

Memorandum of Agreement

Between

**Gateway Casinos & Entertainment Limited operating at**

**Cascades Casino Langley Surveillance**

*(Hereinafter referred to as the Employer)*

- and -

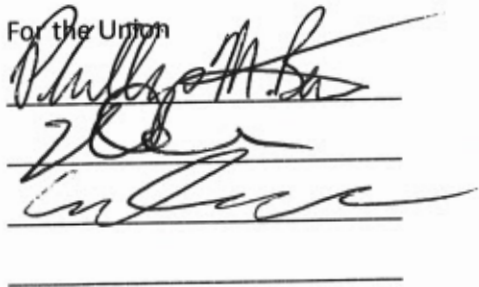
**MOVEUP (Canadian Office and Professional Employees' Union, Local 378)**

*(Hereinafter referred to as the Union)*

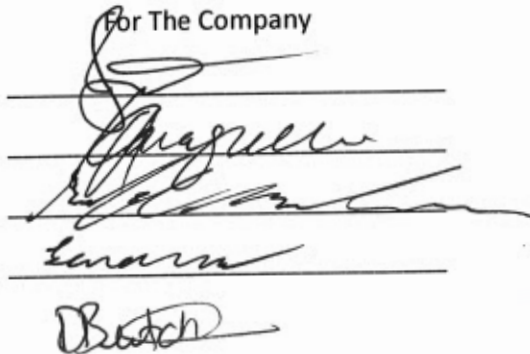
- 1) The parties agree that the following document, including the attached Agreed Items as of April 22, 2024, constitutes full and final settlement of all matters in dispute between them in regards to negotiation of the renewal Collective Agreement between the parties.
- 2) Any matters raised by either party, and not addressed by this document shall be considered withdrawn without prejudice with the exception of any errors or omission.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 22 day of April, 2024

For the Union

  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

For The Company

  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



**Cascades Casino Langley  
PROPOSALS 2023  
Union Proposals (UP Item)**



(Canadian Office and Professional Employees  
Union, Local 378)

<b>Union</b>			
<b>Number</b>	<b>Affected Article/MOU</b>	<b>Date:</b>	<b>Time:</b>
		October 24/23	11:20am
UP 1	Housekeeping		

**Gender Neutral Language**

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

E&OE  
Signed off this 24<sup>th</sup> day of October 2023

For the Union  For the Employer 



**Cascades Casino Langley  
PROPOSALS 2023  
Union Proposals (UP Item)**

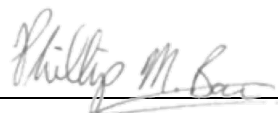
(Canadian Office and Professional Employees  
Union, Local 378)

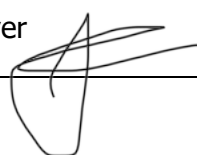
Union			
Number	Affected Article/MOU	Date:	Time:
UP2	Article 0.01	<i>Amend</i>	

**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 **15<sup>th</sup> of March, ~~2019~~ 2023** and ending the **14<sup>th</sup> 31<sup>st</sup> of March ~~2023~~ 2026**, SAVE AND EXCEPT as may be expressly required herein or as may be required from time to time by the statutes of British Columbia.

E&OE  
Signed off this 24th day of April 2024

For the Union 

For the Employer 



(Canadian Office and Professional Employees Union, Local 378)

# Cascades Casino Langley PROPOSALS 2023 Union Proposals (UP Item)

<b>Union</b>			
<b>Number</b>	<b>Affected Article/MOU</b>	<b>Date:</b>	<b>Time:</b>
		Oct 24/23	11:30am
UP 3	Article 1.04	Amend	

## 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.

E&OE  
Signed off this 24th day of October 2023

For the Union Phillip A. Bee

For the Employer D. Burtche



**Cascades Casino Langley  
PROPOSALS 2023  
Union Proposals (UP Item)**

(Canadian Office and Professional Employees  
Union, Local 378)

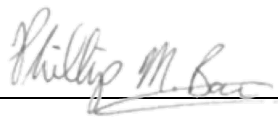
Union			
Number	Affected Article/MOU	Date:	Time:
UP 4	Article 1.08	<i>Amend</i>	

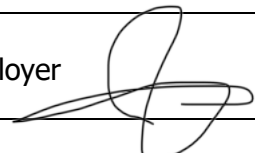
**1.08 Contracting Out**

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.

E&OE  
Signed off this 24 day of April 2024

For the Union 

For the Employer 



(Canadian Office and Professional Employees Union, Local 378)

Cascades Casino Langley  
PROPOSALS 2023  
Union Proposals (UP Item)

Union			
Number	Affected Article/MOU	Date:	Time:
UP 5	Article 2.04 (b)	October 24/23	1:10pm
		Amend	

(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.

E&OE  
Signed off this 24th day of October 2023

For the Union *Phillip McBar*

For the Employer *[Signature]*



**Cascades Casino Langley  
PROPOSALS 2023  
Union Proposals (UP Item)**

(Canadian Office and Professional Employees  
Union, Local 378)


Union			
Number	Affected Article/MOU	Date:	Time:
UP 6	Article 8.04	<i>Amend</i>	

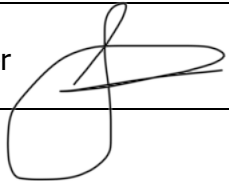
**8.04 Notice and Severance Pay**

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

Any employee who is permanently laid off will receive written notice of layoff and severance pay equal to one (1) week's pay per year of service.

E&OE  
Signed off this 24 day of April 2024

For the Union 

For the Employer 



**Cascades Casino Langley  
PROPOSALS 2023  
Union Proposals (UP Item)**

(Canadian Office and Professional Employees  
Union, Local 378)

<b>Union</b>			
<b>Number</b>	<b>Affected Article/MOU</b>	<b>Date:</b>	<b>Time:</b>
UP7	Article 9	<i>Wages – Union Counter Proposal – February 5, 2024</i>	

**ARTICLE 9 - WAGES**

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

<b>Start Rate</b>	-	-	-	-	-	-	<b>Top Rate</b>
\$19.08	\$19.75	\$20.44	\$21.15	\$22.15	\$22.70	\$23.22	\$23.69

**Placement and Movement through the grid**

- 1) ~~Thereafter on each March 15<sup>th</sup>, employees move to the next step on the grid.~~
- 2) ~~Once an employee reaches the top rate, they shall receive a 2% increase on each collective agreement anniversary date.~~

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

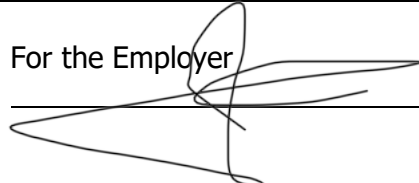
		<u>Probation</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
<u>Date of Ratification</u>		\$21.75	\$22.49	\$23.75	\$24.81	\$25.56	\$26.45	\$27.30
	<u>15•Mar-25</u>	\$22.50	\$23.51	\$24.45	\$25.11	\$26.07	\$27.11	\$27.90

**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 15 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.

E&OE  
Signed off this 24 day of April 2024

For the Union 

For the Employer 





**Cascades Casino Langley  
PROPOSALS 2023  
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(Canadian Office and Professional Employees  
Union, Local 378)

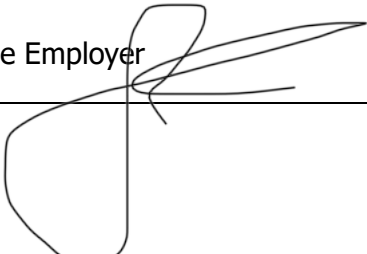
Union			
Number	Affected Article/MOU	Date:	Time:
UP8	Article 10.03	<i>Amend – Union Counter Proposal</i>	

**10.03 Shift Premiums**

All hours worked by employees from 7 PM until 5 AM will be paid an additional ~~\$1.00~~ one dollar and twenty-five cents (\$1.25) per hour above the employee’s normal rate of pay.

E&OE  
Signed off this 24 day of April 2024

For the Union 

For the Employer 



(Canadian Office and Professional Employees Union, Local 378)

# Cascades Casino Langley PROPOSALS 2023 Union Proposals (UP Item)

<b>Union</b>			
<b>Number</b>	<b>Affected Article/MOU</b>	<b>Date:</b>	<b>Time:</b>
		Apr 22/24	4:30pm
UP11	Article 12.01	Amend - ER Counter Proposal	

## 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%
<u>After 10 completed years of service</u>	<u>4 weeks plus 1 day</u>	<u>8.4%</u>

- (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.
- (e) In addition, vacation carry over from one year to the next will be allowed provided the time is taken before March 31<sup>st</sup>; operational requirements must be able to be met and such carried over time must not interfere with another employee's scheduled vacation.

E&OE  
Signed off this 22nd day of April 2024

For the Union

For the Employer



**Cascades Casino Langley  
PROPOSALS 2023  
Union Proposals (UP Item)**

(Canadian Office and Professional Employees  
Union, Local 378)

Union			
Number	Affected Article/MOU	Date:	Time:
UP13	Article 13.01	<i>Amend</i>	

**13.01 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.

E&OE  
Signed off this 22nd day of April 2024  
For the Union [Signature] For the Employer [Signature]

**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.

Signed April 22/2024  
Union - *Phillip Mbe*

EMPLOYER  
*Burton*



**Cascades Casino Langley  
PROPOSALS 2023  
Union Proposals (UP Item)**

(Canadian Office and Professional Employees  
Union, Local 378)

Union			
Number	Affected Article/MOU	Date:	Time:
UP15	Article 14.02	<i>Amend</i>	

**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 which can be taken in two (2) hour increments, on an hour for hour basis.

E&OE  
Signed off this 24th day of October 2023

For the Union, *Phillip M. Bar* For the Employer, *D. Butcher*



**Cascades Casino Langley  
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(Canadian Office and Professional Employees  
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Union			
Number	Affected Article/MOU	Date:	Time:
UP17	Article 15.10	Oct 24/23	11:31pm
		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 reasonable leave of absence. The Domestic or Sexual Violence leave provisions of the BC Employment Standards Act shall apply.

E&OE  
Signed off this 24th day of October 2023

For the Union Phillip M. Ba

For the Employer D. Bustinza

**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**.

Signed April 22/24

Union

Phillip M. Ben

EMPLOYER

Bussot



(Canadian Office and Professional Employees Union, Local 378)

**Cascades Casino Langley  
PROPOSALS 2023  
Union Proposals (UP Item)**

<b>Union</b>			
<b>Number</b>	<b>Affected Article/MOU</b>	<b>Date:</b>	<b>Time:</b>
		October 26/23	9:45am.
UP22	Article 19	Amend	

**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.

E&OE  
Signed off this 26th day of October 2023

For the Union Phillip M. Bar For the Employer \_\_\_\_\_