

COLLECTIVE AGREEMENT

between

Bridge Gap Chateau Inc.
EDMONTON, ALBERTA

and

UNITE HERE LOCAL 47

Effective:

July 1, 2019 – December 31, 2022

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COLLECTIVE AGREEMENT

BETWEEN:

Bridge Gap Chateau Inc.
Edmonton, Alberta
(hereinafter called the "Employer")

AND:

UNITE HERE Local 47
Edmonton, Alberta
(hereinafter called the "Union")

ARTICLE 1 – DURATION

- 1.01 This Agreement shall be for the period from and including **July 1, 2019** to and including **December 31, 2022**. Thereafter, the Agreement shall continue in full force and effect from year to year subject to the right of either party to serve notice in writing to commence bargaining as provided for in the Labour Relations Code of Alberta.
- 1.02 Notice to commence collective bargaining must be in written form, not less than sixty (60) days and not more than one hundred and twenty (120) days prior to the anniversary date of this agreement.
- If notice to amend has been given by either party in accordance with the conditions set out this agreement shall remain in full force and effect during any such period of negotiations, and the provisions of the Labour Relations Code shall apply.
- 1.03 Any conclusion reached by negotiations for amendment provided for wages shall be made retroactive to the anniversary date of the Agreement.
- 1.04 The Employer agrees to provide the Union sixty (60) days notification of any intention of contracting of work currently performed by members of the bargaining unit. The Employer agrees to consult with the Union. Such consultation will include a meeting to discuss possible alternatives.

ARTICLE 2 –PURPOSE

- 2.01 The purpose of this Agreement is to maintain a harmonious co-operative relationship between the Employer and the Employees.
- 2.02 Further, the purpose of the Agreement is to facilitate the peaceful adjustment of all disputes and grievances in accordance with Article 23-Grievance Procedure of this Agreement, and avoidable delays in carrying out the most efficient and effective means of the operations of the Employer's business and to enhance living standards and working conditions of the employees, and to improve the effectiveness and efficiency of the services provided by the Employer to its clientele and its Client.

ARTICLE 3 – RECOGNITION

- 3.01 The Employer recognizes the Union as the sole and exclusive bargaining agent and agrees to negotiate only with UNITE HERE Local 47 on any and all matters affecting relations between the Employer and the Employees specified in this Agreement.
- 3.02 The Employer and the Union agree to be bound by all applicable laws including the Employment Standards Code of Alberta.

3.03 It is recognized that persons whose regular job is outside the bargaining unit will not perform work within the bargaining unit if it displaces or replaces a bargaining unit employee.

3.04 HARASSMENT AND DISCRIMINATION

The Employer and the Union will not condone harassment or discrimination. The Employer shall comply with the principles of the *Alberta Human Rights Act*. The Employer agrees to provide the Union with a copy of its policy with respect to harassment.

3.05 The Employer and the Union agree that no person shall intimidate, coerce, impose any pecuniary penalty on, or otherwise discriminate against any person because that person exercises or seeks to exercise any right under the Collective Agreement, or complains, gives evidence or otherwise assists in respect of the initiation or prosecution of a grievance or other proceeding under this Collective Agreement.

ARTICLE 4 – UNION SECURITY

4.01 All Employees who are now members of the Union or who become members shall remain members in good standing for the duration of this agreement.

4.02 All new employees, in a position covered by this Agreement, must become members of the Union before completing fourteen (14) days of employment and they must maintain Union membership in good standing as a condition of continued employment.

4.03 All employees, prior to commencing work, shall be required to sign a form, which authorizes the deduction of union dues on a monthly basis and the deduction of initiation fees, reinstatement fees, assessments or back dues wherever applicable for new employees.

4.04 It is understood that the Union shall be responsible to supply the Employer with all documents which are required to be signed by employees in respect to the deduction of Union dues, reinstatement fees, initiation, assessments or back dues or application for Union membership.

4.05 The Employer agrees to deduct the initiation fee, Union dues, assessments and arrears upon receipt of an authorization signed by an employee. Such authorization is to be signed and completed on commencement of employment. The monies deducted are to be forwarded to the Ranking Officer of the Union on or before the fifteenth (15th) day of the month following the month in which the monies are deducted. Remittance reports shall be forwarded to the Ranking Officer of the Union electronically.

4.06 It is understood that the amount of dues, initiation and reinstatement fees is determined by the Local Union, or by the International Union Convention and can be changed by the Local Union or by the International Union Convention at any time to comply with such Local or convention decision regarding same, so long as the Employer receives thirty (30) days notice.

4.07 The Union agrees to indemnify and save the Employer harmless against any and all liabilities arising out of the foregoing after the funds have been deducted and remitted to the Union.

ARTICLE 5 - UNION REPRESENTATION

5.01 The Employer agrees to recognize duly appointed Union Stewards provided that the Union has first advised the Employer in writing of the name of the employees so appointed. The Union agrees to advise the Employer in writing of any changes made by appointment from time to time.

5.02 Provided that the Employer is not prevented from maintaining an efficient work force of employees, a duly appointed shop steward who has at least twelve (12) months seniority shall be the last to be laid off in their respective department, so long as they are capable and has the skill and ability to perform any work available in their department.

5.03 The Union acknowledges that the Union Steward has regular duties to perform on behalf of the Employer and may not leave their regular duties without the consent of their Supervisor in advance. Upon receiving such consent, the Union Steward shall be permitted to leave their regular duties for a reasonable length of time, without loss of pay, to function as a Union Steward as provided in this Agreement. Such consent from the Supervisor shall not be unreasonably withheld.

5.04 The Employer agrees not to discriminate against any employee for being a member of the Union or for fulfilling any of the duties of a Union Steward, an Officer of the Union, or for being a member of any Committee of the Union.

5.05 Where there are two or more Union Stewards the Employer agrees to recognize a duly appointed Union Steward who will be the Main Union Steward.

- (a) The Main Union Steward will be recognized by the Employer as the official spokesperson on behalf of the Union.
- (b) The Main Union Steward may post official communications from the Union to its members on the provided Union bulletin board within the hotel.
- (c) The Main Union Steward will be involved in the adjustment or resolution of grievances which progress beyond the first step of the grievance procedure.
- (d) Hold Union meetings subject to approval by Human Resources with one (1) week notice.

5.06 Union Representatives shall be permitted to enter the premises at all reasonable times for the purpose of conducting official Union business. It is understood that such Representative will not unreasonably interfere or disrupt the workplace and will advise the Employer in advance.

5.07 On the request of either party, the Employer and a Union Consultation Committee (comprised of the Local Union representative and one or all of the Union Stewards) shall meet to discuss issues relating to the workplace, up to a maximum of once every two (2)

months. Minutes of each meeting will be prepared by the party requesting the meeting and copies forwarded to the Employer and the Union.

- 5.08 The parties agree that all Union employees are entitled to wear a Union button while on duty, provided that the manner in which the button is worn shall not detract from the style of the uniform normally worn by the employee.
- 5.09 The Union undertakes and agrees that while this Agreement is in force, there shall be no strike. The Company agrees that there will be no lockout while the Agreement is in force.

ARTICLE 6 - MANAGEMENT RIGHTS

- 6.01 Subject only to the restrictions contained in this Agreement, the Union acknowledges the exclusive right of Management is to manage the enterprise in which it is engaged and to direct and to make all technological, operational and organizational changes it decides upon; and, without limiting the generality of the foregoing, Management shall have the right to:
- (a) Maintain order, discipline and efficiency;
 - (b) Limit, suspend or cease operations;
 - (c) Establish requirements of a job, labour standards, qualifications, safety and efficiency, to classify and re-classify positions, as well as to assign from one duty to another as required for short temporary periods not to exceed eight (8) hours;
 - (d) Hire, discharge, transfer, promote, demote, or discipline employees, provided that a claim of discriminatory promotion, demotion or transfer, or a claim that an employee has been discharged or disciplined without a reasonable cause may be subject of a grievance.
- 6.02 Management agrees that it will not exercise its management rights for the purpose of restricting or limiting the rights of its Employees herein granted and shall not be inconsistent with the provisions of this Collective Agreement. The Employer agrees to be fair and reasonable in the application, administration and operation of this Collective Agreement.

ARTICLE 7 – HOURS OF WORK AND OVERTIME

- 7.01 (a) The normal straight time hours of work assigned by the Employer shall conform with the following guidelines:
- i) not more than eight (8) hours in any one (1) day;
 - ii) not more than five (5) working days in any seven (7) day period;
 - iii) not more than forty (40) hours in any five (5) working day period.
- (b) All hours worked by an employee in excess of twelve (12) hours per day shall be paid at the rate of double time (2x) their regular rate of pay.

- 7.02 It is agreed that all overtime worked by an Employee shall be paid at the rate of time and one-half (1½X) times their regular rate of pay. No overtime shall be worked except by direction of proper authority.
- 7.03 Where an employee who is required and scheduled to report to work reports to work, the employee will receive not less than four (4) hours work at their straight time base hourly rate.
- 7.04 No wages shall be deducted from full time employees for time lost on account of Election Days.
- 7.05 A work schedule shall be posted one (1) week in advance, at minimum by Wednesday in the respective departments. The work schedule shall contain the following information for each scheduled employee:
- (a) Employee's name
 - (b) Classification
 - (c) Days off
 - (d) Starting and finishing times
- 7.06 It is the Employer's responsibility to keep the work schedule up to date and to ensure that any changes are clearly noted and legible. ,
- (a) Changes in the schedule will be subject to at least forty-eight (48) hours notice, unless in an emergency situation, as in the case of the failure of an employee to report for an assigned schedule.
 - (b) When practical, assigned days off shall be consecutive.
 - (c) Shifts shall first be assigned, to full time employees according to preference and seniority. Once shifts of full time employees have been assigned, outstanding shifts should be assigned to part time employees, according to seniority. If no employee within the classification and department is willing to work the hour (s) the Employer may assign them to the least senior employee that is working within the classification.
 - (d) Having declined a shift(s) in writing, the employee may not subsequently claim said shift(s) once the work schedule has been posted.
 - (e) No shift of less than six (6) hours shall be split more than once, and in no case for a period of more than one (1) hour, exclusive of meal period.
 - (f) An employee's hours of work must be confined within a period of twelve (12) consecutive hours in any one-work day.
 - (g) An Employer must not require an employee to change from one shift to another without at least twenty four (24) hours notice and eight (8) hours rest period between shifts. In the event there are not eight (8) clear hours of rest between shifts the first three (3) hours of the following shift shall be paid at time and one half (1 ½ X).
- 7.07 NIGHT SHIFT PREMIUM: Night shift employees shall receive a seventy-five cent (\$.75) per hour night shift premium excluding Night Switchboard already in receipt of night shift premium).

7.08 A night shift shall be a shift that has the majority of hours worked between the hours of 11pm and 7am.

7.09 Banquet Gratuities will be - Union Employees 50 %

Union portions to be divided amongst Union employees as follows:

Union gratuity amount divided by total hours worked. Each employee will then be paid hourly rate time for hours worked. All Banquet employees shall receive gratuities on their overtime hours worked. The Employer agrees that the gratuity will be paid out every two (2) weeks. The employer shall post bi-weekly totals paid for Union Employees.

7.10 The Employer agrees that all cash tips received by bartenders and or coat check employees shall be considered the property of those employees and will not be included in the calculation listed above.

7.11 All tour portorage money will be paid directly to the bell person. The portage will be paid out every two (2) weeks.

7.12 SPLIT SHIFT PREMIUM: Employees required to perform their eight (8) hours service, exclusive of meal periods, within a spread of ten (10) consecutive hours in any day, shall be compensated by means of a split-shift differential amounting to seventy-five (\$.75) cents per hour. If a split shift exceeds ten (10) hours the shift shall be paid at double time (2X).

7.13 (a) In any case where no employee is available to work a shift at straight time, and the Employer thereupon determines that it is necessary to assign the work on an overtime basis, the following provisions will govern the assignment of the overtime:

- i) The overtime shall first be offered to the most senior fulltime employee within the classification and department. If the most senior fulltime employee declines the offer, the overtime hours will be offered to other employees within the classification and department in the order of their seniority.
- ii) If no employee within the classification and department is willing to work the shift (s) the Employer may assign them to any other available employee without further restriction.

(b) When the Employer thereupon determines that it is necessary to assign the extension of a shift at the overtime rate, the following provisions will govern the assignment of the overtime:

- i) The overtime shall first be offered to the most senior fulltime employee within the classification. If the most senior fulltime employee declines the offer, the overtime hours will be offered to other employees within the classification in the order of their seniority.
- ii) If no employee within the classification is working or willing to work the hours the Employer shall offer them to the most senior full time employee within the Department working and able to do the job.

- iii) If no employee within the classification and department is willing to work the hour (s) the Employer may assign them to the least seniority within the classification that is working.

7.14 All employees working shifts of five (5) to eight (8) hours are entitled to an uninterrupted unpaid meal break between the third and fifth hour of work. Such meal breaks shall not be less than one half (1/2) hour or more than one (1) hour on the employee's own time.

The Employer agrees to provide an employee staff room where employees can take their breaks.

All Employees' shall be entitled to receive a whole-some meal upon the payment of (\$3.50), except for the Chef and Steward Department who shall receive the same at no charge.

If an Employee is required to work during his meal break, such work shall be paid for at their hourly rate and at the first opportunity, the employee shall be granted twenty (20) minutes to eat without deduction in pay.

7.15 All employees are entitled to rest periods in accordance with the following schedule:

- Four hours- one fifteen minute rest period
- Five hours – one fifteen minute rest period
- Six hours - one fifteen minute rest period
- Seven hours- two fifteen minute rest period
- Eight hours- two fifteen minute rest period

Such rest periods are part of the employee's assigned hours of work and the Employer pays the rest period.

7.16 All Employees are encouraged to take their meal and/or rest breaks. In the event that on occasion an Employee is required to work through the meal and/or rest breaks said employee will be compensated an additional sum equal to the lost meal and/or rest break at the prevailing contractual wage rate for the time worked.

There shall be no deliberate bankrolling of purported violations of this clause by any employee.

ARTICLE 8 – WAGE RATES

8.01 The wage scale outlined in Schedule "A" is based on a minimum and does not prevent the Employer from paying a higher rate if they so desires. No employee at present receiving a higher wage than called for in this Agreement shall have their wages reduced to the Union minimum scale. Replacements shall receive the Union scale of wages outlined in this Agreement.

8.02 Employees temporarily assigned to a higher classification for one (1) hour or more shall be paid at the higher rate for time worked.

- 8.03 Employees temporarily assigned to a lower classification shall not have their rates reduced.
- 8.04 Employees required to attend staff meetings called by the management shall receive a minimum of three (3) hours' pay at the same rate as they receive when on regular duty.
- 8.05 The established hourly rate for probation/training shall be seventy-five (\$0.75) cents less per hour for each classification contained within this Agreement for a maximum period of sixty (60) calendar days.
- 8.06 Employees injured while working shall suffer no loss of earnings for the balance of hours scheduled on the day on which the work-related injury occurs if as a result of such injury they are sent to the hospital or for medical attention and are declared unable to return to work.
- 8.07 During the term of this Agreement, no rate will be less than sixty-five cents (\$0.65) per hour above the Provincial minimum hourly wage rate.

ARTICLE 9 – STATUTORY HOLIDAYS

- 9.01 The following shall be considered Statutory Holidays:

New Year's Day	Civic Holiday
Family Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day

An employee who is required to work on a statutory holiday shall be paid at the rate of one and one-half (1 ½) times their regular rate of pay for hours worked, and in addition shall be given a day off with pay at their regular hourly rate, for the number of hours worked on the aforesaid days, within sixty (60) days following the holiday, at a time mutually agreed upon by the employee and the employer. So far as is practical, such day off will be considered with a regular assigned day off.

- 9.02 Failing the granting of time off in lieu of holidays worked, an employee will be paid for the hours worked at their regular hourly rate.
- 9.03 In the event a statutory holiday falls on a day an employee is on annual vacation, said employee shall receive an additional day off added to **their** annual vacation, and the additional day will not be considered to be a vacation day.
 - (a) In the event a statutory holiday falls on an employee's regularly assigned day off, said employee shall receive an additional day off in lieu with their regular hourly rate of pay.

- (b) If an employee is scheduled to work on a paid holiday but fails to report for work on the day of the holiday, without reasonable cause, or without leave of the Employer, that employee shall not receive any pay for such holiday if the employee can not substantiate the “reasonable cause” for their absence.

9.04 All employees shall be considered eligible for a statutory holiday with pay except those on any leave other than vacation.

9.05 An employee is eligible for general holiday pay if the employee has worked for the same employer for 30 days or more in the 12 months preceding the general holiday.

- (a) An employee is not entitled to general holiday pay if the employee:
 - i) does not work on a general holiday when required or scheduled to do so, or
 - ii) is absent from employment without the consent of the employer on the employee’s last regular work day preceding, or the employee’s first regular work day following, a general holiday.

- (b) If an employee works an irregular schedule and there is doubt about whether a general holiday is on a day that would normally have been a work day for the employee, the doubt is to be resolved in accordance with subsection (i) below.

- i) if in at least 5 of the 9 weeks preceding the work week in which the general holiday occurs the employee worked on the same day of the week as the day on which the general holiday falls, the general holiday is to be considered a day that would normally have been a work day for the employee.

9.06 Employees who are eligible for statutory holiday pay will receive a normal days pay for the statutory holiday, whether or not they are scheduled to work on the statutory holiday. For the purposes of this article, a normal days pay shall be understood to mean an employees normal hourly earnings, exclusive of overtime, for the hours the employee has worked in the two (2) week period immediately preceding the week in which the statutory holiday occurs, divided by ten (10) to establish the hours to be paid for the statutory holiday. In the case of the calculation of a normal days pay for New Years day, Christmas Day and Boxing Day will be counted as time worked, on the basis of the hours that the employee was paid for those days.

9.07 Failing the granting of time off in lieu of holidays worked in accordance with the provisions - an employee shall be paid for the work they were required to perform within regularly assigned hours at one and a half times the hourly rate.

ARTICLE 10 – ANNUAL VACATION

- 10.01 The vacation year shall commence on the date an employee was hired and end one (1) year later on their anniversary date. Vacation sheets shall be posted in each department on January 2nd of each year. After March 31st those employees who have not recorded their choice of vacation time will not be able to exercise seniority rights for vacation purposes. The granting of vacation time will be done by seniority within classification and the approved and assigned vacation schedule will be posted by April 30th in each department.
- (a) Employees may list up to three (3) choices of vacation time on vacation sheets.
 - (b) Employees may split their vacation time into separate weeks.
 - (c) Requests filed outside these guidelines must be in writing and answered in writing within two (2) weeks from receipt of application, with vacations being granted on a first come first serve basis.
- 10.02 Employees whose employment is terminated before the completion of one (1) year of service will receive annual vacation pay in accordance with the provisions of applicable legislation.
- 10.03 It is agreed that all employees coming within the scope of this Agreement and who have been in the employment of the Employer for a period of one (1) year, shall receive two (2) weeks vacation at the regular rate of wages as provided by this Agreement equivalent to four percent (4%) of gross earnings for the year ending on their anniversary date, until qualifying for further vacation under Article 10.04.
- 10.04 An employee, who on their anniversary date has maintained a continuous and compensated full time employment relationship with the Employer for at least four (4) years shall be allowed fifteen (15) working days vacation with pay during the year at an equivalent to six percent (6%) of gross earnings for the year ending on their anniversary date, until qualifying for further vacation under Article 10.05.
- 10.05 An employee who on their anniversary date has maintained a continuous and compensated full time employment relationship for at least nine (9) years shall be allowed twenty (20) working days vacation with pay during such year equivalent to eight percent (8%) of gross earnings for the year ending on their anniversary date, until qualifying for further vacation under Article 10.06.
- 10.06 An employee who on their anniversary date has maintained a continuous and compensated full time employment relationship for at least seventeen (17) years shall be allowed twenty-five (25) working days vacation with pay during such year equivalent to ten percent (10%) of gross earnings for the year ending on their anniversary date, until further qualifying for further vacation under Article 10.07.
- 10.07 An employee who on their anniversary date has maintained a continuous and compensated full time employment relationship for at least twenty (20) years shall be allowed thirty (30) working days vacation with pay during such year equivalent to (12)% of gross earnings for the year ending on their anniversary date.

- 10.08 An employee who has maintained a continuous and compensated full time employment for twenty five (25) years shall receive a one time only additional five (5) working days vacation with pay during such year for that anniversary year only in recognition of their service and dedication.
- 10.09 That in cases where it has been customary for the Employer to give Employees vacations with pay in excess of the rates provided for in this Agreement, such practice shall be continued.
- 10.10 Employee vacation shall be taken annually or scheduled to be taken within eighteen (18) months of the Employee's anniversary date. Unused vacation time shall be paid out on the first pay period following the eighteen (18) months.
- 10.11 If the Employer cancels an Employee's approved vacation, the Employee is entitled to carry that vacation into the next year.

ARTICLE 11 - SICK LEAVE

- 11.01 An employee who is sick for work must call in or have someone call on their behalf at the earliest possible opportunity in advance of their shift.
- 11.02 All fulltime employees of the Employer shall be entitled to sick leave with regular rates of pay, not to exceed an aggregate total of six (6) days per contract year for employees with one (1) full year of service and nine (9) days per contract year for Employees with two (2) full years of service. Employees with less than six (6) months and completed the probation period shall accumulate sick leave at the rate of one-half day per month. Sick leave shall be paid effective as of the **first** day of illness. A Doctor's note may be required. **If the Employer requires a Doctor's note the member will be reimbursed when a receipt is provided to the Employer.**
- 11.03 Part-time employees who are working a regular scheduled shift or at least thirty-two (32) hours per pay period, shall after one full year's employment be entitled to sick leave on regularly assigned days of work with regular rates of pay accrued annually to the benefit of the employees on the basis of eight (8) hours of pay for each three hundred and forty-eight (348) hours worked, the sick leave may be accrued for a period of three (3) years only. Sick leave shall be effective as of the **first** day of illness. A Doctor's note may be required. **If the Employer requires a Doctor's note the member will be reimbursed when a receipt is provided to the Employer.**
- 11.04 A full time employee will be granted sick leave from the commencement of their service, but if they do not complete a full year of employment with the employer, the sick pay guaranteed will be deducted from monies owing to them when they sever their relationship with the Employer.

- 11.05 If an Employee, should report for scheduled shift and leave due to illness that day shall be considered the first day of illness.
- 11.06 If an employee is absent for bona fide sickness, or because of a compensable injury by accident or Worker's Compensation Board, those days are to be counted for the purpose of calculating an employee's seniority.
- 11.07 Employees who do not use any of their paid sick days during the year shall be paid out for fifty percent (50%) of their sick days to which they were entitled at the end of each year.

ARTICLE 12 - MATERNITY, PARENTAL AND ADOPTION LEAVE

12.01 All Employees will be afforded all benefits of Maternity and Parental Leave in accordance with employment Standards Legislation.

- (a) Employees on above leave shall accumulate seniority.
- (b) When the employee is absent for more than one (1) year on maternity leave, and where the employee has failed to request the Employer of an extension of leave of absence, the Employee shall automatically be deemed to have terminated employment when the one (1) year period expires.

ARTICLE 13 – LEAVE OF ABSENCE

- 13.01 An Employee may request a Leave of Absence of not more than three months. The request, in writing, to the General Manager, shall identify the date on which the leave will start; the date the employee will resume work; and the reasons for the leave. The request for a Leave of Absence will be presented at least thirty (30) calendar days before the leave is to commence, except in cases of extreme emergency. The Employee and the Union shall be advised of the Employer's decision in writing. The granting of a Leave of Absence remains within the discretion of the Employer. The Leave of Absence shall be without pay and does not constitute a break in seniority.
- 13.02 If an employee wishes to extend a Leave of Absence, they shall make such request to the General Manager in writing at least one (1) week prior to the anticipated date of return from the Leave of Absence.
- 13.03 Leave of Absence will not be granted for the purpose of allowing employees to take employment elsewhere.
- 13.04 The granting of a Leave of Absence will not be unreasonably withheld.
- 13.05 A Leave of Absence may be granted without pay to a maximum of one week to an employee who is elected or appointed to attend Union conventions, to participate in negotiations involving the Employer, and for other Union business or courses.

- 13.06 The Employer shall grant, in writing, a Leave of Absence without pay to employees who are appointed or elected to Union office for a period up to and including five (5) years. The employee who obtains this Leave of Absence shall return to their employment within thirty (30) calendar days after the completion of their employment with the Union. Such leave shall not count towards the employee's vacation and/or severance if applicable.

ARTICLE 14 - BEREAVEMENT LEAVE

- 14.01 In the case of bereavement in an employee's immediate family, an employee having at least **ninety (90) days of** service shall on application, be granted up to three (3) days' leave of absence without loss of pay in the following instances: death of father, mother, spouse, common law partner, as recognized under Federal Law, child, brother, sister, father-in-law, mother-in-law, sister-in-law, brother-in-law, grandchildren, stepchildren, Step-Parents, Grandparents, Grandparents-in-law. Proof of loss must be produced. Requests for additional unpaid time will not be unreasonably denied.

ARTICLE 15 – COURT DUTIES

- 15.01 Any Employee required by law to attend court for Jury Duty, Coroners Duty or Witness for the Crown in a criminal prosecution, excluding jury selection shall be reimbursed at their hourly rate of pay less any witness fees paid by the court. No person thus engaged shall receive more than eight (8) hours compensation in any one (1) day. Employee cannot earn more as a juror/witness fees than if they had worked.

ARTICLE 16 - HEALTH AND WELFARE

- 16.01 The Company shall contribute for each participating employee who was in the service of the employer as of April 9, 1986 each month in which compensated service is rendered an amount equal to one hundred percent (100%) of the sum required to provide such an employee with benefits underwritten by INSURANCE COMPANY PLAN for employees.
- 16.02 New employees who join the Company after April 9, 1986 the Company shall contribute for each participating employee each month in which compensated service is rendered an amount equal to fifty-five percent (55%) of the sum required to provide such an employee with benefits underwritten by INSURANCE COMPANY PLAN for employees.
- 16.03 To be eligible for health and welfare benefit, an employee must complete sixty (60) calendar day qualifying period.

Effective January 1st, 1969, employees who are in the INSURANCE COMPANY PLAN or join the plan at a later date and cancel their coverage because of spousal coverage shall be able to reapply for coverage when previous spousal coverage is no longer in effect and must re-apply within 31 days of spouses loss of coverage and will have to complete an Evidence of Insurability form and accompanying medical questionnaire to be considered for eligibility as per Great West Life Benefits Plan Guidelines.

- 16.04 The Company will provide a dental plan for all full time employees, to be cost shared 55% Employer and 45% Employee. The plan will provide for preventative dental care with an eighty percent (80%) co-insurance factor, current fee guide, \$1500 maximum per year per family member, with a deductible of twenty-five dollars (\$25.00) single or fifty dollars (\$50.00) family.
- 16.05 The Company will provide a vision care plan for all full time employees, to be cost shared 55% Employer and 45% Employee. The plan will provide for vision care with a maximum per family member of one hundred and fifty dollars (\$150.00) towards the purchase of glasses or contact lenses over each two (2) year period. The vision care plan is a mandatory component of the extended healthcare benefit.

ARTICLE 17 – SENIORITY

- 17.01 Seniority shall be calculated from the date of hire, classified between full time and part time employees.
- 17.02 Full-time employees shall be defined as employees who work in excess of twenty-four (24) hours per week averaged over a twelve (12) consecutive week period. For example: total hours for twelve (12) consecutive weeks divided by twelve (12) will equal average of hours worked per week. All hours worked regardless of the classification or department that an employee works shall be counted to achieve the excess of twenty-four (24) hours threshold. Full-time employees may switch from full-time classification to part-time classification. A full time employee who does not maintain more than twenty four (24) hours per week average over twelve (12) consecutive weeks shall revert to part time status.
- 17.03 Part-time employees shall convert to full time employees when the employee works in excess of twenty-four (24) hours per week averaged over twelve (12) consecutive weeks. For example: total hours for twelve (12) consecutive weeks divided by twelve (12) will equal average of hours worked per week.

Part-time seniority shall be converted to full-time seniority based on less than twenty four (24) hours the average hours worked on the last twelve (12) month period prorated from the date of hire as follows:

- (a) Employees working in excess of sixteen (16) hours per week shall be credited with one (1) month seniority for each two (2) months of employment.
- (b) Employees working between eight (8) hours and sixteen (16) hours per week shall be credited with one (1) month seniority for each three (3) months of employment.
- (c) Employees working less than eight (8) hours per week shall be credited with one (1) month seniority for each six (6) months of employment.

- 17.04 Employees regularly working with in two (2) classifications shall retain seniority for both classifications. Seniority for the initial classification shall be calculated from the date of hire. Employees working regularly in the second classification shall have seniority calculated from the date of the first shift worked within that classification.
- 17.05 The Employer shall prepare and maintain a current seniority list. A copy of the seniority list shall be forwarded to the Union upon request. The seniority list will be by date of hire in each classification.

ARTICLE 18 – VACANCIES AND JOB POSTINGS

- 18.01 When a vacancy occurs, for any present or new classification covered by this Agreement, a notice of the vacancy shall be posted for a period of five (5) days. Such notice will include the duties of the position, the qualifications required and the hours of work and days of the position. Employees interested in the position may apply to the Human Resource Department. Any employee selected by the Employer will be given a trial period in accordance with Article 19.03 of the Agreement.
- 18.02 The Employer, when considering applicants for promotion or transfer will apply in order:
- (a) Seniority and qualifications within the classification
 - (b) Seniority and qualifications within the department
 - (c) Seniority and qualifications within the Company

Should all of the foregoing be sufficient, seniority shall prevail.

- 18.03 If a member of staff is promoted to a position of a supervisory nature within the Hotel, a probationary period of up to two (2) months shall be granted in order to ascertain if the appointee is satisfied with the position or the management is satisfied with the appointee. If a decision is reached by either party that the appointee shall return to their former position, they shall do so within the two (2) month probationary period without loss of seniority.
- 18.04 Employees whose positions are abolished or who are displaced shall be entitled to exercise their seniority rights within their respective departments displacing the most junior employee provided they have the qualifications to perform the work.
- 18.05 The Employer agrees to accommodate Employees, where possible, the requests of Employees for promotions and transfers covered by this Collective Agreement, subject to the operating needs of the business.

ARTICLE 19 - PROMOTIONS, TRANSFERS, LAYOFF AND RECALL

- 19.01 The Employer, when considering applicants for promotion, will apply seniority, provided however that the Employee who claims the right to exercise their seniority for the purpose of such promotion possesses the merit and ability, with a familiarization period.

- 19.02 (a) Transfers offered by the Employer from one department to another will take place only with the consent of the Employee.
- (b) Transfers from one department to another cannot take place unless there is a vacancy or a new position has been created, and no employee will be laid off because of such transfer.

PROMOTION AND TRANSFER TRIAL PERIOD

- 19.03 (a) Any Employee who is granted a promotion or transfer appointment by the Employer shall be on a trial period for up to fifteen (15) shifts or sixty (60) calendar days. During this trial period, the Employee must demonstrate that they can satisfy the requirements of the work performance criteria for the job.
- (b) Should the Employee be unable to satisfy the requirements of the work performance criteria in the trial period, or should the Employee decide during the trial period that they do not want to continue in the job, then the employee may be returned to their former job without loss of seniority. In such cases, the Employer shall have the right to require all employees who changed job positions in consequence of the promotion, to move back into their job positions and wage rates, which they occupied prior to the promotion.

LAYOFF AND RECALL PROCEDURE

- 19.04 When layoff occurs within a department, the Employee with the least seniority within the particular classification shall be the first laid off. Employees on probation will be laid off before employees holding seniority. The Employer agrees that should there be a layoff within a classification or department which causes the elimination of a classification all efforts will be made to secure other employment within that department for that employee.
- (a) An Employee who has been laid off shall be returned to their position when vacancies occur in the classification.
- (b) An Employee who has been laid off and wishes to be recalled must insure that the Employer has a current phone number and address for purposes of recall. Failure on the part of the employee to provide this information may result in the employee forfeiting their recall rights.
- (c) The Employer agrees that recall notification will be by direct contact (including personal contact and telephone contact), or registered mail. Any Employee failing to advise the Employer of their intention to return to work within forty eight (48) hours, or having so notified fail to return within a further eight (8) days from the time of such notification, shall be considered to have resigned without notice.
- (d) An employee shall be eligible for recall from lay-off for one (1) year following the date of lay-off.

DEPARTMENT CLOSURE

- 19.05 Employees affected by the permanent closure of a department will be given first consideration in filing vacancies in the hotel subject to the Employee possessing the necessary skill and ability to perform the job.

ARTICLE 20 – PROBATION AND TRAINING

- 20.01 The probation period for a new employee shall be a period of sixty (60) calendar days.

The Employer may request a thirty (30) calendar day extension of time of the probation period for any new Employees, by notice to the Union prior to the expiry of the sixty (60) calendar day period, which shall include details supporting such request. Any approval or rejection of an extension request shall be confirmed in writing between the parties within seven (7) calendar days of the Employer making the request.

- 20.02 Upon completing the probation period, seniority shall be established retroactive to the date of hire.

- 20.03 It is agreed that a training premium of fifty cents (\$0.50) per hour will be paid to those senior employees in the classification who perform training on designated shifts. The designated shifts will be assigned on the weekly department schedule. Training in this instance refers to training provided to newly hired employees or employees who transfer departments. Employees have the right to refuse to train.

ARTICLE 21 - UNIFORMS AND WEARING APPAREL

- 21.01 It is agreed that employees covered by this Agreement, who are entitled to wear uniforms or special apparel during working hours, shall have such uniform or special apparel supplied, laundered, and kept in proper repair by the Employer free of any charge whatsoever to the said Employees. The Employer shall supply to the doorman a summer raincoat and winter gloves.

- 21.02 (a) It is agreed that Bellman and In-Room Dining white shirts will be a part of their uniform and will be supplied and laundered by the Employer.

(b) Any employee whose clothing is damaged or destroyed unwittingly in the course of protecting the Employer's property must make a claim for compensation before going off shift and in the event of the Employer rejecting the claim, the same then to be referred to a committee of the Union and Management to make a final decision.

- 21.03 (a) The Employer agrees to provide CSA approved non-slip safety footwear to those employees working full time on the cooking line in the LaRonde and Main Kitchen, Stewarding, and Purchasing departments to a maximum of \$75.00 per pair, maximum one (1) pair on Anniversary date.

(b) The Employer agrees to provide CSA approved safety boots and one size large and medium winter coveralls for those associates in the maintenance department and the Union Purchasing employee. **The maximum is one hundred and fifty (\$150) dollars per pair of boots, maximum one (1) pair on Anniversary date.** The Employer agrees to provide winter clothing for those employees working outside.

21.04 A complete set of tools to fit into a tool belt is the responsibility of each employee. The hotel is responsible to provide larger tools required to perform normal duties on behalf of the hotel. Employees may use their own tools when the hotel's tools are not provided, or if it is the individual's desire to do so, subject to hotel's approval. At the sole discretion of the hotel and, at limited expenditure, the hotel will consider replacing tools as follows:

- (a) When a tool is broken while performing work on behalf of the hotel.
- (b) When a tool, used predominately in the service of the hotel, becomes worn out.

ARTICLE 22 – DISCIPLINE

22.01 Employees who have successfully completed their probation period can only be disciplined or discharged for just cause. The Employer upon discharging an Employee shall notify the Union Hall in writing of the cause forthwith.

22.02 The Union agrees that the Management of the aforesaid premises shall be entitled to establish house rules for the Hotel premises, and that upon such rules being posted all employees of said premises shall be required to obey and comply with same.

22.03 Any termination of an Employee for just and reasonable cause shall be preceded by:

- (a) One (1) verbal warning
- (b) One (1) written warning
- (c) Suspension

Subject to an independent assessment of the individual and the severity of the alleged offense.

After six (6) months without additional offences, prior warnings and suspensions to be considered void.

22.04 When the Employer deems it necessary to discipline an Employee, such notice of discipline shall be given within ten (10) calendar days of the committing of the misdemeanor, or such act coming to the attention of the Employer.

22.05 Where discipline, suspension or discharge is to occur, with the Employee shall occur in the presence of the Main Job Steward, a Department Steward or Union Representative at which time the reason (s) for such actions shall be given. Where none of the above are available the Employee may be accompanied by a co-worker of their choice. The Employer shall advise

the Employee and the Union in writing of the reason(s) for such discipline and the discipline imposed forthwith.

- 22.06 The Employer agrees that after a Grievance has been initiated by the Union, the Employer's representative will not initiate a discussion or negotiation with respect to the grievance, whether directly or indirectly, with the aggrieved employee, without the consent of the Union.

ARTICLE 23 – GRIEVANCE PROCEDURE

- 23.01 Definition of a Grievance: Any complaint, disagreement or differences of opinion between the parties respecting the interpretation, application, operation or alleged violation of this Collective Agreement, including any dispute with regard to discipline or discharge, shall be considered to be a grievance.

- 23.02 (a) Informal Step:

As an informal step, the employee is encouraged to make an earnest effort to resolve the grievance directly with the management person to whom they report. At their option, the employee may be accompanied by the Job Steward for the department in which the employee works.

- (b) Step One:

At this step, notice in writing of the grievance must be filed with a person designated by the Employer, within fourteen (14) calendar days after the occurrence of the alleged grievance or of the date on which the employee first has knowledge of it.

The notice in writing shall briefly but clearly describe the nature of the incident or occurrence, which gave rise to the grievance, and it shall clearly state the provision(s) of the agreement, which has been violated.

Any meeting between the parties at this step must involve the employee, their Job Steward and a person from management other than the employee's immediate supervisor.

The Employer's representative must answer the grievance in writing within fourteen (14) calendar days after receipt of the grievance.

- (c) Step Two:

In the event that a resolution of the grievance, satisfactory to the Union and the Employer, does not result at Step One, an attempt to resolve the grievance shall be made at a meeting that may be attended by the employee, will be attended by the Job Steward and/or a Union representative and the Employer's Senior Job Site Representative and Senior Human Resources Manager or their designate.

This step must be taken by notice in writing within seven (7) calendar days of the date on which the Employer's written answer was received in Step One.

- (d) Step Three:
In the event that a resolution of the grievance, satisfactory to the Union and the Employer, does not result at Step Two, either the Union or the Employer may advance the grievance to the next step. The next step involves a selection from the following alternatives:
- i) The optional grievance procedure provided for in Article 23.05.
 - ii) Go to a Single Arbitrator as agreed in (e) below
 - iii) Go directly to full arbitration at Step Four
- (e) If both parties agree, the grievance may be heard by a Single Arbitrator. The parties shall have seven (7) calendar days to agree on an Arbitrator. Failing such agreement, either party may request the Minister of Labour to appoint such Arbitrator. Articles 23.03 and 23.04 shall apply to such Single Arbitrator.
- (f) Step Four:
The final step of the grievance procedure shall be full arbitration as provided herein, unless the parties have previously agreed to be bound by the recommendations of an officer appointed by the Labour Relations Board, or by the recommendations of the investigator under the optional grievance procedure or by a Single Arbitrator appointed in (e) above.
- (g) Union and Employer Policy or General Grievance:
The Union or Employer may file policy, or general grievances. Such grievances shall be filed at Step Two of the grievance procedure.

23.03 Arbitration Hearing and Award:

- (a) As soon as the Arbitrator has been appointed, the Arbitrator shall commence the hearing at the earliest possible time-
- (b) In order to expedite the arbitration process, the parties agree that they will meet to discuss their understanding of the issue or issues to be placed before the Arbitrator, and to prepare a statement of all facts, which are not in dispute. The identification of the issue or issues and the statement of agreed facts will be prepared in written form and placed before the Arbitrator by agreement of the parties.
- (c) Each party to the arbitration will bear one half (1/2) of the expenses associated with the Arbitrator.
- (d) The parties recognize that they are bound by a decision of the arbitrator or arbitration board in accordance with Section 144 of the Labour Relations Code of Alberta.

23.04 Authority of the Arbitration Board: The parties to the arbitration recognize that the authority of the Arbitrator or the Chair of the arbitration board is set out in Section 143 of the Labour Relations Code of Alberta.

23.05 Optional Grievance Investigation Procedure: can only be used by mutual agreement between the parties, in accordance with the following:

- (a) Purpose and Scope: Recognizing that there are times and circumstances in which it may be necessary to seek third-party assistance in the resolution of grievances, and in an attempt to find a way in which to bring about such resolutions without incurring the costs and delays associated with formal arbitration proceedings, the parties have agreed to provide for an optional grievance investigation procedure.

The process is intended to complement the grievance and arbitration procedures otherwise provided for in this Agreement. It is not intended to replace those other procedures.

- (b) Optional Grievance Investigation Procedure where a difference of opinion arises between the parties relating to the dismissal, discipline or suspension of an employee during the term of the Collective Agreement, the parties may mutually agree or by either party making application to the Government of Alberta to appoint an investigator to:

- (i) investigate the difference;
- (ii) define the issue in the difference; and
- (iii) make written recommendations to resolve the difference within sixty (60) calendar days of the date of the receipt of the request; and, for those sixty (60) calendar days from that date, time does not run in respect of the grievance procedure.

- (c) Cost Sharing: Each party shall share the cost equally in relation to the reasonable remuneration, traveling and out of pocket expenses of the Investigator or their substitute.

- (d) Investigators: The Investigator will be mutually agreed to or either party may make application to the Minister of Labour to appoint one. Said person will be recognized as the "Investigator" for the purposes of this investigation procedure.

- (e) Option Choice and Timing: The parties may agree to implement the investigation procedure provided that all steps of the grievance procedure, prior to reference to arbitration, have been exhausted without a resolution to the difference.

The party wishing to use the investigation procedure shall notify the other party of the decision, within fourteen (14) calendar days of the receipt of the reply at the last step of the grievance procedure. Such notification must be in writing.

The party receiving notification may refuse to accept the investigator procedure, in which case the arbitration provisions of this agreement are then available and the time limit contained in that Article begins to run from the date of the refusal decision

being delivered in writing. No reasons for the refusal need be given, and such refusal must be submitted within fourteen (14) calendar days.

- (f) **Binding Recommendations:** While the grievance investigation process is intended to yield only non-binding recommendations, the parties may agree that the recommendations will represent a binding award, in the manner of an arbitration award. Such agreement must be made in advance of the appointment of the Investigator.

23.06 **Time Limits:** A grievance, discipline process or dispute shall commence within the time limit provided, otherwise it shall be deemed to be abandoned. Extensions may be requested by either party and shall not be unreasonably denied.

23.07 **Persons Authorized to Deal with Grievances:**

- (a) The Union agrees to provide the Employer with a written list of the names of any persons other than Job Stewards, who are authorized to deal with the adjustment or resolution of grievances on behalf of the Union, and to provide further written advice of changes made in the list from time to time.
- (b) The Employer agrees to provide the Union with a written list of the names of any persons who are authorized to deal with the adjustment or resolution of grievances on behalf of the Employer, and to provide further written advice of changes made in the list from time to time.

23.08 **Fast Track Mediation/Arbitration Process:** Recognizing that there are times when an expedited arbitration may be desirable, the parties agree that the following process may be used as a substitute for the formal grievance procedure outlined in Article 21 of this Collective Agreement:

- (a) The process can only be used by mutual agreement between the parties;
- (b) The outcome will be binding on the parties;
- (c) The cost will be borne Employer – one-half (1/2), Union – one-half (1/2);
- (d) The procedure may be used after Step One or Step Two of the grievance procedure;
- (e) No legal counsel will be used by either party;
- (f) The number of cases to be heard at any given time will not exceed three (3).
- (g) The parties or their representative will try to get an agreed statement of facts for presentation to the arbitrator;
- (h) Wherever possible the arbitrator will attempt to mediate a settlement between the parties;

- (i) In such cases that the arbitrator must write a decision, such decision shall be brief and to the point;
- (j) An agreed schedule for the process will be arranged in advance, based on a mutual assessment of the length of time needed to present each case;
- (k) General rules of evidence will be waived except for the rule of "onus";
- (l) Location to be agreed between the parties;
- (m) Procedures Guidelines:
 - (i) The Opening Statement-. this should basically set out the case from each party's perspective. The arbitrator shall aggressively seek at this point to define the issue and to determine what evidence is agreed to and what is not.
 - (ii) The Hearing: sufficient witnesses should be called to ensure the "story" is properly told. Where it is an issue of creditability or conflicting evidence, the key individuals must testify.
 - (iii) The Argument as agreed, the parties will not cite legal precedents but may refer to Brown and Beatty, Palmer etc. However, it is imperative that the relevant provisions of the Collective Agreement be reviewed to ensure that all relevant clauses are put before the arbitrator.
 - (iv) The Decision: If mediation fails or is not appropriate, and if the decision can be rendered after a short deliberation, the arbitrator will do so. By meeting first with representatives to explain the framework of their decision, the parties are provided with an opportunity to influence the exact terms of the resolution. Within the framework of settlement as outlined by the arbitrator, the parties can work out exact terms which best suit the specifics of the case. Such an opportunity should not be wasted by continuing to argue the merits of the case.
- (n) With respect to grievances involving customer complaints, the following will apply:
 - (i) The person to whom the complaint was given shall be called to testify;
 - (ii) Bargaining unit or staff employees who can give direct evidence shall be called to testify;
 - (iii) Wherever possible, the complaint be committed in writing, in the customer's own handwriting;
 - (iv) Prior to the hearing, the parties discuss the evidence so there are no surprises.

ARTICLE 24 – GENERAL

24.01 An Employee shall be entitled to review their own personal file upon presentation of a written request to the Human Resource Department. The Human Resource Department shall make timely arrangements for the Employee to have access to their file. A Union representative may accompany the Employee at that time. The Management or their representative shall be present during that time.

No Employee or other person shall remove alter tamper or otherwise interfere with the file or its contents. Any issue arising there from shall be discussed with the employee and/or the Union.

24.02 The Employer and the Union agree that they will mutually cooperate and maintain reasonable standards of safety in order to prevent injury and illness.

24.03 It is mutually agreed that the Employer and the Union, without abdicating the responsibility of both parties for Health and Safety matters, will maintain a Health and Safety Committee.

24.04 The Employer agrees to supply all safety equipment and protective clothing necessary to maintain safe working conditions. The Employer and the Union agree to abide by the Alberta Occupational Health and Safety Legislation.

ARTICLE 25 – EMPLOYER RRSP CONTRIBUTIONS

25.01 A member who has continuously maintained a full-time classification for the preceding five (5) years shall be entitled to have the Employer match RRSP contributions that the member has made during the year to a maximum cap of \$250.00 matched per year **and increase to a maximum of \$275 in 2021 and increase to a maximum of \$300 in 2022**, as follows:

- a. By no later than January 15th the member must provide written documentation from their RSP provider to the Employer proving that the member has contributed up to **the maximum (as per 25.01)** to their RRSP during that current RRSP year to date, and identifying the complete RRSP account number that Employer contributions should be sent to;
- b. Upon receiving the above documentation, the Employer will by no later than February 15th pay to the member's RRSP provider an amount equivalent to the member's proven contribution up **to the maximum (as per 25.01)**;
- c. Once the Employer has made the payment to the RRSP provider, the Employer will provide written confirmation to the member.

SCHEDULE "A"

Classification	Current	Jan 1, 2020	Jan 1, 2021	Jan 1, 2022
	\$0.50	\$0.15	\$0.25	\$0.25
GUEST SERVICES				
Guest Services Rep	\$16.99	\$17.14	\$17.39	\$17.64
Reservations Agent	\$16.99	\$17.14	\$17.39	\$17.64
Switchboard	\$16.51	\$16.66	\$16.91	\$17.16
Concierge Representative	\$16.36	\$16.51	\$16.76	\$17.01
Bell Person	\$15.65	\$15.80	\$16.05	\$16.30
LARONDE				
Bartender Laronde	\$20.60	\$20.75	\$21.00	\$21.25
Server	\$15.65	\$15.80	\$16.05	\$16.30
Bus Person	\$15.65	\$15.80	\$16.05	\$16.30
FOOD AND BEVERAGE				
Senior Bartender	\$21.36	\$21.51	\$21.76	\$22.01
Bartender	\$18.97	\$19.12	\$19.37	\$19.62
Lounge Server	\$15.65	\$15.80	\$16.05	\$16.30
Captain Server	\$16.21	\$16.36	\$16.61	\$16.86
Café Server	\$15.65	\$15.80	\$16.05	\$16.30
Room Service Server	\$15.65	\$15.80	\$16.05	\$16.30
Bus Person	\$15.65	\$15.80	\$16.05	\$16.30
BANQUET DEPARTMENT				
Banquet Captain	\$16.21	\$16.36	\$16.61	\$16.86
Senior Banquet Porter	\$16.03	\$16.18	\$16.43	\$16.68
Banquet Porter	\$15.65	\$15.80	\$16.05	\$16.30
Banquet Server	\$15.65	\$15.80	\$16.05	\$16.30
Coat Check	\$15.65	\$15.80	\$16.05	\$16.30
STEWARD DEPARTMENT				
Kitchen Steward	\$17.00	\$17.15	\$17.40	\$17.65
Steward's Helper	\$16.31	\$16.46	\$16.71	\$16.96

KITCHEN DEPARTMENT				
Senior Chef de Partie	\$25.68	\$25.83	\$26.08	\$26.33
Chef de Partie	\$24.58	\$24.73	\$24.98	\$25.23
Junior Chef de Partie	\$22.52	\$22.67	\$22.92	\$23.17
Demi Chef de Partie	\$20.73	\$20.88	\$21.13	\$21.38
1st Cook	\$20.25	\$20.40	\$20.65	\$20.90
2nd Cook	\$18.01	\$18.16	\$18.41	\$18.66
1st Year Apprentice Cook	\$15.65	\$15.80	\$16.05	\$16.30
2nd Year Apprentice Cook	\$15.94	\$16.09	\$16.34	\$16.59
3rd Year Apprentice Cook	\$17.66	\$17.81	\$18.06	\$18.31
Pastry Helper	\$16.57	\$16.72	\$16.97	\$17.22
Cook's Helper	\$16.39	\$16.54	\$16.79	\$17.04
Kitchen Porter	\$16.54	\$16.69	\$16.94	\$17.19
HOUSEKEEPING DEPARTMENT				
Assistant Housekeeper	\$17.07	\$17.22	\$17.47	\$17.72
Linen Keeper	\$16.82	\$16.97	\$17.22	\$17.47
Room Checker	\$16.55	\$16.70	\$16.95	\$17.20
Room Attendant	\$16.40	\$16.55	\$16.80	\$17.05
House Person	\$16.57	\$16.72	\$16.97	\$17.22
PURCHASING DEPARTMENT				
Receiver	\$17.00	\$17.15	\$17.40	\$17.65
Store Person	\$16.31	\$16.46	\$16.71	\$16.96
MAINTENANCE DEPARTMENT				
Maintenance Man, Class A	\$28.65	\$28.80	\$29.05	\$29.30
Carpenter Maintenance	\$27.62	\$27.77	\$28.02	\$28.27
Electrician Maintenance	\$27.62	\$27.77	\$28.02	\$28.27
Plumber Maintenance	\$27.62	\$27.77	\$28.02	\$28.27
Painter	\$27.22	\$27.37	\$27.62	\$27.87
Troubleman 1	\$23.34	\$23.49	\$23.74	\$23.99
Troubleman 2	\$22.31	\$22.46	\$22.71	\$22.96

The minimum wage rates and classification provided for in Appendix "A" shall remain in effect throughout the specified or extended term of this agreement.

SIGNED this 30th day of SEPTEMBER 2019.

Bridge Gap Chateau Inc.



IKE J. JANACEK

GENERAL MANAGER

SEP. 30th, 2019

UNITE HERE Local 47

