

**Side Letter to Agreement**

**Between**

**AREAS USA MCO, LLC**

**And**

**UNITE HERE International Union**

This Side Letter Agreement "Agreement") is effective as of May 28th, 2022 by and between Areas USA MCO, LLC ("Areas") and UNITE HERE International Union (the "Union").

WHEREAS, Areas and the Union entered into a collective bargaining agreement ("CBA") covering certain employees of Areas at the Orlando international Airport ("Airport"), effective from June 1, 2020 through May 30, 2023;

WHEREAS, the adverse effects of the COVID-19 pandemic has caused Areas to continue to face challenges in recruiting/staffing as well as maintaining current employees, and Areas and the Union both acknowledge and agree that a wage increase should be provided to certain employees in an effort to staff/recruit and maintain employees;

NOW THEREFORE, in consideration of the covenants contained herein, and for other good and sufficient consideration, the sufficiency and receipt of which is hereby acknowledged, Areas and the Union hereby agree as follows:

1. Effective May 28<sup>th</sup>, 2022, the wages set forth in Appendix A of the CBA for the Lead, Dishwasher and Cook 1 positions will be deleted in its entirety and replaced as follows:

Position	May 28, 2022	September 1, 2022	March 1, 2023
Lead	\$18.05	\$18.50	\$18.95
Dishwasher	\$16.00	\$16.45	\$16.90
Cook 1	\$17.55	\$18.00	\$18.45

The parties agree that all other terms in the CBA that were not referenced above shall remain in full force and effect during the term of this Agreement.

  
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Unite HERE International Union

DocuSigned by:  
  
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AREAS USA MCO, LLC

6/7/22  
Date

6/9/2022  
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Date