

Sky Chefs, Inc.
Orlando, Florida
Customer Service Center MCOA #1475
Local Wage Supplement

Following are the hourly job classifications and wage rates authorized for use in the Orlando, Florida Customer Service Center MCOA #1475:

Job Classification	Job Code	New Hire	2 Mos. Co. Sen.	6 Mos. Co. Sen.	18 Mos. Co. Sen.	24 Mos. Co. Sen.	Class Rate 36 Mos. Co. Sen.
Utility Worker	201	\$6.45	\$6.65	\$6.85	\$7.05	\$7.25	\$7.45
Customer Support Representative	207	\$9.20	\$9.40	\$9.60	\$9.80	\$10.00	\$10.20
Shop Maintenance Person	220	\$13.25	\$13.45	\$13.65	\$13.85	\$14.05	\$14.25
First Shop Maintenance Person	221	\$11.70	\$11.90	\$12.10	\$12.30	\$12.50	\$12.70
Second Shop Maintenance Person	222	\$8.70	\$8.90	\$9.10	\$9.30	\$9.50	\$9.70
Food Preparer	240	\$6.55	\$6.75	\$6.95	\$7.15	\$7.35	\$7.55
Food Assembler	241	\$7.05	\$7.25	\$7.45	\$7.65	\$7.85	\$8.05
Packer	244	\$7.00	\$7.20	\$7.40	\$7.60	\$7.80	\$8.00
Storekeeper	257	\$7.40	\$7.60	\$7.80	\$8.00	\$8.20	\$8.40
Supply & Service Agent	259	\$7.25	\$7.45	\$7.65	\$7.85	\$8.05	\$8.25
Sr. Food Service Employee	264	\$7.35	\$7.55	\$7.75	\$7.95	\$8.15	\$8.35
First Production Cook	281	\$7.98	\$8.18	\$8.38	\$8.58	\$8.78	\$8.98
Specialty Production Coordinator	307	\$7.20	\$7.40	\$7.60	\$7.80	\$8.00	\$8.20
Sanitation	364	\$6.68	\$6.88	\$7.08	\$7.28	\$7.48	\$7.68
Service Delivery	381	\$8.00	\$8.20	\$8.40	\$8.60	\$8.80	\$9.00

(1) Wage Rates

The wage ladder above applies to employees hired April 17, 2006 and after.

The wage rates of employees hired prior to April 17, 2006 will remain unchanged, unless and until:

- The wage rates of employees within the same job classification hired April 17, 2006 or after, equals or exceeds the wage rates of employees hired prior to April 17, 2006.
- Or there is a change in job classification, or a transfer to another Customer Service Center.

When one of these events occurs, pay rates may potentially change based on the wage chart and the employee's Company seniority.

(2) Wage Ladder

Newly hired employees shall be paid a new hire rate one dollar (\$1.00) below the Classification rate for their job classification for the first two (2) months of employment. After two (2) months, employees shall be paid eighty (\$0.80) cents-per-hour below their Classification rate. After six (6) months, employees shall be paid sixty (\$0.60) cents-per-hour below their Classification rate. After eighteen (18) months, employees shall be paid forty (\$0.40) cents-per-hour below their Classification rate. After twenty-four (24) months, employees shall be paid twenty (\$0.20) cents-per-hour below their Classification rate. After thirty-six months, employees shall be paid the Classification rate for their job classification.

(3) Lead Employees

Employees designated as "Lead" personnel shall be paid fifty (\$0.50) cents-per-hour above their hourly wage rate. It is mutually understood and agreed that usage of the lead designation shall be at the sole discretion of management and that "Leads" may or may not be utilized as business conditions dictate. The "lead" differential is only applied to the hours worked in the "lead" capacity and is NOT built into an employees base wage rate.

EFFECTIVE THROUGH APRIL 1, 2010

Union: _____
Sherri Chiesa
Executive Vice President / MNA Designee
UNITE HERE International Union

Company: _____
Mark Edwords
Vice President, Industrial Relations
Sky Chefs, Inc.

Date: _____

Date: _____