

Memorandum of Agreement
Between
**Gateway Casinos & Entertainment Limited operating at
Langley Surveillance**
(Hereinafter referred to as the Employer)

- and -

MOVEUP

(Hereinafter referred to as the Union)

- CS Oct 23
- 1) The parties agree that the following document, including the attached Agreed Items as of ~~September 17, 2026~~, 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 - 2) Any matters raised by either party, and not addressed by this document shall be considered withdrawn without prejudice with the exception of any errors or omission.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, 2029.
 - 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 Burnaby, October 23, 2026

For the Union

Chris Swer

For The Company

[Signature]

General

[Signature]

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 **15th of March, 2023 ~~2026~~** and ending the **14th of March ~~2026~~ 2029**, SAVE AND EXCEPT as may be expressly required herein or as may be required from time to time by the statutes of British Columbia.

1.04 Assignments of Wages and Employee Information

As a condition of employment, all employees on hire shall be required to sign an authorization for deduction of Union dues from their wage.

A copy of the completed authorization shall be sent by the Employer to the Treasurer of the Union.

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.

2.08 New Employee Union Orientation

A new employee will be provided with a copy of the Collective Agreement and will be introduced to their job steward as part of their orientation to the department. In addition, the Company agrees that a representative of the Union will be given an opportunity to address collectively, on a once per month basis (if required), all new bargaining unit employees to a department during regular working hours, without loss of pay, for a period of up to one (1) hour ~~thirty (30) minutes~~. The purpose of the meeting is to acquaint new employees with the benefits and duties of Union membership and employees' responsibilities and obligations to the Company and the Union. The time and location of the meeting will be subject to approval by management.

ARTICLE 2 - UNION RECOGNITION

2.12 Right to have Job Steward Present

An employee shall have ~~the right to have~~ a job steward or **Union representative** present at any discussion with management personnel which the employee believes might be the basis of disciplinary action, providing that this does not result in an undue delay of proceedings. Where a manager meets with an employee with the specific intent to conduct any investigation or administer discipline, the manager shall make every effort to notify the employee and the Union at least twenty-four (24) hours in advance of that meeting in order that the employee may have a job steward present. This clause shall not apply to those discussions that are of an operational nature and do not involve disciplinary action.

Where the foregoing pertains to a job steward, an alternate local Union Representative may be present providing that this does not result in an undue delay of proceedings.

Union Proposal ARTICLE 3 - GRIEVANCE PROCEDURE

3.04 General Grievance Procedure

The parties to this Agreement agree that it is important to resolve complaints and grievances as quickly as possible. It is the intent that every effort will be made at each stage of the Grievance Procedure to resolve the grievance or complaint.

At any stage of the grievance procedure, either party may request a reasonable amendment to correct an error or omission in the grievance. Any such amendment must be mutually agreed to in writing.

Stage I

Should a grievance occur, it shall be raised by the employee, or the Job Steward on behalf of the employee, with the Supervisor not later than thirty (30) calendar days from the date the employee was advised of the event leading to the grievance.

Stage II

- (a) Should a grievance be unresolved at Stage I, the Union may refer the matter to Stage II by writing to the Surveillance Manager, within fifteen (15) calendar days of being advised of the Supervisor's decision at Stage I.
- (b) Within twenty (20) calendar days of receipt of the Union's referral to Stage II, the Surveillance Manager will provide a written reply to the Union and grievor.

Stage III

A grievance may be referred by the Union to Stage III be in writing to the Manager, HR within 20 days.

Within fifteen (15) calendar days of receipt of the Union's referral to Stage III, the Manager, HR, will discuss the grievance with representatives of the Union.

Within fifteen (15) calendar days of the date of the discussion with the Union Representative(s), the Manager, HR, will submit the Company's decision to the Union in writing.

Within thirty (30) calendar days of receipt of the Company's decision at Stage III, the Union may refer the grievance to arbitration as set out in Article 3.05.

ARTICLE 5 - EMPLOYMENT, DISCHARGE AND TERMINATION

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 whichever comes sooner.~~

During the probationary period defined in Article 6.01, an employee may be discharged if they are determined to be unsuitable for continued employment.

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

Union Proposal ARTICLE 7 - JOB POSTINGS AND COMPETITIONS

7.01 Job Postings

(a) When a vacancy occurs the Employer will first determine if the position needs to be replaced. If not, the vacant schedule will not be filled.

(b) If the Employer determines that the vacant position needs to be filled it will first offer the shifts available to existing surveillance staff members, in order of seniority, who may wish to have a preferred schedule.

(c) Internal job postings may include the anticipated schedule for the position, where available. Employees acknowledge that such schedules are estimates only and may be modified from time to time in accordance with operational requirements.

A schedule will then be filled in the following order:

(d) Any laid off employees would be recalled to the schedule.

(e) The schedule will then be offered to all existing on call employees.

(f) If no laid-off or on-call employees accept the position it will be posted outside of the bargaining unit.

The Company will provide copies of all job postings to the Union office as part of the normal posting distribution.

8.02 Recall Process

(a) Employees will be recalled in their job in the reverse order of their layoff.

(d) Employees shall be notified of recall by double registered mail and personal e-mail address, if available. An employee being recalled must return to work within ~~five~~ ~~seven~~ ~~ten~~ (10) days of receipt of the notice, except in the case of illness or injury. The Employer shall have the right to make alternate arrangements until the recalled employee is ready to return to work.

Union Proposal ARTICLE 9 – WAGES

All other language in the article remains the same

ARTICLE 9 – WAGES

	Probation	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
15-Mar-26	\$22.89	\$24.93	\$25.67	\$26.83	\$27.63	\$28.48	\$29.32
15-Mar-27	\$23.46	\$25.55	\$26.31	\$27.50	\$28.32	\$29.19	\$30.05
15-Mar-28	\$24.11	\$26.26	\$27.04	\$28.26	\$29.10	\$29.99	\$30.88

11.04 add new:

Upon request, the Employer will provide the Union with reports relating to overtime hours. Requests shall be made for a legitimate purpose and be reasonable in scope and frequency.

ARTICLE 13 - PAID HOLIDAYS

Amend as follows:

Employees who are eligible for statutory holiday pay will receive a normal days pay for the statutory holiday, whether or not they are scheduled to work on the statutory holiday.

For the purposes of this clause, a normal days pay shall be for all hours worked, exclusive of overtime, as follows:

- 1) For an employee who worked less than fifteen (15) days of the thirty (30) days prior to the paid holiday, an amount equal to the total days worked divided by fifteen (15);
- 2) For an employee who worked fifteen (15) or more days of the thirty (30) days prior to the paid holiday, an amount equal to a full days pay.

ARTICLE 14 - PAID SICK LEAVE

14.01 Sick Leave Bank

Amend as follows:

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

If not used, employees may carry over a maximum of two (2) sick days from one (1) year to the next. At no time shall an employee have more than seven (7) sick days in their bank at one (1) time. Unused sick days will not be paid out at any time.

14.03 Sick Leave Privacy Protection

The Employer will respect the privacy of employees on sick leave. Contact initiated by the employee's manager will be for essential emergency or administrative purposes. Such contact will be limited to correspondence and/or by telephone. This article does not limit the ability of the Employer to request doctor's notes when required.

Where permitted by applicable legislation, if the Employer requires an employee to obtain medical documentation and/or to submit to an examination, any resulting charge by the doctor which is not paid by the employee's medical insurance plan will be paid by the Employer. This does not apply to employees who require medical documentation who are on the attendance management program.

Letter of Understanding #2

ON-CALL EMPLOYEE SENIORITY

An on-call employee who accrues a minimum of 500 working hours (accumulated on a straight-time basis) shall become a seniority rated on-call employee with seniority thereafter equivalent to hours worked. Seniority rated on-call employees shall have the right to be called in to work before non-seniority rated on-call employees in order of their on-call seniority.

Casual On-call employees will indicate their availability for work assignments, in writing, to the Employer two (2) times a year, in January and June, at least by the first day of the month. This submission will include their availability (times and dates in which they are available and minimum and maximum hours they can work in a given day) and specific dates and/or times for which they are unavailable.

All on-call employees who refuse to work more than four (4) work shifts in a calendar year, which was within their availability will be subject to a review of their employment. Provided in each case they were given at least twenty-four (24) hours advance notice of each required shift.

Amend as follows:

20.02 Group RRSP Plan

The employer will establish a voluntary group RRSP Plan.

Employer will match contributions of employees, eligible for group benefit plan, at a rate of thirty (\$0.30) cents for every regular hour worked, up to a maximum of two thousand and eighty (2080) hours per calendar year.

Effective Jan 1, 2028, employees who are eligible for the Group Benefit Plan may elect to contribute a percentage of their gross earnings to the Group RRSP Plan, up to the maximum permitted by the Canada Revenue Agency (CRA). The Employer will match employee contributions up to a maximum of two percent (2%) of gross earnings.