

Background

Sask Gaming compensation plan

- Sask Gaming's compensation package must be competitive within the gaming and hospitality industry.
- The corporation employs a significant amount of staff in this sector and needs to be mindful of its influence in the market.
- After a probation period of six months, Sask Gaming pays an average hourly wage of \$16.22 to employees represented by PSAC.
- Additionally, the corporation has a health care and prescription drug plan.
- It supplies and launders uniforms, it provides funding for footwear, it has a computer purchase program, and a tuition reimbursement program.
- The corporation invests significant resources in training and development and a large portion of its management staff have been promoted from within the corporation.

Offer presented on June 30, 2010 - Option 1 Key Provisions:

- An increase in hourly rates by 7.0% over a three-year period to be retroactive to June 1, 2009.
- Introduction of a weekday night shift premium of 60 cents per hour for shifts between 8 p.m and 6:00 a.m. effective with signing until May 31, 2011 after which that premium would increase to 80 cents per hour.
- Increasing a standby premium to 1.5 hours pay for each 8.5 hour period an employee is on standby duty.
- Benefit improvements of up to \$80 for an eye exam, \$400 for eye glasses, and an orthodontic allowance of up to \$2750 for children.

Option 2 Key Provisions

- A premium for a Table Games Dealer II and supervisors of 25 cents per hour for a second major game and each additional major game.
- An increase in hourly rates by 7.5% over the same three year period.
- The same weekday night shift premium, stand-by premium increase, and benefit improvements as described in the previous option.

To remain within 5.5 percent in total increased compensation over the three-year period, both options are subject to a realignment of existing collective agreement provisions to achieve financial efficiencies in other areas of the collective agreement.