

LETTER OF UNDERSTANDING

Whereas: the parties previously agreed to negotiate a wage increase (the wage re-opener) for the period January 1, 2000 to December 31, 2000.

And Whereas: the parties have agreed to settle that wage re-opener as well as to extend the term of their collective agreement.

The Parties agree as follows:

Term of the Agreement

1. Article 49.01 of the Collective Agreement between the parties is amended by changing "December 31, 2000" to "December 31, 2001".

Across the board grid increases

- 2.1 The rates contained within the Pay Schedule set out in Schedule 1 (January 1, 1999 to December 31, 1999)

shall be increased as follows:

Effective January 1, 2000	4%
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This adjustment shall be fully retroactive.

Effective January 1, 2001	4%
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- 2.2 Red-circled employees will receive lump-sum payments in lieu of the increases provided for in clause 2.1 above, to the extent of their red-circling protection.

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Lump Sum Payment

- 3.1 All employees as defined in Article 1 of the Agreement, who were employed as of February 29, 2000, shall receive a lump sum payment as soon as practicable after the ratification of this agreement. Each lump sum payment will be two percent of the employee's annual salary, calculated as of January 2, 2000. For those persons employed after January 2, 2000 the rate shall be calculated on the basis of the rate in effect for their classification as of January 2, 2000.
- 3.2 Notwithstanding 3.1 above, part time and casual employees shall receive a pro-rated payment for the number of hours worked during the period March 7, 1999 to March 4, 2000.
- 3.3 Any employee who commenced employment during the period March 7, 1999 to March 4, 2000 shall receive a pro-rated payment for the number of bi-weekly pay periods that employee was at work.
- 3.4 Any employee who was on approved leave of absence during the period March 7, 1999 to March 4, 2000 shall receive a pro-rated payment for the number of months that employee was at work.
- 3.5 Any employee who was in receipt of long term disability benefits during the period March 7, 1999 to March 4, 2000 shall receive a pro-rated payment for the number of months that a employee was at work.
- 3.6 All payments shall:
- be paid in a lump sum;
 - not considered to be pensionable income; and
 - be subject to lawful deductions.

Signed at Edmonton, Alberta this 27th day of April, 2000.


Eric J. McGhan
Deputy Minister, Gaming
Chairman and Chief Executive Officer AGLC


Dan MacLennan
President, Alberta Union of Provincial Employees

May 1, 2000

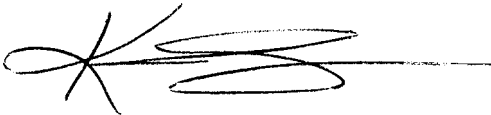
Ms. Michelle Ulvestad
Secretary Contract Services
The Alberta Union of Provincial Employees
10451 - 170th Street
Edmonton, Alberta T5P 4S7

Dear Ms. Ulvestad:

RE: LETTER OF UNDERSTANDING - Local 050
Salary Schedule Reopener

Enclosed is an original signed off copy of the above noted for your files as per your request.

Yours truly,



Karen Egan
Manager, Human Resources
Alberta Gaming and Liquor Commission

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encls.

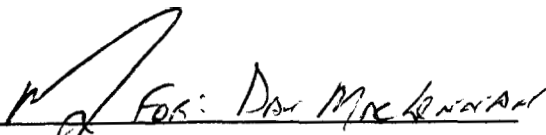
xc: Mac McNaughton - Local 050 Negotiator

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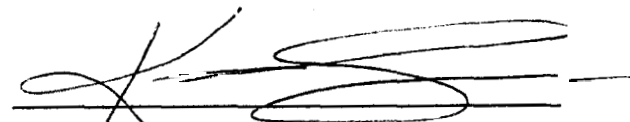
LETTER of INTENT

The Employer has agreed to a joint review of the current classification of the Field Technician and Customer Service Technician. The Committee shall consist of representatives of the employees, not to exceed three (3) in number, and an equal number representing the Employer. The Manager, Human Resources will chair the committee. The Committee shall have no authority to amend or modify the current schedule or classification but to make recommendations from the joint review. These recommendations shall be finalized by September 18, 2000.

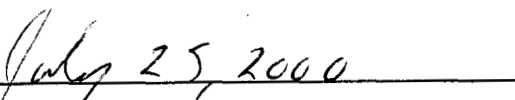
Recommendations resulting from the deliberations of the Committee shall not be binding on either of the parties and shall not be subject to Article 11, Grievance Procedure or any other form of dispute resolution,



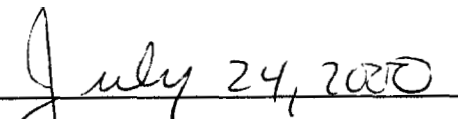
Alberta Union of Provincial Employees (AUPE)



Alberta Gaming and Liquor Commission (AGLC)



Date



Date

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