

Memorandum of Agreement  
Between

**Gateway Casinos and Entertainment Ltd**  
**CASCADES CASINO PENTICTON**  
**SURVEILLANCE OPERATORS**  
*(Hereinafter referred to as the Employer)*

- and -

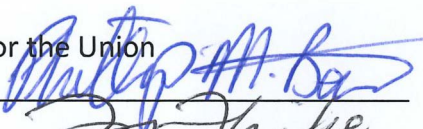
**MoveUP COPE 378**

*(Hereinafter referred to as the Union)*

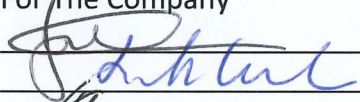
- 1) The parties agree that the following document, including the attached Agreed Items as of September 23, 2025, constitutes full and final settlement of all matters in dispute between them in regards to negotiation of the renewal Collective Agreement between the parties.
- 2) Any matters raised by either party, and not addressed by this document shall be considered withdrawn without prejudice with the exception of any errors or omission.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, 2025 to May 31, 2028.
- 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 23rd day of September, 2025.

For the Union

  
\_\_\_\_\_  
Robert Horan

For The Company

  
\_\_\_\_\_  
[unintelligible]

## **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 **June 1, 2025** and ending the **May 31, 2028**, SAVE AND EXCEPT as may be expressly required herein or as may be required from time to time by the statutes of British Columbia.

### **2.04 Union Leave & Trainee Union Representative Leave**

#### **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 **six (6) continuous** months, unless otherwise agreed by the Company;
- only one (1) such leave will be granted in a twelve (12) month period.

### **5.02 Probationary Periods**

A new employee entering service in a job covered by this Agreement shall be considered probationary for a period of six (6) months or **480 hours or whichever comes sooner**.

During the probationary period, an employee may be discharged if he/she is determined to be unsuitable for continued employment.

Probationary and assessment periods as described above may be extended by mutual agreement of the parties.

## **ARTICLE 6 - EMPLOYEE DEFINITIONS AND BENEFITS**

Except as specifically limited in this Article, or as limited elsewhere in this Agreement, all employees shall receive all of the benefits and provisions of this Agreement.

### **6.01 Probationary Employees**

#### **(a) Definition**

All employees entering service with the surveillance department shall be considered probationary for a period of six (6) months or ~~75 shifts~~ **four hundred and eight (480) hours** whichever comes sooner.

Probationary and assessment periods as described above may be extended by mutual agreement of the parties.

### **11.02 Overtime Pay**

Employees who work overtime will be paid at time and one half for all such hours worked in addition to the regular premiums if applicable

**After eleven (11) hours worked in a day, employees shall be paid double time (2X) time for any additional hours worked.**

## **ARTICLE 13 - PAID HOLIDAYS**

### **13.01 Paid Holidays**

(a) For the purpose of this Agreement, the following days shall be paid holidays:

New Year's Day

Good Friday

Family Day

Victoria Day

Canada Day

B.C. Day

Labour Day

**National Day for Truth and Reconciliation**

Thanksgiving Day

Remembrance Day

Christmas 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 Company as a holiday with pay.

### **15.04 Maternity Leave**

A regular employee shall be eligible for ~~up to Fifty-two (52) weeks~~ maternity leave to be taken in accordance with the Employment Standards Act. At the request of the employee, the Company will provide the employee with a written statement of conditions applying to maternity leave.

An employee desiring to return to work following maternity leave shall notify the Company at least two (2) weeks prior to the desired date of return. On return from maternity leave, the employee will be reinstated in their former position and receive the same salary and benefits as they received prior to such leave including any general salary increases and benefit changes which occurred during the period that the employee was on maternity leave.

## **ARTICLE 19 - UNION-MANAGEMENT JOINT CONSULTATION**

**Cascades Casino Penticton** and the Union 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 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.

**The Labour/Management Committee will set quarterly meetings, or at the call of either Party. Meetings can be cancelled at the request of either Party. The parties shall set meeting dates for the upcoming year by December 31st of the preceding year.**

### **22.03 Group Benefits**

**Vision Care:** ~~Increase coverage to \$350 per person to include cost of eye examination. This increase is to employees only. Dependent coverage shall remain as current coverage~~

- \$50 every 24 months for eye exams
- \$350 every 24 months for glasses (every 12 months if under age 18)

**LOU #1 – On Call Employee Seniority – Agree to change to Understanding**

**Renew and Add to the back of the CBA**

Letter of Understanding  
Between  
Gateway Casinos & Entertainment Ltd.  
Cascades Casino Penticton  
(Hereinafter referred to as the Employer)  
And  
MoveUP COPE Local 378  
(Hereinafter referred to as the Union)

Due to a compliance requirement change, the parties agree to the following:

- The Employer will add a ten (10) hour shift to the current schedule on Friday and Saturday ( 2 day and 2 night shifts).
- Employees working the ten (10) schedule line will have three (3) consecutive days off.
- Overtime will be paid for any hours worked in excess of their scheduled shift of eight (8) hours or ten (10) hours or 40 hours per week.

The parties agree this will be in effect for the duration of the current Collective Agreement.

**Wages:**

**Start Rate:** Effective the date of ratification), all employees hired thereafter shall receive a start rate of **\$21.00**.

Employees at the start rate will then receive the negotiated general wage increases in each subsequent year of the agreement.

**Employees hired prior to the date of ratification** shall receive the following general wage increases, unless otherwise specified in this Agreement:

- June 1, 2026 – 3%
- June 1, 2027 – 2%

**Not to be included in the CBA:**

For 2025 the employees will receive the following market adjustments and wage increases:

Name	Current Wage	June 1, 2025
Troy Thicke	\$25.50	\$26.78
Shelley Dunn	\$23.04	\$24.42
Joseph Andreucci	\$22.46	\$23.81
Robert Hovan	\$21.89	\$23.20
Randy Burgess	\$21.29	\$22.57
Robin Knoll	\$19.36	\$21.50
Jessica Tucker	\$19.36	\$21.00
Shelby Tosh	\$19.36	\$21.00
Ryan Papp	\$19.36	\$21.00
Justin Simpson	\$19.36	\$21.00