

## **Palace Casino Union Negotiations Update:** **Union Argues Employees at Palace Under Extra Stress** **& Doing More Work!!**

Union negotiations continued the week of March 15 – 18 at the Mayfield Inn in Edmonton.

Your Union bargaining committee detailed for Palace management the extraordinary stressors and workloads that Palace Casino Employees are experiencing. Employees in all departments, the Union asserted, are doing more work with more stress and responsibility while wages and the overall compensation package has stayed the same.

An easy example can be found in Gaming just by looking at a place like the Caribbean Pit.

AGLC rules used to require that 1 Pit Boss work with 6 Dealers. In fact, this ratio of 1 to 6 was the maximum allowance. Put another way, gaming was done in teams where up to 6 Dealers could rely on the assistance and scrutiny of 1 Pit Boss. New AGLC rules only require 1 Pit Boss for every 8 Dealers.

What does this mean? The answer is pretty obvious; Pit Bosses are spread too thin. Dealers are called upon to do more on their own without assistance.

If you turn your attention to places like the Caribbean Pit this general problem takes one of its worst forms. The Caribbean Pit is a fairly large area and already stressed out staff have to spread themselves even more thinly. A Pit Boss has to cover a larger area. In addition, the Caribbean Pit is adjacent to the bar increasing the traffic flow and the scrutiny required. The Pit also raises additional challenges because its layout includes an obstructed view at times.

Evening work in Gaming in this and other areas can lead to augmented stressors. Brand new Dealers are there to be trained and supported. Some more senior Dealers are learning new games and they also require and need guidance. Security issues are obviously more magnified.

Stresses in the Caribbean Pit are not the only ones. Employees who work in Food & Beverage, Slots, Maintenance, Guest Services and Security are feeling their own pressures.

Your Union bargaining committee is demanding solutions. In addition, we are arguing that if each hour of work is, in fact, amounting to more work with more pressure, more stress and more anxiety, one of the answers must surely be more money for each hour of work.

Negotiations regarding wage and benefit issues are imminent. We are currently wrapping up our discussions regarding non-monetary issues.

More bargaining dates are scheduled in April. Please contact your Union Representative Christine McMeckan should you have any questions.

Your Union bargaining committee