

LETTER OF UNDERSTANDING #99-01

The Employer/(Board) agrees to appoint an employee elected by the members of the bargaining unit as an advisor to the Board under Bylaw B.3 (c) of the KVA Constitution.

SIGNED at the Town of the City of Dawson, in the Yukon Territory, this 5th day of November, 2004

KLONDIKE VISITOR'S ASSOCIATION

PUBLIC SERVICE ALLIANCE OF CANADA

Per:

Per:

David Millar – Chairman

James E. Brohman, Chair Negotiating Team

Dick VanNestland – Treasurer

Larissa Bilodeau – Local Y018

Valerie Anderson, Executive Director

Clint Brickner – Local Y018

Jean-Francois Des Lauriers – Regional Executive
Vice President - North

**LETTER OF UNDERSTANDING #99-02
EXISTING PRACTICES**

The parties agree that subject to majority approval of the Labour Management Relations Committee, or unless required by appropriate regulatory authorities, the practice in place will not be altered during the term of this Agreement:

- (i) Home Early List – as per policy May 31/02
- (ii) Shift Exchanges – as per operating policy Feb/02
- (iii) Staff Drinks – On non-working days, all staff are entitled to purchase their first drink at DTG for \$2.00
- (iv) Complimentary Pop and Coffee
- (v) Staff Betting Rules – as per KVA Policy 38
- (vi) Shift Breaks - see attached existing practice

SIGNED at the Town of the City of Dawson, in the Yukon Territory, this 5th day of March, 2004.

KLONDIKE VISITOR'S ASSOCIATION

PUBLIC SERVICE ALLIANCE OF CANADA

Per:

Per:

David Millar – Chairman

Jim Brohman, Chair Negotiating Team

Dick VanNestrand – Treasurer

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Valerie Anderson, Executive Director

Clint Brickner – Local Y018

Jean-Francois Des Lauriers – Regional Executive
Vice President - North

**Attachment to Letter of Understanding
#99-02
Reference (vi)**

SHIFT BREAKS

1. Dealers and pit staff will receive a fifteen minute break every hour, subject to operations.
2. All employees except dealers and pit staff will receive the following breaks:
 - (a) On shifts less than 3 hours - no break
 - (b) On shifts from 3 hours up to 6 hours - one fifteen minute break
 - (c) On shifts from 6 hours up to 8 hours - one half hour break
 - (d) On shifts from 8 hours up to 10 hours - one half hour dinner break and one fifteen minute break
 - (e) On shifts longer than 10 hours - two half hour breaks.

Note: Half hour breaks may be taken in two, fifteen-minute segments, if mutually agreed between the manager and employee
3. Scheduling of required breaks will be by department manager or designate.

LETTER OF UNDERSTANDING #99-03

1. The parties agree that the definition of season described in Article 2 may not define the season for administrative positions in the Klondike Visitors Association's offices.
2. Specifically, the operating period of each calendar year shall commence approximately and end approximately on the following dates:
 - (a) Administrative Assistant: March 1st – October 31st
 - (i) For work outside of the defined Season, the incumbent will have first right of refusal and if unavailable the Employer can contract the work outside of the Collective Agreement. It is agreed that the incumbent will retain right of recall for the new Season.
3. It is understood that the Season for these positions may be shorter than the period specified based on the operational needs of the Klondike Visitors Association.

SIGNED at the Town of the City of Dawson, in the Yukon Territory, this 5th day of November, 2004.

KLONDIKE VISITOR'S ASSOCIATION

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David Millar – Chairman

Jim Brohman, Chair Negotiating Team

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Valerie Anderson, Executive Director

Clint Brickner – Local Y018

Jean-Francois Des Lauriers – Regional Executive
Vice President - North

LETTER OF UNDERSTANDING #2008-01

(Replaces Letter of Understanding #99-06)

RE: TIP POLICY

DIAMOND TOOTH GERTIES TIP POLICY

(ADMINISTERED BY P.S.A.C. LOCAL No. Y018)

Tip committee to be elected at the beginning of the season by employees at DTG.

Tip procedure for Games, Door, Bank, Slots and Maintenance departs:

- Member in charge of tips for their department to receive a \$10 flat rate for their time of labour for the two week period.
- Total amount of dollars divided by the total amount of hours worked, to determine an hourly rate for that two week period.

DEALERS:

Pit bosses will be tipped out 80% of their hours worked in the two week period.

Bank to receive 32 shares per tip period.

Door/Security to receive 32 shares per tip period.

Maintenance to receive 16 shares per tip period.

Tip will be ready one week after pay day, before opening or after closing, in the presence of a tip committee member.

\$40 will be taken off the top of each tip period to be placed in the Staff Party Fund. (Hump Night and End of Year)

Tips will be paid out to the nearest quarter; any excess will be added to the Staff Party Fund.

Envelopes to be purchased at the dealers expense.

BAR:

Servers:

Tips are calculated on an individual basis at the end of each shift. If the total is under \$30 the server keeps the full amount. If over \$30 the bar receives 10% and the Door/Security receives 5% and leaving the remaining to each individual server. Maintenance to receive \$1 per server every night.

Bartenders:

Bar tips are calculated at the end of the evening. 10% of the total is given to the door/security. Bar tips are then combined with that from the server's 10% and are split equally between the bartenders. If one bartender leaves early the tip jar will be closed. Tips collected prior to the closure will be split equally the next day. A new tip jar will be started for the remaining bartenders. Maintenance to receive \$2 per bartender every night.

Bank and Slots:

Bank staff to receive 32 shares worth of tips from the dealers every two weeks. All bank and slot tips to be pooled together and split 50/50 per department.

Door/Security:

To receive 32 shares worth of tips from the dealers every two weeks.
5% from the servers nightly.
10% from the bar nightly.

Maintenance:

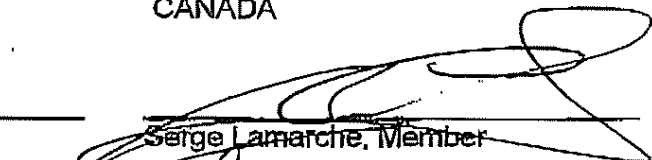
To receive 16 shares worth of tips from the dealers every two weeks.
\$1 from the servers nightly.
\$2 from the bar nightly.


Signed, this 15 day of May, 2008.

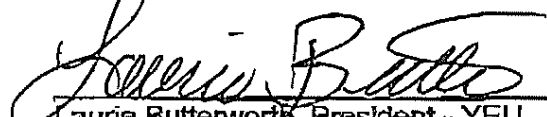
KLONDIKE VISITORS ASSOCIATION


PUBLIC SERVICE ALLIANCE OF
CANADA


Mark Wickham, Chair


Serge Lamarche, Member


Otto Cutts, Treasurer


Laurie Butterworth, President - YEU


Gary Parker, Executive Director


Jean-Francois Des Lauries, REVP North

**LETTER OF UNDERSTANDING #2002-01
RE: COMMUNITY EVENT CASINOS**

1. The parties agree that the Collective Agreement between the Public Service Alliance of Canada and the Klondike Visitors Association will apply during Community Event Casinos (CECs) held during non-summer operating seasons, except for the following Articles:
 - Article 19 – End of Season Bonus
 - Article 21 – Lay-off and Recall

2. **Staffing Practices**
 - (a) Employment at CECs during the period of October 1 to December 31 shall be strictly voluntary.
 - (b) The employer shall provide a list of scheduled CECs by December 31 of each year.
 - (c) An Employee shall indicate his/her availability for employment within 21 calendar days of the date posting (ref.2.ii above), or within 14 days of December 31.
 - (d) An Employee may indicate non-availability for no more than 7 days of CECs. If an employee is not available for more than 7 days, the employer is under no obligation to offer any employment during the CEC season.
 - (e) CECs scheduled subsequent to the posting of the list by the employer in ii above shall be subject to the terms of i above;
 - (f) Preference for employment shall be given to KVA staff.

3. Schedules will be prepared in advance and will be consistent with established pay periods. It is understood that the employer will poll eligible staff with regard to shift availability prior to the preparation of the shift schedules. Schedules will accommodate staff requests as much as possible subject to operational requirements. Schedules will be posted at least one (1) week in advance of any given period. Once schedules have been posted, employees are expected to adhere to such schedules. Employees who do not report for scheduled shifts without prior notification and/or reasonable cause shall be subject to disciplinary measures as detailed in Article 28 of the Collective Agreement.

4. The parties agree this Letter of Understanding is retroactive to January 25, 2002.

5. The parties agree to a \$200 CEC bonus for completion of a minimum of 120 hours worked during a CEC season, to be paid upon request of the employee or on the first pay period of the next season where no request was made.

Signed at the Town of the City of Dawson in the Yukon Territory, this 5th day of November 2004.

KLONDIKE VISITORS ASSOCIATION

PUBLIC SERVICE ALLIANCE OF CANADA

Per:

Per:

David Millar – Chairman

Jim Brohman, Chair Negotiating Team

Dick VanNostrand – Treasurer

Larissa Bilodeau – Local Y018

Valerie Anderson, Executive Director

Clint Brickner – Local Y018

Jean-Francois Des Lauriers – Regional Executive Vice President - North

LETTER OF UNDERSTANDING #2000-02
RE: FULL TIME ADMINISTRATIVE STAFF

Effective April 17, 2000, the parties agree the following provisions will apply to full time year round Administrative staff only (in addition to the provisions of the collective agreement not covered by this Letter of Understanding):

1. Administrative staff has the option of taking vacation pay or the equivalent time-off in the form of paid vacation leave
2. In lieu of the End of Season Bonus, Administrative staff shall receive 1 (one) day sick leave per month for each calendar month for which he/she has received 10 days pay. Such sick leave is to be granted as requested on the employee's time sheet form unless in excess of 3 consecutive days are used at once. In such a case the Employer may require the employee to provide a medical certificate signed by a medical officer.

Sick leave credits which the employee has accumulated entitle him/her to take sick leave pay where:

- (a) he/she is unable to perform the duties due to illness or injury;
- (b) he/she is required to care for a sick child/family member permanently residing at home;
- (c) he/she is in quarantine; or
- (d) he/she must travel outside of Dawson for medical purposes.

All unused sick leave credits shall be carried over from one year to the next.

After the administrative staff has been continuously employed for a period of at least two (2) years, should his/her employment be terminated for any reason except a disciplinary discharge, he/she may convert up to a maximum of thirty-three and one-third percent (33 1/3 %) of his/her total earned, but unused sick leave credits, to a maximum of 20 days, to a cash pay out, based on his/her daily rate of pay at termination.

Signed at the Town of the City of Dawson in the Yukon Territory, this 5th day of November 2004.

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Valerie Anderson, Executive Director

Clint Brickner – Local Y018

Jean-Francois Des Lauriers – Regional Executive Vice
President - North

Letter of Understanding #2004-01
RE: ADMINISTRATIVE STAFF BENEFITS

Agree to Health & Welfare Plan as per *KVA Policy 36 Article 10* for full-time year round Administrative Staff.

KVA Policy Reference:

The KVA will provide a Health and Welfare Plan that includes: Dental Plan, Extended Health Care Benefits (including prescriptions), Weekly Indemnity, Long Term Disability, Life Insurance. The insurance company and level of coverage and participation in the cost on the plan may be changed at any time at the sole discretion of the Employer with thirty (30) days written notice.

Signed this 20th day of June 2008 in Dawson City, Yukon

KLONDIKE VISITORS ASSOCIATION PUBLIC SERVICE ALLIANCE OF CANADA

Per:

Per:

Mark Wickham – Chairman

Jim Brohman - Chair Negotiating Team

Otto Cutts – Treasurer

Serge Lamarche - Member

Gary Parker - Executive Director

Terri Turai - Member

Jorn Meier - Director

Viki Paulins - Member

Paul McDonagh - Casino Manager

Jean-François Des Lauriers – REVP North