

7.04 Modified Work – status quo

7.05 – status quo

**ARTICLE 8 - NO STRIKE OR LOCK-OUTS** – status quo

**ARTICLE 9 - GRIEVANCE PROCEDURE** – status quo

**ARTICLE 10 – ARBITRATION** – status quo

**ARTICLE 11 – DISCIPLINE, SUSPENSION OR DISMISSAL** – status quo

**ARTICLE 12 – SENIORITY**

12.01 (a) "Seniority", as referred to in this agreement, shall mean length of continuous service in the bargaining unit.

(b) "Service", as referred to in this agreement, shall mean length of employment with the Employer from the date of last hire.

(c) Full-time and part-time employees shall accrue seniority on the basis of duration of employment in the bargaining unit.

(d) Seniority under this Collective Agreement has no application elsewhere in the Niagara Casinos.



12.02 (a) The Employer will maintain one combined seniority list for non-probationary full-time and part-time employees. The list shall be in seniority sequence and will indicate name, service date and seniority accrued. The lists shall be updated and posted every six (6) months, and a copy of the lists shall be supplied to the Union at the time of posting.

(b) - status quo

12.04 Probation – status quo

12.05 (a) & (b) – status quo

12.06 Loss of Seniority and Termination of Employment (a) to (i) – status quo

worked in lieu of benefits or to commence benefit coverage. Employees who opt to receive pay in lieu will sign a waiver acknowledging this decision.

(b) The insured plans will provide the following limited benefits for eligible part-time employees, their spouse and their eligible dependents who have made an election for benefits under option (a) above.

Prescription Drug & Health benefits and Life Insurance coverage for part-time bargaining unit employees will be the same as provided for respective non-unionized part-time hourly gaming employees under the company-wide benefit program.

Details of the benefit coverage are outlined in the part-time benefit booklets available on ncLinked and from Human Resources.

- 24.08** An Employee and Family Assistance Program is offered to all full and part-time employees and their eligible dependents to assist with work-life challenges and complex issues. The Employer maintains the right to amend the program or program provider from time to time.
- 24.09** Employees who retire have the option to convert from the group policy coverage to an individual policy offered by the insurance provider for basic and optional life insurance and health and dental benefits. Information is available through Human Resources and will automatically be provided to the employee with the final pay. The converted amount cannot be greater than the coverage in force prior to leaving Niagara Casinos and some restrictions may apply.

## **ARTICLE 25 - PENSIONS**

**25.01 to 25.02** – status quo



- 25.03** The Employer will provide a base contribution of ~~three~~ four percent (4%)\* of eligible annual earnings as defined by the plan. The Employer will match an additional three percent (3%) of eligible annual earnings if the employee chooses to contribute three percent (3%).

*\*Note proposed amendment subject to agreement on other 'me too' language throughout the agreement.*

## **ARTICLE 26 – WORKPLACE SAFETY AND INSURANCE** – status quo

## **ARTICLE 27 – GENERAL**

**27.01 to 27.10** – status quo