

Memorandum of Agreement

Between

Gateway Casinos & Entertainment Limited operating at

Cascades Casino Langley Surveillance

(Hereinafter referred to as the Employer)

- and -

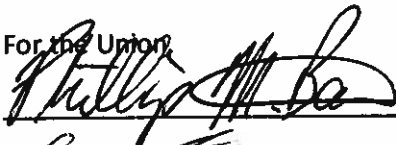
MOVEUP (Canadian Office and Professional Employees' Union, Local 378)

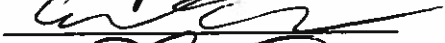
(Hereinafter referred to as the Union)


- 1) The parties agree that the following document, including the attached Agreed Items as of May 30, 2024, constitutes full and final settlement of all matters in dispute between them in regards to negotiation of the renewal Collective Agreement between the parties.
- 2) Any matters raised by either party, and not addressed by this document shall be considered withdrawn without prejudice with the exception of any errors or omission.
- 3) Unless a matter is specifically indicated as becoming effective on another date, all provisions of this memorandum shall become effective on the date of ratification. All matters will be retroactive where such retroactivity is specifically referenced in this Memorandum.
- 4) This agreement shall be effective from Date of ratification to March 14, 2026.
- 5) The Union agrees to unanimously recommend this settlement for ratification as full and final settlement of all matters in dispute.

Agreed to and signed at Vancouver this 30th day of May, 2024


For the Union

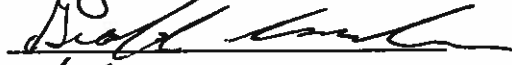


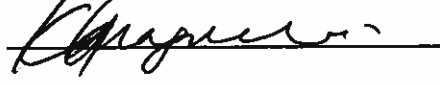




For The Company







Gender Neutral Language

The Union proposes the entire collective agreement be updated to become gender neutral. i.e.: "they", "them", "their", or "the employee".

Amend as follows:

1.04 Assignments of Wages and Employee Information

The Company will honour written assignments of wages for Union dues, initiation fees and general membership assessments and shall remit such to the Union monthly together with the following information as to the persons from whose pay such deductions have been made:

- 1) all contact information such as telephone numbers, home address, along with any changes as they occur.
- 2) employee information such as date of hire, base hourly rate, employee status, amount of dues deducted and any changes as they occur.
- 3) all deductions made by the Employer pursuant to this Article shall be submitted to the Union by the fifteenth (15th) date of the month following the date of deduction whenever possible but in no event will such remittance be later than the end of the month following the date of deduction.

Article 1.08- Contracting Out

Amend as follows:

The Company will not contract out nor transfer to another location outside of the bargaining unit, work normally performed by bargaining unit employees.

In the event of duties being transferred from their current location the parties agree to meet and discuss enhanced severance for the employees either unwilling or unable to transfer to the new location. **New location will be defined as a location outside of the current city.**

Amend as follows:

Article 2.04 (b)

(b) Trainee Union Representatives

- The Company will grant leave of absence to an employee requested by the Union to serve as a Trainee Union Representative, in accordance with the foregoing paragraph, subject to the following conditions:
- the timing of the leave will be subject to departmental operating considerations;
- the period of absence will not exceed ~~four (4)~~ six (6) continuous months, unless otherwise agreed by the Company; - only one (1) such leave will be granted in a twelve (12) month period.

Article 8.04- Notice and Severance Pay

Amend as follows:

Any employee who is permanently laid off will receive written notice of layoff ~~and or~~ severance pay equal to 1 week pay per year of service ~~up to a maximum of 8 weeks.~~

Article 9 - Wages

Delete and replace with the following:

The below grid will be in place for the life of the collective agreement:

	Probation	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
DOR	\$21.57	\$23.49	\$24.19	\$25.28	\$26.04	\$26.83	\$27.63
15-Mar-25	\$22.00	\$23.96	\$24.67	\$25.79	\$26.56	\$27.37	\$28.18

Not to be included in the CBA- For the period of March 15, 2023 and Date of Ratification, active employees will receive a retroactivity payment based on 5% of their previous rate for all hours worked between that time.

Not to be included in the CBA: The employees move through the grid based on their established step in 2024, on March 15th of each year. For example, if someone is currently at Step 1 on March 15, 2024, they would move to Step 2 on March 15, 2025.

Amend as follows:

10.03 Shift Premiums

All hours worked by employees from 7 PM until 5AM will be paid an additional ~~\$1.00~~ **\$1.25** per hour above the employee's normal rate of pay.

Amend as Follows:

Article 12.01 – Annual Vacation and Pay Entitlements

- (a) Employees are entitled to annual vacation and annual vacation pay, according to their completed years of consecutive service, calculated from their date of hire, as follows:

Completed Years of Service	Annual Vacation Time	Annual Vacation Pay
1 year but less than 5 years	2 weeks	4%
5 years but less than 10 years	3 weeks	6%
more than 10 years	4 weeks	8%
After 10 completed years of service	4 weeks plus 1 day	8.4%

- (b) "Consecutive years" as used herein, shall be understood to mean consecutive years of service with the same establishment subject to Article 4 of this Agreement.
- (c) Annual vacation pay shall be calculated using the applicable percentage from (a) above, as a percentage of the employee's gross earnings for the preceding year.
- (d) "Gross earnings" as used herein, shall be understood to mean the total earnings realized by an employee from the payment of wage rates for straight time, overtime, vacation pay and statutory holiday pay.

In addition, vacation carry over from one year to the next will be allowed provided the time is taken before March 31; operational requirements must be able to be met and such carried over time must not interfere with another employees scheduled vacation.

Amend as follows:

14.02 Family Illness

~~Unpaid~~ Leave from work will be granted to attend to an ill family member and ~~not~~ may be deducted from an employee's sick leave bank ~~on an hour for hour basis,~~ which can be taken in 2 hour increments

Amend as Follows:

ARTICLE 13 – Statutory Holidays

(a) The following shall be considered statutory holidays:

New Year's Day	Labour Day
Family Day	<u>National Day for Truth and Reconciliation</u>
Good Friday	Thanksgiving Day
Victoria Day	Remembrance Day
Canada Day	Christmas Day
B.C. Day	Boxing Day

(b) In addition, any other general holiday(s) enacted by the Government of Canada or the Government of British Columbia will be recognized by the employer as a holiday with pay.

Amend as follows:

ARTICLE 14 - PAID SICK LEAVE

14.01 Illness or Injury Leave

Employees are entitled to the rights and responsibilities regarding illness or injury leave as established by the Employment Standards Act, as amended.

Add:

15.10 Domestic or Sexual Violence Leave

Where an employee or the employee's child has experienced domestic or sexual violence the Employer shall grant reasonable leave of absence. The Domestic or Sexual Violence leave provisions of the BC Employment Standards Act shall apply.

Amend as Follows:

ARTICLE 19 - UNION-MANAGEMENT JOINT CONSULTATION

Gateway Casinos & Entertainment Limited (Cascades Casino Langley) and MoveUP (Canadian Office and Professional Employees Union, Local 378) recognize the benefits of establishing a mechanism for the ongoing discussion of concerns and problems that may arise during the term of this Agreement between the parties. The union-management consultation mechanism will provide a process whereby representatives from the union and management will meet from time to time to discuss issues of concern to any parties. **The Union-Management Joint meetings will be conducted quarterly or on as needed basis.**

The overall objective of union-management consultation is to provide an effective ongoing communication between Union and management so as to develop a positive climate conducive to the discussion of problems, if not their resolution.

Amend as follows:

Article 20.03 – Group Benefits

Increase vision care from ~~\$250.00~~ to **\$300** every 24 months. Coverage for eye exams every two years to a maximum coverage of **\$80**.