



# Slot Attendant Contract Summary



UAW Local 3555

March 2nd, 2016

## Highlights:

- **New Wage increase across the board with \$.45 cents in the first 7 months.**
- **Guaranteed raises every year for all employees.**
- **\$200 Signing bonus**
- **Retro pay increases backdated to Feb. 26th**
- **NO gratuity share**
- **Safety and Health**
- **3.7 year term of CBA**
- **Blind drop improvements.**
- **Just Cause required for discipline.**
- **BOR eliminated and replaced with fair & impartial grievance, mediation and arbitration.**
- **New PTO Rollover procedures and payout benefits**
- **Seniority provisions**
- **Bereavement improvements**
- **Hours of Work improvements**
- **Improvements to Jury Duty and pay for Court proceedings.**
- **Early start time improvements.**

## A Message to our UAW Slots at Paris

On February 24th, 2016, after months of ongoing contract discussions, your UAW bargaining team was successful in reaching a tentative 3.7 year agreement with guaranteed raises for every employee including back pay and a Signing Bonus. Each employee will receive \$0.45 within the first 7 months of the contract and guaranteed yearly raises thereafter. For most, this is equivalent to a 4% increase in pay just in the first year and eliminates the old merit system that was only given to a select few.

One of the major concerns the bargaining team had involved the Blind drop procedures. Since the Slot Attendant had no ability to count the money starting off the day, they had no clue if their pouch was short or over causing undo stress with the possibility of discipline as no fault of their own. The bargaining team was able to address this early on by demanding that both properties had functioning counters and each employee could verify funds as they started each new pouch. This ultimately eliminated the largest issue of not knowing if your pouch was correct in the first place. Although the Employer has proven that there is no current discipline on file in the past years and has shown proper surveillance procedures protecting all funds, they did in fact agree contractually that in the event the blind drop procedure in its entirety becomes an issue with rising variance infractions, the Employer agrees to sit down with the Union and review the current practices.

Your bargaining team strategized a long term goal on how best to strengthen our bargaining power. Having multiple contracts at several houses ending on multiple dates creates a negative impact overall. We are stronger in numbers and better as a whole versus being separate. It makes it challenging to overcome improvements when different properties are being compared and/or create a pattern bargaining scenario which could result negatively for Slot Attendants. Lining our contracts up with several houses creates a playing field where we are all pushing forward together instead of separate. Overall it is a great achievement and a positive move for future negotiations.

**The vote will be conducted Wednesday March 9, 2016 in the Indigo Nightclub (formerly Diamond Lounge) from 8am to 12pm and 4pm to 8pm. Any questions will be answered at that time.**

Your bargaining team supports a **“YES”** vote in favor of ratification.



## NEW WAGE RATE INCREASES ACROSS THE BOARD

Across the board increases in base rates for all Slot Attendants were demanded and won at the bargaining table:

- ◇ The contract totally abolishes the sporadic “merit” system including the required and often biased yearly performance reviews.
- ◇ It guarantees “year over year” growth in guaranteed base rate increases for all Slot Attendants.
- ◇ Future Full-time and Part-time (Steady Extra) Slot Attendants will also benefit from guaranteed raises on October 1st of each year after hire. Future hires coming to either Paris or Bally’s can be assured they will also receive guaranteed raises at set and known internals.
- ◇ The first raise will be immediately effective and retroactive February 26th, 2016, with a second raise commencing 7 months later on October 1st, 2016. This will effectively place the Slot Attendants back into a normal cycle. Therefore the first year of the contract effectually raises the base rate of all Full-time and Part-time Slot Attendants by \$0.45 within 7 months of ratification.

Year	Date	Amount	Description	Total	Yearly Total	Compound Total
2016	Feb. 26th 10/01/2016	\$0.25	Retroactive Raise	\$256.00	\$1,392.00	\$1392.00
		\$0.20	Base rate Increase	\$936.00		
			Signing Bonus	\$200.00		
2017	10/01/2017	\$0.45	Carry Over	\$936.00	\$1,456.00	\$2,848.00
		\$0.25	Base rate Increase	\$520.00		
2018	10/01/2018	\$0.70	Carry Over	\$1,456.00	\$1,872.00	\$4720.00
		\$0.20	Base Rate Increase	416.00		
2019	10/01/2019 CBA Exp.					\$4720.00

\* assumes Full-time with no overtime in calculation

## SIGNING BONUS AND RETRO CHECK

- ◇ The Employer agrees to pay all Full-time and Part-time (Steady Extra) employees a bonus check of \$200 at the time of ratification.
- ◇ The Employer agrees to retro-pay or back pay all Full-time and Part-time employees \$0.25 per hour effective February 26th, 2016.



## SENIORITY, LAYOFF & RECALL

- ◇ House Seniority of Full-time and Part-time (Steady extras) who successfully complete his/her probationary period shall be from the employee's last date of hire with the Employer.
- ◇ Classification seniority shall be defined as length of continuous service from the Slot Attendants last employment date with the Employer in years, months and days within the bargaining unit classification. The Slot Attendants classification, Regular Full-time or Regular Part-time, will be determined on which seniority list the dealer is accruing seniority. When two or more Slot Attendants have the same classification seniority date, then the Slot Attendants seniority shall be assigned by the most senior House seniority and if required a further tie breaker will be based on the four (4) digits at the end of their social security number. The lowest four (4) digits shall be assigned the highest seniority and so on.
- ◇ In the event of a reduction in force, employees within the affected work location will be laid off by reverse House seniority in the following order: i) Probationary Steady Extra, ii) Regular Steady Extra, iii) Regular Full-time Slot Attendants. Slot Attendants will be recalled to work in accordance with their House seniority.

## SUBCONTRACTING, NEW TECHNOLOGY

- ◇ Employer agreement not to subcontract historical bargaining unit work at any time.
- ◇ New technology introduced having an effect on bargaining unit employees will be discussed in advance in order to explore other employment opportunities.

## PART TIME PAID BEREAVEMENT WON

It is only fair that our Part-time Slot Attendants be treated with the same dignity and respect in the event of a loss of a loved one. Previously Part-time Slot Attendants were only excused from work without pay.

- ◇ Regular Part-time Employees will be allowed up to three (3) days off with pay at the hourly rate for the death of a spouse, parent (including step parent), or child (including step children and son/daughter-in-law), grandparents, grandchild, brother, sister or spouse's parent or any authorized legal guardianship to attend the funeral or personal matter surrounding the death.
- ◇ Full-time Employees will receive five (5) days for immediate family and three (3) days for extended family.



## JURY DUTY, COURT AND ADMINISTRATIVE PROCEEDINGS

- ◇ Jury Duty: Slot Attendants will be paid up to 8 hours pay at base rate for hours lost due to jury duty, for up to 30 days during the life of the agreement, and up to 45 days for Grand Jury.
- ◇ If Slot Attendants are required by the Employer to testify or appear at any administrative hearing or court proceeding on behalf of the Employer they shall be compensated at House paid toke equal to the hourly rate of tokes paid that day plus hourly wage for lost time from work and any expenditure incurred.
- ◇ Upon request, the Employer will make every reasonable attempt to accommodate an employee whose jury duty assignment would require him/her to work 7 days per week.

## PTO LANGUAGE AND 90 DAY CARRYOVER BEYOND EXPIRATION

- ◇ PTO CARRYOVER: A Slot Attendant shall be granted an extension to use his/her paid PTO if three or more denials are recorded within an anniversary year. A request in writing can be made for a 90 day extension prior to the anniversary date to prevent PTO loss from repeated denials.
- ◇ Employees terminated or quit for reasons other than gross misconduct shall be entitled to unused PTO pay.
- ◇ PTO requests for days off of at least one week may be submitted 12 months in advance and will be granted based on Classification seniority. Requests of less than one week shall be requested up to six (6) months in advanced and are on a first come basis.

## JOBS, JOB POSTINGS AND TRANSFER

When Full-time openings occur for shifts or days off, Full-time employees may move to the desired position. The vacancy shall be posted on a Bid Sheet. The Bid Sheet will state the shift and days off available. The Bid Sheet shall be posted in the Dispatch Room and will remain for 72 hours. The Full-time employee who has the highest classification seniority and who bids on such position shall be awarded the bid.

In the event a Full-time position is available for a Steady Extra to move to Full-time, the position may be posted for 72 hours and will be awarded to the Steady Extra with the highest seniority.



## FAIR AND NEUTRAL DISCIPLINARY GRIEVANCE AND ARBITRATION

More important than any other contract provision is the Grievance and Arbitration process, giving each and every Slot Attendant the right to NOT be discharged or disciplined without just cause.

- ◇ Totally replaces the Employer controlled Board of Review disciplinary appeal process with a fair and neutral party.
- ◇ Recognized Slot Attendants rights to elect two (2) Shop Stewards per shift and a sufficient number of Alternates.
- ◇ Allows Stewards released to represent Slot Attendant when they are being subjected to discipline for a reasonable amount of time without loss of pay.
- ◇ Grants Stewards reasonable access to represent their members while investigating grievances.
- ◇ No regular Full-time and Part-time Slot Attendant who has completed their probationary period shall be discharged, suspended without pay, final warning or other disciplinary action without “just cause”.
- ◇ Discipline will be progressive and corrective in nature, including Informal Entry, Documented Coaching, Written Warning, Final Written Warning Suspension and Discharge.
- ◇ No Slot Attendant will be discharged without first receiving one lessor form of progressive discipline (does not include serious violations such as drug or alcohol, gross insubordination and willful violation of rules of conduct as outlined).

## SAFETY AND HEALTH

The Union and the Employer agree that it is in the best interest of all employees to maintain a safe and healthy work place and to observe all safety requirements.

The Employer and the Union “**by mutual agreement**” shall appoint one member from the department volunteers to participate in the Company Safety Committee

## POLICY, RULE AND REGULATION CHANGES

- ◇ The employees and the Union will be given reasonable advanced written notice of changes or new rules and procedures. In addition, the Union will receive fourteen (14) days advanced written notice of disciplinary rule changes. Upon the Union’s request, the parties shall meet and discuss the same. The Employer cannot implement the changed disciplinary rules in the event that such discussion has not concluded and/or issues or objections are unresolved. The reasonableness of any rules, regulations and procedures provided for herein, are subject to the grievance procedures of this agreement.



## MISCELLANEOUS

**NEW HIRE ORIENTATION:** The employee with the appropriate Union dues deduction card at the time the employee attends the department orientation and will be given fifteen (15) minutes to meet with the Union Representative at a mutually agreed time during the department orientation

**FORCED OUT OR CALL OFF:** An employee who reports to work on a scheduled work day and is not allowed to work on that day, and who has not been notified not to report at least one-and-one-half hour prior to the beginning of his/her shift, shall be entitled to two (2) hours of pay at his/her straight time hourly rate, as long as the employee has a functioning answering device on his/her telephone, and there is no message not to report to work ninety (90) minutes prior the start of the shift.

**EMPLOYEE PARKING:** The Employer shall provide secure and safe parking that is convenient in proximity to Paris/Bally's. With 24/7 operation, it is imperative that adequate security/patrols are routine to ensure the safe arrival and exit of the employees.

**AGREEMENT PROTECTION CLAUSE:** In the event that any provision of this agreement shall be rendered invalid by applicable legislation or be declared invalid by a court or regulatory agency of competent jurisdiction, such action shall not invalidate the entire agreement, it being the express intention of the parties hereto that all other provisions not rendered invalid shall remain in full force and effect. Both parties agree that the subject matter of any provision found to be invalid shall be renegotiated.

**RECOGNITION AND RIGHTS.** The Employer recognizes the Union as the exclusive collective bargaining representative for the Employer's Full-time and Part-time Slot Attendants. The Employer further recognizes each employees rights for Union representation during investigatory meetings. An employee has every right to request a Union representative at any time he/she is concerned that any questioning from Management could lead to discipline.



## HOURS OF WORK

- ◇ Slot Attendants shall be regularly scheduled to receive one forty (40) minute break and one twenty minute (20) rest break per eight (8) hours shift. An additional twenty (20) minute break will be given for a ten (10) hour shift. On call employees who work at least four (4) hours shall receive a twenty (20) minute break period. On call employees who work at least six (6) hours shall receive a thirty (30) minute break.
- ◇ The Employer has agreed that employees can continue to utilize a one (1) hour lunch rule as an option in lieu of the 40/20 breaks.
- ◇ Voluntary early out requests are offered to employees in order of classification seniority on a rotation basis and offered where the employee shift corresponds to the early out time. Employees who voluntarily agree to the early out shall not be penalized with loss of seniority or change of schedule or shift, nor shall such time be credited to vacation accrual.

## RESTRICTED DATES

Employees may take vacation throughout the calendar year except for specific periods as specified by the Employer. Vacation shall be scheduled and taken based on the employees requested dates to the extent said dates are available. The Employer will make every effort to grant a Paid time Off request provided the number of requests do not exceed the business need for that time frame. Restricted dates are published to employees sixty (60) days prior to start of the calendar year.





## **Your Paris/Bally's Slot Attendant Bargaining Team**

**Michael Boudell**

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**your VOTE  
is your VOICE**

**UAW Local 3555**

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