

2021 Master Services Negotiations

Main Table Company Proposal

October 27, 2021

Eighth Company Comprehensive Package Proposal

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union. Any proposal made and later withdrawn shall not be used against the Company in any grievance, arbitration, or other contract interpretation proceeding.

Company Comprehensive Economic Package

All remaining Company and Union proposals not specifically referenced herein are either withdrawn by the respective party or considered to be superseded and controlled by these complete proposals.

IMPLEMENTATION

Unless otherwise indicated, the Company will implement all agreed upon terms within one-hundred and eighty (180) days of ratification.

Common Date Wage Increases*

Effective 6/16/2021**

All current Regular employees will receive a 3.00 %**** individual increase, \$0.50 or bring to minimum rate, whichever is greater.

Effective 6/16/2022***

All current Regular employees will receive a 3.00%**** individual increase or bring to minimum rate whichever is greater.

Effective 06/16/2023

All current Regular employees will receive a 3.00%**** individual increase or bring to minimum rate, whichever is greater.

*Excluded are all Tipped employees.

**Effective date of June 16, 2021 is contingent on an executed Memoranda of Understanding remaining in effect and extending the contracts through ratification.

*****If the contracts are ratified by November 8, 2021 on a first ratification vote, the second increase will be pulled forward to December 15, 2021.**

****If the increase would take the employee above the Max Rate, any balance of the increase over the Max Rate will be paid by taking the balance of the outlined common date increase and multiply it by 2,080 hours for Regular Full Time employees and 1,040 hours for Regular Part Time employees.

Company Proposal Provided to Union:

Tentative Agreement Date: _____

Date: _____

Company: _____

Time: _____

Union: _____

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Lump Sum

If the contracts are ratified on the first vote, employees hired on or before June 16, 2001 will receive the following one-time lump sum bonus:

- Full Time - \$1000
- Part Time - \$500

If the contracts are ratified on the first vote, employees hired between June 17, 2001 and June 16, 2011 will receive the following one-time lump sum bonus:

- Full Time - \$500
- Part Time - \$250

Company Proposal Provided to Union:

Tentative Agreement Date: _____

Date: _____

Company: _____

Time: _____

Union: _____