

**Levy at Dodger Stadium**  
**& UNITE HERE Local 11**

**Concessions Collective Bargaining Agreement Summary**

**February 1, 2020 – January 31, 2025**

**5 Years**

## **RIGHTS AND RESPECT**

We achieved our goal to win the same rights and respect that are found in our best contracts. Below are some highlights.

### **1. Investing in Levy Employees, Not Temps!**

We won reductions in the use of temps! Before using temporary workers, Levy pledges to email and text workers at Crypto, LACC, and Dignity Health. Levy commits to reduce temps by 50% in 2023 and by 80% by the end of the contract.

For 2023, workers will receive a \$100 for every worker they recruit to Dodgers that stays past their probationary period.

### **2. Growth and Access to Work Opportunity**

We won language that will guarantee that the Employer will remain neutral when workers at the Rose Bowl, the Music Center, the Gila River Arena (AZ), and the Footprint Center (AZ) decide to unionize! Unionizing these workplaces will ensure more work opportunities for current Levy employees.

### **3. Safe Parking and Busing**

We won commitments to speed up parking at World Trade Center! The Company will provide security to guide traffic, ensure the premises are clean, and make sure that both entrances/exit on Figueroa and Flower are open.

The company pledges to work with Dodgers to institute a dedicated lane for employee buses within the stadium.

### **4. Pregnancy Protection**

We have won protections for workers who are pregnant or have recently had a baby. When necessary, the Employer must accommodate workers by providing additional breaks, time off, light duty, assistance with heavy lifting, etc.

**5. Technology**

If new technology is introduced in the stadium that could affect our jobs, the Employer has committed to provide information about such changes to the Union, to negotiate about their impact, to provide recall rights or severance pay, and to provide interim health benefits to employees who are laid off as a result.

**6. Voting Rights**

Up to two hours of paid time off for workers to be able to vote in government elections.

**7. Immigration**

We won strong protections for immigrant workers: if an employees' work permit expires, they may return with no loss of seniority provided that he/she provides proper work authorization within 12 months. The employee will have an additional 18 months (30 months in total) to return as a new hire to an open position.

# **ECONOMIC IMPROVEMENTS – Concessions Workers in Tip Line**

## **1. Main Concessions Tip-Line & Tip Guarantee**

We won a tip line in concessions! Levy guarantees that all workers in the main tip line will **earn a minimum of \$7.50 per hour** in tips in 2022 and 2023 and **\$8.00** in 2024 for all MLB events.

If your average tips for a month fall below the guarantee, Levy will make up the difference.

Tips from all applicable stands shall be pooled together and divided based on hours worked.

## **2. Tip Line for Liquor and Selected Grab & Gos**

The below liquor bars and grab & gos will have their own individual tip line and are not included in the general concessions tip line or the tip guarantee.

For each POS, each backup (inclusive of assistants and leads) will receive 8% of credit card tips, at a minimum.

Liquor Bars Included: 357 GOLDEN ROAD BAR, 358 JIM BEAM BAR, 200 THINK BLUE BAR, 249 ESTRELLA BAR, 250 ESTRELLA BAR, 409 THINK BLUE BAR, 409 GRAB & GO, 437 DOUBLE PLAY BAR, 713 HERRADURA BAR, 713 GRAB & GO, 723 GRAND SLAM BAR, 724 STRIKE OUT BAR

Grab & Gos Included: 300 MICH ULTRA, 431 FREEZE PLAY, 431 GRAB & GO, 461 ESTRELLA JALISCO, 465 THINK BLUE CRAFT BEER BAR, 466 THINK BLUE CRAFT BEER BAR, 907 GRAB & GO, 907 GOLDEN ROAD KIOSK

**Stand and other concessions workers will receive at least \$13.55 more an hour\* through wage increases and guaranteed tips.**

**\*4 dollars retro**

**Wage Increases for Employees in the Tip Line**

	2/1/20	2/1/2021	2/1/2022	Ratification	2/1/2023	2/1/2024	W/Tip
	\$0.75	\$0.75	\$2.50 (includes prior \$1.50)	Varies by Position	\$0.75	\$0.80 (+)	\$8.00 in 2024
<b>Stand Leads (1 to 6 Attendants)</b>	20.57	21.32	23.82	24.32	25.07	26.37	34.37
<b>Stand Leads (7 to 12 Attendants)</b>	21.64	22.39	24.89	25.39	26.14	27.44	35.44
<b>Stand Leads (13 to 18 Attendants)</b>	23.21	23.96	26.46	26.96	27.71	29.01	37.01
<b>Stand Leads (19 to 24 Attendants)</b>	23.58	24.33	26.83	27.33	28.08	29.38	37.38
<b>Stand Leads (25 to 31 Attendants)</b>	24.65	25.4	27.9	28.4	29.15	30.45	38.45
<b>Stand Leads (32 to 38 Attendants)</b>	25.72	26.47	28.97	29.47	30.22	31.52	39.52
<b>Stand Leads (39+ Attendants)</b>	26.79	27.54	30.04	30.54	31.29	32.59	40.59
<b>Assistant Stand Leads (1 to 6 Attendants)</b>	18.98	19.73	22.23	22.53	23.28	24.43	32.43
<b>Assistant Stand Leads</b>	19.23	19.98	22.48	22.78	23.53	24.68	32.68

<b>(1 to 6 Attendants)</b>							
<b>Assistant Stand Leads (7 or more Attendants)</b>	19.5	20.25	22.75	23.05	23.8	24.95	32.95
<b>Assistant Stand Leads (7 or more Attendants)</b>	19.75	20.5	23	23.3	24.05	25.2	33.2
<b>Stand Employees (inclusive of Production Kitchen)</b>	18.14	18.89	21.39	21.39	22.14	22.94	30.94
<b>Culinary Specialist</b>	21.84	22.59	25.09	25.09	25.84	26.64	34.64
<b>Executive Club Stand Lead</b>	23.21	23.96	26.46	26.96	27.71	29.01	37.01
<b>Executive Club Assistant Lead</b>	19	19.75	22.25	22.55	23.3	24.45	32.45
<b>Executive Club Cashier</b>	18.44	19.19	21.69	21.69	22.44	23.24	31.24
<b>Lead Vending Setup</b>	22.93	23.68	26.18	24.32	25.07	26.37	34.37
<b>Vending Setup</b>	19.2	19.95	22.45	23.82	24.57	25.37	33.37

## **ECONOMIC IMPROVEMENTS –Other Concessions Workers**

**Workers will receive at least \$9.95 more an hour\* through wage increases!**

**\*4 dollars retro**

	<u>2/1/20</u>	<u>2/1/2021</u>	<u>2/1/2022</u>	<u>Ratification</u>	<u>2/1/2023</u>	<u>2/1/2024</u>
	\$0.75	\$0.75	\$2.50 (includes prior \$1.50)	Varies by Position	\$2.00	\$3.95 (+)
<b>Warehouse Working Foreman</b>	24.63	25.38	27.88	28.88	30.88	37.33
<b>1st Assistant Warehouse Working Foreman</b>	23.67	24.42	26.92	27.92	29.92	36.37
<b>Leadperson</b>	22.18	22.93	25.43	26.43	28.43	34.88
<b>Certified Warehouse/ Forklift Person</b>	19.86	20.61	23.11	24.11	26.11	32.56
<b>Warehouseperson</b>	19.2	19.95	22.45	23.45	25.45	31.9
<b>Beer Tapper</b>	19.96	20.71	23.21	24.21	26.21	32.66
<b>Dispatcher</b>	15.75	16.5	19	19.75	21.75	29.45
<b>Lead Commissary (1 to 6 Attendants)</b>	20.57	21.32	23.82	25.07	27.07	32.27
<b>Lead Commissary (7 to 12 Attendants)</b>	21.64	22.39	24.89	26.14	28.14	33.34

<b>Lead Commissary (13 to 18 Attendants)</b>	23.21	23.96	26.46	27.71	29.71	34.91
<b>Lead Commissary (19 to 24 Attendants)</b>	23.58	24.33	26.83	28.08	30.08	35.28
<b>Lead Commissary (25 to 31 Attendants)</b>	24.65	25.40	27.90	29.15	31.15	36.35
<b>Lead Commissary (32 to 38 Attendants)</b>	25.72	26.47	28.97	30.22	32.22	37.42
<b>Lead Commissary (39+ Attendants)</b>	26.79	27.54	30.04	31.29	33.29	38.49
<b>Commissary</b>	18.14	18.89	21.39	22.64	24.64	29.84

### **Other financial victories:**

- **COVID Pay:** We won recognition for those who served during the height of the pandemic! All employees that worked during COVID-19 will receive an additional \$0.90 for all hours worked in 2021.
- **Pension Increases!** Levy will pay 68 cents for pension in 2023 and \$1.18 in 2024. (Currently they pay 43 cents)
- **Legal Fund for All!** All employees (excluding vendors) will now be able to access services from the legal fund! The Employer’s contribution will go up from 10 cents to 11 cents.
- **Health Increases!** The Health Fund will increase from \$4.34 per hour in 2022 to \$5.40 per hour by the end of the contract.



- **Raises for Vendors!** Vendors will receive premium tipped increases for non-commissioned wages and will receive 3x Health and Welfare Rate. Vendors are now included in concessions meal program.
- **Double Time for World Series!** All employees will be paid at the rate of time and a half for all major league baseball All Star Events (i.e., All-Star Game, Home Run Derby and Futures Game), and National League Playoff games. All employees will be paid at the rate of double time (2x) for all World Series games.
- **More Incentive Pay!** Incentive Pay for Attendance will increase from \$400,000 to \$450,000 in 2024.
- **Ratification Bonus!** All employees currently on payroll will receive a \$75 bonus upon ratification.