

**DELEWARE NORTH
ORLANDO INTERNATIONAL AIRPORT (MCO)
LOCAL WAGE SUPPLEMENT**

Local Wage Supplement March 31, 2023 through July 31, 2024

Unless indicated below, the terms of the MNA between the parties is applicable.

WAGES

Job Classification	Current	Ratification	10/1/23	4/1/24
Cashier	\$15.50	\$16.25	\$16.75	\$17.25
Cook 1	\$16.50	\$17.25	\$17.75	\$18.25
Cook 2	\$17.00	\$17.75	\$18.25	\$18.75
Cook 3	\$17.50	\$18.25	\$18.75	\$19.25
Food Prep	\$16.25	\$17.00	\$17.50	\$18.00
Utility	\$15.50	\$16.25	\$16.75	\$17.25
Barista	\$16.00	\$16.75	\$17.25	\$17.75
Host	\$15.50	\$16.25	\$16.75	\$17.25
Porters	\$16.00	\$16.75	\$17.25	\$17.75
Bartender	MW	MW	MW	MW
Server	MW	MW	MW	MW

All Non-Tipped Employees shall receive a general wage increase of:
 \$0.75 effective ratification
 \$0.50 effective 10/1/23
 \$0.50 effective 4/1/23

All Tipped Employees shall receive a general wage increase of consistent with Florida State minimum wage.

Bartenders and servers retain their gratuities

For hourly employees, the Company will pool tips at locations in the airport that are appropriate.

New hire schedule hourly only non-tipped:

Start	\$1 below full rate
After 60 days	.75 below full rate
After 6 months	.50 below full rate
After 12 months	Full rate

The new hire schedule hourly rate above will not be implemented or utilized without agreement from the Union.

Should the Employer require training certificates for Barista employees due to brand standards or other reasons, the Employer agrees to implement premium pay as consistent with other MCO operations.

Health Care

Participant in the UNITE HERE National Health Care Plan effective June 1, 2023.

PARKING

The Company will continue to pay cost of parking for duration of this local wage supplement.

MEALS

The Company will provide \$13 per shift towards one meal to each employee for each shift worked. The Company will provide free water, fountain drinks, coffee, and tea to employees who are working. The Company will not provide bottled water or bottled beverages.

DUES

Union dues will be deducted weekly.

ARTICLE XII: HOURS OF EMPLOYMENT (UNDER MNA)

- Time and one half after 40 hours weekly
- 6th and 7th day premium will not bridge work weeks

BENEFIT RATE

Follow Master National Agreement

EFFECTIVE THROUGH JULY 31, 2024

DATE: 9/4/23

DATE: 5/31/2023

UNION: 

COMPANY: 