



# FYI



| PLEASE POST |

**Date:** April 05, 2019  
**To:** All Local 1703 BCGEU Members at Hard Rock Casino  
**Re:** Union Management Meeting News

The Union Management Committee meeting was held on March 26, 2019.

If you have a problem in your department or a great idea to make your workplace better – talk to one of the worker Reps about it. If there is a violation of the Collective Agreement – go to a steward to use the grievance process.

***Here are some of the highlights from the meeting:***

Article 14 Scheduling: Another shift pick will happen in mid-April for all departments that schedule using shift pick. As per article 14.9, the Union stated its expectation that the Employer convert shifts continuously covered by the flex pool since the last shift pick to fixed bid lines. The Employer agreed with the principle of Article 14.9 and stated they will convert if the shifts are greater than 7 hours. The Union has presented three different possible solutions for the issue of start time times (include start times in bid lines, use preference request forms, make shorter blocks) and has discussed this issue with the Employer at several meetings. The Employer has shown no willingness to negotiate the start times issue so we have reached impasse. The only avenue remaining to achieve this is the grievance process or an organized campaign. There are at least four grievances already filed on the issue of start times. The Union Staff Rep is working on these grievances with the Union's Advocacy Department (legal counsel).

Article 9 Discipline: The Employer is ending PIR/SIR system and will use a new model of discipline that is commonly used and understood in unionized worksites. Most importantly, the Employer has agreed that 'similar in nature' will be recognized. That means that discipline will only increase if the misconduct is similar in nature to past misconduct. For example, if you receive a verbal warning for being late then the discipline will only be increased if you are late a second time. If another misconduct is not similar in nature – you will receive the lowest level of discipline that is reasonable for the misconduct.

Staffing Levels: There was a general discussion of staffing levels being low in the Slots and Cage Department. The Union made some specific suggestions about how to fix this situation. When



staffing levels are low – tell your Managers and tell them when it is happening. If workers don't speak up, then Management will assume that staffing levels are fine. Do not skip your breaks. If you are being denied breaks then get the help of a steward to file a grievance.

Article 30 No Contracting Out: The Employer is supposed to offer security shifts for Theatre to available employees in the Security Department before contracting out security work. Mark F. and the HR Department will work together to ensure this is happening.

SunLife Beneficiary: There was a discussion of worker concerns that beneficiary information is not showing online. The Employer will put out a memo to workers regarding the beneficiary information.

Your Union Management Committee Representatives:

In solidarity

Matthew Ruston – Security  
Gordon Barkman – Culinary  
Bev Beggs – Guest Services  
Mark Fletcher – Theatre  
Katherine Wiebe and Mark Chun – Table Games  
Geoff Kaye – Slots

FAB/js MoveUP/ FA-572/FYI Hard Rock Union Management Meeting News Apr 05

