

Addendum to the 2020- 2024 Collective Bargaining Agreement between
SDH Services West, a subsidiary of Sodexo Inc and affiliated with SodexoMagic Food Servic
And
Unite Here Local 362
At Disneyworld Parks and Resorts
Appendix A

This Addendum is between SDH Services West, a subsidiary of Sodexo Inc. and affiliated with SodexoMagic ("Company"), and Unite Here Local 362 ("Union"), collectively referred to as the "Parties" with respect to the 2020- 2024 Agreement between the Parties ("Agreement") for Disneyworld Parks and Resorts ("Client") regarding the Company's implementation of increased wage rates and general wage Increases for positions covered under the Agreement.

The parties hereby agree to modify Appendix A in the current collective bargaining agreement with the following for the duration of the 2020-2024 agreement between the parties.

Unless specified above, the remaining terms and conditions of the Agreement will remain intact and unchanged.

APPENDIX "A" (WAGES)

Section 1. Classification Minimum Start Rates:

Job Classification	Current Rate Effective 10/26/21	Effective 11/12/2021	Effective 4/26/22	Effective 10/26/22	Effective 4/26/23	Effective 10/26/23
Barista	\$13.00	\$14.50	\$14.75	\$15.25	\$15.50	\$16.00
Cashier / FSW	\$12.75	\$14.25	\$14.50	\$15.00	\$15.25	\$15.75
Cook	\$15.25	\$16.75	\$17.00	\$17.50	\$17.75	\$18.25
Driver	\$13.50	\$15.00	\$15.25	\$15.75	\$16.00	\$16.50
FSW	\$12.75	\$14.25	\$14.50	\$15.00	\$15.25	\$15.75
Grill Cook / Prep	\$13.25	\$14.75	\$15.00	\$15.50	\$15.75	\$16.25
Lead	\$13.75	\$15.25	\$15.50	\$16.00	\$16.25	\$16.75
Stock Worker	\$12.75	\$14.25	\$14.50	\$15.00	\$15.25	\$15.75
Utility	\$12.75	\$14.25	\$14.50	\$15.00	\$15.25	\$15.75

All employees who are below the starting pay in their classification shall receive the greater of either the start rate upon the start of the pay period effective November 12, 2021 or the amount of the general wage increase described in Section 2 of this Appendix. From then on, no employee will be paid less than the appropriate start rate listed above. All employees shall receive no less than the general wage increases described in Section 2 of this Appendix.

Section 2. General Wage Increases

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All employees shall receive their initial wage increase upon the start of the pay period effective November 12, 2021, and thereafter, effective with the start of the payroll period closest to the following dates. Employees who are at or above the start rate shall receive the following increases:

Effective 11/12/2021	\$1.50
Effective 4/26/2022	\$0.25
Effective 10/26/2022	\$0.50
Effective 4/26/2023	\$0.25
Effective 10/26/2023	\$0.50

Section 3. If the Florida minimum wage is increased during the life of this Agreement, the parties shall meet for the limited purpose of establishing new start rates.

**SDH Services West, LLC.,
A Subsidiary of Sodexo Inc. and
Affiliated with SodexoMagic**



**Mark Combs
Sr. Director, Labor Relations**

Nov 10, 2021

Date

UNITE HERE Local 362, AFL-CIO



Eric Clinton (Nov 10, 2021 12:00 EST)

**Eric Clinton
President, Local 362**

Nov 10, 2021

Date



Mark Spinelli (Nov 10, 2021 12:13 EST)

**Mark Spinelli
Vice President, Operations**

Nov 10, 2021

Date