAN	casino security	0.00	0.00	263.75	263.75	300
16	MALLIN, PHILLIP	Mutuels	74.35	118.93	142.15	335.43	300
17	SOBOUTI, ROUZBEH	first aid	0.00	0.00	338.28	338.28	300
18	HEINRICHS, JOEL	first aid	149.43	129.25	61.33	340.01	300
19	WEISS, ATHINA	outrider	0.00	0.00	347.50	347.50	300
20	ALVARADO, ANNIE	casino security	0.00	0.00	351.83	351.83	300
21	NEZATICKY, HOLLY	GS R	0.00	177.71	181.25	358.96	300
22	CONSTANT, TIMOTHY	groundsman	0.00	235.52	164.82	400.34	300
23	TOMAS, PAULO	casino security	0.00	0.00	421.76	421.76	300
24	CUTHBERTSON, BRAD	groundsman	0.00	217.27	207.90	425.17	300
25	WONG, LAWRENCE	Mutuels	128.16	155.83	172.28	456.27	300
26	WU, JENNIFER	GS R	145.29	180.25	140.43	465.97	300
27	SANDHU, SIMRAN	GS R	60.74	190.17	220.96	471.87	300
28	BUTLER, TERESA R	Mutuels	147.07	208.07	127.84	482.98	300
29	STENSGAARD, CAROLYN	Facility Attn	0.00	0.00	483.25	483.25	300
30	RAWSON, JOE	groundsman	196.41	216.85	126.40	539.66	300
31	PEACOCK, DIANNE	Graphics	0.00	0.00	549.50	549.50	300
32	FRIDLEIFSON, YVONNE	Money Room	179.32	244.40	134.23	557.95	300
33	JUKICH, TERESA A	Mutuels	210.99	182.24	176.84	570.07	300
34	TIMOSHEVSKAYA, LUDMILA	Mutuels	183.27	191.94	218.24	593.45	300
35	JUKICH, ELISA	GS R	218.41	140.54	236.28	595.23	300
36	BANICEVIC, KIANA	reservationist	0.00	215.25	395.75	611.00	300
37	HARDY, DILLON	Mutuels	162.71	199.38	249.19	611.28	300
38	KINGSTON, TANYA M	Mutuels	193.32	219.26	202.00	614.58	300
39	CHANG, WINSTON	Night Cleaning	0.00	0.00	622.50	622.50	300
40	CAMPBELL, KEVIN	groundsman	207.24	217.27	203.57	628.08	300
41	BEATTIE, BEVERLY A	Mutuels	204.15	219.99	208.02	632.16	300
42	JAMES, DEBBIE L	Mutuels	200.09	209.08	228.73	637.90	300
43	FISHER, STEWART	groundsman	221.24	219.77	211.99	653.00	300
44	CAREY, ANNE	Mutuels	189.59	220.81	245.55	655.95	300

45	CHADWICK, KYLE	groundsman	207.91	213.02	243.82	664.75	300
46	RUEGGER, JANE	Mutuels	198.37	204.25	264.21	666.83	300
47	HONG, KEVIN	GS R	226.50	189.06	252.96	668.52	300
48	NORIEGA, ROBERTO	casino security	0.00	0.00	685.00	685.00	300
49	HENSON, ROBERT	valet 1	215.85	251.27	250.05	717.17	300
50	GRANT, BRUCE M R	farrier	237.35	251.27	245.05	733.67	300
51	O'RIORDAN, BRIAN	valet	256.85	246.77	230.38	734.00	300
52	PORTER, RHONDA D	Mutuels	250.47	254.44	232.86	737.77	300
53	BARROBY, CINDY	outrider	265.50	237.50	237.00	740.00	300
54	PILLAY, BALA	Money Room	288.99	199.15	257.68	745.82	300
55	PHILLIPS, JANIS	GS	252.01	251.52	251.39	754.92	300
56	SMITH, MALCOLM	valet	255.35	256.27	250.05	761.67	300
57	MCLAUGHLIN, ERMON	valet	256.85	256.27	250.05	763.17	300
58	ROGERS, TODD A	valet	252.35	277.42	245.37	775.14	300
59	YEE, JOHN	Mutuels	206.54	196.67	400.14	803.35	300
60	LAU, JENNY L Y	Mutuels	214.81	253.70	366.08	834.59	300
61	BEKESI, JOZSEF	barn security	0.00	0.00	907.58	907.58	300
62	HICKEY, MONTE	casino security	0.00	0.00	915.25	915.25	300
63	DUDLEY, ERIC	security racing	330.66	296.44	319.43	946.53	300
64	HOOPER, JARED	casino security	0.00	0.00	996.92	996.92	300
65	HOLLINGUM, JAMES	Facility Attn	0.00	262.00	748.50	1,010.50	300
66	HASLAM, TERRY	jocks room	346.75	347.94	340.98	1,035.67	300
67	SHARMA, ARJUN	casino security	0.00	0.00	1,048.17	1,048.17	300
68	TEPATLAN GOMEZ, ADOLFO	BS Main	0.00	0.00	1,128.00	1,128.00	300
69	TANDINGAN, CARLOS	BS JAN	400.00	382.00	376.00	1,158.00	300
70	YEE, WEETON	Night Cleaning	418.00	389.00	389.50	1,196.50	300
71	FLORES, YANCEE	reservationist	0.00	592.75	636.50	1,229.25	450
72	HUBER, DOROTHY M	Mutuels	371.21	378.11	516.87	1,266.19	450
73	LIM, TED	GS R	425.08	387.45	468.91	1,281.44	450
74	HALL, JENNIFER	cashier	59.83	630.67	613.75	1,304.25	450
75	SKENE, CINDY ANN	Money Room	433.97	440.29	451.56	1,325.82	450
76	MCKAY, BRANDON	groundsman	292.79	504.27	563.32	1,360.38	450
77	MORGAN, LORRAINE	first aid	453.42	404.68	564.25	1,422.35	450
78	ROBB, LINDA J	Mutuels	377.02	500.63	587.46	1,465.11	450
79	MURPHY, JOSH	data entry	0.00	585.25	880.87	1,466.12	450
80	BHATIA, JUSTIN	groundsman	514.26	421.60	546.32	1,482.18	450
81	LEUNG, KIN	first aid	683.83	559.83	242.42	1,486.08	450
82	BEKESI, JOSEPH	casino security	0.00	118.50	1,374.99	1,493.49	450
83	GOULDING, RANDY	clockers	591.50	611.00	346.75	1,549.25	450
84	ROBINSON, SAMUEL	gate driver	519.30	512.29	566.99	1,598.58	450
85	BRADSEN, DIANE B	Mutuels	390.78	469.70	751.97	1,612.45	450
86	GOULDING, GREG	clockers	0.00	952.00	663.75	1,615.75	450
87	WONG, JOSHUA	slot attendant	0.00	150.92	1,499.58	1,650.50	450
88	PHELPS, GORDON B	Mutuels	420.18	508.72	770.67	1,699.57	450
89	DITOMASO, LUCY M	Money Room	586.40	591.76	576.57	1,754.73	450
90	GREENE, RUSSELL	groundsman	508.26	483.02	784.94	1,776.22	450
91	COOKE, SHARRON	guest services	587.33	678.25	572.50	1,838.08	450

92	WONG, EMILY	cashier	668.25	582.50	617.25	1,868.00	450
93	SKERRY, JOAN	Groups	316.25	838.00	814.50	1,968.75	450
94	STANTON, SANDRA	slot attendant	0.00	408.00	1,608.08	2,016.08	450
95	O'REILLY, CRAIG J	Mutuels	368.70	657.13	1,000.07	2,025.90	450
96	MACDONALD, CHARLES N	asst starter	544.25	580.79	945.50	2,070.54	450
97	KARRINGTON, KARREE	casino security	0.00	462.25	1,762.58	2,224.83	450
98	PAJUNEN, REIJO	P A	0.00	373.08	1,987.75	2,360.83	450
99	BANDIVIDKAR, PRASANNA	casino security	0.00	358.00	2,011.25	2,369.25	450
100	RUSSELL, LISA	clockers	826.50	765.25	807.75	2,399.50	450
101	HIRJI, KHADIJA	guest services	0.00	805.00	1,631.76	2,436.76	450
102	FISHER, JAMIE M	GS R	806.18	853.43	887.41	2,547.02	450
103	ROSENLUND, CATHY-ANN	HPI	836.00	858.44	858.09	2,552.53	450
104	GLAS, WULF	Mechanic	1,024.00	947.00	923.50	2,894.50	450
105	WALDMAN, ROBERT A	Mutuels	795.81	917.45	1301.60	3,014.86	700
106	BARROBY, DARCY	outrider	987.50	1,007.75	1,025.75	3,021.00	700
107	WILSON, SANDY L	Mutuels	1009.93	1201.30	973.00	3,184.23	700
108	CHAN, ROWENA	cashier	1,217.75	990.25	1,006.25	3,214.25	700
109	TSANG, CHRISTOPHER	cashier	1,178.00	1,130.00	1,002.17	3,310.17	700
110	CRERAR, JAMES ALBERT	Building Main	1,063.00	1,196.50	1,062.50	3,322.00	700
111	SIE, TOMMY	slot attendant	1,196.50	1,313.34	827.15	3,336.99	700
112	FRIDLEIFSON, NORMAN	security racing	1,152.58	1,174.75	1,027.36	3,354.69	700
113	COMBS, MARILYN E	GS R	1,113.17	1,082.50	1,210.50	3,406.17	700
114	LITTKEMANN, DIRK	BS Main	1,096.00	1,104.00	1,226.50	3,426.50	700
115	MACLEOD, KEATH V	Mutuels	1,173.44	1,141.04	1,166.35	3,480.83	700
116	KOHN, MARTIN E	Mutuels	923.37	1,206.70	1,375.49	3,505.56	700
117	BROWNELL, GERALD G	valet	1,200.35	1,180.52	1,136.80	3,517.67	700
118	LIN, DAWSON	guest services	1,434.16	1,304.67	846.75	3,585.58	700
119	PARKINSON, KEITH R	barn security	1,160.00	1,216.00	1,239.42	3,615.42	700
120	CHABARA, LINDA O J	GS R	1,278.93	1,208.02	1,175.68	3,662.63	700
121	LEE, JEFFREY	count team	72.00	1,682.25	1,938.93	3,693.18	700
122	HANUS, AGNES S	Mutuels	1,182.42	1,254.77	1,298.73	3,735.92	700
123	BALINT, CHARLES	security racing	1,082.11	1,254.01	1,457.54	3,793.66	700
124	REILLY, EMILY	count team	842.25	1,526.08	1,585.82	3,954.15	700
125	LE, KIEU (AMANDA)	slot attendant	918.50	1,151.25	1,915.16	3,984.91	700
126	CARBONEL, GLORIA	cashier	1,580.00	1,184.83	1,317.09	4,081.92	700
127	GALLIGANI, ALBO	BS JAN	1,490.25	1,392.00	1,229.00	4,111.25	700
128	TANYAG, ORLANDO	cashier	667.50	1,752.50	1,709.00	4,129.00	700
129	MOTOMOCHI, KATALIN	cashier	1,281.91	1,459.58	1,434.25	4,175.74	700
130	TKALCIC, DENNIS	Night Cleaning	1,349.50	1,494.83	1,382.00	4,226.33	700
131	BRUNELLE, ED G	barn security	1,334.00	1,496.00	1,472.00	4,302.00	700
132	JANG, RAY	count team	1390.50	1394.75	1529.34	4,314.59	700
133	CHANG, YI-WEN (VIVIAN)	slot attendant	1,276.00	1,525.33	1,625.60	4,426.93	700
134	MALLARES, ARTURO	casino security	1,842.50	1,797.42	840.00	4,479.92	700
135	HARIT, ANIL	barn security	1,456.00	1,504.00	1,520.08	4,480.08	700
136	LEE, CHERYL	guest services	1,648.75	1,525.00	1,426.50	4,600.25	700
137	KAILA, CINDY	Facility Attn	1,387.25	1,567.00	1,726.68	4,680.93	700
138	JARCIA, GLENDA	slot attendant	1,692.15	1,558.78	1,440.51	4,691.44	700



139	RAE, GERRI-ANNE VIOLET	HPI	1,597.77	1,538.67	1,565.76	4,702.20	700
140	MACDONALD, LINDA	security racing	1,800.40	1,487.34	1,434.09	4,721.83	700
141	NEIS, SUSAN JOYCE	Night Cleaning	1,635.00	1,642.25	1,546.00	4,823.25	700
142	JORDAN, DAVID WILLIAM	Night Cleaning	1,672.00	1,602.00	1,592.50	4,866.50	700
143	DIMENNA, RESHA	cashier	1,668.26	1,694.34	1,603.25	4,965.85	700
144	JUNG, WESLEY	guest services	1,793.51	1,892.54	1,290.61	4,976.66	700
145	SEHAGIC, JASMIN	BS Main	1,697.50	1,600.00	1,693.00	4,990.50	700
146	KHAYOU, JOHN	BS Main	1,684.00	1,668.00	1,664.00	5,016.00	700
147	DIMOND, BRADLEY L	BS Main	1,696.00	1,740.00	1,688.00	5,124.00	700
148	GONZALO, MADONNA	slot attendant	1,692.00	1,704.25	1,777.50	5,173.75	700
149	RULENS, WALTER	casino security	1,730.16	1,763.73	1,683.48	5,177.37	700
150	CHAN, BONNIE	slot supervisor	1,744.08	1,686.09	1,750.09	5,180.26	700
151	GAO, MENG HU (TONY)	guest services	1,709.00	1,836.25	1,688.05	5,233.30	700
152	RAMOS, RUBEN	Facility Attn	1,801.50	1,731.25	1,702.00	5,234.75	700
153	MACCARTHY, MARGARET	cashier	1,815.58	1,737.00	1,706.65	5,259.23	700
154	WU, JING	slot attendant	1,719.19	1,821.24	1,725.09	5,265.52	700
155	ROMUALDO, BERNY	Night Cleaning	1,885.50	1,706.33	1,688.50	5,280.33	700
156	BLACKBURN, DONNA	slot supervisor	1,773.24	1,763.30	1,745.34	5,281.88	700
157	FOULDS, BETSY	slot supervisor	1855.83	1764.50	1676.84	5,297.17	700
158	KWAN, JEFFREY	slot attendant	1,891.50	1,748.17	1,722.83	5,362.50	700
159	SENNETTE, RENEE	Facility Attn	1,815.50	1,806.00	1,816.50	5,438.00	700
160	GALBRAITH, VALERIE	Facility Attn	1,848.33	1,728.91	1,872.00	5,449.24	700
161	JAMSHIDIAN, MEHRAN (MIKE)	count team	1,606.00	1,933.37	1,925.17	5,464.54	700
162	ZESCHNER, JOHN	Building Main	1,842.00	1,853.00	1,896.50	5,591.50	700