



## A Message from the President of UFCW Local 401

Dear Member,

Congratulations on negotiating an historic new Union Contract with Gateway Casinos! Your Bargaining Committees at the Baccarat and Palace Casinos have won a tentative new deal that puts the needs of workers first while also holding management accountable to its employees!

As you know, your Union Bargaining Committee at Baccarat Casino has been working diligently over the last year to negotiate your new Union Contract with your employer, Gateway Casinos. This long-term effort on your behalf has cost your union a considerable amount of time, effort, and money.

We have negotiated and won major improvements on your behalf, which include an above average increase in overall employee compensation packages, benefits, and more rights at work. Your wages at the Baccarat will increase in each of the (4) four years of the contract, should you vote **yes** to accept it.

In order for us to be able to continue to provide you with the current level of representation you enjoy today, it is necessary for your union to adjust your union dues structure as it stands. This dues increase will take place *gradually* over the next (4) four years, which is the term of the new contract that you will soon be voting on. *This proposed dues increase has been structured to reduce the impact on your wages.*

Once members vote and accept this new Union Contract (as of the date of ratification), your weekly union dues will increase by \$1.25 per week; this will put Baccarat dues on par with the Palace Casino dues, which are \$9.25 per week, and will also help to ensure fairness in representation for all members. The structure of this dues increase is as follows:

- on January 1, 2016, your dues will increase by an additional \$0.05 cents per hour worked;
- on January 1, 2017, your dues will increase by an additional \$0.05 cents per hour worked;
- on January 1, 2018, your dues will increase by an additional \$0.05 cents per hour worked.

At the end of this process, you will be paying an additional \$7.25 per week in union dues. For a full-time employee working a 40-hour workweek, the total amount of your union dues will then be \$15.25 per week. Just like your current union dues, this amount is **100% tax deductible** and as a result you will get back the majority of this money when you file your personal income taxes.

It is important to keep in mind that when you vote to ratify this contract you will also be voting for this dues increase as part of the overall package. If you have any questions, please contact your UFCW Local 401 Union Representative, Rick Schneider at T: (780) 452-0362.

In Solidarity,

Douglas O'Halloran  
President, UFCW Local 401