

*Final Version,
August 31, 2026*

Local 362 Supplement to Master National Agreement
CSC #1475 (MCA), CSC #1479 (MCO) and CSC #1483 (TPA)

This Local 362 Supplement to the Master National Agreement, hereinafter the Supplemental Agreement, is entered into as of August 20, 2026, between Sky Chefs, LLC (“the Employer”) and UNITE HERE International Union (“International”). The above-named parties may hereinafter be referred to individually as a “Party” and, collectively, as the “Parties.”

WHEREAS, UNITE HERE International Union (“International”) and the Employer are parties to that certain Master National Agreement (“MNA”) dated April 7, 2016, with an amendable date of December 31, 2018, and are in active mediation under Section 6 of the Railway Labor Act as overseen by the National Mediation Board (“National Bargaining Process”);

WHEREAS, the International recognizes the Local 362 (“Local Union”) as the servicing agent for employees of the Employer at CSC #1479 and #1475 at Orlando International Airport (“MCA” and “MCO”) and CSC #1483 at Tampa International Airport;

WHEREAS, on January 23, 2026, the International requested changes to wages and fringe benefits pursuant to Article II, Sections C and D of the MNA, respectively;

WHEREAS, the Employer agreed to bargain wages and fringe benefits, pursuant to Article II C and D, with local representatives from the Local Union on behalf of the International;

NOW THEREFORE, in consideration of the mutual covenants contained herein, and of other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties agree as follow:

1. This Supplemental Agreement begins August 21, 2026 following execution by both parties and terminates four (4) years from August 21, 2026 (“Termination Date”).
2. The International and the Employer agree that this Agreement will not be precedent setting and that neither Party may use this Agreement in any future wage or fringe benefit arbitration under the terms of Article II.C or Article II.D. of the MNA or in any other proceedings except to enforce this Agreement.
3. The specific terms related to healthcare are set forth in Exhibit A.
4. The specific term related to wages are set forth in Exhibit B.
5. Local Union and Employer agree that CSC #1475 (MCA), CSC #1479 (MCO) and CSC #1483 (TPA) may not seek additional increases or improvements of healthcare pursuant to Article II.D. of the MNA until after the Termination Date.

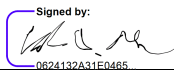
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6. The Local Union may only file a wage reopener pursuant to Article II.C. of the MNA after the Termination Date.

7. If Employer and the International reach an agreement through the National Bargaining Process with terms regarding wages and healthcare, fringe benefits, and general conditions of employment that are (1) applicable system-wide and (2) more favorable than those agreed upon between the Employer and Local Union for employees at CSCs # 1479, #1475 and #1483, the Employer agrees to extend such favorable terms to CSCs# 1479, #1475 and #1483 and Local Union agrees to accept any conditions, obligations, limitations and restrictions associated with such favorable terms. This provision would not apply should favorable terms be applicable only for certain locations.

8. The contribution split for the Health Care Plans set forth in Exhibit A shall remain in effect following the Termination Date unless and until modified in accordance with this agreement.

FOR SKY CHEFS, LLC

Signed by:

0624132A31E0485

Name

CEO

Title

9/2/2026

Date

FOR UNITE HERE INTERNATIONAL UNION

Signed by:
Charles Aaron Hendricks
226E9D870748451...

Name

Assistant to the President

Title

9/2/2026

Date

Acknowledged and Agreed Upon By:

UNITE HERE LOCAL 362

Name: 
8231FF187BBC489...

Title: President

Date: 8/31/2026

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Comprehensive Economic
CSC #1475 (MCA), CSC #1479 (MCO) and CSC #1483 (TPA)

Exhibit A | Health and Welfare

Subject to the signing of a complete agreement and legal review. The Company reserves the right to add to, modify or alter these proposals during the negotiations.

Existing MNA Exhibit A, Paragraph 5(c) Health and Welfare

HEALTH AND WELFARE

(c) Employee Contributions. Employee contributions towards the cost of the various coverages contained in said Plans for the first year of said Plans shall be as agreed as stated in Exhibit C 2016 Health Care Options.

For each Health Care Plan year, the Company shall determine employee contribution amounts as provided in this section, and shall announce said amounts at least two months before the end of the current Plan year, so that employees will then have the opportunity to determine for themselves whether and to what extent to participate in the Plan in the next year.

Supplemental Agreement – MCA / MCO/TPA HEALTH AND WELFARE (c)

Effective January 1, 2027, the contribution split for Health Care Plan coverage shall be adjusted to Eighty percent (80%) Company; and Twenty percent (20%) Employee for all plan coverage tiers. Effective January 1, 2028, the contribution split for Health Care Plan coverage shall be adjusted to Ninety percent (90%) Company and Ten percent (10%) Employee for the Employee Only coverage tier and Eighty-five percent (85%) Company and Fifteen percent (15%) for all other plan coverage tiers.

Comprehensive Economic

CSC #1475 (MCA), CSC #1479 (MCO) and CSC #1483

Exhibit B | Wages

Subject to the signing of a complete agreement and legal review. The Company reserves the right to add to, modify or alter these proposals during the negotiations.

Supplemental Agreement

1. Local Wage Supplements (LWS)

A. CSC # 1475 MCA, CSC # 1479 MCO and CSC #1483 (TPA)

2. The Union and Company agree Wage Ladders will consist of the following rate steps: New Hire, 12-month, 24-month, and 36-month rates. The 36-month rates are referred to as the Class Rate of each job classification.

3. The following economic proposal will be effective August 21, 2026, followed by the pay period following each annual anniversary of said date.

A. Minimum New Hire Pay Rate (increases in accordance with #3 above)

1. A Minimum New Hire Pay rate of \$18.80
2. +1 YR (year 2) – A Minimum New Hire Pay rate of 3.25%, or \$19.41
3. +2 YR (year 3) – A Minimum New Hire Pay rate of 2.75%, or \$19.94
4. +3 YR (year 4) – A Minimum New Hire Pay rate of 2.75%, or \$20.49
5. +4 YR (year 5) – A Minimum New Hire Pay rate of 2.75%, or \$21.06

B. Adopt the following Tier Structure

1. Tier 1 Minimum New Hire Pay Rate
2. Tier 2 Minimum + \$0.48
3. Tier 3 Minimum + \$1.60
4. Tier 4 Minimum + \$2.75
5. Tier 5 Minimum + \$3.60
6. Tier 6 Minimum + \$3.80
7. Tier 7 Minimum + \$4.00

C. Annual Increase to Entry Level ladders (increases in accordance with #3 above)

1. (year 1) – Increase of \$1.00
2. + 1 YR (year 2) – Increase of 3.25%
3. + 2 YR (year 3) – Increase of 2.75%
4. +3 YR (year 4) – Increase of 2.75%
5. + 4 YR (year 5) – Increase of 2.75%

D. Seniority Steps (Ladder Progression)

1. Year 1 – 12 months of Seniority – 2% Increase
2. Year 2 – 24 months of Seniority – 2% Increase
3. Year 3 – 36 months of Seniority – 2% Increase

E. Above the Ladder Increase for those employees with more than 36 months (increases in accordance with #3 above)

1. (year 1) – Increase of \$1.00
2. + YR (year 2) – Increase of 3.25%
3. +2 YR (year 3) – Increase of 2.75%
4. +3 YR (year 4) – Increase of 2.75%
5. +4 YR (year 5) – Increase of 2.75%

4. Where regulatory minimums are determined to apply, any job code below the minimum would be brought to minimum and the job Tier spreads as outlined above would be maintained.

5. No current wage ladder classification rate or individual employee wage rate will be reduced by the implementation of this LWS structured methodology.

6. Where the company, for business reasons, makes unilateral increases to a job classification rate, the job Tier spreads as outlined above would be maintained.

7. Tiers will be structured as presented below.

Tiers

CSCJobCode	Reclassify to	Job Title	Company Tier	Employee Count
MCA201		Utility Worker	1	0

MCA204		Equipment Services Employee	1	0
MCA207	258	Customer Support Representative	3	4
MCA220	222	Shop Maintenance Person	6	4
MCA221		First Shop Maintenance Person	7	0
MCA222		Second Shop Maintenance Person	6	0
MCA239	221	Senior Maintenance Technician	7	1
MCA240		Food Preparer	2	70
MCA241		Food Assembler	2	5
MCA244		Packer	2	7
MCA249		Order Packer	2	13
MCA257		Storekeeper	3	11
MCA259		Supply & Service Agent	3	10
MCA264		Sr. Food Service Employee	2	8
MCA267		Quality Assurance Auditor	3	0
MCA274		Food Production Coordinator	2	0
MCA281		First Production Cook	5	0
MCA307	245	Specialty Production Coordinator	2	3
MCA364		Sanitation	1	33
MCA381		Service Delivery	2	0
MCO201		Utility Worker	1	9
MCO211		First Airline Food and Equipment Handler	4	0
MCO212		Second Airline Food Equip. Handler	3	0
MCO216		Airline Food & Equipment Dispatcher	6	4
MCO219		Airline Food & Equipment Coordinator	5	0
MCO221		First Shop Maintenance Person	7	1
MCO222		Second Shop Maintenance Person	6	0
MCO229		Customer Service Coordinator	5	10
MCO230		Auto Mechanic	6	0
MCO236	211	Customer Service Representative	4	48
MCO239	221/231	Senior Maintenance Technician	7	4
MCO243		Materials Dept Supply Clerk	3	0

MCO244		Packer	2	0
MCO245		Food Service Employee	2	45
MCO247		Airline Food & Equipment Checker	2	4
MCO253		Airline Equipment Assembler	1	28
MCO257		Storekeeper	3	3
MCO258		Supply Clerk	3	7
MCO259		Supply & Service Agent	3	11
MCO269		International Cook	5	10
MCO274		Food Production Coordinator	2	0
MCO281		First Production Cook	5	0
MCO282		Second Production Cook	3	0
MCO364		Sanitation	1	5
MCO381		Service Delivery	2	0
TPA201		Utility Worker	1	23
TPA211		First Airline Food and Equipment Handler	4	33
TPA212		Second Airline Food Equip. Handler	3	1
TPA216		Airline Food & Equipment Dispatcher	6	0
TPA219		Airline Food & Equipment Coordinator	5	0
TPA221		First Shop Maintenance Person	7	0
TPA222		Second Shop Maintenance Person	6	0
TPA226		Plant Maintenance Technician	6	0
TPA244		Packer	2	0
TPA245		Food Service Employee	2	25
TPA255		Airline Food and Flight Assembler	1	12
TPA257		Storekeeper	3	8
TPA259		Supply & Service Agent	3	0
TPA269		International Cook	5	6
TPA274		Food Production Coordinator	2	0
TPA281		First Production Cook	5	0
TPA381		Service Delivery	2	0