

COLLECTIVE AGREEMENT

By and between:

**CALIFORNIA PALACE BINGO
ASSOCIATION**

AND

COMMUNICATIONS, ENERGY

AND PAPERWORKERS UNION

LOCAL 707

**WITNESSETH: THAT THE PARTIES HERETO AGREE AS
FOLLOWS:**

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DEFINITIONS

Bingo Employee: Any employee who works in the bingo hall side employed as adviser, cashier or caller and covered by the Labour Relations Certificate # 105-99.

Business Days as used in this document is defined as Monday to Friday.

Concession Employee: Any employee who works in concessions employed as supervisor, fryer or cart worker and covered by the Labour Relations Certificate #105-99.

Employer: California Palace Bingo Association

Job Classification: A select job as set out in the pay scale appendix.

Minimum Wage: The rate specified as 'minimum wage' by Alberta Government.

Permanent Part Time Employee: Employees who normally work less than forty (40) hours per week but are regularly scheduled.

Posting: A document which invites applications for a vacant job or a new job.

Shift: A period of work covering one (1) complete bingo.

Union: Communications, Energy and Paperworkers Union Local 707

ARTICLE 1 **PURPOSE**

1.01

a) The purpose of this Agreement is to promote harmonious relations between the Employer and the employees; encourage safety; promote the morale of all employees through procedures for the fair and peaceful resolution of grievances and disputes; to provide a means for continuing dialogue between the Employer and the Union that has the mutual objective of resolving differences and matters of concern to either party and to promote a shared commitment to effective and efficient operation in the interest of both parties.

b) It is understood that wherever this Agreement refers to he/she, it will also mean him/her.

ARTICLE 2 **RECOGNITION**

2.01 The Employer recognizes the Union as the sole and exclusive collective bargaining agent for all employees.

2.02 If the Employer implements, during the life of the Agreement, a new job not currently covered by this Agreement, the Employer shall notify the Union of this new job and the salary which would be applicable. If the Union disagrees with the salary established by the Employer, the Union shall advise the Employer in writing of their desire to negotiate the salary. If agreement is not reached between the parties within thirty (30) days of the written notice, the matter may be referred, for determination, to arbitration in accordance with Article 15. If the salary for the job is changed as a result of negotiations or an arbitrator's decision, the revised salary shall be paid retroactively to the date the employee was assigned to the new job.

ARTICLE 3 **MANAGEMENT RIGHTS**

3.01 The Employer shall retain and exercise all management functions, duties and responsibilities except as limited, restricted or precluded by this

Agreement.. The employer agrees to administer the Collective Agreement and exercise all rights in a fair and just manner.

ARTICLE 4 **UNION RELATIONS**

4.01 This Agreement shall be administered and applied in a fair and just manner to all employees. The parties further agree that there shall be no intimidation of and no discrimination against an employee either by the Employer or by the Union, by reason of activity or lack of activity in, or in respect of the Union or by reason of sex, race, creed, colour, disability, national origin, political or marital status.

4.02 The Union agrees that, during the life of this Agreement, there will be no strike, slow-down or stoppage of work, either complete or partial, and the Employer agrees that there will be no lockout either complete or partial.

4.03

a) The Employer agrees to recognize up to three (3) duly elected or appointed Union Stewards, with any increase in the number of such Stewards being subject to mutual agreement between the Employer and the Union. Additionally, one (1) temporary Steward may be appointed for periods not to exceed six (6) months, provided that the Employer is notified in advance of the name(s) and area(s) of the appointee(s). The Employer agrees to recognize only those Stewards whose names have been submitted in writing to the Employer by the Union.

b) The Employer agrees to recognize certain committees to be comprised of Stewards included in (a) above, to participate in meetings as follows:

i) Monthly Meetings: A committee normally composed of up to three (3) members of the Union shall meet with Management upon the request of either party to discuss and settle matters falling within the scope of this Collective Agreement. Additional meetings may be called by either party giving notice to the other party but no less than bi-monthly.

ii) Grievance Meetings: A grievance committee appointed or otherwise selected by the Union to assist and/or represent employees in the presentations of any grievance that may arise under this Collective Agreement, shall consist of no more than three (3) members of the Union.

iii) Negotiating Meetings: The Union negotiating committee shall be composed of not more than four (4) members of the Union as well as the National Representative of the C.E.P.

c) Any designated Union member attending meetings as are envisaged under this Article, and which are held during his working hours, will suffer no loss in pay for time spent in such meetings.

d) A Union Steward may, with the permission of the Supervisor, leave their regular duties to investigate grievances and perform other Union duties under the Collective Agreement.

e) It is recognized that occasions may arise which require the attendance of an outside counsel at one of the meetings set out in (b) above. In such cases, the party requesting the presence of such advisor shall inform the other party of its desire, on a timely basis.

f) At all times, the National Representative of the C.E.P.U. will have the right to be present at any meetings under this Article.

4.04 The Employer will provide bulletin boards in suitable locations, which may be used by the Union in posting notices of Union activities.

4.05 The Employer agrees that, for as long as this agreement remains in force, it is a condition of employment for all present employees to be members of the Union and for new employees to become members of the Union as of the first (1st) working day following their date of hire.

4.06

a) The Employer agrees to deduct bi-weekly from the salary due and payable to each employee covered by Article 2.01, an amount equal to the monthly Union dues determined from time to time by the Union pursuant to its Constitution. The total amount of such dues deductions shall be remitted by the Employer, together with a list of names of employees from whom the deductions were made, to the Treasurer of the Union on a monthly basis.

b) The deduction of monthly dues constitutes a continuing condition of employment.

ARTICLE 5 **HOURS OF WORK**

5.01 All employees covered under this agreement are considered permanent part time and will work schedules as follows.

EMPLOYEES NORMAL HOURS

Advisor:

Afternoon Event

12:00 noon to end of event.
Evening Event
5:00 p.m. to end of event.

Caller:

Afternoon Event
12:15 p.m. to end of event.
Evening Event
5:15 p.m. to end of event.
4:15 p.m. approximately one day bi-weekly distributed evenly
amongst callers.

Cashier:

Afternoon Event
12:15 p.m. to 2:45 pm.
Evening Event
5:15 p.m. to 7:45 p.m.

Pull Ticket Sellers

Afternoon event
12:30 p.m. to end of event.
Evening event
5:30 p.m. to end of event

Concession Worker I

Afternoon Event
12:00 noon to 4:45 p.m.
Evening Event
5:00 p.m. to 9:45 p.m.

Concession Worker II

Afternoon Event
11:30 a.m. to 4:15 p.m.
Evening Event
4:30 p.m. to 9:15 p.m.

Concession Worker III

Afternoon Event
12:45 p.m. to 4:00 p.m.
Evening Event
5:45 p.m. to 9:00 p.m.

The above are the normal hours of work for employees. Bingo employees may be required to work beyond their regular stopping time for the purpose of balancing cash, etc. However, employees are free to leave the workplace if their job is completed earlier than their regular stopping time.

All staff meetings requested by management will be by 24 hour notice and will be paid at the rate of \$10.00 (ten) per hour for a minimum of 3 (three) hours pay.

5.04 In accordance with Article 10.05(d) of this agreement, employees will work shifts as follows:

<u>Advisors:</u>	<u># of Shifts</u>	<u>Employee</u>
Senior Advisor		
Second Senior Advisor		
Third Senior Advisor		
 <u>Callers:</u>	 <u># of Shifts</u>	 <u>Employee</u>
	12	Senior Caller
	10	Second Senior Caller
	8	Third Senior Caller
	6	Fourth Caller
 <u>Cashier:</u>	 <u># of Shifts</u>	 <u>Employee</u>
	16	Senior Cashier
	10	Second Senior Cashier
	10	Third Senior Cashier
 <u>Pull Tab (2)</u>	 <u># of Shifts</u>	
	18 each	

All pick-up shifts are to be offered on an equal basis by classification with seniority being the deciding factor in determining the initial startup of the calling order.

All stat holiday pick-up shifts are to be offered on an equal basis by classification.

Probationary employees will not be offered an opportunity to work pick-up shifts unless all other more senior employees have refused the opportunity to pick-up. Once Probationary Employee's fill a pick-up shift they will be scheduled as regular Employees for pick-up shifts.

5.05 Employees will work shifts as per schedule on a (4) week rotating schedule. Shifts will be spread as evenly as possible over each

week.

- 5.06** The schedule will be on a four (4) week rotation and only change after mutual agreement between the employer and the union.
- 5.07** If an employee cannot meet the number of shifts in accordance with their seniority level, they have the option of passing their schedule to the next lower level employee providing the employee agrees and further providing the employee is qualified to cover.
- 5.08** Employees will be permitted to exchange shifts with each other provided that:
- a) The employee is qualified to perform the duties of the exchanged shift.
 - b) No overtime payments will result.
 - c) The employees will give the manager a minimum of two (2) business days written notice of their intention. The manager or designate will reply in writing within one (1) business day.

Non Bargaining Unit personnel will not perform work normally assigned to members of the Bargaining Unit unless an emergency arises as a result of Bargaining Unit employees not being available to perform such work. Once a Bargaining Unit employee is located and available to perform the work then the Non Bargaining Unit personnel will cease to perform such duties.

- 5.10** Every employee will have the opportunity to have at least one (1) Saturday and one (1) Sunday off in every four (4) week cycle. It is not intended that the employee is guaranteed both Saturday and Sunday off during the same weekend.
- 5.11** Concession Worker I does the cash out with the Concession Worker III.
- 5.12** Employees will work their regularly scheduled positions as required under this article and in doing so will be paid for the position worked.

An employee will not be bumped from working a regularly scheduled position to fill a lower paid position.

On occasion due to shortage of regular employees an employee may have an opportunity to fill a lower paid position. In such circumstances, the employee will be paid the rate of pay for the job as performed. Such opportunities will be in addition to such employees regularly scheduled amount of shifts.

ARTICLE 6

OVERTIME

Any work in excess of forty (40) hours per week, will be paid at overtime rates of one and a half (1 1/2) times the base pay.

When an employee is called in to perform duties assigned by management, the employee shall be entitled to pay at the Call-In rate outlined in "APPENDIX A".

ARTICLE 7 **SALARIES**

All employees covered by this agreement shall be paid wages in accordance with Appendix "A" of this agreement.

7.02 Any pay due an employee as a result of an error in his pay shall be made by special cheque within ninety-six (96) hours, upon the employee's request.

7.03 Amendments to an employee's time sheet shall not be permitted without consultation with the employee concerned. The employee and management are to initial any amendments.

If any employee leaves the employ of the association and is subsequently rehired into any position for which the employee was previously qualified such employee will be paid the level of pay for the job in accordance with their qualifications and experience as per Appendix A.

In the event there is a vacancy in a position which cannot be filled from within the bargaining unit in accordance with Article 11.04 the employer reserves the right to hire qualified employees externally and pay the appropriate pay scale according to the employees qualifications and experience as per Appendix A.

In no event will any bargaining unit employee lose an opportunity for promotion or move up as a result of filling such positions provided an employee applies and is deemed qualified in accordance with Article 11.04.

ARTICLE 8 **VACATIONS**

8.01 All employees after twelve (12) months of continuous service will be entitled to two (2) weeks vacation payable at a rate of four percent (4%) paid bi-weekly.

All employees after sixty (60) months of continuous service will be entitled to four (4) weeks vacation payable at a rate of eight percent (8%) paid bi-weekly.

All employees after ten (10) years of continuous service will be entitled to six (6) weeks vacation payable at a rate of ten percent (10%) paid bi-weekly.

Upon request Employee's may carry over one week vacation to February 28th of the following calendar year.

8.02 Vacation requests must be written and in to the employer by March 1st of that year. Each employee must indicate their 1st, 2nd, and 3rd choices for vacation periods. If two or more employees in the same position request the same vacation time, the employee with the most seniority will be given their 1st choice. Then the employee with the next highest seniority will be given their 2nd choice and so on until all requests have been dealt with.

Any vacation requests after March 1st must include at least thirty (30) days advance notice of the start of the vacation period.

Vacation allotments will be broken into not more than two (2) periods each year.

Written vacation approval will be returned to the employees on or before April 1st for that year.

The employer will post the vacation schedule of employees by April 1st and will update the schedule each month providing there have been changes during the previous month.

ARTICLE 9 **HOLIDAYS**

Employees shall be entitled to a day off with pay on or for the following named holidays:

New Year's Day
Alberta Family Day
Good Friday
Victoria Day

Labour Day
Thanksgiving Day
Remembrance Day
Christmas Day

Canada Day

Boxing Day

9.02

To qualify for a named holiday with pay, an employee must work her scheduled shift immediately prior to and immediately following the holiday except where the employee is absent due to reasons acceptable to the employer.

No payment shall be due for the named holiday, which occurs during:
a layoff; or
all forms of leave during which an employee is not paid; or
an absence while in receipt of disability insurance or Workers' Compensation Benefits.

An employee required to work on a named holiday shall be paid for all hours worked at one and one half times (1 1/2 X) their basic rate of pay in addition to regular pay. At the employee's option, the employee can elect to be paid one and one half times (1 1/2 X) their basic rate of pay plus a paid day off at a mutually agreeable time.

When a named holiday falls during a period of annual vacation, the annual vacation shall be extended by one (1) work day which shall be considered as the named holiday for all purposes of this agreement.

ARTICLE 10
SENIORITY

10.01

- a) Seniority for permanent part-time employees shall be defined as length of continuous service with the Employer in the Bargaining Unit starting from last date of hire.

When two or more employees are hired on the same date, their seniority shall be determined by drawing the names.

10.02

- a) For the first 3 (three) months after training period each new employee shall be on probation. The decision as to whether or not to retain the employee's service shall be the Employer's and any termination occurring during that time shall not be subject to the grievance and arbitration procedure, provided the Employee has been notified of any deficiencies in writing and given the opportunity to correct them.

At the manager's discretion and with written notification to the Union, the probationary period may be extended for an additional 90 (ninety) days, after consulting with the Employee on performance issues.

Seniority lists for permanent part time employees showing the employee's name, area of work, classification, rate of pay, date of hire and date in position, shall be forwarded to the Union on a quarterly basis.

10.04 Seniority shall be lost when:

- a) An employee quits or is terminated and not reinstated through the grievance procedure.
- b) An employee fails to report back to work after fourteen (14) days when recalled from layoff. A recall must be made by the Employer by registered mail to the last known address on file.
- c) An employee has been on layoff and has not worked for the Employer for a period of twenty-four (24) months.
- d) An employee works in a non-bargaining unit position for a period

of

ninety (90) calendar days.

10.05 Seniority will be the determining factor in:

selecting employees who have requested promotion or transfer in accordance with Article 11.

layoff and recall,

vacation preference if dispute arise

selecting employees for amount of shifts, i.e., senior employees gets most shifts. (Seniority for shift selection is the length of continuous service in the job classification.)

10.06 Employees will continue to maintain or accrue seniority for the full period of leave of absence provided under this agreement to a maximum of one (1) year in accordance with the following:

Bereavement	-	accrue and maintain
Jury Duty	-	accrue and maintain
Union Business	-	accrue and maintain
Maternity & Paternity Leave		
accrue for period of eighteen (18) weeks leave and maintain for one (1) year		
Adoption	-	accrue for eighteen (18) weeks
and		
Sick Leave	-	maintain for one (1) year accrue and maintain

Employees on unpaid general leave under Article 10.01 will only accrue seniority for thirty (30) days but will maintain for a period of one (1) year.

ARTICLE 11

VACANT POSITIONS

- 11.01** All vacant positions will be posted for a period of three (3) business days.
- 11.02** Employees may put in standing applications for positions. Such applications shall be valid for one (1) year period.
- 11.03** Postings will be open to all members of the bargaining unit.
- 11.04** New positions or vacancies shall be filled from interested Bargaining Unit Employees on the basis of length of service, experience and ability being sufficient to perform the duties required for the position to be filled. In the event two or more employees has sufficient experience and ability relative to the job then the employee with the greater seniority will be given the job.
- 11.05** Where an Employee has a promotion or a permanent change of position he applicable rate of pay shall be the start rate for the new job and the probationary period shall apply. If an Employee accepts a permanent position in a lower paid classification the Employee shall be paid at the same step as the current position.

ARTICLE 12

LEAVE OF ABSENCE

- 12.01** Employees may, with the Employer's consent, obtain a leave of absence without pay for personal or compassionate reasons for a period not to exceed one (1) year. Such request must be made in writing.
- 12.02** In the case of death in the immediate family of an employee, such employee may request and in doing so will be granted up to three (3) scheduled shifts off with no loss of pay. If more than 3 days leave are required, they will be granted leave without pay subject to approval by the Employer.

The "immediate family" shall be deemed as any member of the employee's actual household and the following relatives of the employee or spouse (including common-law) even though not living in the employee's house:

Parents
Spouse

- (3) Son or his wife
- (4) Daughter or her husband

Brother or his wife

- (6) Sister or her husband
- (7) Grandparent
- (8) Grandchildren

12.03 An employee who receives a subpoena for jury duty will be granted a leave of absence for such purpose. The employee will receive an amount of pay from the employer, which when added to their jury duty or witness pay, will be equal to the regular salary while on such duty. The employee will be paid only for the days they would have worked had it not been for the leave of absence.

12.04 The Employer agrees to grant leaves of absence without pay to members of the Union for the business purposes of the Union and to attend Union functions. Application for approval of such leave shall be made by one or more of the Executive Officers of the Union, who will endeavour to request such leave at least 10 business days prior to the commencement of the shift(s) for which the leave is requested. The Employer reserves the right to cancel this leave of absence in the event of emergency or lack of proper coverage.

12.05 For the purpose of paid leave, regular salary would be determined by the number of shifts the employee would normally have been scheduled to work during such leave.

Maternity and paternity leave in accordance with Employment Standards of Alberta.

Employees will have their seniority and benefits maintained under above such leaves in accordance with Article 10.06.

ARTICLE 13 **TRAINING**

13.01 Training will be provided for the job as required and senior employees will provide the majority of all training sessions.

ARTICLE 14 **DISCIPLINE AND DISCHARGE**

14.01

Except for the dismissal of an employee serving a probation period, there shall be no discipline or dismissal except for just cause.

Copies of all disciplinary notices shall be forwarded to the Union.

An employee shall have the right to have a C.E.P. representative present during a disciplinary interview and when any disciplinary action is issued. The Employer shall advise the employee of the right to representation by the Union. After discipline has been in effect for a period of twelve (12) months, it will be deemed to have served its purpose and removed by the employer from the file or records of the employee. The discipline will be deemed null and void and not referred to in any subsequent disciplinary action.

Upon request of at least one (1) day's notice, an employee shall have the right to view their personnel file. An employee shall be entitled to a copy of any documents that is on such file.

ARTICLE 15 **GRIEVANCE PROCEDURE**

A grievance shall mean any complaint between the Union and the Employer or between any employee(s) and the Employer regarding an alleged violation of any terms and conditions of employment.

15.02

a) Step 1

Any employee who has a dispute shall first discuss the matter with their immediate supervisor with a view of prompt settlement thereof. The employee may have a Union representative present at such meeting.

b) Step 2

If after two (2) business days, the dispute is not resolved, it then becomes a formal grievance if the employee and/or the Union Steward present a written grievance form to the supervisor within a further seven (7) business days.

The grievance will be heard by the manager who will arrange an acceptable hearing date within seven (7) business days of the formal submission. At this hearing, the grievor will be accompanied by a Union Steward. The manager will reply in writing to the grievor and the Union Steward within a further seven (7) business days.

c) Arbitration

If the grievance is unresolved at Step 2, then the grievance shall be submitted to arbitration in accordance with the following:

discipline and discharge grievances will be heard by a single arbitrator, grievances of any other nature will be heard by a three (3) person Arbitration Board unless otherwise agreed by the parties.

The party desiring arbitration shall notify the other party of intention to arbitrate, and if no such notice is received within thirty (30) business days of the date of the final answer in Step 2 of the grievance procedure, the grievance shall be deemed to be settled.

15.04

A grievance of the Union which cannot be made the grievance of an employee or a group of employees may be submitted by the Union to the Employer, and a grievance of the Employer may be submitted in writing within ten (10) business days after the occurrence of the fact or event which gave rise to the matter in dispute. A meeting of the parties shall be held thereafter within a period of five (5) business days with the Manager of the California Palace in attendance. Such meeting and response in writing within ten (10) business days thereof, shall constitute the first and final step of the grievance procedure in a grievance of this nature.

If the matter is not satisfactorily resolved by this procedure it may be submitted to arbitration according to Article 15.03.

15.05 The time limit imposed on the initial filing of a written grievance is not intended to be restrictive where the employee or party grieving could not be aware of the existence of a potential grievance within such limit, e.g., a delay caused by pay calculation procedures which extend beyond the allowed time limit, or by promotion, or the event of an employee's absence through illness, compensable accident, vacation or authorized leave of absence.

15.06 a) In the event that the Employer does not respond to a grievance within the specified time limits, the grievance may be advanced to the next step in the grievance procedure.

b) In the event that a grievance is not submitted or advanced from one step to another within the time limits specified in this grievance procedure, or as extended by agreement between the Employer and the Union in writing, the grievance shall be deemed to be settled.

15.07 The term "business days" as used in this grievance and arbitration procedure is defined as Monday to Friday.

15.08 The decision of the Board of Arbitration shall be final and binding upon the parties and upon all affected employees as set out in the

Alberta Labour Act.

ARTICLE 16 **LAYOFF AND RECALL**

Layoff is defined as the discontinuation or reduction in hours of a position (s) due to lack of work or reduction or discontinuation of a service or services.

The employer agrees to give the Union two (2) months notice of layoff of any employee covered by this agreement who work in the bingo side and one (1) month notice to employees who work in the concession side.

An employee laid-off in one classification will be given the opportunity of displacing an employee with less seniority in a similar or lower classification in the same area provided the senior employee has the ability and qualifications to perform the job in a manner which will not adversely affect the efficiency of the area beyond a short term (ie: 30 days maximum) familiarization period.

An employee holding laid-off status shall be notified by the Employer by registered mail or Commercial Courier Service to the last address filed with the Employer's Personnel Department of every available assignment at her base to which her seniority entitles her. Such notice(s) shall be copies to the Union.

An employee may decline to accept a temporary vacancy. An employee who accepts a temporary vacancy will retain the right to receive recall notice to any permanent vacancy, which may arise. An employee who declines a temporary vacancy will retain the right to receive recall notice to any vacancy, which may arise.

ARTICLE 17 **SAFETY AND HEALTH**

17.01 The Employer recognizes the importance of and will promote and encourage safety in the workplace for the protection and general welfare of the employees. The Union recognizes its responsibility and will co-operate fully with the Employer.

17.02

In recognition that safety is a joint management and union concern, a safety committee will be established.

The committee will consist of one (1) representative from the Bingo employees, one (1) representative from the concession employees as well as equal representation from management.

The committee will meet regularly to discuss and resolve matters of concern.

ARTICLE 18
EFFECTIVE DATE, DURATION AND AMENDMENTS

18.01 a) This Agreement shall become effective at 12:01 a.m. on the 4th day of April 2006 and shall continue in force and effect until 12:01 a.m. on the 4th day of April 2009 and thereafter from year to year unless written notice is given by either party to the other, within one hundred and twenty (120) days of the expiration date, of intention to terminate or negotiate amendments for a new Agreement.

b) Where notice to negotiate amendments for a new Agreement has been given, then this Agreement shall continue in force and effect until the Union and employees are in a position to lawfully strike or the Employer is in a

position to lawfully lock-out.

Notwithstanding anything in this Article, any portion of this Agreement may be amended by the Employer and the Union at any time provided that both Parties agree.

In witness whereof, we the undersigned hereby attach our hands and seal to this agreement this 14th day of August 2006 A.D. in the Municipality of Wood Buffalo, Alberta.

For California Palace Bingo Association

For CEPU Local 707

Sylvia Revol, President

Rubie Crewe, President

Sandra Dutton, 1st Vice President
Committee Member

Mary Martin,

Shirley Tollenaar, Treasurer
Member

Myra Davis, Committee

Sue Pearce, National
Rep.
CEPU

**APPENDIX
'A'**

**April 5th,
2006**

**April 5th,
2007**

**April 5th,
2008**

ADVISOR

12 evening and 6
afternoon shifts of
training

Trainee (per event)	\$56.25		\$57.94	\$59.68
Step I - Start (per event)	\$84.60		\$87.14	\$89.75
Step II - Six Month (per event)	\$96.00		\$98.88	\$101.85
Step III - One Year (per event)	\$114.00		\$117.42	\$120.94
Call-In (per Hour)	\$23.00		\$23.69	\$24.40

CALLER:

Maximum 30
hours training

Trainee (per hour)	\$12.50		\$12.88	\$13.26
Trainer (Maximum 7 hrs per trainee/per hr)	\$20.00		\$20.60	\$21.22
Step I - Start (per event)	\$87.15		\$89.76	\$92.46
Step II - Six Month (per event)	\$92.95		\$95.74	\$98.61
Step III - One Year (per event)	\$110.50		\$113.82	\$117.23
Call-In (per Hour)	\$23.00		\$23.69	\$24.40

CASHIER

Maximum 1 shift
training

Trainee (per hour)	\$12.50		\$12.88	\$13.26
Step I - Start (per event)	\$45.90		\$47.28	\$48.70
Step – II Six Month (per event)	\$51.55		\$53.10	\$54.69
Step III - One Year (per event)	\$57.30		\$59.02	\$60.79

**PULL TICKET
SELLERS**

Maximum 2 hours
training

Trainee (per hour)	\$12.50	\$12.88	\$13.26
Step I - Start (per event)	\$67.50	\$69.53	\$71.61
Step II - Six Month (per event)	\$71.50	\$73.65	\$75.85
Step III - One Year (per event)	\$75.00	\$77.25	\$79.57

**April 5th,
2006**

**April 5th,
2007**

**April 5th,
2008**

**CONCESSION
Worker I**

Maximum 5 shifts
training

Trainee (per hour)	\$10.00	\$10.30	\$10.61
Step I - Start (per hour)	\$13.50	\$13.91	\$14.32
Step II - Six Month (per hour)	\$14.50	\$14.94	\$15.38
Step III - One Year (per hour)	\$15.50	\$15.97	\$16.44

**Concession
Worker II**

Maximum 3 shift
training

Trainee (per hour)	\$10.00	\$10.30	\$10.61
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Step I - Start (per hour)	\$13.00	\$13.39	\$13.79
Step II - Six Month (per hour)	\$14.00	\$14.42	\$14.85
Step III - One Year (per hour)	\$15.00	\$15.45	\$15.91

Concession

Worker III

Maximum 1 shift training

Trainee (per hour)	\$10.00	\$10.30	\$10.61
Step I - Start (per hour)	\$12.00	\$12.36	\$12.73
Step II - Six Month (per hour)	\$13.00	\$13.39	\$13.79
Step III - One year (per hour)	\$14.00	\$14.42	\$14.85

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