

## Summary of Terms

### Contract Term through December 2025

#### Economic:

##### **Base Wages**

##### Retro wage increases to first pay period July 2023

Guest Service Agents	\$1.09/hour
Night Auditor	\$.50/hour
Doorperson	\$.38/hour
Service Express Agents	\$.50/hour

##### First Pay Period After Ratification

Guest Service Agents	\$32.25
Night Auditor	\$32.25
Doorperson	\$25.25
Service Express Agents	\$30.79

##### First Pay Period August 2024

Guest Service Agents	\$33.50
Night Auditor	\$33.50
Doorperson	\$25.67
Service Express Agents	\$32.94

##### Total increases over 13 months:

Guest Service Agents	3.73
Night Auditor	2.60
Doorperson	1.63
Service Express Agents	3.53

##### Wage Reopener January 1, 2025

##### **Night Shift Differential**

Increase from \$.50 to \$1.15

##### **Pension**

Join Western Conference of Teamsters Pension Trust Fund

Employer will contribute \$3.13 on each straight-time hour worked and paid vacation hour up to \$550.80 per calendar month.

Pension reopener to increase contribution rate January 1, 2025

**Health and Welfare**

Employer will maintain the benefits and levels of the EPO plan for the term of the contract *and* will pay 100% of the premiums (no cost to employees).

Employer will offer Kaiser (or other plans) on the same terms it offers unrepresented employees and premium increases can be no more than 6% per year.

**PTO**

Accruals:

Length of Service	Accrual Rate	Annual Maximum Accrual	Maximum PTO Bank
Hire – 5 <sup>th</sup> Anniversary	.1038 PTO hours per hour paid	216	432
After 5 <sup>th</sup> – 10 <sup>th</sup> Anniversary	.1231	256	512
After 10 <sup>th</sup> Anniversary	.1423	296	592

Employees can cash out up to 80 hours PTO in blocks of 5 days or more when they reach their Maximum PTO bank and on their anniversary.

Vacation PTO is scheduled in 5-day (or more) blocks by bid three times per year. (However special rules for Thanksgiving, Christmas and New Years day – they shall be bid first based on classification seniority and employees can only receive one out of the three holidays with their original bid).

After the vacation bid is closed, requests for PTO will be granted on a first come, first served basis and will be granted when business needs reasonably permit.

For unscheduled PTO, Employer will require doctor’s note after three consecutive days.

**Funeral Leave**

3 days’ paid and up to 2 additional days unpaid.

**Jury Duty**

Up to 10-days paid.

**Training Differential**

Employer will pay \$1.50/hour training differential when it assigns a bargaining unit employee to train.

### **Work in Different Classifications**

Receive higher pay rate for all hours worked (except break coverage). If work four or more hours, receive higher rate for entire shift.

### **401k**

Employees can continue to participate; no Employer matching for 401k.

### **Payday**

Payday is bi-weekly.

## **Non-Economic**

### **Seniority**

Layoffs and recalls by classification seniority. There must be 5-days notice before any layoff of longer than 2 weeks (or one-days pay for each day shorter than 5-days notice).

### **Discipline**

Employer must have just cause for discipline. Employer will generally follow progressive (verbal, written, final written or suspension, termination). Discipline falls off after 12-months. Generally, Employer must discipline within two weeks.

### **Grievance and Arbitration**

Disputes regarding the contract, go through grievance and arbitration process.

### **Meal and Rest Periods**

30-minute paid meal period. Two 15-minute paid rest periods. Employer provides one free in-house meal per shift; employees on overnight shift must receive equivalent meal.

### **Union Access**

Union representatives may access the hotel to transact Union business. Two designated stewards can use reasonable work time to carry out steward duties (with permission from management).

### **Union Bulletin Board**

Union shall have a Union bulletin board in the back office space.

**Shortages**

Bargaining unit employee must be present to witness cash drawer audit.

**Uniforms**

Employer will provide 3 uniforms and will launder the uniforms at no charge.

**Union Security and Dues Checkoff****Substance Abuse Program**

Employer must provide up to 30-days leave for employees to attend an inpatient treatment program on top of any statutory leave.

**Leave of Absence**

Additional leave of absence (separate from any statutory leaves) at Employer's discretion; employees choose whether or not to use paid accruals.

**No Strike**

No strikes or lockouts during term of agreement. However, employees can honor picket line of another union.