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United Food and Commercial Workers Canada Union, Local No. 401

June 11, 2020

VIA EMAIL: selliott@elbowrivercasino.com

Scott Elliott
Human Resources Manager
Elbow River Casino
218 18 Avenue SE
Calgary, Alberta
T2G 1L1

Dear Scott:

RE: Reopening of Elbow River Casino

During the current COVID-19 risk, Elbow River Casino was forced to close on approximately March 17th, along with all other casinos in the province of Alberta. This, of course, forced the temporary layoff of all gaming and slots staff at the property. During this closure, we have written two letters to you, expressing the importance of safety for all workers upon reopening and of course a balanced approach to Labour Relations.

As of June 12th, 2020, the Alberta government has given the right for Casinos to reopen in some form or capacity. This obviously only gives a short window of decision making and preparation for the management group. There are no matters more important than the safety of the workers who will be asked to return but there are of course many other questions that arise.

- What steps will Elbow River be taking in order to meet physical distancing guidelines?
- What PPE will be provided to workers as they return to work?
- What plans are in place for the recall of employees?
- Do you plan to honour seniority (date of hire) in your recall?
- Will you continue to work with the Union Labour Relations Officer on these matters?
- What safety measures will you implement for patrons as they begin to attend to the casino after Friday?
- Sanitizer stations?
- PPE for gaming patrons?
- PPE for VLT patrons? Gaming machine buttons and screens can be viewed as high touch surfaces.
- Some patrons have been known to spend protracted periods of time playing table games while others spend very short periods of time at multiple games which causes concern about spreading the virus as well as high touch surfaces like table edges, drink glasses and playing cards. How do you plan to keep these areas disinfected?

- Will restaurants be open and in what capacity?
- How will Elbow Casino restrict the flow of people into the facility given the number of entrances in the casino?

We also ask that you provide an opportunity for Union Representatives to tour the facility prior to having staff return this in order to view all the steps Elbow River has taken to keep all the people who will be in building safe.

We look forward to your response.

Thank you.

Sincerely,



Thomas Hesse
President



Richelle Stewart
Secretary-Treasurer

Cc: Stephen Reed
Ricardo de Menezes