

## **Palace Casino Employees endorse new union contract – Baccarat Employees could have a bright future!**

There's good news for the gaming industry.

Palace Casino Employees have accepted a new Union negotiated contract with an 85% secret ballot vote endorsement. There will be no dispute or strike at the Palace Casino.

The Agreement represents a fresh new step towards recognition of gaming Employees as professionals.

During the term of the Agreement full time Employees will reach a point where benefits are 100% Employer paid. Part time Employees will enjoy a buffet style benefit plan worth \$500 per year that doesn't cost them a penny.

For the first time the Employer has been convinced by the Union to recognise the importance of retirement and a retirement savings plan. The company will contribute 30 cents per hour into a new RRSP plan that Employees choose to contribute to themselves.

For the first time in Alberta union history the Palace Casino has agreed to introduce sit/stand stools at a variety of work stations. Worker motions are repetitive in gaming. Standing all day is hard on the body over time. Workers will soon be able to alternate postures and stances by sitting, standing, and leaning. Long term problems with injuries, wear and tear on the human body, and stress itself will be significantly reduced.

So called "leeway time" has been eliminated in the new contract. Employees used to be required to do preparation work and wrap up work before or after their shifts without any pay at all. All work must now be paid for.

The Agreement includes, in fact, 69 pages of changes covering a full rainbow of Employees rights.

In terms of money, start rates have increased significantly and wage increases are 9.5% over the term of the Agreement.

Retroactive pay is significant and specialty fairness adjustments will be paid out to gaming Employees and Cashiers. Some of these payments are in excess of \$2000.

Finally, the company has agreed to voluntarily recognise UFCW Local 401 for the Baccarat Casino. This means Baccarat Employees will be given a fair chance to unionise without Employer intimidation or threats. In fact, Union organisers will be able to speak directly to Baccarat Employees and the company has said that they will be happy to negotiate a Collective Agreement with unionised Baccarat Employees in good faith.

Baccarat Employees are excited at the prospect of having their say in an uncertain future. Will Baccarat stay at its current location or will the casino move? Will Baccarat become part of the new entertainment complex owned by the Katz Group? Baccarat Employees want to have their say with the leverage that comes with belonging to the largest private sector Union in Alberta - UFCW Local 401.