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COLLECTIVE AGREEMENT

between

VALBAY HOTEL LIMITED,
Thunder Bay, operating as the
Valhalla Inn

and

**UNITED FOOD AND
COMMERCIAL WORKERS UNION,
LOCAL 175**

12009(01)

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COLLECTIVE AGREEMENT

BETWEEN: **VALBAY HOTEL LIMITED**, Thunder Bay, operating as the
VALHALLA INN (hereinafter referred to as the Employer)

of the first part,

AND: **UNITED FOOD & COMMERCIAL WORKERS UNION, LOCAL 175**
(Thunder Bay, Ontario herein-after referred to as the Union)

of the second part.

ARTICLE 1 - PURPOSE OF AGREEMENT

1.01 The purpose of this Agreement is to establish mutually satisfactory relations among the Union, the Employer and the employees and to provide machinery for the prompt and equitable disposition of grievances and to establish and maintain fair and equitable working conditions, hours of work and wages for all employees covered by this Agreement.

ARTICLE 2 - RECOGNITION

2.01 The Company recognizes the Union as the exclusive bargaining agent for all employees of the Employer at Valhalla Inn in Thunder Bay, Ontario, save and except Supervisors, persons above the rank of Supervisor, Banquet Captains, Inspectresses, Hostess/Cashiers, Executive Chef, Executive Sous Chef, Pastry Chef, Banquet Chef, Timber's Chef, Sous Chefs, Purchaser, Stores Clerk, Controller/Food & Beverage Storeroom Clerk, Night Auditors, Sales, Reservation, Banquet and Office Staff.

ARTICLE 3 - DEFINITIONS

3.01 Wherever the singular or masculine gender is used in this Agreement it shall be considered as if the plural or feminine has been used where the context of the Agreement so requires.

3.02 "Employee" shall include only such persons coming within the recognition of the bargaining unit described in Article 2.01 respectively.

3.03 Full-time:

a) "Regular, full-time employee" shall mean an employee who has successfully completed his/her probationary period and whose length of appointment is indefinite and who regularly works more than twenty-four (24) hours per week.

Part-time:

b) "Regular, part-time employee" shall mean an employee who has successfully completed his/her probationary period and whose length of appointment is indefinite and who regularly works less than twenty-four (24) hours per week.

3.04 A "temporary employee" is defined as an employee who is hired when unforeseen circumstances arise, for a specific period of time or for a specific project and whose employment conditions and benefits are restricted to wages, union dues deductions and hours of work. A temporary employee shall receive no fringe benefits of any kind.

A temporary employee shall not accrue seniority and shall not have the right to grieve his/her termination. The Employer agrees to notify the Union when a temporary employee is hired and further agrees to notify the Union if an extension of the work period is necessary.

ARTICLE 4 - UNION DUES

4.01 An employee within the bargaining unit who is hired after June 16, 1991, shall become a member of the Union at the time of being hired.

4.02 The Company agrees to deduct from the wages of each employee in the bargaining unit the amount equal to the regular monthly Union Dues.

4.03 The amount of the regular monthly dues shall be those uniformly and regularly paid by a member and authorized by the Union in accordance with the provisions of its by-laws and constitution, and the Treasurer of the Union shall notify the Company of any changes therein and such notification shall be the Company's conclusive authority to make the deduction specified.

4.04 In consideration of the deducting and the forwarding of Union dues by the Company, the Union agrees to indemnify and save harmless the Company against any claims or liabilities arising out of or resulting from the operation of this Article.

4.05 Dues deductions shall become effective in the month following the month in which the employee was hired. The deduction shall be made bi-weekly and forwarded to the Treasurer of the Union in the same month as the deduction was made along with a list of employees from whom the deduction were made.

4.06 The Employer agrees to show the total amount of Union dues and deductions on each employee's T-4 taxation form.

ARTICLE 5 - NO DISCRIMINATION

5.01 Each of the parties hereto agrees that there will be no discrimination, interference, restraint or coercion exercised or practised upon any employee by reason of race, colour, religious beliefs, national origin, sex, marital status, or union activity.

ARTICLE 6 - MANAGEMENT RIGHTS

6.01 The Union acknowledges the exclusive function of the Company generally to manage the enterprise in which it is engaged and without limiting the above particular to:

- (a) maintain order, discipline, efficiency and set qualifications;
- (b) hire, transfer, promote, demote and, to suspend, discipline or discharge non probationary employees for just cause and probationary employees for any reason satisfactory to the Employer and to increase and decrease the working force in a manner consistent with the terms of this Agreement;
- (c) determine the direction of the working forces, the schedules of work and methods necessary to perform any service that may be required to manage the enterprise and its business;
- (d) issue and enforce from time to time such reasonable rules and regulations as the Employer deems necessary to ensure successful operations of its business. Such rules shall be forwarded to the Union office. Breach of such rules by an employee may be cause for disciplinary action;
- (e) limit, suspend or cease operations, or make necessary arrangements due to a change in the Employer's policies.

6.02 All matters concerning the operations of the Employer not specifically dealt with herein shall be reserved to the Employer and its exclusive right.

6.03 The Employer agrees that there shall be no contracting out of any work presently performed by bargaining unit members with ~~the~~ exception of Night Cleaning.

ARTICLE 7 - STRIKE OR LOCK-OUT

7.01 The Union agrees that there will be no strike, slow down, work stoppage, either complete or partial, or other interruption or interference with operations during the term of this Agreement. The Union agrees that if any such action takes place it shall repudiate it forthwith and require the **employee(s)** to return to work. The Company agrees that there shall be no lock out by it during the term of the Agreement.

ARTICLE 8 - UNION RIGHTS AND ACTIVITIES

8.01 The Union acknowledges that Stewards have their regular duties to perform on behalf of the Employer and that such persons shall not leave their regular duties without having first secured permission from their immediate Supervisor, which permission shall not be unreasonable withheld. Stewards shall state their destination to their immediate Supervisor and shall report again to him at the time of their return to work. The Employer reserves the right at any time to limit or withdraw the permission to process grievances during working hours if at any time this privilege is being abused or if it unduly interferes with the operations of the Employer.

8.02 The Union shall notify the Employer in writing as to the selection or removal of Stewards and the Employer shall not be obliged to recognize such personnel until it has been so informed.

8.03 The Employer agrees to make space available to the Union on the Bulletin board in the Staff Dining Room. All material to be posted will be submitted to the General Manager for approval before posting.

8.04 Properly authorized representatives of the Union shall be permitted to interview all personnel covered by this Agreement to discharge their duties as representatives of the Union, provided the employees are not disturbed in the performance of their duties and all such interviews shall take place in the staff areas and in no case shall they occur in the public areas of the Hotel or within the hearing or presence of guests. Time taken for such interviews shall not be on Employer time.

8.05 The Company and the Union each agree that there will be no intimidation, discrimination, interference, restraint or coercion exercised or practised by either of them or their representatives or members because of an employee's membership or non-membership in the Union or because of his activity or lack of activity in the Union.

8.06 Provided it does not interfere with the efficient operation of the Hotel, all new employees, whenever possible, will be introduced to their Shop Stewards by the Human Resources Manager, or her designate.

8.07 The Employer agrees to pay for hours spent engaging in negotiations, while serving on the Negotiations Committee, to a maximum of twenty-four (24) hours, per employee, per duration of contract. Two (2) full-time and two (2) part-time bargaining unit members may be chosen but no more than one (1) person per department will be chosen.

ARTICLE 9 - GRIEVANCE PROCEDURE

9.01 It is the mutual desire of the parties hereto, that complaints of employees shall be

adjusted as quickly as possible, and it is generally understood that an employee has no grievance until he/she has first given to his/her department head an opportunity of adjusting his/her complaint.

Any difference concerning the interpretation, application, administration or alleged violation of the provisions of this Agreement, other than a difference arising from the discharge of a probationary employee, shall be considered as a grievance.

Step #1 - If an employee has a complaint or question which he/she wishes to discuss with the Company, he shall take the matter up with his/her immediate supervisor, within seven (7) working days from the date of the alleged occurrence said to have caused the reason for the complaint. He/she may be accompanied by his/her steward if he/she requests such assistance. Management may also request the presence of the steward. If such complaint or question is not settled to the satisfaction of the employee concerned within five (5) working days, then the following steps of the Grievance Procedure may be invoked in order. It is understood that the employee may request a specific union steward to attend their Step 1 grievance meeting or any disciplinary meeting and should this individual person not be available, the employee will choose amongst those stewards available to assist them.

Step #2 - The steward or the employee shall outline the grievance in writing. The employee must sign the grievance. Such document must be submitted to the department head within a period of seven (7) working days from the time the verbal reply to the complaint was received as indicated in Step #1 above. After such discussion, as is necessary, the department head shall state in writing his decision. If the grievance is not settled within seven (7) working days after it was submitted to the department head, then the grievance shall be taken up as follows: the Union representative may then within seven (7) days from the date of the decision of the department head request, in writing, a meeting with the General Manager. Such meeting will be held within five (5) working days after receipt by the Employer, of the Union's letter.

The department head, or his delegate, may attend such meeting. The General Manager or his delegate shall render his written decision within five (5) working days following the meeting.

Step #3 - Failing satisfactory settlement in Step #2, then, at the request of either party, in writing, the grievance may be referred to arbitration provided such request is made within thirty (30) working days after the decision of the Employer in Step #2 has been rendered. The time limits as prescribed in this article may be extended by mutual agreement of the parties in writing. In determining time limits, Saturdays, Sundays and recognized Statutory Holidays shall be excluded. If the time limits or any mutually agreed upon extensions are not observed by the Union, the grievance shall be considered as abandoned and may not be reopened. If the time limits or any mutually agreed upon extensions are not observed by the Employer, the grievance may be advanced to the next

stage of the Grievance Procedure. At any stage of the Grievance Procedure, including arbitration, the conferring parties may have assistance of the employee or employees concerned and any necessary witnesses and all reasonable arrangements will be made to permit the conferring parties to fully investigate all the circumstances.

9.02 The Union or the Employer may present a policy grievance commencing at Step #2 of the Grievance Procedure. Such policy grievances shall not be filed where the grievance could have been filed by an individual.

9.03 A union steward must be present when the Employer terminates a bargaining unit member.

9.04 Time Limits:

Time limits set out in the grievance procedure shall be followed and may only be extended by mutual agreement between the Union and the General Manager in writing. Failure by the Union to meet the time limits will cause the grievance to expire.

Failure by the Employer to meet the time limits prescribed herein, shall permit the aggrieved employee to take the grievance to the next succeeding Step provided (s)he complies with the time limits prescribed for that Step.

ARTICLE 10 - ARBITRATION

10.01 When either party requests that a grievance be submitted to arbitration, they shall make such request in writing addressed to the other party of this Agreement and at the same time, nominate an arbitrator. Within five (5) days thereafter the other party shall nominate an arbitrator. The two arbitrators so nominated shall within fifteen (15) working days attempt to select by agreement, a chairman of an arbitration board. If they are unable to agree upon such chairman within that period either of them may then request Ministry of Labour for the Province of Ontario to appoint a chairman.

10.02 A person who has been involved in an attempt to negotiate or settle a grievance may not be appointed chairman of the arbitration board.

10.03 Each of the parties hereto will bear the expense of the arbitrator appointed by it and the parties will jointly bear the expense of the chairman of the arbitration board.

10.04 No matter may be submitted to arbitration which has not been properly carried through all the previous steps of the Grievance Procedure.

10.05 The arbitrations board shall not be authorized to make any decision inconsistent with the provisions of the Agreement to alter, modify or amend any part of this Agreement.

10.06 The proceedings of the arbitration board will be expedited by the parties hereto, and the decision of the majority of such board will be final and binding upon the parties hereto. Should a majority decision not be possible, then the decision of the chairman shall be final and binding on the parties hereto.

10.07 The parties may mutually agree that a single arbitrator shall be appointed in place of a board of arbitration. In the event that the parties agree on a single arbitrator, the arbitrator shall have the same powers as a board of arbitration under this Agreement and the parties will jointly bear the expense of the arbitrator.

10.08 Time limits set out in the arbitration procedure shall be followed. Such time limits may only be extended by mutual agreement between the Union and the General Manager or his designate in writing. Failure by the Union to meet the time limits will cause the grievance to expire.

ARTICLE 11 - SPECIFIC PENALTIES

11.01 Without restricting the Company's right to discharge for cause generally, the specific penalty for the following shall be discharge:

- (a) misappropriation of funds, defalcation or any other fraudulent action;
- (b) theft, possession of Company or customer property without adequate explanation;
- (c) destruction or sabotage of property of the Company, its customers or fellow employees;
- (d) unauthorized disclosure of confidential information regarding the affairs of the Company or any of its clients;
- (e) bond revocation for those required to be bonded;
- (f) consuming at work alcohol or unprescribed drugs or being under the influence of alcohol or unprescribed drugs while on the job;
- (g) falsification of records and documents arising in the course of the employee's work;
- (h) employees fighting on Company premises;
- (i) falsification of application for employment or documents relating thereto.

11.02 In such cases the arbitrator's jurisdiction shall be limited to whether or not the infraction has occurred.

ARTICLE 12 - SENIORITY

12.01 a) Full-time:

Seniority shall be defined as length of continuous service in the bargaining unit, from the latest date of hire.

b) Part-time:

Seniority as referred to in this agreement shall mean length of continuous service in the part-time bargaining unit with the Employer since the last date of hire. In the event a regular, part-time employee's status changes from part-time to full-time his/her seniority date will be his/her total of accumulated hours of service with the Employer converted to a yearly/monthly basis. One (1) full year of full-time service for the purpose of seniority shall be credited to an employee after the completion of 2080 hours of work."

12.02 New employees shall be on probation for forty-five (45) days worked. Probationary employees may be discharged at the discretion of the Employer within the above time limit and said employees shall have no recourse to the grievance and arbitration sections of this Agreement.

12.03 The Employer and Union agree that in cases of transfers, vacancies, promotions (other than promotion to positions outside the bargaining unit), lay-off and recall from the lay-off, the following factors shall be considered:

- (a) skill, ability and qualifications;
- (b) length of continuous service.

The qualification in factor (a) will govern and only where, in the Employer's judgement these qualifications are relatively equal will factor (b) govern.

12.04 Continuity of service shall be considered broken and employment terminated when:

- (a) an employee quits or is discharged (and the discharge is not reversed through the grievance or arbitration procedure);
- (b) an employee unjustifiably fails to report to work at the termination of a leave of absence or within one (1) week after being recalled to work;
- (c) an employee is absent for more than six (6) months because of lay-off or

one (1) year because of physical disability, or both;

- (d) an employee is absent from work for **two** (2) consecutive days without providing a satisfactory reason.

12.05 Every employee shall give at least **two** (2) weeks' notice of termination of his/her employment.

12.06 The Employer agrees to supply the Union with an updated Seniority List(s) of Both full-time and part-time during the months of January, March, July and October of each year and the current Seniority List(s) will be kept posted on the Bulletin Board at all times. Seniority Lists shall contain the employee's name in order of their original date of hire with the Employer and the date which the employee was classified full-time or Part-time. Union Stewards will be provided a copy of the posted lists.

12.07 The Employer shall give employees one (1) week's written notice in case of lay-off if for more than one (1) week. In cases of termination, notices shall be as per The Employment Standards Act.

12.08 Job vacancies will be posted for seven (7) days on the staff bulletin board.

The successful applicant shall be awarded the job vacancy within fourteen (14) calendar days of the posting.

The successful applicant shall be placed on a trial period of sixty (60) working days. Such trial promotion shall become permanent after the period of sixty (60) working days. In the event the successful applicant proves unsatisfactory in the position during the aforementioned trial period or if the employee finds herself unable to perform the duties of the new job classification she shall be returned to her former position without **loss** of seniority and wage and salary of the former position.

It is agreed that employees absent due to vacation shall be considered for the posted job vacancy provided that the employees have **informed** the Employer in writing of their desire to transfer to another position within the Hotel.

12.09 If the vacancy is not filled as a result of the **job** posting, the Employer may consider applicants from outside the bargaining unit to fill the position.

12.10 Whenever the Employer finds it necessary to terminate the employment of an employee covered by this Agreement it agrees to give written notice or pay in lieu of notice as set out in the Employment Standards Act for the Province of Ontario, however, the Employer shall not be obligated to give any notice whatsoever or pay in **lieu** thereof to any employee terminated for just cause.

12.11 Continuous service for the purpose of vacation entitlement shall be maintained and accumulated while actively at work except in the case of maternity leave, W.C.B. , or disability in which case continuous service shall continue to accumulate.

Continuous service for the purpose of salary progression shall be maintained and accumulated while actively at work except in the case of maternity leave in which case continuous service shall continue to accumulate.

12.12 Any employee who has successfully bid under this Article and received a posted job, shall not be entitled to bid on a posted job for six (6) months from the date of his/her successful bid, except with the permission of the Employer.

13 vacancies:

(a) Temporary vacancies created by maternity leave, adoption leave or an extension of the same, need not be posted. An employee, other than a person hired as a temporary employee, will revert to his/her previous position within the bargaining unit upon completion of the temporary position. The Employer will attempt to first fill such vacancies with bargaining unit employees and shall consider the skill and ability of such employees in making such decisions. Where skill and ability are relatively equal, seniority shall govern.

(b) For vacancies other than those set out in clause 12.13(a), the Employer may assign any person to fill a vacancy on a temporary basis, while the selection of the successful candidate and completion of the job posting procedure is taking place.

ARTICLE 13 - JOB CLASSIFICATION AND WAGES

13.01 Job classifications and full-time wages are set out in Schedule "A" of this agreement. Part time staff wages are set out in Schedule "B" of this agreement.

13.02 The minimum hourly rates of wages for all full-time employees shall be as Schedule "A" and part-time minimum rates shall be as Schedule "B" of this Agreement, provided that where an individual's wages are higher, such rate of wages shall not be reduced by reason of this Agreement. The rates of pay provided in Schedule "A" are minimum rates and apply to the **job** classification and not to the individual.

13.03 "No employee will suffer a reduction of wages when moving to a new classification within the bargaining unit by management directive except in the case of a layoff or in the case of a permanent reclassification.

This clause shall not apply when an employee, of his/her own volition, seeks additional hours of work in a classification different than his/her own."

ARTICLE 14 - LEAVE OF ABSENCE

14.01 The Company may, in its discretion, grant leave of absence without pay for legitimate personal reasons. Requests for such leave shall be made in writing to the General Manager stating the reasons for such requests and proposed duration, at least two (2) weeks in advance except in cases of emergency. The first six months of any such leave will be without **loss** of seniority. The request must state : date of commencement, duration of leave of absence and reason for requesting the leave. The Employer will reply in writing to the employee within seven (7) days after receipt of the request for leave of absence.

14.02 Maternity and adoption leave shall be granted in accordance with the terms set out in the Employment Standards Amendment Act (Pregnancy and Parental Leave), 1990.

In cases of physical complications or upon the request of the Doctor for legitimate reasons an employee shall be granted additional time off without pay.

14.03 The Employer agrees to allow time off work without pay, but without loss of seniority for a maximum of four (4) employees for the purposes of attending Union functions, such as conventions, seminars, etc., for not more than one (1) week per year. The Union will give the Employer at least three (3) week's notice in writing in regard to such requests to attend Union functions. Provided it does not interfere with the efficient operations of the Employer's business, permission to attend such functions shall not be unreasonably withheld.

ARTICLE 15 - BEREAVEMENT LEAVE

Full-time bargaining unit members only:

15.01 In case of a death of an employee's parent, child, spouse, brother or sister, he/she shall be granted up to three (3) continuous days leave of absence without loss of pay, provided the employee is scheduled to work. He/she shall be paid for any hours in the three (3) day period that he would otherwise have worked commencing with the day of the death.

15.02 In the case of death of an employee's grandparent, grandchild, mother-in-law, father-in-law, brother-in-law, sister-in-law, an employee who has **less** than one (1) years of continuous service shall be granted one (1) day's leave of absence without loss of pay (an employee who has more than one (1) year of continuous service shall be granted **two** (2) day's leave of absence without loss of pay", provided the employee **is** scheduled to work and the employee attends ~~the~~ funeral. Bereavement pay will apply to common law and step relatives."

15.03 It is understood and agreed that no payment will be made when the bereavement leave occurs during an employee's vacation, days off or during any other absence from

work.

15.04 In order to qualify for the foregoing bereavement leave, employees may be required to supply proof of the death in a manner satisfactory to the Employer.

15.05 Additional leave of absence may be granted without pay upon request of an employee and shall not be unreasonably withheld.

ARTICLE 16 - HOURS OF WORK

16.01 The following paragraph is intended to define the normal hours of work and shall not be construed as a guarantee of hours of work per day, or per week, or of days of work per week.

16.02 Full-time: The regular shift for full-time employees shall consist of eight (8) hours (exclusive of the meal period) per day and forty (40) hours per week.

Employees shall be scheduled as follows: first, to full-time employees by seniority in each classification to a maximum of eight (8) hours per day and a maximum of forty (40) hours per week wherever possible.

16.03 Part-time: Hours of work per day and per week for all regular part-time employees shall be determined by the Employer.

16.04 Full-time: The Employer agrees that no employee shall be required to work a split shift unless mutually agreed upon between the Employee and the Supervisor.

16.05 Full-time: An employee who reports to work shall receive the minimum of four (4) hours' pay, and if work in his/her classification is not available, may be assigned any available work.

In situations beyond the control of the Employer, when business on any day is such that it is unnecessary for all scheduled employees to work, the Employer may, at least three (3) hours prior to an employee's scheduled starting time, notify such employee that his/her attendance at work is not required and such notification will result in no penalty to the Employer. The Employer agrees to reschedule the hours to the extent possible.

16.06 Work Schedule Part-time:

The Employer and the Union agree that all regular, part-time employees will be scheduled for available hours of work and where skill and ability are relatively equal, length of continuous service shall apply.

A regular, part-time employee who reports to work shall receive the minimum of three (3) hours pay, except when the employee is notified in advance by the Employer, that he/she will be required to work less than three (3) hours on that shift. If work in his/her classification is not available, he/she may be assigned any available work.

16.07 The Employer agrees to post an Hours of Work Schedule by noon Friday for the following work week. Except in the case of emergency, the schedule shall not be changed.

16.08 Full-time:

The Employer agrees that there shall be at least ten (10) hours between the completion and the start of a shift except in an emergency.

16.09 Part-time:

The Employer agrees that no employee except waiters/waitresses and those employees working in the kitchen involved in banquet preparation and presentation shall be required to work a split shift unless mutually agreed between the employee and the supervisor. Split shifts for waiters/waitresses and employees involved in banquet preparation and presentation shall be rotated on an as-needed basis.

16.10 Time worked (if requested and authorized by the Employer) in excess of eight (8) hours in a day or forty (40) hours in a week will be counted as overtime and compensated on the basis of time and one-half of the employee's current hourly rate for the classification; provided however, that time (not exceeding one-quarter hour per day) necessary to finish assigned work on an irregular basis shall be deemed a "tag end" and shall not be counted as overtime. If such "tag end" time exceeds one-quarter hour, payment at time and one-half shall be made for the entire period in excess of eight (8) hours.

It is agreed by the Parties if an Employee requests a change in their scheduled days off, which results in work being performed on the sixth (6th) or seventh (7th) day, the Employer shall not be penalized by honoring this request. All overtime must be authorized by the Employee's Supervisor.

16.11 The parties to this Agreement recognize that the nature of the business may require the performance of overtime work from time to time and employees will cooperate in the performance of such work; such work to be offered first to on-shift employees on the basis of seniority.

16.12 All overtime hours shall be at the request of the Employer and the employee shall have his/her overtime hours on the time card initialled by his/her Supervisor.

16.13 Full-time:

Employee's meal periods shall be an uninterrupted period of thirty (30) minutes at a time to be designated by the employee's supervisor. Supervisors shall arrange for rest periods at a convenient time during each shift.

16.14 Part-time:

Reclassification

Except during the months of May, June, July, and August any regular part-time employee who works twenty-four (24) hours per week for three (3) consecutive months shall be covered by the full-time benefit package (Health, Welfare and Sick Leave.)

16.15 The Employer shall post a weekly schedule for all employees in ink by Friday noon of the preceding week. The schedule may be changed by the Employer without notice in the event of an unscheduled absence of employees or in the event of emergencies.

16.16 The Employer will endeavour wherever possible to employees being scheduled off for a Saturday/Sunday or Sunday/Monday combination once per month.

16.17 The employees shall inform the Company if they have outside employment.

16.18 All employees who commence work at 11:00 p.m. or later shall be paid a seventy-five (.75) cent per hour shift premium for the hours worked between 11:00 p.m. and 6:00 a.m.

16.19 Full-time:

The Company agrees full-time employees will not be replaced with part-time employees.

16.20 A complete cessation of work for an employee shall constitute a lay-off. A reduction in the hours of work per day, or, per week shall not be considered a lay-off under the terms of this Agreement.

16.21 All special requests for days off must be submitted in writing, to the Department Head, forty-eight (48) hours prior to the posting of the departmental schedule and compliance with such requests will not be unreasonably denied. It is understood that all such requests will be subject to business loads and the scheduling needs of the Company.

ARTICLE 17 - HEALTH AND WELFARE PROGRAMS

17.01 The Company shall comply with the provisions of the Employer Health Tax Act with respect to Ontario health insurance coverage for its employees.

17.02 Full-time: (only)

It is agreed that the application of Company health and welfare and dental plan for employees shall continue to apply to eligible full-time bargaining unit employees on the active payroll in conformity with their general application throughout the Company from time to time during the currency of the Collective Agreement and subject to terms and conditions of the Plan.

17.03 The Company agrees that after three (3) months employment they will contribute 100% of the applicable premium for the health and welfare program as presently provided. After one year's employment the Dental Plan will be included.

17.04 While the application of the health and welfare and dental plan to employees may be the subject of a grievance, it is understood and agreed that the plan itself does not form part of this Collective Agreement and is not itself subject to the grievance or arbitration procedure. The Employer's sole obligation under this article shall be to keep in place the existing benefit plans or their equivalent and to pay the Employer's portion of the premium of the plan.

"The Employer shall have the right to change any existing benefit plans provided that the new coverage is equal to or greater than the existing coverage."

ARTICLE 18 - SICK LEAVE

Full-time: (only)

18.01 Sick leave means the period of time when a regular, full-time employee is allowed to be absent from work with full pay due to illness or accident rendering him/her unable to perform his/her regular duties as an employee and which illness or accident is not compensable under the Workers' Compensation Act.

Full-time: (only)

18.02 Full-time regular employees employed for three (3) months shall be entitled to sick leave allowance subject to the following provisions:

- (a) all cases of sickness must be reported through the respective department head or the manager on duty on the first day within a period of three (3) hours subsequent to the normal reporting time of the employee concerned.
- (b) the allowance for sick pay shall only commence after the third (3) day of illness or from the first day if the employee is admitted into the hospital and will

not be applicable to the employee's scheduled day off

(c) the employee will be paid for the next five (5) days of illness at his/her regular rate of pay. These five (5) days will not be cumulative or become more than five (5) days within one (1) year

(d) the sick leave allowance will not be granted to employees in case of illness or accident which are compensated under the laws of the Province of Ontario

(e) sick leave allowance will not be paid for illness for accident which occur within the vacation period of an employee unless the employee is forced due to sickness or accident to cancel his/her vacation and which sickness or accident occurs prior to the commencement of the vacation.

(f) sickness must be proven by the production of a doctor's certificate; and

(g) in doubtful cases, the Employer reserves the right to appoint another doctor other than the one providing the certificate in order to establish the bona fides of the illness or disability.

ARTICLE 19 - VACATION

Full-time:

19.01 Vacation requests within each department shall be submitted in writing to the Department Head or his designate no later than April 1st of each year. The Department Head or his designate shall approve vacation requests after every reasonable consideration has been given to the preference of the employee, seniority and service requirements of the Employer. A finalized vacation schedule for each department shall be posted by April 30th of each year.

19.02 The vacation year for the purpose of calculating vacation pay or vacation entitlement shall be calculated from the employee's last date of hire.

19.03 For regular full-time employees earning an hourly rate, upon completion of one (1) year's service, vacation pay payable to a regular full-time employee shall be calculated as a percentage of gross earnings based on the previous twelve months as set out in clause **19.04**.

19.04 (a) Full-time:

Vacation pay shall be granted to regular full-time employees in accordance with the following:

(a) An employee who has completed less than five (5) years' active continuous

service - four (4) percent of gross earnings ;

(b) An employee who has completed five (5) years but **less** than ten (10) years of active continuous service - six (6) percent of gross earnings ;

(c) An employee who has completed ten (10) or more years' of active continuous service - eight (8) percent of gross earnings.

(b) "Upon the completion of one (1) year's service from the date of hire, employees receiving vacation pay of four (4%) per cent shall be entitled to a **two** (2) week vacation leave; employees receiving vacation pay of six (6%) percent shall be entitled to a **three** (3) week vacation leave; employees receiving vacation pay of eight (8%) percent shall be entitled to four (4) week vacation leave".

19.05 Part - time:

Vacation pay shall be granted to regular full-time employees in accordance with the following:

(a) An employee who has completed less than five (5) years' active continuous service - four (4) percent of gross earnings ;

(b) An employee who has completed five (5) years but less than ten (10) years of active continuous service - six (6) percent of gross earnings ;

19.06 Vacation pay which shall be paid to each regular full-time or part - time employee in the regular pay period when requested in, and in advance when requested. Vacation pay will not be on a separate cheque, but will be paid on the regular bi-weekly paydate.

19.07 Vacation shall be scheduled within each department on the basis of seniority, taking into account the efficient operation of the Employers business. Management will endeavour to allow three (3) employees on vacation at one time and allow two (2) part-time employees on vacation at one time.

19.08 Part-time:

Regular part-time employees may make a written request for a leave of absence for vacation purposes and the Employer will consider the same, taking into account the efficient operation of the organization.

ARTICLE 20 - PAID HOLIDAYS

Full-time:

20.01 The following will be recognized as paid holidays for regular, full-time employees provided that the conditions in clause **20.02** are met:

New Year's Day	Victoria Day
Labour Day	Christmas Day
Canada Day	Good Friday
Thanksgiving Day	Civic Holiday
Anniversary Day	Boxing Day
Employees Birthday	

20.02 Each employee shall be entitled to be absent from work and paid during each absence on the above designated holidays provided:

He is a full-time employee who has completed forty five (45) working days. He must have worked his last shift scheduled before the holiday and his first shift scheduled after the holiday.

20.03 Should an employee's regular vacation period include one (1) or more holidays, by mutual agreement whenever possible, the vacation period will be extended or payment of an extra day's vacation pay will be processed.

20.04 If an employee works on a holiday the Employer may grant an employee a substitute day off at his regular rate of pay within a period of thirty (30) days prior to or thirty (30) days subsequent to the holiday concerned. If a substitute day is not granted by the Employer for the holiday when mutually agreed, the Company will pay for the holiday.

In selecting employees to work on a paid holiday, the Employer shall consider the efficient operation of the business and seniority.

20.05 If an employee works on a Statutory Holiday, he shall be paid one and one-half (1 1/2) times his regular rate of pay.

20.06 Any part-time staff, or full-time employee who has not completed forty-five (45) working days, will be paid time and one-half (1 1/2) if they are required to work on a paid holiday.

20.07 If and when Heritage Day becomes a legislated holiday, the paid holiday, of the Employee's Birthday is to be deleted, with the exception of employees with ten (10) or more years of accumulated seniority.

Part-time:

20.08 Regular part-time employees shall be paid their straight time regular day's wages for the following paid holidays:

New Year's Day	Victoria Day
Labour Day	Christmas Day

Canada Day
Thanksgiving Day
Anniversary Day
Employees Birthday

Good Friday
Civic Holiday
Boxing Day

Should any regular part-time employee who is scheduled to work on a paid holiday, fail to report to work as scheduled without reasonable justification in the Employer's opinion he/she shall forfeit all pay for that paid holiday. When scheduling employees to work on a statutory holiday, the Employer agrees to consider seniority; however, the parties acknowledge such scheduling shall not interfere with the efficient operation of the hotel.

20.09 Holiday pay shall be paid on the basis of an eight (8) hour day except those employee who normally work less than eight (8) hours per day shall be paid the average number of hours worked per day during the preceding four (4) weeks.

20.10 In order to qualify for each holiday, a regular part-time employee must have:

- earned wages on at least twelve (12) days during the four (4) weeks immediately preceding the holiday; and
- worked the full scheduled day immediately preceding and following the holiday unless absent due to being on vacation or due to legitimate illness, verification of such illness may be required at the Employer's discretion.

20.11 If an employee works on a holiday the Employer may grant an employee a substitute day of at his regular rate of pay within a period of thirty (30) days prior to or thirty (30) days subsequent to the holiday concerned. If a substitute day is not granted by the Employer for the holiday when mutually agreed, the Company will pay for the holiday.

In selecting employees to work on a paid holiday, the Employer shall consider the efficient operation of the business and seniority.

20.12 If an employee works on a Statutory Holiday, he shall be paid one and one-half (1 1/2) times his regular rate of pay.

20.13 Any part-time staff, who has not completed forty-five (45) working days, will be paid time and one half (1 1/2) if they are required to work on a paid holiday.

20.14 If and when Heritage Day becomes a legislated holiday, the paid holiday, of the Employee's Birthday is to be deleted, with the exception of employees with ten (10) or more years of accumulated seniority.

ARTICLE 21 - GENERAL

21.01 Full-time:

The Employer agrees that all employees required to wear uniforms will be supplied with **two (2)** uniforms as needed by the Employer at no cost to the employee.

21.01 Part-time:

The Employer agrees that all employees required to wear uniforms will be supplied with one **(1)** uniform as needed by the Employer at no cost to the employee.

21.02 The Employer agrees that employees summoned for Jury Duty will be scheduled on alternate shifts to compensate for lost time.

21.03 When an employee is required by the Employer to appear in court as a witness in any case directly affecting the Employer, the employee shall be paid the difference between the fee received from the Crown and the employee's regular wages.

21.04 Management will endeavour to pay employees by noon on Thursday of each pay week. When a pay period falls on a Statutory Holiday, the Employer will endeavour to pay employees whenever possible on the Wednesday.

ARTICLE 22 - HEALTH AND SAFETY

22.01 The Employer, the employees and the Union agree that they will mutually co-operate and maintain reasonable standards of Health and Safety in order to prevent injury and illness as per the Occupational Health and Safety Act of Ontario.

ARTICLE 23 - FRONT DESK EMPLOYEES - MEAL

23.01 The Employer agrees to "grandfather" the present arrangement with employees employed on the front desk as at **October 22, 1991** concerning a free meal.

ARTICLE 24 - HUMAN RIGHTS CODE

24.01 The Employer and Union agree to observe the provisions of the Human Rights Code.

ARTICLE 25 - COMPULSORY RETIREMENT

This clause shall take effect June 17, 1999.

25.01 The Employer may compulsorily retire an employee at age sixty-five (65) and no grievance may be lodged in connection therewith. The Employer and the Union will meet

with the Employee prior to his/her retirement date.

25.02 It is the sole discretion of the Employer if an employee remains in the employ past the employee's 65th birthday. This will be reviewed on an annual basis. The Employee will have to undergo a medical exam each year.

ARTICLE 26 - DRIVERS

26.01 All employees required to operate a Valhalla vehicle must obtain a copy of their driving record from the Ministry of Transportation. This record will have to be submitted by January 1 of each year.

26.02 If an employee loses his/her licence (s)he is required to notify his/her immediate supervisor of the suspension of the licence as soon as the employee becomes aware of it. The employee will have the opportunity to bid on any position this is vacant at that time that does not require driving. If there are no vacant positions at the time that the employee loses his/her licence and the employee is unable to perform his/her duties, the employee will be suspended until such time as his/her licence is returned to him/her.

26.03 Failure on the part of the employee in providing the yearly driving record or not notifying a Manager of his/her loss of licence may result in being **suspended** from his/her duties.

26.04 It is understood that if an employee loses his/her licence (s)he is required to notify his/her Manager immediately.

ARTICLE 27 - PENSION

27.01 The Company agrees to participate in the U.F.C.W. pension plan (C.C.W.I.P.P.) on the following basis:

Effective June 17, 1997	.05¢ per hour worked for all employees
Effective October 17, 1997	an additional .05¢ per hour worked for all employees
Effective February 17, 1998	an additional .05¢ per hour worked for all employees
Effective June 17, 1998	an additional .01¢ per hour worked for all employees
Effective June 17, 1999	an additional .01¢ per hour worked for all employees
Effective June 17, 2000	an additional .01¢ per hour worked for all employees
Effective June 17, 2001	an additional .01¢ per hour worked for all employees
Effective June 17, 2002	an additional .01¢ per hour worked for all employees

The Company agrees to sign a participation agreement as authorized and provided by the Trustees of the Canadian Commercial Workers Industry Pension Plan Trust Fund.

ARTICLE 28 - TRAINING AND EDUCATION FUND

28.01 The Company agrees to contribute the following into the Northwest Ontario Commercial Workers Training and Education Fund:

June 17, 1997	\$1,500
June 17, 1998	\$1,500
June 17, 1999	\$1,500
June 17, 2000	\$1,500
June 17, 2001	\$1,500
June 17, 2002	\$1,500

ARTICLE 29 - TERMINATION AND DURATION

29.01 This Agreement shall be effective on the 17th day of June, 1997 and shall remain in full force until the 16th day of June, 2003 and shall continue in full force hereafter from year to year, except that either party may, not more than sixty (60) days and not less than (30) days before the expiry date or renewal date of such Agreement, give notice in writing to the party of their intentions to revise or abrogate this Agreement.

FOR THE UNION

FOR THE COMPANY

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Wages no retroactivity, wages for all new staff with the 'new grid' - Schedule C Full-time and Schedule D Part-time.

The Classifications and Wage Rates shall be as follows:

Schedule A Full-time Staff employed prior to October 19, 1997.

Schedule B Part-time Staff employed prior to October 19, 1997.

Schedule C Full-time Staff employed after October 19, 1997.

Schedule D Part-time Staff employed after October 19, 1997.

SCHEDULE A - FULL-TIME COMMENCING JUNE 17, 1997

JOB CLASSIFICATION	START	END PROBATION	SIX MONTH	ONE YEAR
RM. ATT.	8.14	8.34	8.60	9.26
LAUNDRY	7.96	8.16	8.42	9.08
HOUSEKEEP.	8.13	8.46	8.79	9.26
FRONT DESK	8.29	8.87	9.16	9.73
BELL STAFF	7.43	7.76	8.03	8.36
SWITCHBOARD	7.96	8.16	8.43	9.09
POOL ATTEND	7.05	7.05	7.18	7.48
JR S CHEF	11.89	12.36	13.45	14.77
TOURNANT	10.54	10.87	11.93	13.05
SAUCIER I	9.88	10.21	11.20	12.32
SAUCIER II	9.35	9.68	10.60	11.66
GARDEMANGER	9.42	9.75	10.67	11.73
GEN. COOK I	8.89	9.22	10.08	11.07
GEN. COOK II	8.36	8.69	9.48	10.41
BRKFST. COOK	7.76	8.09	8.89	9.75
SH. ORDER I	7.57	7.90	8.56	9.35
SH. ORDER II	7.10	7.43	8.09	8.82
SH. ORDER III	7.05	7.14	7.38	7.76
PASTRY COOK	7.10	7.43	8.09	8.82
SALAD PERSON	7.05	7.11	7.31	7.43
PREP COOK	7.05	7.11	7.31	7.43
KITCHEN/BAKER H	8.77	8.96	9.16	9.28
JOURNEYMAN				11.07
APPR. I	4000 - 6000 hrs. - 85%			9.40
APPR. II	2000 - 3999 hrs. - 75%			8.30
APPR. III	1000 - 1999 hrs. - 65%			7.19
DISHWASHER	7.05	7.21	7.40	7.76
POTWASHER	7.05	7.21	7.40	7.76
KIT. CLEANER	7.05	7.21	7.40	7.76
WAITER/WAITRESS	6.78	7.04	7.37	7.70
BUSPERSON	7.05	7.05	7.37	7.50
BARTENDER	8.42	8.69	9.08	9.48
MAINT. I	10.74	11.40	12.19	12.72
MAINT. II	9.75	10.41	11.07	11.73
MINIBAR	7.10	7.43	8.09	8.82

SCHEDULE A - FULL TIME COMMENCING JUNE 17, 1998

JOB CLASSIFICATION	START	END PROBATION	SIX MONTHS	ONE YEAR
RM. ATT.	8.29	8.49	8.75	9.41
LAUNDRY	8.11	8.31	8.57	9.23
HOUSEKEEP.	8.28	8.61	8.94	9.41
FRONT DESK	8.44	9.02	9.31	9.88
BELL STAFF	7.58	7.91	8.18	8.51
SWITCHBOARD	8.11	8.31	8.58	9.24
POOL ATTEND	7.20	7.20	7.33	7.63
JR S CHEF	12.04	12.51	13.60	14.92
TOURNANT	10.69	11.02	12.08	13.20
SAUCIER I	10.03	10.36	11.35	12.47
SAUCIER II	9.50	9.83	10.75	11.81
GARDEMANGER	9.57	9.90	10.82	11.88
GEN. COOK I	9.04	9.37	10.23	11.22
GEN. COOK II	8.51	8.84	9.63	10.56
BRKFST. COOK	7.91	8.24	9.04	9.90
SH. ORDER I	7.72	8.05	8.71	9.50
SH. ORDER II	7.25	7.58	8.24	8.97
SH. ORDER III	7.20	7.29	7.53	7.91
PASTRY COOK	7.25	7.58	8.24	8.97
SALAD PERSON	7.20	7.26	7.46	7.58
PREP COOK	7.20	7.26	7.46	7.58
KITCHEN/BAKER H	8.92	9.11	9.31	9.43
JOURNEYMAN				11.22
APPR. I	4000 - 6000 hrs. - 85%			9.54
APPR. II	2000 - 3999 hrs. - 75%			8.42
APPR. III	1000 - 1999 hrs. - 65%			7.29
DISHWASHER	7.20	7.36	7.55	7.91
POTWASHER	7.20	7.36	7.55	7.91
KIT. CLEANER	7.20	7.36	7.55	7.91
WAITER/WAITRESS	6.93	7.19	7.52	7.85
BUSPERSON	7.20	7.20	7.52	7.65
BARTENDER	8.57	8.84	9.23	9.63
MAINT. I	10.89	11.55	12.34	12.87
MAINT. II	9.90	10.56	11.22	11.88
MINIBAR	7.25	7.58	8.24	8.97

SCHEDULE A - FULL TIME COMMENCING JUNE 17, 1999				
JOB CLASSIFICATION	START	END PROBATION	SIX MONTHS	ONE YEAR
RM ATT.	8.49	8.69	8.95	9.61
LAUNDRY	8.31	8.51	8.77	9.43
HOUSEKEEP.	8.48	8.81	9.14	9.61
FRONT DESK	8.64	9.22	9.51	10.08
BELL STAFF	7.78	8.11	8.38	8.71
SWITCHBOARD	8.31	8.51	8.78	9.44
POOL ATTEND	7.40	7.40	7.53	7.83
JR S CHEF	12.24	12.71	13.80	15.12
TOURNANT	10.89	11.22	12.28	13.40
SAUCIER I	10.23	10.56	11.55	12.67
SAUCIER II	9.70	10.03	10.95	12.01
GARDEMANGER	9.77	10.10	11.02	12.08
GEN. COOK I	9.24	9.57	10.43	11.42
GEN. COOK II	8.71	9.04	9.83	10.76
BRKFST. COOK	8.11	8.44	9.24	10.10
SH. ORDER I	7.92	8.25	8.91	9.70
SH. ORDER II	7.45	7.78	8.44	9.17
SH. ORDER III	7.40	7.49	7.73	8.11
PASTRY COOK	7.45	7.78	8.44	9.17
SALAD PERSON	7.40	7.46	7.66	7.78
PREP COOK	7.40	7.46	7.66	7.78
KITCHEN/BAKER H	9.12	9.31	9.51	9.63
JOURNEYMAN				11.42
APPR. I	4000 - 6000 hrs. - 85%			9.71
APPR. II	2000 - 3999 hrs. - 75%			8.57
APPR. III	1000 - 1999 hrs. - 65%			7.42
DISHWASHER	7.40	7.56	7.75	8.11
POTWASHER	7.40	7.56	7.75	8.11
KIT. CLEANER	7.40	7.56	7.75	8.11
WAITWAITRESS	7.13	7.39	7.72	8.05
BUSPERSON	7.40	7.40	7.72	7.85
BARTENDER	8.77	9.04	9.43	9.83
MAINT. I	11.09	11.75	12.54	13.07
MAINT. II	10.10	10.76	11.42	12.08
MINIBAR	7.45	7.78	8.44	9.17

SCHEDULE A - FULL TIME COMMENCING JUNE 17, 2000

JOB CLASSIFICATION	START	END PROBATION	SIX MONTHS	ONE YEAR
RM. ATT.	8.74	8.94	9.20	9.86
LAUNDRY	8.56	8.76	9.02	9.86
HOUSEKEEP.	8.73	9.06	9.39	9.86
FRONT DESK	8.89	9.47	9.76	10.33
BELL STAFF	8.03	8.36	8.63	8.96
SWITCHBOARD	8.56	8.76	9.03	9.69
POOL ATTEND	7.65	7.65	7.78	8.08
JR S CHEF	12.49	12.96	14.05	15.37
TOURNANT	11.14	11.47	12.53	13.65
SAUCIER I	10.48	10.81	11.80	12.92
SAUCIER II	9.95	10.28	11.20	12.26
GARDEMANGER	10.02	10.35	11.27	12.33
GEN. COOK I	9.49	9.82	10.68	11.67
GEN. COOK II	8.96	9.29	10.08	11.01
BRKFST. COOK	8.36	8.69	9.49	10.35
SH. ORDER I	8.17	8.50	9.16	9.95
SH. ORDER II	7.70	8.03	8.69	9.42
SH. ORDER III	7.65	7.74	7.98	8.36
PASTRY COOK	7.70	8.03	8.69	9.42
SALAD PERSON	7.65	7.71	7.91	8.03
PREP COOK	7.65	7.71	7.91	8.03
KITCHEN/BAKER H	9.37	9.56	9.76	9.88
JOURNEYMAN				11.67
APPR. I	4000 - 6000 hrs. - 85%			9.92
APPR. II	2000 - 3999 hrs. - 75%			8.75
APPR. III	1000 - 1999 hrs. - 65%			7.59
DISHWASHER	7.65	7.81	8.00	8.36
POTWASHER	7.65	7.81	8.00	8.36
KIT. CLEANER	7.65	7.81	8.00	8.36
WAITER/WAITRESS	7.38	7.64	7.97	8.30
BUSPERSON	7.65	7.65	7.97	8.10
BARTENDER	9.02	9.29	9.68	10.08
MAINT. I	11.34	12.00	12.79	13.32
MAINT. II	10.35	11.01	11.67	12.33
MINIBAR	7.70	8.03	8.69	9.42

9.68

SCHEDULE A - FULL TIME COMMENCING JUNE 17, 2001

JOB CLASSIFICATION	START	END PROBATION	SIX MONTHS	ONE YEAR
RM. ATT.	9.04	9.24	9.50	10.16
LAUNDRY	8.86	9.06	9.32	9.98
HOUSEKEEP.	9.03	9.36	9.69	10.16
FRONT DESK	9.19	9.77	10.06	10.63
BELL STAFF	8.33	8.66	8.93	9.26
SWITCHBOARD	8.86	9.06	9.33	9.99
POOL ATTEND	7.95	7.95	8.08	8.38
JR S CHEF	12.79	13.26	14.35	15.67
TOURNANT	11.44	11.77	12.83	13.95
SAUCIER I	10.78	11.11	12.10	13.22
SAUCIER II	10.25	10.58	11.50	12.56
GARDEMANGER	10.32	10.65	11.57	12.63
GEN. COOK I	9.79	10.12	10.98	11.97
GEN. COOK II	9.26	9.59	10.38	11.31
BRKFST. COOK	8.66	8.99	9.79	10.65
SH. ORDER I	8.47	8.80	9.46	10.25
SH. ORDER II	8.00	8.33	8.99	9.72
SH. ORDER III	7.95	8.04	8.28	8.66
PASTRY COOK	8.00	8.33	8.99	9.72
SALAD PERSON	7.95	8.01	8.21	8.33
PREP COOK	7.95	8.01	8.21	8.33
KITCHEN/BAKER H	9.67	9.86	10.06	10.18
JOURNEYMAN				11.97
APPR. I	4000 - 6000 hrs. - 85%			10.17
APPR. II	2000 - 3999 hrs. - 75%			8.98
APPR. III	1000 - 1999 hrs. - 65%			7.78
DISHWASHER	7.95	8.11	8.30	8.66
POTWASHER	7.95	8.11	8.30	8.66
KIT. CLEANER	7.95	8.11	8.30	8.66
WAITER/WAITRESS	7.68	7.94	8.27	8.60
BUSPERSON	7.95	7.95	8.27	8.40
BARTENDER	9.32	9.59	9.98	10.38
MAINT. I	11.64	12.30	13.09	13.62
MAINT. II	10.65	11.31	11.97	12.63
MINIBAR	8.00	8.33	8.99	9.72

SCHEDULE A - FULL TIME COMMENCING 2002

JOB CLASSIFICATION	START	END PROBATION	SIX MONTHS	ONE YEAR
RM. ATT.	9.34	9.54	9.80	10.46
LAUNDRY	9.16	9.36	9.62	10.28
HOUSEKEEP.	9.33	9.66	9.99	10.46
FRONT DESK	9.49	10.07	10.36	10.93
BELL STAFF	8.63	8.96	9.23	9.56
SWITCHBOARD	9.16	9.36	9.63	10.29
POOL ATTEND	8.25	8.25	8.38	8.68
JR S CHEF	13.09	13.56	14.65	15.97
TOURNANT	11.74	12.07	13.13	14.25
SAUCIER I	11.08	11.41	12.40	13.52
SAUCIER II	10.55	10.88	11.80	12.86
GARDEMANGER	10.62	10.95	11.87	12.93
GEN. COOK I	10.09	10.42	11.28	12.27
GEN. COOK II	9.56	9.89	10.68	11.61
BRKFST. COOK	8.96	9.29	10.09	10.95
SH. ORDER I	8.77	9.10	9.76	10.55
SH. ORDER II	8.30	8.63	9.29	10.02
SH. ORDER III	8.25	8.34	8.58	8.96
PASTRY COOK	8.30	8.63	9.29	10.02
SALAD PERSON	8.25	8.31	8.51	8.63
PREP COOK	8.25	8.31	8.51	8.63
KITCHEN/BAKER H	9.97	10.16	10.36	10.48
JOURNEYMAN				12.27
APPR. I	4000 - 6000 hrs. - 85%			10.43
APPR. II	2000 - 3999 hrs. - 75%			9.20
APPR. III	1000 - 1999 hrs. - 65%			7.98
DISHWASHER	8.25	8.41	8.60	8.96
POTWASHER	8.25	8.41	8.60	8.96
KIT. CLEANER	8.25	8.41	8.60	8.96
WAITER/WAITRESS	7.98	8.24	8.57	8.90
BUSPERSON	8.25	8.25	8.57	8.70
BARTENDER	9.62	9.89	10.28	10.68
MAINT. I	11.94	12.60	13.39	13.92
MAINT. II	10.95	11.61	12.27	12.93
MINIBAR	8.30	8.63	9.29	10.02

SCHEDULE B - PART TIME COMMENCING JUNE 17, 1997									
JOB CLASSIFICATION	START	END 250 HRS.	END 500 HRS.	END 1000 HRS.	END 1500 HRS.	END 2000 HRS.	END 2500 HRS.	END 3000 HRS.	
RM. ATT.	7.35	7.62	7.89	8.16	8.43	8.70	8.97	9.26	
LAUNDRY	7.10	7.45	7.72	7.99	8.26	8.53	8.80	9.08	
HOUSEKEEP.	7.34	7.61	7.88	8.15	8.42	8.69	8.96	9.26	
FRONT DESK	7.48	7.80	8.12	8.44	8.76	9.08	9.40	9.73	
BELL STAFF	7.05	7.23	7.41	7.59	7.77	7.95	8.13	8.36	
SWITCHBOARD	7.18	7.45	7.72	7.99	8.26	8.53	8.80	9.09	
POOL ATTEND	7.05	7.11	7.17	7.23	7.29	7.35	7.41	7.48	
JR S CHEF	10.72	11.29	11.86	12.43	13.00	13.57	14.14	14.77	
TOURNANT	9.51	10.01	10.51	11.01	11.51	12.01	12.51	13.05	
SAUCIER I	8.91	9.39	9.87	10.35	10.83	11.31	11.79	12.32	
SAUCIER II	8.44	8.90	9.36	9.82	10.28	10.74	11.20	11.66	
GARDEMANGER	8.50	8.96	9.42	9.88	10.34	10.80	11.26	11.73	
GEN. COOK I	8.02	8.45	8.88	9.31	9.74	10.17	10.60	11.07	
GEN. COOK II	7.54	7.95	8.36	8.77	9.18	9.59	10.00	10.41	
BRKFST.COOK	7.05	7.43	7.81	8.19	8.57	8.95	9.33	9.75	
SH.ORDER I	7.05	7.37	7.69	8.01	8.33	8.65	8.97	9.35	
SH.ORDER II	7.05	7.30	7.55	7.80	8.05	8.30	8.55	8.82	
SH.ORDER III	7.05	7.15	7.25	7.35	7.45	7.55	7.65	7.76	
PASTRY COOK	7.05	7.30	7.55	7.80	8.05	8.30	8.55	8.82	
SALAD PERSON	7.05	7.10	7.15	7.20	7.25	7.30	7.35	7.43	
PREP COOK	7.05	7.10	7.15	7.20	7.25	7.30	7.35	7.43	
KTCHN/BKR	7.91	8.10	8.29	8.48	8.67	8.86	9.05	9.28	
JOURNEYMAN								11.07	
APPR. I	4000 - 6000 HOURS - 85% OF								9.40
APPR. II	2000 - 3999 HOURS - 75% JOURNEYMAN'S								8.30
APPR. III	1000 - 1999 HOURS - 65% RATE								7.19
DISHWASHER	7.05	7.15	7.25	7.35	7.45	7.55	7.65	7.76	
POTWASHER	7.05	7.15	7.25	7.35	7.45	7.55	7.65	7.76	
KIT.CLEANER	7.05	7.15	7.25	7.35	7.45	7.55	7.65	7.76	
WTR/WTRSS	6.15	6.37	6.59	6.81	7.03	7.25	7.47	7.70	
BUSPERSON	7.05	7.11	7.17	7.23	7.29	7.35	7.41	7.50	
BARTENDER	7.60	7.86	8.12	8.38	8.64	8.90	9.16	9.48	
MAINT. I	9.69	10.12	10.55	10.98	11.41	11.84	12.27	12.72	
MAINT. II	8.79	9.21	9.63	10.05	10.47	10.89	11.31	11.73	
MINIBAR	7.05	7.30	7.55	7.80	8.05	8.30	8.55	8.82	

SCHEDULE B - PART TIME COMMENCING JUNE 17, 1998

JOB CLASSIFICATION	START	END 250 HRS.	END 500 HRS.	END 1000 HRS.	END 1500 HRS.	END 2000 HRS.	END 2500 HRS.	HRS.
RM. ATT.	7.50	7.77	8.04	8.31	8.58	8.85	9.12	9.41
LAUNDRY	7.25	7.60	7.87	8.14	8.41	8.68	8.95	9.23
HOUSEKEEP.	7.49	7.76	8.03	8.30	8.57	8.84	9.11	9.41
FRONT DESK	7.63	7.95	8.27	8.59	8.91	9.23	9.55	9.88
BELL STAFF	7.20	7.38	7.56	7.74	7.92	8.10	8.28	8.51
SWITCHBOARD	7.33	7.60	7.87	8.14	8.41	8.68	8.95	9.24
POOL ATTEND	7.20	7.26	7.32	7.38	7.44	7.50	7.56	7.63
JR S CHEF	10.87	11.44	12.01	12.58	13.15	13.72	14.29	14.92
TOURNANT	9.66	10.16	10.66	11.16	11.66	12.16	12.66	13.20
SAUCIER I	9.06	9.54	10.02	10.50	10.98	11.46	11.94	12.47
SAUCIER II	8.59	9.05	9.51	9.97	10.43	10.89	11.35	11.81
GARDEMANAGE	8.65	9.11	9.57	10.03	10.49	10.95	11.41	11.88
GEN. COOK I	8.17	8.60	9.03	9.46	9.89	10.32	10.75	11.22
GEN. COOK II	7.69	8.10	8.51	8.92	9.33	9.74	10.15	10.56
BRKFST. COOK	7.20	7.58	7.96	8.34	8.72	9.10	9.48	9.90
SH. ORDER I	7.20	7.52	7.84	8.16	8.48	8.80	9.12	9.50
SH. ORDER II	7.20	7.45	7.70	7.95	8.20	8.45	8.70	8.97
SH. ORDER III	7.20	7.30	7.40	7.50	7.60	7.70	7.80	7.91
PASTRY COOK	7.20	7.45	7.70	7.95	8.20	8.45	8.70	8.97
SALAD PERSON	7.20	7.25	7.30	7.35	7.40	7.45	7.50	7.58
PREP COOK	7.20	7.25	7.30	7.35	7.40	7.45	7.50	7.58
KTCHN/BKR	8.06	8.25	8.44	8.63	8.82	9.01	9.20	9.43
JOURNEYMAN								11.22
APPR. I	4000 - 6000 HOURS - 85% OF							9.54
APPR. II	2000 - 3999 HOURS - 75% JOURNEYMAN'S							8.42
APPR. III	1000 - 1999 HOURS - 65% RATE							7.29
DISHWASHER	7.20	7.30	7.40	7.50	7.60	7.70	7.80	7.91
POTWASHER	7.20	7.30	7.40	7.50	7.60	7.70	7.80	7.91
KIT.CLEANER	7.20	7.30	7.40	7.50	7.60	7.70	7.80	7.91
WTR/WTRSS	6.30	6.52	6.74	6.96	7.18	7.70	7.62	7.85
BUSPERSON	7.20	7.26	7.32	7.38	7.44	7.50	7.56	7.65
BARTENDER	7.75	8.01	8.27	8.53	8.79	9.05	9.31	9.63
MAINT. I	9.84	10.27	10.70	11.13	11.56	11.99	12.42	12.87
MAINT. II	8.94	9.36	9.78	10.20	10.62	11.04	11.46	11.88
MINIBAR	7.20	7.45	7.70	7.95	8.20	8.45	8.70	8.97

SCHEDULE B - PART TIME COMMENCING JUNE 17, 1999									
JOB CLASSIFICATION	START	END 250 HRS.	END 500 HRS.	END 1000 HRS.	END 1500 HRS.	END 2000 HRS.	END 2500 HRS.	END 3000 HRS.	
RM. ATT.	7.70	7.97	8.24	8.51	8.78	9.05	9.32	9.61	
LAUNDRY	7.45	7.80	8.07	8.34	8.61	8.88	9.15	9.43	
HOUSEKEEP.	7.69	7.96	8.23	8.50	8.77	9.04	9.31	9.61	
FRONT DESK	7.83	8.15	8.47	8.79	9.11	9.43	9.75	10.08	
BELL STAFF	7.40	7.58	7.76	7.94	8.12	8.30	8.48	8.71	
SWITCHBOARD	7.53	7.80	8.07	8.34	8.61	8.88	9.15	9.44	
POOL ATTEND	7.40	7.46	7.52	7.58	7.64	7.70	7.76	7.83	
JR S CHEF	11.07	11.64	12.21	12.78	13.35	13.92	14.49	15.12	
TOURNANT	9.86	10.36	10.86	11.36	11.86	12.36	12.86	13.40	
SAUCIER I	9.26	9.74	10.22	10.70	11.18	11.66	12.14	12.67	
SAUCIER II	8.79	9.25	9.71	10.17	10.63	11.09	11.55	12.01	
GARDEMANGER	8.85	9.31	9.77	10.23	10.69	11.15	11.61	12.08	
GEN. COOK I	8.37	8.80	9.23	9.66	10.09	10.52	10.95	11.42	
GEN. COOK II	7.89	8.30	8.71	9.12	9.53	9.94	10.35	10.76	
BRKFST. COOK	7.40	7.78	8.16	8.54	8.92	9.30	9.68	10.10	
SH. ORDER I	7.40	7.72	8.04	8.36	8.68	9.00	9.32	9.70	
SH. ORDER II	7.40	7.65	7.90	8.15	8.40	8.65	8.90	9.17	
SH. ORDER III	7.40	7.50	7.60	7.70	7.80	7.90	8.00	8.11	
PASTRY COOK	7.40	7.65	7.90	8.15	8.40	8.65	8.90	9.17	
SALAD PERSON	7.40	7.45	7.50	7.55	7.60	7.65	7.70	7.78	
PREP COOK	7.40	7.45	7.50	7.55	7.60	7.65	7.70	7.78	
KTCHN/BKR	8.26	8.45	8.64	8.83	9.02	9.21	9.40	9.63	
JOURNEYMAN								11.42	
APPR. I	4000 - 6000 HOURS - 85% OF								9.71
APPR. II	2000 - 3999 HOURS - 75% JOURNEYMAN'S								8.57
APPR. III	1000 - 1999 HOURS - 65% RATE								7.42
DISHWASHER	7.40	7.50	7.60	7.70	7.80	7.90	8.00	8.11	
POTWASHER	7.40	7.50	7.60	7.70	7.80	7.90	8.00	8.11	
KIT. CLEANER	7.40	7.50	7.60	7.70	7.80	7.90	8.00	8.11	
WTRWTRSS	6.50	6.72	6.94	7.16	7.38	7.60	7.82	8.05	
BUSPERSON	7.40	7.46	7.52	7.58	7.64	7.70	7.76	7.85	
BARTENDER	7.95	8.21	8.47	8.73	8.99	9.25	9.51	9.83	
MAINT. I	10.04	10.47	10.90	11.33	11.76	12.19	12.62	13.07	
MAINT. II	9.14	9.56	9.98	10.40	10.82	11.24	11.66	12.08	
MINIBAR	7.40	7.65	7.90	8.15	8.40	8.65	8.90	9.17	

SCHEDULE B - PART TIME COMMENCING JUNE 17, 2000

JOB CLASSIFICATION	START	END 250 HRS.	END 500 HRS.	END 1000 HRS.	END 1500 HRS.	END 2000 HRS.	END 2500 HRS.	END 3000 HRS.	
RM ATT.	7.95	8.22	8.49	8.76	9.03	9.30	9.57	9.86	
LAUNDRY	7.70	8.05	8.32	8.59	8.86	9.13	9.40	9.68	
HOUSEKEEP.	7.94	8.21	8.48	8.75	9.02	9.29	9.56	9.86	
FRONT DESK	8.08	8.40	8.72	9.04	9.36	9.68	10.00	10.33	
BELL STAFF	7.65	7.83	8.01	8.19	8.37	8.55	8.73	8.96	
SWITCHBOARD	7.78	8.05	8.32	8.59	8.86	9.13	9.40	9.69	
POOL ATTEND	7.65	7.71	7.77	7.83	7.89	7.95	8.01	8.08	
JR S CHEF	11.32	11.89	12.46	13.03	13.60	14.17	14.74	15.37	
TOURNANT	10.11	10.61	11.11	11.61	12.11	12.61	13.11	13.65	
SAUCIER I	9.51	9.99	10.47	10.95	11.43	11.91	12.39	12.92	
SAUCIER II	9.04	9.50	9.96	10.42	10.88	11.34	11.80	12.26	
GARDEMANGER	9.10	9.56	10.02	10.48	10.94	11.40	11.86	12.33	
GEN. COOK I	8.62	9.05	9.48	9.91	10.34	10.77	11.20	11.67	
GEN. COOK II	8.14	8.55	8.96	9.37	9.78	10.19	10.60	11.01	
BRKFST. COOK	7.65	8.03	8.41	8.79	9.17	9.55	9.93	10.35	
SH. ORDER I	7.65	7.97	8.29	8.61	8.93	9.25	9.57	9.95	
SH. ORDER II	7.65	7.90	8.15	8.40	8.65	8.90	9.15	9.42	
SH. ORDER III	7.65	7.75	7.85	7.95	8.05	8.15	8.25	8.36	
PASTRY COOK	7.65	7.90	8.15	8.40	8.65	8.90	9.15	9.42	
SALAD PERSON	7.65	7.70	7.75	7.80	7.85	7.90	7.95	8.03	
PREP COOK	7.65	7.70	7.75	7.80	7.85	7.90	7.95	8.03	
KTCHN/BKR	8.51	8.70	8.89	9.08	9.27	9.46	9.65	9.88	
JOURNEYMAN								11.67	
APPR. I	4000 - 6000 HOURS - 85% OF								9.92
APPR. II	2000 - 3999 HOURS - 75% JOURNEYMAN'S								8.75
APPR. III	1000 - 1999 HOURS - 65% RATE								7.59
DISHWASHER	7.65	7.75	7.85	7.95	8.05	8.15	8.25	8.36	
POTWASHER	7.65	7.75	7.85	7.95	8.05	8.15	8.25	8.36	
KIT.CLEANER	7.65	7.75	7.85	7.95	8.05	8.15	8.25	8.36	
WTR/WTRSS	6.75	6.97	7.19	7.41	7.63	7.85	8.07	8.30	
BUSPERSON	7.65	7.71	7.77	7.83	7.89	7.95	8.01	8.10	
BARTENDER	8.20	8.46	8.72	8.98	9.24	9.50	9.76	10.08	
MAINT. I	10.29	10.72	11.15	11.58	12.01	12.44	12.87	13.32	
MAINT. II	9.39	9.81	10.23	10.65	11.07	11.46	11.91	12.33	
MINIBAR	7.65	7.90	8.15	8.40	8.65	8.90	9.15	9.42	

SCHEDULE B - PART TIME COMMENCING JUNE 17, 2001

JOB CLASSIFICATION	START	END 250 HRS.	END 500 HRS.	END 1000 HRS.	END 1500 HRS.	END 2000 HRS.	END 2500 HRS.	END 3000 HRS.
RM. ATT.	8.25	8.52	8.79	9.06	9.33	9.60	9.87	10.16
LAUNDRY	8.00	8.35	8.62	8.89	9.16	9.43	9.70	9.98
HOUSEKEEP.	8.24	8.51	8.78	9.05	9.32	9.59	9.86	10.16
FRONT DESK	8.38	8.70	9.02	9.34	9.66	9.98	10.30	10.63
BELL STAFF	7.95	8.13	8.31	8.49	8.67	8.85	9.03	9.26
SWITCHBOARD	8.08	8.35	8.62	8.89	9.16	9.43	9.70	9.99
POOL ATTEND	7.95	8.01	8.07	8.13	8.19	8.25	8.31	8.38
JR S CHEF	11.62	12.19	12.76	13.33	13.90	14.47	15.04	15.67
TOURNANT	10.41	10.91	11.41	11.91	12.41	12.91	13.41	13.95
SAUCIER I	9.81	10.29	10.77	11.25	11.73	12.21	12.69	13.22
SAUCIER II	9.34	9.80	10.26	10.72	11.18	11.64	12.10	12.56
GARDEMANGER	9.40	9.86	10.32	10.78	11.24	11.70	12.16	12.63
GEN. COOK I	8.92	9.35	9.78	10.21	10.64	11.07	11.50	11.97
GEN. COOK II	8.44	8.85	9.26	9.67	10.08	10.49	10.90	11.31
BRKFST.COOK	7.95	8.33	8.71	9.09	9.47	9.85	10.23	10.65
SH. ORDER I	7.95	8.27	8.59	8.91	9.23	9.55	9.87	10.25
SH. ORDER II	7.95	8.20	8.45	8.70	8.95	9.20	9.45	9.72
SH. ORDER III	7.95	8.05	8.15	8.25	8.35	8.45	8.55	8.66
PASTRY COOK	7.95	8.20	8.45	8.70	8.95	9.20	9.45	9.72
SALAD PERSON	7.95	8.00	8.05	8.10	8.15	8.20	8.25	8.33
PREP COOK	7.95	8.00	8.05	8.10	8.15	8.20	8.25	8.33
KTCHN/BKR	8.81	9.00	9.19	9.38	9.57	9.76	9.95	10.18
JOURNEYMAN								11.97
APPR. I	4000 - 6000 HOURS - 85% OF							10.17
APPR. II	2000 - 3999 HOURS - 75% JOURNEYMAN'S							8.98
APPR. III	1000 - 1999 HOURS - 65% RATE							7.78
DISHWASHER	7.95	8.05	8.15	8.25	8.35	8.45	8.55	8.66
POTWASHER	7.95	8.05	8.15	8.25	8.35	8.45	8.55	8.66
KIT.CLEANER	7.95	8.05	8.15	8.25	8.35	8.45	8.55	8.66
WTR/WTRSS	7.05	7.27	7.49	7.71	7.93	8.15	8.37	8.60
BUSPERSON	7.95	8.01	8.07	8.13	8.19	8.25	8.31	8.40
BARTENDER	8.50	8.76	9.02	9.28	9.54	9.80	10.06	10.38
MAINT. I	10.59	11.02	11.45	11.88	12.31	12.74	13.17	13.62
MAINT. II	9.69	10.11	10.53	10.95	11.37	11.79	12.21	12.63
MINIBAR	7.95	8.20	8.45	8.70	8.95	9.20	9.45	9.72

SCHEDULE B - PART TIME COMMENCING JUNE 17, 2002

JOB CLASSIFICATION	START	END 250 HRS.	END 500 HRS.	END 1000 HRS.	END 1500 HRS.	END 2000 HRS.	END 2500 HRS.	END 3000 HRS.
RM. ATT.	8.55	8.82	9.09	9.36	9.63	9.90	10.17	10.46
LAUNDRY	8.30	8.65	8.92	9.19	9.46	9.73	10.00	12.28 10.28
HOUSEKEEP.	8.54	8.81	9.08	9.35	9.62	9.89	10.16	10.46
FRONT DESK	8.68	9.00	9.32	9.64	9.96	10.28	10.60	10.93
BELL STAFF	8.25	8.43	8.61	8.79	8.97	9.15	9.33	9.56
SWITCHBOARD	8.38	8.65	8.92	9.19	9.46	9.73	10.00	10.29
POOL ATTEND	8.25	8.31	8.37	8.43	8.49	8.55	8.61	8.68
JR S CHEF	11.92	12.49	13.06	13.63	14.20	14.77	15.34	15.97
TOURNANT	10.71	11.21	11.71	12.21	12.71	13.21	13.71	14.25
SAUCIER I	10.11	10.59	11.07	11.55	12.03	12.51	12.99	13.52
SAUCIER II	9.64	10.10	10.56	11.02	11.48	11.94	12.40	12.86
GARDEMANGER	9.70	10.16	10.62	11.08	11.54	12.00	12.46	12.93
GEN. COOK I	9.22	9.65	10.08	10.51	10.94	11.37	11.80	12.27
GEN. COOK II	8.74	9.15	9.56	9.97	10.38	10.79	11.20	11.61
BRKFST. COOK	8.25	8.63	9.01	9.39	9.77	10.15	10.53	10.95
SH. ORDER I	8.25	8.57	8.89	9.21	9.53	9.85	10.17	10.55
SH. ORDER II	8.25	8.50	8.75	9.00	9.25	9.50	9.75	10.02
SH. ORDER III	8.25	8.35	8.45	8.55	8.65	8.75	8.85	8.96
PASTRY COOK	8.25	8.50	8.75	9.00	9.25	9.50	9.75	10.02
SALAD PERSON	8.25	8.30	8.35	8.40	8.45	8.50	8.55	8.63
PREP COOK	8.25	8.30	8.35	8.40	8.45	8.50	8.55	8.63
KTCHN/BKR	9.11	9.30	9.49	9.68	9.87	10.06	10.25	10.48
JOURNEYMAN								12.27
APPR. I	4000 - 6000 HOURS - 85% OF							10.43
APPR. II	2000 - 3999 HOURS - 75% JOURNEYMAN'S							9.20
APPR. III	1000 - 1999 HOURS - 65% RATE							7.98
DISHWASHER	8.25	8.35	8.45	8.55	8.65	8.75	8.85	8.96
POTWASHER	8.25	8.35	8.45	8.55	8.65	8.75	8.85	8.96
KIT.CLEANER	8.25	8.35	8.45	8.55	8.65	8.75	8.85	8.96
WTR/WTRSS	7.35	7.57	7.79	8.01	8.23	8.45	8.67	8.90
BUSPERSON	8.25	8.31	8.37	8.43	8.49	8.55	8.61	8.70
BARTENDER	8.80	9.06	9.32	9.58	9.84	10.10	10.36	10.68
MAINT. I	10.89	11.32	11.75	12.18	12.61	13.04	13.47	13.92
MAINT. II	9.99	10.41	10.83	11.25	11.67	12.09	12.51	12.93
MINIBAR	8.25	8.50	8.75	9.00	9.25	9.50	9.75	10.02

SCHEDULE C - NEW GRID - FULL TIME - COMMENCING ON DATE OF RATIFICATION					
JOB CLASSIFICATION	START	END OF PROBATION	SEVEN MONTHS	TWELVE MONTHS	EIGHTEEN MONTHS
RM. ATT.	7.03	7.25	7.47	7.96	8.57
LAUNDRY	7.03	7.25	7.47	7.96	8.57
HOUSEKEEP.	7.03	7.25	7.47	7.96	8.22
FRONT DESK	7.19	7.47	7.79	8.24	8.50
BELL STAFF	6.85	6.85	7.47	7.79	8.24
SWITCHBOARD	7.06	7.47	7.70	8.15	8.40
POOL ATTEND	6.85	6.85	7.01	7.20	7.35
JR S CHEF	9.98	10.80	11.57	12.37	13.17
TOURNANT	9.49	9.98	10.80	11.57	12.37
SAUCIER I	8.83	9.33	10.07	10.84	11.64
SAUCIER II	8.30	8.80	9.47	10.18	10.98
GARDEMANGER	8.37	8.87	9.54	10.25	11.05
GEN. COOK I	9.49	9.98	10.80	10.80	11.18
GEN. COOK II	8.56	9.00	9.87	10.26	10.61
BRKFST. COOK	7.96	8.40	9.28	9.60	10.01
SH. ORDER I	7.47	8.01	8.89	8.56	8.85
SH. ORDER II	6.98	7.19	7.63	8.02	8.28
SH. ORDER III	6.85	6.85	7.08	7.14	7.37
PASTRY COOK	6.85	6.85	7.08	8.02	8.28
SALAD PERSON	6.85	6.85	6.85	7.14	7.37
PREP COOK	6.85	6.85	6.85	7.14	7.37
KTCHN/BKR H	6.85	6.85	6.85	7.14	7.37
JOURNEYMAN	10.09	10.09	10.09	10.09	10.44
APPR. I	4000 - 6000 HOURS			8.59	8.88
APPR. II	2000 - 3999 HOURS			7.59	7.84
APPR. III	1000 - 1999 HOURS			6.85	6.86
DISHWASHER	6.85	6.85	6.85	6.85	6.97
POTWASHER	6.85	6.85	6.85	6.85	6.97
KIT.CLEANER	6.85	6.85	6.85	6.85	6.97
WTR/WTRSS	6.16	6.21	6.37	6.80	6.86
BUSPERSON	6.85	6.85	6.85	6.85	7.06
BARTENDER	7.52	7.79	8.07	8.40	8.67
MAINT. I	9.38	9.87	10.69	11.46	11.85
MAINT. II	7.52	8.78	9.60	10.36	10.72
MINIBAR	6.85	6.85	6.85	6.92	7.19

SCHEDULE C - NEW GRID - FULL TIME - COMMENCING JUNE 17, 1998

JOB CLASSIFICATION	START	END OF PROBATION	SEVEN MONTHS	TWELVE MONTHS	EIGHTEEN MONTHS
RM. ATT.	7.18	7.40	7.62	8.11	8.72
LAUNDRY	7.18	7.40	7.62	8.11	8.72
HOUSEKEEP.	7.18	7.40	7.62	8.11	8.37
FRONT DESK	7.34	7.62	7.94	8.39	8.65
BELL STAFF	7.00	7.00	7.62	7.94	8.39
SWITCHBOARD	7.21	7.62	7.85	8.30	8.55
POOL ATTEND	7.00	7.00	7.16	7.35	7.50
JR S CHEF	10.13	10.95	11.72	12.52	13.32
TOURNANT	9.64	10.13	10.95	11.72	12.52
SAUCIER I	8.98	9.48	10.22	10.99	11.79
SAUCIER II	8.45	8.95	9.62	10.33	11.13
GARDEMANGER	8.52	9.02	9.69	10.40	11.20
GEN. COOK I	9.64	10.13	10.95	10.95	11.33
GEN. COOK II	8.71	9.15	10.02	10.41	10.76
BRKFST. COOK	8.11	8.55	9.43	9.75	10.16
SH. ORDER I	7.62	8.16	9.04	8.71	9.00
SH. ORDER II	7.13	7.34	7.78	8.17	8.43
SH. ORDER III	7.00	7.00	7.23	7.29	7.52
PASTRY COOK	7.00	7.00	7.23	8.17	8.43
SALAD PERSON	7.00	7.00	7.00	7.29	7.52
PREP COOK	7.00	7.00	7.00	7.29	7.52
KTCHN/BKR H	7.00	7.00	7.00	7.29	7.52
JOURNEYMAN	10.24	10.24	10.24	10.24	10.59
APPR. I	4000 - 6000 HOURS			8.70	9.00
APPR. II	2000 - 3999 HOURS			7.68	7.94
APPR. III	1000 - 1999 HOURS			6.66	6.88
DISHWASHER	7.00	7.00	7.00	7.00	7.12
POTWASHER	7.00	7.00	7.00	7.00	7.12
KIT.CLEANER	7.00	7.00	7.00	7.00	7.12
WTR/WTRSS	6.31	6.36	6.52	6.95	7.01
BUSPERSON	7.00	7.00	7.00	7.00	7.21
BARTENDER	7.67	7.94	8.22	8.55	8.82
MAINT. I	9.53	10.02	10.84	11.61	12.00
MAINT. II	7.67	8.93	9.75	10.51	10.87
MINIBAR	7.00	7.00	7.00	7.07	7.34

SCHEDULE C - NEW GRID - FULL TIME - COMMENCING JUNE 17, 1999

JOB CLASSIFICATION	START	END OF PROBATION	SEVEN MONTHS	TWELVE MONTHS	EIGHTEEN MONTHS
RM. ATT.	7.38	7.60	7.82	8.31	8.92
LAUNDRY	7.38	7.60	7.82	8.31	8.92
HOUSEKEEP.	7.38	7.60	7.82	8.31	8.57
FRONT DESK	7.54	7.82	8.14	8.59	8.85
BELL STAFF	7.20	7.20	7.82	8.14	8.59
SWITCHBOARD	7.41	7.82	8.05	8.50	8.75
POOL ATTEND	7.20	7.20	7.36	7.55	7.70
JR S CHEF	10.33	11.15	11.92	12.72	13.52
TOURNANT	9.84	10.33	11.15	11.92	12.72
SAUCIER I	9.18	9.68	10.42	11.19	11.99
SAUCIER II	8.65	9.15	9.82	10.53	11.33
GARDEMANGER	8.72	9.22	9.89	10.60	11.40
GEN. COOK I	9.84	10.33	11.15	11.15	11.53
GEN. COOK II	8.91	9.35	10.22	10.61	10.96
BRKFST. COOK	8.31	8.75	9.63	9.95	10.36
SH. ORDER I	7.82	8.36	9.24	8.91	9.20
SH. ORDER II	7.33	7.54	7.98	8.37	8.63
SH. ORDER III	7.20	7.20	7.43	7.49	7.72
PASTRY COOK	7.20	7.20	7.43	8.37	8.63
SALAD PERSON	7.20	7.20	7.20	7.49	7.72
PREP COOK	7.20	7.20	7.20	7.49	7.72
KTCHN/BKR H	7.20	7.20	7.20	7.49	7.72
JOURNEYMAN	10.44	10.44	10.44	10.44	10.79
APPR. I	4000 - 6000 HOURS			8.87	9.17
APPR. II	2000 - 3999 HOURS			7.83	8.09
APPR. III	1000 - 1999 HOURS			6.79	7.01
DISHWASHER	7.20	7.20	7.20	7.20	7.32
POTWASHER	7.20	7.20	7.20	7.20	7.32
KIT.CLEANER	7.20	7.20	7.20	7.20	7.32
WTR/WTRSS	6.51	6.56	6.72	7.15	7.21
BUSPERSON	7.20	7.20	7.20	7.20	7.41
BARTENDER	7.87	8.14	8.42	8.75	9.02
MAINT. I	9.73	10.22	11.04	11.81	12.20
MAINT. II	7.87	9.13	9.95	10.71	11.07
MINIBAR	7.20	7.20	7.20	7.27	7.54

SCHEDULE C - NEW GRID - FULL TIME - COMMENCING JUNE 17, 2000

JOB CLASSIFICATION	START	END OF PROBATION	SEVEN MONTHS	TWELVE MONTHS	EIGHTEEN MONTHS
RM. ATT.	7.63	7.85	8.07	8.56	9.17
LAUNDRY	7.63	7.85	8.07	8.56	9.17
HOUSEKEEP.	7.63	7.85	8.07	8.56	8.82
FRONT DESK	7.79	8.07	8.39	8.84	9.10
BELL STAFF	7.45	7.45	8.07	8.39	8.84
SWITCHBOARD	7.66	8.07	8.30	8.75	9.00
POOL ATTEND	7.45	7.45	7.61	7.80	7.95
JR S CHEF	10.58	11.40	12.17	12.97	13.77
TOURNANT	10.09	10.58	11.40	12.17	12.97
SAUCIER I	9.43	9.93	10.67	11.44	12.24
SAUCIER II	8.90	9.40	10.07	10.78	11.58
GARDEMANGER	8.97	9.47	10.14	10.85	11.65
GEN. COOK I	10.09	10.58	11.40	11.40	11.78
GEN. COOK II	9.16	9.60	10.47	10.86	11.21
BRKFST. COOK	8.56	9.00	9.88	10.20	10.61
SH. ORDER I	8.07	8.61	9.49	9.16	9.45
SH. ORDER II	7.58	7.79	8.23	8.62	8.88
SH. ORDER III	7.45	7.45	7.68	7.74	7.97
PASTRY COOK	7.45	7.45	7.68	8.62	8.88
SALAD PERSON	7.45	7.45	7.45	7.74	7.97
PREP COOK	7.45	7.45	7.45	7.74	7.97
KTCHN/BKR H	7.45	7.45	7.45	7.74	7.97
JOURNEYMAN	10.69	10.69	10.69	10.69	11.04
APPR. I	4000 - 6000 HOURS			9.09	9.38
APPR. II	2000 - 3999 HOURS			8.02	8.28
APPR. III	1000 - 1999 HOURS			6.95	7.18
DISHWASHER	7.45	7.45	7.45	7.45	7.57
POTWASHER	7.45	7.45	7.45	7.45	7.57
KIT.CLEANER	7.45	7.45	7.45	7.45	7.57
WTR/WTRSS	6.76	6.81	6.97	7.40	7.46
BUSPERSON	7.45	7.45	7.45	7.45	7.66
BARTENDER	8.12	8.39	8.67	9.00	9.27
MAINT. I	9.98	10.47	11.29	12.06	12.45
MAINT. II	8.12	9.38	10.20	10.96	11.32
MINIBAR	7.45	7.45	7.45	7.52	7.79

SCHEDULE C - NEW GRID - FULL TIME - COMMENCING JUNE 17, 2001

JOB CLASSIFICATION	START	END OF PROBATION	SEVEN MONTHS	TWELVE MONTHS	EIGHTEEN MONTHS
RM ATT.	7.93	8.15	8.37	8.86	9.47
LAUNDRY	7.93	8.15	8.37	8.86	9.47
HOUSEKEEP.	7.93	8.15	8.37	8.86	9.12
FRONT DESK	8.09	8.37	8.69	9.14	9.40
BELL STAFF	7.75	7.75	8.37	8.69	9.14
SWITCHBOARD	7.96	8.37	8.60	9.05	9.30
POOL ATTEND	7.75	7.75	7.91	8.10	8.25
JR S CHEF	10.88	11.70	12.47	13.27	14.07
TOURNANT	10.39	10.88	11.70	12.47	13.27
SAUCIER I	9.73	10.23	10.97	11.74	12.54
SAUCIER II	9.20	9.70	10.37	11.08	11.88
GARDEMANGER	9.27	9.77	10.44	11.15	11.95
GEN. COOK I	10.39	10.88	11.70	11.70	12.08
GEN. COOK II	9.46	9.90	10.77	11.16	11.51
BRKFST. COOK	8.86	9.30	10.18	10.50	10.91
SH. ORDER I	8.37	8.91	9.79	9.46	9.75
SH. ORDER II	7.88	8.09	8.53	8.92	9.18
SH. ORDER III	7.75	7.75	7.98	8.04	8.27
PASTRY COOK	7.75	7.75	7.98	8.92	9.18
SALAD PERSON	7.75	7.75	7.75	8.04	8.27
PREP COOK	7.75	7.75	7.75	8.04	8.27
KTCHN/BKR H	7.75	7.75	7.75	8.04	8.27
JOURNEYMAN	10.99	10.99	10.99	10.99	11.34
APPR. I	4000 - 6000 HOURS			9.34	9.64
APPR. II	2000 - 3999 HOURS			8.24	8.51
APPR. III	1000 - 1999 HOURS			7.14	7.37
DISHWASHER	7.75	7.75	7.75	7.75	7.87
POTWASHER	7.75	7.75	7.75	7.75	7.87
KIT.CLEANER	7.75	7.75	7.75	7.75	7.87
WTR/WTRSS	7.06	7.11	7.27	7.70	7.76
BUSPERSON	7.75	7.75	7.75	7.75	7.96
BARTENDER	8.42	8.69	8.97	9.30	9.57
MAINT. I	10.28	10.77	11.59	12.36	12.75
MAINT. II	8.42	9.68	10.50	11.26	11.62
MINIBAR	7.75	7.75	7.75	7.82	8.09

SCHEDULE C - NEW GRID - FULL TIME - COMMENCING JUNE 17, 2002

JOB CLASSIFICATION	START	END OF PROBATION	SEVEN MONTHS	TWELVE MONTHS	EIGHTEEN MONTHS
RM. ATT.	8.23	8.45	8.67	9.16	9.77
LAUNDRY	8.23	8.45	8.67	9.16	9.77
HOUSEKEEP.	8.23	8.45	8.67	9.16	9.42
FRONT DESK	8.39	8.67	8.99	9.44	9.70
BELL STAFF	8.05	8.05	8.67	8.99	9.44
SWITCHBOARD	8.26	8.67	8.90	9.35	9.60
POOL ATTEND	8.05	8.05	8.21	8.40	8.55
JR S CHEF	11.18	12.00	12.77	13.57	14.37
TOURNANT	10.69	11.18	12.00	12.77	13.57
SAUCIER I	10.03	10.53	11.27	12.04	12.84
SAUCIER II	9.50	10.00	10.67	11.38	12.18
GARDEMANGER	9.57	10.07	10.74	11.45	12.25
GEN. COOK I	10.69	11.18	12.00	12.00	12.38
GEN. COOK II	9.76	10.20	11.07	11.46	11.81
BRKFST.COOK	9.16	9.60	10.48	10.80	11.21
SH. ORDER I	8.67	9.21	10.09	9.76	10.05
SH. ORDER II	8.18	8.39	8.83	9.22	9.48
SH. ORDER III	8.05	8.05	8.28	8.34	8.57
PASTRY COOK	8.05	8.05	8.28	9.22	9.48
SALAD PERSON	8.05	8.05	8.05	8.34	8.57
PREP COOK	8.05	8.05	8.05	8.34	8.57
KTCHN/BKR H	8.05	8.05	8.05	8.34	8.57
JOURNEYMAN	11.29	11.29	11.29	11.29	11.64
APPR. I	4000 - 6000 HOURS			9.60	9.89
APPR. II	2000 - 3999 HOURS			8.47	8.73
APPR. III	1000 - 1999 HOURS			7.34	7.57
DISHWASHER	8.05	8.05	8.05	8.05	8.17
POTWASHER	8.05	8.05	8.05	8.05	8.17
KIT.CLEANER	8.05	8.05	8.05	8.05	8.17
WTR/WTRSS	7.36	7.41	7.57	8.00	8.06
BUSPERSON	8.05	8.05	8.05	8.05	8.26
BARTENDER	8.72	8.99	9.27	9.60	9.87
MAINT. I	10.58	11.07	11.89	12.66	13.05
MAINT. II	8.72	9.98	10.80	11.56	11.92
MINIBAR	8.05	8.05	8.05	8.12	8.39

SCHEDULE D - NEW GRID - PART TIME - COMMENCING ON DATE OF RATIFICATION					
JOB CLASSIFICATION	0 - 500 HOURS	500 - 1500 HOURS	1500 - 2000 HOURS	2000 - 3000 HOURS	OVER 3000 HOURS
RM. ATT.	7.03	7.25	7.47	7.96	8.57
LAUNDRY	7.03	7.25	7.47	7.96	8.57
HOUSEKEEP.	7.03	7.25	7.47	7.96	8.22
FRONT DESK	7.19	7.47	7.79	8.24	8.50
BELL STAFF	6.85	6.85	7.47	7.79	8.24
SWITCHBOARD	7.06	7.47	7.70	8.15	8.40
POOL ATTEND	6.85	6.85	7.01	7.20	7.35
JR S CHEF	9.98	10.80	11.57	12.37	13.17
TOURNANT	9.49	9.98	10.80	11.57	12.37
SAUCIER I	8.83	9.33	10.07	10.84	11.64
SAUCIER II	8.30	8.80	9.47	10.18	10.98
GARDEMANGER	8.37	8.87	9.54	10.25	11.05
GEN. COOK I	9.49	9.98	10.80	10.80	11.18
GEN. COOK II	8.56	9.00	9.87	10.26	10.61
BRKFST. COOK	7.96	8.40	9.28	9.60	10.01
SH. ORDER I	7.47	8.01	8.89	8.56	8.85
SH. ORDER II	6.98	7.19	7.63	8.02	8.28
SH. ORDER III	6.85	6.85	7.08	7.14	7.37
PASTRY COOK	6.85	6.85	7.08	8.02	8.28
SALAD PERSON	6.85	6.85	6.85	7.14	7.37
PREP COOK	6.85	6.85	6.85	7.14	7.37
KTCHN/BKR H	6.85	6.85	6.85	7.14	7.37
JOURNEYMAN	10.09	10.09	10.09	10.09	10.44
APPR. I	4000 - 6000 HOURS			8.59	8.88
APPR. II	2000 - 3999 HOURS			7.59	7.84
APPR. III	1000 - 1999 HOURS			6.85	6.86
DISHWASHER	6.85	6.85	6.85	6.85	6.97
POTWASHER	6.85	6.85	6.85	6.85	6.97
KIT. CLEANER	6.85	6.85	6.85	6.85	6.97
WTR/WTRSS	6.16	6.21	6.37	6.80	6.86
BUSPERSON	6.85	6.85	6.85	6.85	7.06
BARTENDER	7.52	7.79	8.07	8.40	8.67
MAINT. I	9.38	9.87	10.69	11.46	11.85
MAINT. II	7.52	8.78	9.60	10.36	10.72
MINIBAR	6.85	6.85	6.85	6.92	7.19

SCHEDULE D - NEW GRID - PART TIME - COMMENCING JUNE 17, 1998

JOB CLASSIFICATION	0 - 500 HOURS	500 - 1500 HOURS	1500 - 2000 HOURS	2000 - 3000 HOURS	OVER 3000 HOURS
RM. ATT.	7.18	7.40	7.62	8.11	8.72
LAUNDRY	7.18	7.40	7.62	8.11	8.72
HOUSEKEEP.	7.18	7.40	7.62	8.11	8.37
FRONT DESK	7.34	7.62	7.94	8.39	8.65
BELL STAFF	7.00	7.00	7.62	7.94	8.39
SWITCHBOARD	7.21	7.62	7.85	8.30	8.55
POOL ATTEND	7.00	7.00	7.16	7.35	7.50
JR S CHEF	10.13	10.95	11.72	12.52	13.32
TOURNANT	9.64	10.13	10.95	11.72	12.52
SAUCIER I	8.98	9.48	10.22	10.99	11.79
SAUCIER II	8.45	8.95	9.62	10.33	11.13
GARDEMANGER	8.52	9.02	9.69	10.40	11.20
GEN. COOK I	9.64	10.13	10.95	10.95	11.33
GEN. COOK II	8.71	9.15	10.02	10.41	10.76
BRKFST. COOK	8.11	8.55	9.43	9.75	10.16
SH. ORDER I	7.62	8.16	9.04	8.71	9.00
SH. ORDER II	7.13	7.34	7.78	8.17	8.43
SH. ORDER III	7.00	7.00	7.23	7.29	7.52
PASTRY COOK	7.00	7.00	7.23	8.17	8.43
SALAD PERSON	7.00	7.00	7.00	7.29	7.52
PREP COOK	7.00	7.00	7.00	7.29	7.52
KTCHN/BKR H	7.00	7.00	7.00	7.29	7.52
JOURNEYMAN	10.24	10.24	10.24	10.24	10.59
APPR. I	4000 - 6000 HOURS			8.70	9.00
APPR. II	2000 - 3999 HOURS			7.68	7.94
APPR. III	1000 - 1999 HOURS			6.66	6.88
DISHWASHER	7.00	7.00	7.00	7.00	7.12
POTWASHER	7.00	7.00	7.00	7.00	7.12
KIT. CLEANER	7.00	7.00	7.00	7.00	7.12
WTR/WTRSS	6.31	6.36	6.52	6.95	7.01
BUSPERSON	7.00	7.00	7.00	7.00	7.21
BARTENDER	7.67	7.94	8.22	8.55	8.82
MAINT. I	9.53	10.02	10.84	11.61	12.00
MAINT. II	7.67	8.93	9.75	10.51	10.87
MINIBAR	7.00	7.00	7.00	7.07	7.34

SCHEDULE D - NEW GRID - PART TIME - COMMENCING JUNE 17, 1999

JOB CLASSIFICATION	0 - 500 HOURS	500 - 1500 HOURS	1500 - 2000 HOURS	2000 - 3000 HOURS	OVER 3000 HOURS
RM. ATT.	7.38	7.60	7.82	8.31	8.92
LAUNDRY	7.38	7.60	7.82	8.31	8.92
HOUSEKEEP.	7.38	7.60	7.82	8.31	8.57
FRONT DESK	7.54	7.82	8.14	8.59	8.85
BELL STAFF	7.20	7.20	7.82	8.14	8.59
SWITCHBOARD	7.41	7.82	8.05	8.50	8.75
POOL ATTEND	7.20	7.20	7.36	7.55	7.70
JR S CHEF	10.33	11.15	11.92	12.72	13.52
TOURNANT	9.84	10.33	11.15	11.92	12.72
SAUCIER I	9.18	9.68	10.42	11.19	11.99
SAUCIER II	8.65	9.15	9.82	10.53	11.33
GARDEMANGER	8.72	9.22	9.89	10.60	11.40
GEN. COOK I	9.84	10.33	11.15	11.15	11.53
GEN. COOK II	8.91	9.35	10.22	10.61	10.96
BRKFST. COOK	8.31	8.75	9.63	9.95	10.36
SH. ORDER I	7.82	8.36	9.24	8.91	9.20
SH. ORDER II	7.33	7.54	7.98	8.37	8.63
SH. ORDER III	7.20	7.20	7.43	7.49	7.72
PASTRY COOK	7.20	7.20	7.43	8.37	8.63
SALAD PERSON	7.20	7.20	7.20	7.49	7.72
PREP COOK	7.20	7.20	7.20	7.49	7.72
KTCHN/BKR H	7.20	7.20	7.20	7.49	7.72
JOURNEYMAN	10.44	10.44	10.44	10.44	10.79
APPR. I	4000 - 6000 HOURS			8.87	9.17
APPR. II	2000 - 3999 HOURS			7.83	8.09
APPR. III	1000 - 1999 HOURS			6.79	7.01
DISHWASHER	7.20	7.20	7.20	7.20	7.32
POT WASHER	7.20	7.20	7.20	7.20	7.32
KIT. CLEANER	7.20	7.20	7.20	7.20	7.32
WTR/WTRSS	6.51	6.56	6.72	7.15	7.21
BUSPERSON	7.20	7.20	7.20	7.20	7.41
BARTENDER	7.87	8.14	8.42	8.75	9.02
MAINT. I	9.73	10.22	11.04	11.81	12.20
MAINT. II	7.87	9.13	9.95	10.71	11.07
MINIBAR	7.20	7.20	7.20	7.27	7.54

SCHEDULE D - NEW GRID - PART TIME - COMMENCING JUNE 17, 2000

JOB CLASSIFICATION	0 - 500 HOURS	500 - 1500 HOURS	1500 - 2000 HOURS	2000 - 3000 HOURS	OVER 3000 HOURS
RM. ATT.	7.63	7.85	8.07	8.56	9.17
LAUNDRY	7.63	7.85	8.07	8.56	9.17
HOUSEKEEP.	7.63	7.85	8.07	8.56	8.82
FRONT DESK	7.79	8.07	8.39	8.84	9.10
BELL STAFF	7.45	7.45	8.07	8.39	8.84
SWITCHBOARD	7.66	8.07	8.30	8.75	9.00
POOL ATTEND	7.45	7.45	7.61	7.80	7.95
JR S CHEF	10.58	11.40	12.17	12.97	13.77
TOURNANT	10.09	10.58	11.40	12.17	12.97
SAUCIER I	9.43	9.93	10.67	11.44	12.24
SAUCIER II	8.90	9.40	10.07	10.78	11.58
GARDEMANGER	8.97	9.47	10.14	10.85	11.65
GEN. COOK I	10.09	10.58	11.40	11.40	11.78
GEN. COOK II	9.16	9.60	10.47	10.86	11.21
BRKFST. COOK	8.56	9.00	9.88	10.20	10.61
SH. ORDER I	8.07	8.61	9.49	9.16	9.45
SH. ORDER II	7.58	7.79	8.23	8.62	8.88
SH. ORDER III	7.45	7.45	7.68	7.74	7.97
PASTRY COOK	7.45	7.45	7.68	8.62	8.88
SALAD PERSON	7.45	7.45	7.45	7.74	7.97
PREP COOK	7.45	7.45	7.45	7.74	7.97
KTCHN/BKR H	7.45	7.45	7.45	7.74	7.97
JOURNEYMAN	10.69	10.69	10.69	10.69	11.04
APPR. I	4000 - 6000 HOURS			9.09	9.38
APPR. II	2000 - 3999 HOURS			8.02	8.28
APPR. III	1000 - 1999 HOURS			6.95	7.18
DISHWASHER	7.45	7.45	7.45	7.45	7.57
POTWASHER	7.45	7.45	7.45	7.45	7.57
KIT. CLEANER	7.45	7.45	7.45	7.45	7.57
WTR/WTRSS	6.76	6.81	6.97	7.40	7.46
BUSPERSON	7.45	7.45	7.45	7.45	7.66
BARTENDER	8.12	8.39	8.67	9.00	9.27
MAINT. I	9.98	10.47	11.29	12.06	12.45
MAINT. II	8.12	9.38	10.20	10.96	11.32
MINIBAR	7.45	7.45	7.45	7.52	7.79

SCHEDULE D - NEW GRID - PART TIME - COMMENCING JUNE 17, 2001

JOB CLASSIFICATION	0 - 500 HOURS	500 - 1500 HOURS	1500 - 2000 HOURS	2000 - 3000 HOURS	OVER 3000 HOURS
RM. ATT.	7.93	8.15	8.37	8.86	9.47
LAUNDRY	7.93	8.15	8.37	8.86	9.47
HOUSEKEEP.	7.93	8.15	8.37	8.86	9.12
FRONT DESK	8.09	8.37	8.69	9.14	9.40
BELL STAFF	7.75	7.75	8.37	8.69	9.14
SWITCHBOARD	7.96	8.37	8.60	9.05	9.30
POOL ATTEND	7.75	7.75	7.91	8.10	8.25
JR S CHEF	10.88	11.70	12.47	13.27	14.07
TOURNANT	10.39	10.88	11.70	12.47	13.27
SAUCIER I	9.73	10.23	10.97	11.74	12.54
SAUCIER II	9.20	9.70	10.37	11.08	11.88
GARDEMANGER	9.27	9.77	10.44	11.15	11.95
GEN. COOK I	10.39	10.88	11.70	11.70	12.08
GEN. COOK II	9.46	9.90	10.77	11.16	11.51
BRKFST. COOK	8.86	9.30	10.18	10.50	10.91
SH. ORDER I	8.37	8.91	9.79	9.46	9.75
SH. ORDER II	7.88	8.09	8.53	8.92	9.18
SH. ORDER III	7.75	7.75	7.98	8.04	8.27
PASTRY COOK	7.75	7.75	7.98	8.92	9.18
SALAD PERSON	7.75	7.75	7.75	8.04	8.27
PREP COOK	7.75	7.75	7.75	8.04	8.27
KTCHN/BKR H	7.75	7.75	7.75	8.04	8.27
JOURNEYMAN	10.99	10.99	10.99	10.99	11.34
APPR. I	4000 - 6000 HOURS			9.34	9.64
APPR. II	2000 - 3999 HOURS			8.24	8.51
APPR. III	1000 - 1999 HOURS			7.14	7.37
DISHWASHER	7.75	7.75	7.75	7.75	7.87
POTWASHER	7.75	7.75	7.75	7.75	7.87
KIT. CLEANER	7.75	7.75	7.75	7.75	7.87
WTR/WTRSS	7.06	7.11	7.27	7.70	7.76
BUSPERSON	7.75	7.75	7.75	7.75	7.96
BARTENDER	8.42	8.69	8.97	9.30	9.57
MAINT. I	10.28	10.77	11.59	12.36	12.75
MAINT. II	8.42	9.68	10.50	11.26	11.62
MINIBAR	7.75	7.75	7.75	7.82	8.09

SCHEDULE D - NEW GRID - PART TIME - COMMENCING JUNE 17, 2002

JOB CLASSIFICATION	0 - 5000 HOURS	500 - 1500 HOURS	1500 - 2000 HOURS	2000 - 3000 HOURS	OVER 3000 HOURS
RM. ATT.	8.23	8.45	8.67	9.16	9.77
LAUNDRY	8.23	8.45	8.67	9.16	9.77
HOUSEKEEP.	8.23	8.45	8.67	9.16	9.42
FRONT DESK	8.39	8.67	8.99	9.44	9.70
BELL STAFF	8.05	8.05	8.67	8.99	9.44
SWITCHBOARD	8.26	8.67	8.90	9.35	9.60
POOL ATTEND	8.05	8.05	8.21	8.40	8.55
JR S CHEF	11.18	12.00	12.77	13.57	14.37
TOURNANT	10.69	11.18	12.00	12.77	13.57
SAUCIER I	10.03	10.53	11.27	12.04	12.84
SAUCIER II	9.50	10.00	10.67	11.38	12.18
GARDEMANGER	9.57	10.07	10.74	11.45	12.25
GEN. COOK I	10.69	11.18	12.00	12.00	12.38
GEN. COOK II	9.76	10.20	11.07	11.46	11.81
BRKFST. COOK	9.16	9.60	10.48	10.80	11.21
SH. ORDER I	8.67	9.21	10.09	9.76	10.05
SH. ORDER II	8.18	8.39	8.83	9.22	9.48
SH. ORDER III	8.05	8.05	8.28	8.34	8.57
PASTRY COOK	8.05	8.05	8.28	9.22	9.48
SALAD PERSON	8.05	8.05	8.05	8.34	8.57
PREP COOK	8.05	8.05	8.05	8.34	8.57
KTCHN/BKR H	8.05	8.05	8.05	8.34	8.57
JOURNEYMAN	11.29	11.29	11.29	11.29	11.64
APPR. I	4000 - 6000 HOURS			9.60	9.89
APPR. II	2000 - 3999 HOURS			8.47	8.73
APPR. III	1000 - 1999 HOURS			7.34	7.57
DISHWASHER	8.05	8.05	8.05	8.05	8.17
POTWASHER	8.05	8.05	8.05	8.05	8.17
KIT. CLEANER	8.05	8.05	8.05	8.05	8.17
WTR/WTRSS	7.36	7.41	7.57	8.00	8.06
BUSPERSON	8.05	8.05	8.05	8.05	8.26
BARTENDER	8.72	8.99	9.27	9.60	9.87
MAINT. I	10.58	11.07	11.89	12.66	13.05
MAINT. II	8.72	9.98	10.80	11.56	11.92
MINIBAR	8.05	8.85	8.05	8.12	8.39

LETTER OF UNDERSTANDING

BETWEEN:

VALBAY HOTEL LIMITED, Thunder Bay, carrying on
business as the VALHALLA INN

- AND -

UNITED FOOD & COMMERCIAL WORKERS
INTERNATIONAL UNION, LOCAL 175

Clause 16.08 shall not apply to Front Desk employees but the Employer shall have the right to change this practice at its sole discretion.

VAL-A

LETTER OF UNDERSTANDING

B E T W E E N :

VALBAY HOTEL LIMITED, Thunder Bay, carrying on
business as the VALHALLA INN

- AND -

UNITED FOOD & COMMERCIAL WORKERS
INTERNATIONAL UNION, LOCAL 175

The Employer **will** pay a differential of one dollar per hour to an individual who relieves a supervisor.

VAL-B

SL

LETTER OF UNDERSTANDING

BETWEEN :

**VALBAY HOTEL LIMITED, Thunder Bay, carrying on
business as the VALHALLA INN**

-AND -

**UNITED FOOD & COMMERCIAL WORKERS
INTERNATIONAL UNION, LOCAL 175**

**It is agreed that any Part-time employees who leave the employment of the Valhalla Inn,
shall upon re-hire resume their seniority for pay progression purposes only.**

VAL-C

VALBAY HOTEL LIMITED