

## MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (“Agreement”) is entered into by and between UNITE HERE Local 2 (the “Union”) and the Employer of the Employees at the San Francisco Marriott Marquis, Courtyard Marriott, Marriott Union Square, W Hotel, St. Regis Hotel, and Westin St. Francisco Hotels (hereafter, the “Employers” or “Hotels”) (together, the “Parties”).

1. The Union and the Hotels are parties to a Collective Bargaining Agreement (the “CBA”), dated August 15, 2018 to August 14, 2022, including the Parties’ February 2019 Memorandum of Understanding modifying the 2013-2018 “Red Book”.
2. The Parties agree that except as modified in this Agreement, the terms and conditions of the CBA, including all Appendices, Letters of Agreement, Side Letter Agreements, Letters of Understanding and Grievance Resolutions, shall continue in full force and effect until August 14, 2024 (the “Expiration Date”), and, unless either party desires to alter, terminate, or amend it, for successive annual periods. The CBAs shall automatically be renewed in full force and effect from year to year after August 14, 2024 unless either Party gives at least 90 days’ written notice prior to the Expiration Date or any August 14 in succeeding years to the other parties hereto.
3. The following hourly rate increases shall apply during 2022:
  - August 13, 2022: \$0.50 wages (\$0.56 non-tipped, \$0.28 tipped)
  - August 13, 2022: \$0.16 pension (monthly increase of \$24.64)
  - September 03, 2022: \$1.25 health and welfare (monthly increase of \$192.50)
4. On April 1, 2023, the Trust Fund Consultant will examine Health & Welfare eligibility counts for the trailing 12-month period (April 1, 2022 thru March 31, 2023) to determine and report on the average percentage of restored employment for the year, using a comparator pre-pandemic baseline of 7,500 active members in the Fund.

If the average is 80% or higher, the Hotels’ contribution rate shall remain unchanged until the September 2023 allocation. If the average falls between 70-80%, the Employer shall, retroactive to September 03, 2022, increase the monthly contribution by an additional \$0.25 per hour (\$38.50 per month), bringing the total contribution increase to \$1.50 per hour (\$231 per month). If the average falls below 70%, the Employer shall, retroactive to September 03, 2022, increase the monthly contribution by an additional \$0.50 per hour (\$77

per month), bringing the total contribution increase to \$1.75 per hour (\$269.50 per month).

5. The Union shall allocate the following package increase to hourly wage rate increases and benefit fund contribution increases in its sole discretion, but may not allocate to any fund to which the Hotels have not agreed to contribute:

August 14, 2023: \$1.91

6. All provisions of the CBA shall remain in full force and effect during the term of this Agreement, except to the extent that they are modified, added to, or deleted by this Agreement. In the event of any inconsistency between the CBA and this Agreement, this Agreement controls.
7. Any disputes about the interpretation or application of this Agreement shall be subject to the grievance and arbitration procedure of the CBA.

IN WITNESS WHEREOF, the Parties hereto by their duly authorized representatives have agreed and set their hands.

FOR THE HOTELS

FOR THE UNION

By: \_\_\_\_\_

By: \_\_\_\_\_

Its: \_\_\_\_\_

Its: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Marriott International Inc.

UNITE HERE Local 2

## **SIDE LETTERS – MARRIOTT MARQUIS**

### **1. Marquis Banquets Subcommittee**

The parties agree to meet within 90 days of ratification to discuss banquet issues at the Marriott Marquis.

### **2. Marquis limited participation in Local 2 Health & Welfare**

The parties agree that any bargaining unit member who is employed at the Marriott Marquis as of September 1, 2022 and who as of August 14, 2020 had been enrolled in the Local 2 Pension Plan for ten (10) or more years; shall have the option on or around September 1, 2022 to elect participation in the San Francisco Culinary Health & Welfare Trust Fund for health care coverage commencing on January 1, 2023.