

# LETTER OF UNDERSTANDING

Between

UFCW, Local 401

And

Gateway Casinos & Entertainment Ltd.

*DACCARAT*

Effective: As of ratification

Subject: Minimum Wage

The following has been agreed to by both parties:

The Company is committed to ensuring that the employees receive a fair wage.

Within 30 days of a minimum wage announcement, by the Provincial Government of Alberta, the Company shall prepare wage grids and share with the Union and meet with the Union to implement the following principles and steps;

1. If Level 1 of a classification is less than the new minimum wage, then increase Level 1 of the classification to the new minimum wage
2. Build a new wage grid as

Level 1 = Minimum wage	or	Level 1 = Minimum wage
Level 2 = +0.50		Level 2 = +0.50
Level 3 = +0.50		Level 3 = +0.50
Level 4 = +0.50		Level 4 = +1.00
Level 5 = +1.00		
3. For dealers, the parties agree they will also keep the \$0.25 game knowledge premium between Dealer classifications 1 to 6 as outlined in Article 43.01, separate from the minimum wage principles

Dealer 1 Level 1 = minimum wage
Dealer 2 Level 1 = +0.25
Dealer 3 Level 1 = +0.25
Dealer 4 Level 1 = +0.25
Dealer 5 Level 1 = +0.25
Dealer 6 Level 1 = +0.25
4. The new wage grid will be compared to the negotiated wage grid in Schedule A, for the year in which the minimum wage change is legislated
5. Then choosing the higher wage (from the new wage grid or the negotiated wage grid in schedule A) level by level and compile a revised wage grid