



## 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 Palace and Baccarat 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 Palace Casino has been working diligently over the last two years 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. Including full retroactive pay for the two years spent in negotiations as well as substantial wage increases *at the Palace over the remaining three years of the contract, as guaranteed by your new Collective Bargaining Agreement, 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 remaining (3) three years, 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 a dues increase will be initiated 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 \$6.00 per week in union dues if you are a full-time employee working a 40-hour workweek. 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