

April 14, 2010
Via Fax (905) 371-7915

Art Frank
President, Niagara Casinos
6380 Fallsview Blvd.,
Niagara Falls, ON L2G 7X5

Mr. Frank

As you are aware an Application for Certification has been filed with the Ontario Labour Relations Board on behalf of employees at Casino Niagara and Fallsview Casino Resort.

In the past you have been very public with your comments that you would respect the right of your employees to determine whether they wished to join a union or not. You have also stated that members of your management team would abide by the law and not interfere with the unionization process.

Unfortunately, the past actions of Complex Services Inc. management have not been consistent with your statements. Although you have the right to discuss unionization with your employees under certain legal restrictions, some of management's past conduct could be determined to have crossed the boundaries of what is legal and acceptable.

It is in everyone's best interest that this process is conducted in a fair and lawful manner – not to mention that there are legal ramifications for violating a worker's right to join a union.

In the event that any member of management fails to comply with the law, we will have no choice but to enforce our rights, and those of the employees, through the Board and other applicable forums.

Your cooperation is anticipated.

Yours truly



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