

Memorandum of Agreement

Between

Gateway Casinos and Entertainment Ltd

CASCADES CASINO PENTICTON

SURVEILLANCE OPERATORS

(Hereinafter referred to as the Employer)

- and -


MoveUP, Local 378 of the Canadian Office and Professional Employees Union

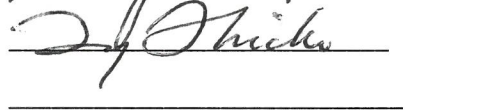
(Hereinafter referred to as the Union)

- 1) The parties agree that the following document, including the attached Agreed Items as of August 12, 2022, 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- 2) Any matters raised by either party, and not addressed by this document shall be considered withdrawn without prejudice with the exception of any errors or omission.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 June 1, 2022 to May 31, 2025.
- 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 Penticton this 12st day of August, 2022.

For the Union





For The Company









Housekeeping:

General Neutral Language – Agreed to update collective agreement to become gender neutral.

Article 0 – SCOPE OF AGREEMENT

0.01 Date of Effect

The following provisions shall take effect and be binding upon the Company and the Union for a period commencing the June 1, 2022 and ending the May 31, 2025, SAVE AND EXCEPT as may be expressly required herein or as may be required from time to time by the statutes of British Columbia.

Amend as follows:

1.04 Assignment 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.

Delete and replace with the following:

Article 9 – WAGES

Starting Rate _____ Top Rate

\$17.65	\$18.25	\$18.78	\$19.30	\$19.84	\$20.36	\$20.89	\$21.31
---------	---------	---------	---------	---------	---------	---------	---------

- ~~1) Thereafter on each June 1st, employees move to the next step on the grid.~~
- ~~2) Employees who are at the top step of the grid on:

 - a. ~~June 1, 2019~~ will receive a 2.75% general wage increase
 - b. ~~June 1, 2020~~ will receive a 2.75% general wage increase
 - c. ~~June 1, 2021~~ will receive a 2.75% general wage increase~~

The below grid will be in place for the life of the collective agreement for anyone who has been hired after date of ratification (2022).

<u>01-Jun-22</u>	<u>\$18.25</u>
<u>01-Jun-23</u>	<u>\$18.80</u>
<u>01-Jun-24</u>	<u>\$19.36</u>

Any employees who were hired prior to date of ratification (2022) will receive the general wage increases as follows:

June 1, 2022 4%
June 1, 2023 3%
June 1, 2024 3%

Amend as follows:

12.03 Vacation Entitlement

Employees will be entitled to vacations as follows:

- 2 weeks up to 3 completed years service
- 3 weeks up to 7 completed years service
- 4 weeks after 7 completed years service
- 4 weeks plus 1 day after 10 completed years of service.

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

Amend as follows:

Article 14 – PAID SICK LEAVE

All regular employees who incur illness or injury are entitled to and shall receive paid sick leave in accordance, with this Article. Employees will be entitled to ~~32~~40 hours of sick leave with pay per year, which can be taken in 2 hour increments. This time may be used in conjunction with 14.03.

14.03 Family Illness

~~Unpaid~~ Leave from work may be granted to attend an ill family member and 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:

15.01 Bereavement Leave

- (a) Employees will be entitled to paid Bereavement leave of 3 days in the province and 4 days out of province with additional unpaid time not to be unreasonably denied in the event of the death of an employee’s spouse, common law spouse, same sex spouse, son, daughter, mother, father, sister brother, mother-in-law, father-in-law, grand parent-in-law, step brother, step sister, brother in law, sister in law, grandchild, or any other person who was acting in loco parentis.

(b) Employees will be entitled to unpaid bereavement leave of one day for the death of an employee's aunt or uncle.

Add new:

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 a reasonable leave of absence.

The Domestic or Sexual Violence leave provisions of the BC Employment Standards Act shall apply.

22.03 Group Benefits

Under the extended health benefits plan increase coverage for paramedical from \$750.00 to \$1250.00 per calendar year.