



FYI



| PLEASE POST |

Date: October 22, 2018

To: All BCGEU Members at River Rock Casino

Re: Table Games Schedule and Vacation Selection

The Union has advised the Employer that its intended schedule and vacation selection process for table games employees presents numerous gross violations of the Collective Agreement and therefore must not proceed.

The Union says that such Collective Agreement violations include, but are not limited to:

- effectively laying employees off without proper process by (a) forcing them to accept downgrades in their job classification or else risk not being provided any work, and/or (b) providing less than regular hours to employees who pick or are assigned a "flex line";
- scheduling employees contrary to the Collective Agreement by failing to assign specific line start times within line start blocks by seniority-based employee choice;
- merging seniority lists for various job codes;
- paying employees less than the rate negotiated for their assessed skill level;
- incorrectly applying "drop code" provisions among job codes that function as skill progression hierarchies, e.g. Dealer Level 3, Dealer Level 2, Dealer Level 1;
- implementing schedule picks by game and not job code;
- compelling employees to enter into individual contracts or agreements concerning the conditions of employment which vary the conditions of the Collective Agreement; and
- cutting by more than two thirds (2/3) the number of regular Dealer Supervisor Level 2 lines.

The Union has advised the Employer that, should the Employer proceed with the table game shift pick as planned, the Union will pursue full remedy for the Employer's actions. Such remedy will include, but may not be limited to, all lost wages, earning opportunities and other entitlements, and damages. Alternately, the Employer may meet its obligations under the Collective Agreement.

In solidarity,

Ryan Stewart
Staff Representative

MoveUP/FA-572

