

Negotiation News – Union Continues Bargaining With Palace Casino Management

Union negotiations with Palace Casino management continued from May 18th to the 21st in Edmonton at the Mayfield Inn. The “tone and flavour” of bargaining continues to be reasonably positive, but no one can know for sure how the process will evolve.

Some of the critical areas discussed during bargaining sessions included the notion of developing an overall fair procedure for filling vacancies in the workplace. Also, a considerable amount of time was spent discussing what the rights and obligations of Employees are and should be when they are temporarily filling in for a management official or working in a dual capacity as both a bargaining unit member and in a managerial capacity. A balance needs to be struck to be sure that those temporarily occupying managerial roles have some protection and rights as a Union member while still having the opportunity to expand their knowledge and horizons.

Another topic carefully considered at negotiations this week involved the health and well being of casino workers. The Union has demanded that the Employer be sensitive to workers interests in making sure that the demands of the job do not unduly compromise physical wellbeing. On that theme your Union is arguing that work stations ought to be looked at carefully to ensure that ergonomic concerns are addressed. Those who stand in one place for a protracted period of time should be entitled to proper anti-fatigue mats; should have properly designed and placed footstools available; and should have sit-stand stools present to allow a proper range of motion while work is being performed.

Finally, some time was spent in collective bargaining reviewing certain company policies and procedures, with your Union objecting that many of them are not clear and have not been well communicated to staff. Indeed, a considerable amount of time was spent in negotiations arguing that discipline is not and cannot be appropriate where the rules of the workplace have not been clearly delineated.

More bargaining dates are scheduled in July.

Your Union bargaining committee