

Levy at Dodger Stadium
& UNITE HERE Local 11

Premium Collective Bargaining Agreement Summary

April 14, 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 remains 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 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.

8. Fixing Check Errors

We won a commitment from management that they will resume the practice of re-opening checks when employees forget to add gratuity.

ECONOMIC IMPROVEMENTS – Non-Tip Premium

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

***4 dollars retro**

	2/1/20	2/1/2021	2/1/2022	Ratification	2/1/2023	2/1/2024
	\$0.75	\$0.75	\$2.50 (includes prior \$1.50)	Varies by Position	\$2.00	\$3.95 (+)
Suite Attendant (6 hr)	21.06	21.81	24.31	24.31	26.31	30.26
Suite Runner	16.7	17.45	19.95	19.95	21.95	25.9
Pantry Coordinator	23.17	23.92	26.42	26.42	28.42	32.37
Dugout Club In- Seat Expediter	19.25	20	22.5	23.5	25.5	30.45
Dugout Club In- Seat Runner	18.75	19.5	22	22	24	27.95
Dugout Club Server Assistant	20.1	20.85	23.35	23.35	25.35	29.3
Baseline Club Runner	20.1	20.85	23.35	23.35	25.35	29.3
Food Runner/Busser/ Barback Stadium Club	16.96	17.71	20.21	21.21	23.21	28.16
Cook 1	23.2	23.95	26.45	29.45	31.45	40.65
Cook 2	22.15	22.9	25.4	26.15	28.15	34.35

Cook 3	17.87	18.62	21.12	22.12	24.12	30.32
Pastry Cook 1	25.50	26.25	28.75	34.50	36.50	40.95
Pastry 2	25.50	26.25	28.75	32.00	34.00	37.95
Pastry 3	25.50	26.25	28.75	28.75	30.75	34.70
Pastry Runner	19.25	20	22.5	22.5	24.5	28.45
Utility	16.35	17.1	19.6	21.6	23.6	30.05
Assistant Lead Utility	17.85	18.60	21.10	24.95	26.95	34.15
Lead Utility	17.85	18.60	21.10	25.10	27.10	35.55
Host/Hostess Stadium Club	19.76	20.51	23.01	24.01	26.01	30.96
Catering	26.11	26.86	29.36	30.86	32.86	37.81
Press Attendant (formerly "Press")	18.46	19.21	21.71	22.71	24.71	31.16
Executive Club In Seat Runner	18.75	19.5	22	22	24	27.95
Warehouse Receiver	18.46	19.21	21.71	22.71	24.71	31.16
Forklift/Receiver	21.55	22.3	24.8	25.8	27.8	34.25

** Executive Club Stand Lead, Assistant Lead, and Cashier are included in the main concessions tip pool and should refer to the concessions ratification summary for information concerning wages. Cashiers are grandfathered at the average amount of tips they currently earn.*

ECONOMIC IMPROVEMENTS – Tipped Premium

Workers will receive \$3.56* more an hour through wage increases!

***\$2.01 retro**

	<u>2/1/20</u>	<u>2/1/2021</u>	<u>2/1/2022</u>	<u>2/1/2023</u>	<u>2/1/2024</u>
	\$0.38	\$0.38	\$1.25 (includes prior raise)	\$0.75	\$0.80
Dugout Club In- Seat Server	16.63	17.01	18.26	19.01	19.81
Dugout Club/Baseline Club Server	16.63	17.01	18.26	19.01	19.81
Dugout Club/Baseline Club Bartender	18.68	19.06	20.31	21.06	21.86
Server Stadium Club	15.64	16.02	17.27	18.02	18.82
Bartenders	15.64	16.02	17.27	18.02	18.82
Executive Club Bartender	18.68	19.06	20.31	21.06	21.86
Executive Club In Seat Server	16.63	17.01	18.26	19.01	19.81

Other financial victories:

- **Catering:** Catering workers will receive an automatic 5 percent gratuity for in-house events! Levy will also add a tip line for outside catering events, with suggested tip percentages of 18, 20, 22%, and other.

- **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.
- **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.
- **Vacation!** We won vacation for employees that work year-round. Employees that work more than 170 days in the year will receive up to four weeks of paid vacation.
- **Night Premium:** We won a night premium for workers whose shifts begin from midnight – 3:30 AM. Employees will receive a \$1.00 premium for each hour worked during the shift.
- **Open Tabs:** We won the right for employees to add a 20% gratuity to all tabs left open by customers after closing.
- **Ratification Bonus!** All employees currently on payroll will receive a \$75 bonus upon ratification.