

**DELEWARE NORTH
CHARLESTON INTERNATIONAL AIRPORT (CHS)
LOCAL WAGE SUPPLEMENT**

Local Wage Supplement July 27, 2021 through July 31, 2024

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

WAGES

	Current Rate	Ratification	1/1/22	7/1/22	1/1/23	7/1/23	1/1/24
Cashier	\$10.50	\$11.50	\$11.75	\$12.00	\$12.25	\$12.50	\$12.75
Barista	\$11.00	\$12.00	\$12.25	\$12.50	\$12.75	\$13.00	\$13.25
Bartender	\$5.41	\$5.51	\$5.56	\$5.61	\$5.66	\$5.71	\$5.76
Server	\$3.09	\$3.19	\$3.24	\$3.29	\$3.34	\$3.39	\$3.44
Food Prep	\$12.50	\$13.50	\$13.75	\$14.00	\$14.25	\$14.50	\$14.75
Cook 1	\$13.75	\$14.75	\$15.00	\$15.25	\$15.50	\$15.75	\$16.00
Porter	\$11.00	\$12.00	\$12.25	\$12.50	\$12.75	\$13.00	\$13.25
Utility	\$10.50	\$11.50	\$11.75	\$12.00	\$12.25	\$12.50	\$12.75
Cashier	\$10.50	\$11.50	\$11.75	\$12.00	\$12.25	\$12.50	\$12.75
Barista	\$11.00	\$12.00	\$12.25	\$12.50	\$12.75	\$13.00	\$13.25

All Non-Tipped Employees shall receive a general wage increase of:

\$1.00 effective ratification

\$0.25 effective 1/1/22

\$0.25 effective 7/1/22

\$0.25 effective 1/1/23

\$0.25 effective 7/1/23

\$0.25 effective 1/1/24

All Tipped Employees shall receive a general wage increase of:

\$0.10 effective ratification

\$0.05 effective 1/1/22

\$0.05 effective 7/1/22

\$0.05 effective 1/1/23

\$0.05 effective 7/1/23

\$0.05 effective 1/1/24

New hire schedule hourly only non-tipped (not currently utilized; if done in future, union to be notified):

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

Health Care

Participant in the UNITEHERE National Health Care Plan

Effective 1/1/2022:

Silver Plan Only (eligible employees may "buy up" to the Gold plan.

Premium sharing (single at 85%/15%, dependent at 70%/30%)

Dental and Vision (50%/50% both single and dependent)

Effective 1/1/2023: Master National Agreement terms apply

PARKING

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

With regards to Public Transportation, the Company will pay for fifty percent (50%) of the cost or up to twenty-five dollars (\$25.00) per month of the monthly CARTA pass, whichever is lower.

MEALS

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

DUES

Union dues will be deducted weekly.

BADGES

The Employer will continue to provide security badges to employees who need them to perform their job. Management will provide a Badge to Union Representatives to access the worksite for the purposes of conducting Union business.

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

PREMIUM PAY

Employees performing Training job responsibilities will be paid a \$0.50 per hour premium for all hours worked performing that job function.

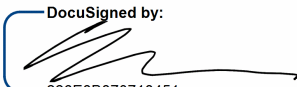
DISCIPLINE

The Company will wipe Employee discipline records clean for all discipline effective ratification unless they are currently on a Final Counseling.

EFFECTIVE THROUGH JULY 31, 2024

DATE: 7/29/2021

DATE: 7/29/2021

UNION: 
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COMPANY: 

Charles Aaron Hendricks
Director of National Contracts
UNITE HERE International Union

