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COLLECTIVE BARGAINING AGREEMENT

Between

HOLIDAY INN EXPRESS AND SUITES

225 South 11th Street
Minneapolis, MN 55403

and

UNITE HERE UNION
LOCAL 17 AFL-CIO

January 1, 2026 through December 31, 2028

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THIS AGREEMENT, entered into this 24th day of April 2026, between UNITE HERE Local 17, AFL-CIO hereinafter referred to as the Union, and the Holiday Inn Express and Suites located at 225 South 11th St., Minneapolis, MN 55403, hereinafter referred to as the Employer, Company, or Management.

WITNESSETH:

In consideration of the mutual promises and covenants expressly stated herein, the Employer and the Union agree as follows:

ARTICLE 1
UNION RECOGNITION

The Company recognizes the Union as the sole collective bargaining representative for all regular employees of the Company within the job classifications listed in this Agreement, excluding all office and clerical employees, front office, security guards, sales professionals, temporary employees, managerial and supervisory employees as defined under the National Labor Relations Act.

ARTICLE 2
COMPLETE AGREEMENT

2.1 Complete Agreement. The parties hereby acknowledge and affirm that during the negotiations which led to this Agreement, each of them had the unlimited right and opportunity to formulate demands and proposals with respect to all subjects or matters not excluded by law from collective bargaining and that all decisions and covenants reached by them through the use of such rights and opportunities appear in this Agreement except those rules of conduct, safety or operations that the Company will adopt as necessary from time to time. Any duty to negotiate concerning any such subjects is hereby waived by the Company and the Union for the term of this Agreement. Additionally, it is agreed that no demands or claims based on matters not maintained in this Agreement will be made during the life this Agreement. However, nothing in this clause precludes the parties from making changes in this Agreement by mutual consent upon written request by one party and written acceptance by the other party.

The parties also specifically agree that all agreements, precedents, and practices of any kind are effective and existing only to the extent the one expressly set forth in the terms of this Agreement or on written addendum to this Agreement signed by both parties. The parties specifically agree that the Company's current Employee Handbook is replaced by the collective bargaining agreement and that none of its provisions will be applicable to employees covered by this Agreement, except as specifically incorporated into this Agreement or as otherwise stated in this Agreement.

2.2 No Vested Interest Acquired by Employees. Employees shall acquire no vested interest in the rights or benefits granted herein. All rights or benefits which employees acquire under the terms of this Agreement shall extend only for the duration of this Agreement and shall then terminate, unless expressly renewed or extended for an additional term by written agreement or by application of the automatic renewal clause of this Agreement.

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2.3 Union and Management Cooperation. The Union and the Employer agree to work together to enhance the Employer's business and to improve conditions under which employees work. The Union agrees to cooperate with the Employer in maintaining and improving safe and sanitary conditions and practices; and in maintaining, safeguarding, and conserving the equipment, supplies, materials, vehicles, machinery, buildings, and other property used by employees in connection with their work assignments.

2.4 Most Favored Nations. The Union agrees that if after the date of ratification of this Agreement, it enters into a renewal agreement with any other hotel employer in the City of Minneapolis and surrounding area, who operates the same type of establishment as an Employer-Party to this Agreement, and if the Employer-Party to this Agreement believes that said renewal agreement is more favorable in its provisions than the provisions of this Agreement, then the Employer-Party to this Agreement shall be entitled to have the full provisions of said renewal agreement in its entirety upon providing written notice to the Union that said Employer-Party to this Agreement wishes to exercise this option. The Union agrees to notify the Employer's representative of any negotiated renewal agreements and furnish copies thereof upon request.

ARTICLE 3
UNION RIGHTS

3.1 No Individual Agreements. The Employer agrees not to enter into any agreements or contracts with its employees, individually or collectively, which conflict with the terms and provisions of this Agreement, except as expressly agreed to in the form of a written addendum.

3.2 Union Shop. It shall be a condition of employment for all employees covered by this Agreement that all employees who are members of the Union on the effective date of this Agreement shall remain members of the Union or pay fees in lieu thereof. Furthermore, any of these employees who are not members of the Union on the effective date of this Agreement shall, on or after the thirty-first (31st) day of the effective date of this Agreement, become and remain members of the Union or pay fees in lieu thereof. It shall also be a condition of employment that all employees covered by this Agreement and hired on or after its effective date shall, on or after the thirty-first (31st) day of their employment, become and remain members of the Union or pay fees in lieu thereof.

3.3 Maintenance of Check-Off. The Employer shall adhere to the provisions in each dues check-off authorization agreed to by the employee regarding automatic annual renewal of the authorization and the provisions agreed to by the employee regarding revocation of the authorization only during annual window periods, irrespective of the employee's membership in the Union.

3.4 Electronic Authorizations. The Union will provide the Employer verification that dues deductions have been authorized by the employee. Employees may express such authorizations by submitting to the Union a written application form, through electronically recorded phone calls, by submitting to the Union an online deduction authorization, or by any other means of indicating agreement allowable under state or federal law.

3.3 Checkoff. The Employer shall checkoff monthly Union dues and initiation fees and/or other required fees in a manner according to procedures agreed upon between the representatives of

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both Parties, upon receipt of the written authorization form to deduct union dues or fees signed by the employee. Deductions for checkoff shall be submitted to the Union by the tenth (10th) of each month, but in no event, later than the fifteenth (15th) of the month. New applications will be sent to the Union with the monthly billings.

3.4 Tip Checkoff. Voluntary Check-off of Political Contributions

The Employer agrees to honor political contribution deduction authorization from associates in the following form:

UNITE HERE MN TIP Political Action Committee:
GIVING WORKERS A VOICE!

I, _____ hereby authorize and direct the PAYROLL DEPARTMENT OF _____ to deduct from my salary the sum of $2/$5/_____per month and to transmit that sum to the MN State Council of UNITE HERE Unions Political Action Committee. My signature shows I understand that (1) my contributions will be used for political purposes to advance the interests of the members of UNITE HERE, their families, and all workers, including support of State and Local candidates and political committees and addressing political issues of public importance; (2) this authorization is voluntary, and contributing to the MN State Council of UNITE HERE Unions Political Action Committee is not a condition of membership in UNITE HERE or any of its affiliates, or a condition of employment; (3) I may refuse to contribute without reprisal; (4) any guideline contribution amounts proposed by UNITE HERE are only suggestions; I may contribute more or less than those amounts, and I will not be favored or disadvantaged by UNITE HERE or the employer because of the amount of my contributions or my decision not to contribute; and (5) only union members and executive/administrative staff who are U.S. citizens or lawful permanent residents are eligible to contribute. Contributions or gifts to the MN State Council of UNITE HERE Unions Political Action Committee are not deductible for federal income tax purposes. This authorization shall remain in effect until revoked in writing by me. This authorization shall apply while I am employed by my current employer and while I am employed by any future employers that have contracts or bargain collectively with UNITE HERE Local 17.

Signature of Employee:_____ Date:_____

Voluntary Political Deduction -The Employer shall deduct and transmit to the MN State Council of UNITE HERE Unions Political Action Committee the amount of contribution specified, at a flat dollar amount, for each payroll period or other designated period worked from the wages of those employees who voluntarily authorize such contribution at least seven (7) days prior to the next scheduled pay period, on the form provided for that purpose by the MN State Council of UNITE HERE Unions Political Action Committee. These transmittals shall occur no later than the twenty-fifth (25th) day of the following month and shall be accompanied by a list setting forth as to each contributing employee their name, address, occupation, rate of PAC payroll deduction by the payroll or other designated period, and contribution amount. The parties acknowledge that the Employer's costs of administration of this PAC payroll deduction have

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been taken into account by the parties in their negotiation of this Agreement and have been incorporated in the wage, salary and benefits provision of this Agreement. The company shall send these transmittals and this list to: Treasurer, MN State Council of UNITE HERE Unions Political Action Committee, Minneapolis, MN 55414.

3.5 Bulletin Board and Newspaper Boxes. The Employer agrees to provide a space in which the Union may place a bulletin board for the posting of all Union communications in a conspicuous area frequented by employees, provided such material is not detrimental to the labor-management relationship and management receives a copy of any material prior to posting.

3.6 Union Buttons. All employees shall be permitted to wear their official Union button and/or official steward button, provided the button size is no larger than the present buttons (the size of a quarter).

3.7 Union Stewards. The Employer recognizes the right of the Union to conduct an election or select from among the employees who are members of the Union, a Chief Steward/Steward(s) to handle such Union business at the Company where they are employed, as may from time to time be delegated to them by the Union. The name of such Chief Steward/Steward(s) shall be reported to the Employer. The Union shall designate the areas for which the Chief Steward/Steward(s) is responsible. Union Chief Steward/ Steward(s) employed by the Employer shall be required to fulfill their obligations to the Employer and to perform their job duties as any other employee covered by the Agreement and shall not interrupt employees while working.

3.8 Union Visitation. Union representatives and officers shall be privileged to visit the premises of the Employer, generally non-working areas, at all reasonable hours for the transaction of official Union business. Union Officers and Business Agents shall call ahead and shall notify the designated management representative of their intended presence upon the premises and shall not interrupt employees while working.

3.9 Voter Registration. The Employer and the Union will provide employees with the opportunity to register to vote in an area designated by the Employer.

ARTICLE 4
MANAGEMENT RIGHTS

4.1 The Employer and the Union specifically agree that management shall have the right to direct the work force and to determine the policies and methods of operating its Hotel as described below, and except as expressly restricted by the provision of this Agreement, are not subject to negotiation or to the grievance and arbitration procedure. Such management rights and responsibilities shall include, but not be limited to, the following: the right to select the employees it will hire; the right to establish or revise work schedules; to determine the size and composition of its working force; to determine the number and type of equipment, material, products and supplies to be used or operated; to discipline or discharge employees for just cause; to maintain efficiency of employees; to determine assignments of work; to discontinue all or any part of its business operations; to expand, reduce, alter, combine or transfer, assign, or cease any job, department or operation for business purposes; to introduce new, different or improved methods and procedures in its operations , to determine performance and quality standards, to

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establish and modify rules, including safety, disciplinary and work rules and policies, to subcontract work not previously routinely done by unit members and to otherwise generally manage the Hotel, except as expressly restricted by the provisions of this Agreement. Provided, however, the Union shall be notified of any new job classification combination.

ARTICLE 5
NO STRIKE - NO LOCKOUT

5.1 No Strikes or Lockouts. The Union agrees that there shall not be any strike, sympathy strike, stoppage of work, slow downs, boycotts, refusal to handle merchandise, picketing of the Employer's establishment covered by this Agreement or other interruption of work or interference with the Employer's Hotel during the term of this Agreement or any extension; and the Employer agrees that there shall be no lockouts during the term of this Agreement or any extension. Participation by any employee in any such practices prohibited by this Section shall be considered just and reasonable cause for discharge or other disciplinary action by the Employer.

5.2 Unauthorized Action. In the event any violation of the previous paragraph occurs which is unauthorized by the Union, the Employer agrees that there shall be no liability on the part of the International or Local Union or any of their officers or agents, provided that in the event of such unauthorized action the Union first meets the following conditions:

a) The Union shall declare publicly that such action is unauthorized by the Union if requested to do so by the Employer.

b) The Union shall promptly order its members to return to work, notwithstanding the existence of a picket line, if requested to do so by the Employer.

c) The Union shall not question the unqualified right of the Employer to discipline or discharge employees engaging in, participating in, or encouraging such action. It is understood that such action on the part of the Employer shall be final and binding upon the Union and its members and shall in no case be construed as a violation by the Employer of any provision of this Agreement. However, an issue of fact as to whether or not any particular employee has engaged in, participated in, or encouraged any such violation may be subject to arbitration but not the discipline itself.

5.3 Jurisdictional Dispute. It is agreed that any jurisdictional dispute between any union or unions involved with this Agreement shall not result in or interfere with the business of the Employer in any manner.

ARTICLE 6
PAY AND JOB CLASSIFICATIONS

6.1 Minimum Rates. The minimum rates of pay for the job classifications covered by this Agreement are set forth in the Schedule of Wages which is attached and made a part of this Agreement. There shall be no lessening of wages or direct cost item fringe benefits now

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prevailing established by prior agreements and by past practice. Direct cost item fringe benefits are defined as meals, uniforms, holidays, vacations, parking and insured or funded fringe benefits.

6.2 Above Scale Rates. The wage scale as set forth in the Schedule of Wages of this Agreement reflects minimum rates and does not prohibit an employee from receiving a higher wage.

6.3 New Classifications and Combinations. When the Employer establishes a new job classification or a combination of two or more job classifications within the scope of this Agreement, the Union shall be notified and the rate of pay for the new job classification or combination of job classifications shall be subject to negotiation with the Union.

6.4 Full-Time Payroll Employees. Regular full-time payroll employees are employees who have completed their probationary period and are available to work a minimum of thirty (30) hours a week.

ARTICLE 7
MEALS, UNIFORMS AND EMPLOYEE AREAS

7.1 Meals.

a) The employer shall continue to make food available to employees from the breakfast bar.

b) Meal periods shall be an uninterrupted one-half (1/2) hour for which the employee is not to be compensated. If employees are required to work any portion of the meal period, they shall receive the regular hourly rate for the entire meal period.

7.2 Uniforms. The Employer shall provide uniforms and the laundering and upkeep for all employees who are required to wear uniforms in accordance with the employer's established policies.

7.3 Regular Rate of Pay. It is specifically agreed by the Union and Employer that any meals, uniforms, rooms and/or laundering and maintenance of uniforms furnished by the Employer to an employee shall not be considered as part of the employee's regular rate of pay for overtime and wage computation purposes within the meaning of Wage and Hour Law, and that an employee's regular rate of pay is that rate reflected on the Schedule of Wages in Appendix A.

7.4 Employee Areas. The Employer shall maintain dining areas and locker rooms for employees in conformity with the requirements of the applicable sanitary code regulations and health ordinances.

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ARTICLE 8
HOURS OF WORK, OVERTIME & PREMIUM PAY

8.1 No Guarantee. This Article is intended to indicate the normal number of hours of work. It shall not be construed as a guarantee of minimum or maximum hours of work per day or per week, or of the number of days of work per week, or of working schedules.

8.2 Standard Workweek. The standard work week shall consist of forty (40) hours of work, on five (5) days, which days shall normally be consecutive. Employer's standard work week for overtime pay computation purposes shall be one hundred and sixty-eight (168) consecutive hours beginning at 12:01 A.M. through 12:00 midnight. The Employer agrees to notify the Union of any change in the standard workweek.

8.3 Standard Workday. The standard workday shall be eight (8) working hours within eight and one-half (8 1/2) on the Employer's premises. Split shifts can be utilized as necessary.

8.4 Overtime Work. Employees shall not be required to work overtime unless it is a business necessity, in which case such overtime shall be offered based on seniority of those employees performing the work on the shift.

8.5 Overtime Pay. All employees shall receive time and one-half (1-1/2) overtime pay for all hours worked in excess of forty (40) hours per standard workweek or after eight (8) hours in a day.

8.8 No Guarantee. No employee shall be guaranteed work on the sixth (6th) or seventh (7th) consecutive day. No employee shall be required to work on the sixth (6th) or seventh (7th) consecutive day, provided, however, under unusual business circumstances, the seniority list shall be followed in this regard with respect to those working the job.

8.9 No Duplication of Overtime or Premium Pay. There shall be no pyramiding or duplication of overtime and/or premium pay for the same hours worked.

8.10 Work Schedules. All work schedules shall be posted on Thursday for the following week. Such schedules may be changed in cases of emergencies or business necessities.

8.11 Replacements. Management shall be responsible for scheduling replacements. If an employee proposes a replacement such substitute must be approved in advance.

8.12 Report-in-Pay.

a) An employee called in and reporting for work as scheduled without prior notice received by the employee not to so report shall receive a minimum of four (4) hours work or four (4) hours pay for that day at the employee's regular hourly rate; provided, the employee is available for work for the full period of time required.

b) No employee shall be entitled to report-in pay or other pay if the lack of work is due to any strike, work stoppage, or labor dispute, or to a fire, flood, Act of God, or other condition, which are beyond the control of the Employer.

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8.13 Meetings. Employees shall be paid for actual time spent in meetings or training sessions. If the employee is not on the work schedule and attends, they will be paid for actual hours, but not less than three (3) hours.

8.14 Time Off. Employees shall have the right to request to take that portion of the workday off that is necessary for doctor and/or dentist appointments. Such requests shall not be unreasonably denied. Employees needing such time off shall notify the Employer one (1) week in advance whenever possible. Employees shall provide proof of necessary time off at the Employer's request.

8.15 Discontinuance of Business. If it is necessary to temporarily close down for remodeling or permanently close any part of the Hotel the Employer will give affected employees a minimum of two (2) weeks' notice unless the cause of the discontinuance of the business is beyond the control or knowledge of the Employer. If the Employer fails to give affected employees the two (2) weeks' notice, and no suitable alternative employment is provided, these employees shall receive one (1) week's pay. The Parties acknowledge that unexpected fluctuations of business are beyond the control or knowledge of the Employer in the application of this section.

8.16 Rest Breaks. The Hotel shall continue to provide paid breaks of fifteen (15) minutes for each four (4) hours of work. However, an employee who does not take a break may leave before the end of their shift for that reason with previous management authorization or apply it toward their half hour unpaid meal period.

ARTICLE 9
SENIORITY

9.1 Definition.

a) Seniority shall mean continuous length of service in the establishment from first day of work in the classifications covered by this Agreement after completing probation. Such classifications are set forth in Appendix A, incorporated herein. Such seniority shall be established by being regularly scheduled in a classification. Employees who work on an intermittent basis in another classification shall not build seniority in that classification.

9.2 Same Start Date. In the event two or more employees begin work on the same day, a numerical suffix will be attached to the seniority date of such employees based on the last four digits of the employee's social security number. The employee with the lowest four- digit number shall be deemed the most senior.

9.3 Probationary Period - New Employees. Any new employee shall be employed on a ninety (90) day trial or probationary basis, during which time they may be discharged without recourse. After the trial period, they shall be placed on the seniority list and their seniority shall then date from the first day of their current period of employment.

9.4 Probation Period - New Classification. An employee promoted to a higher classification shall serve twenty (20) working days probationary period. During the probationary period, the

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Employer may return the employee to their previously held classification and schedule, for inability to perform the duties of the new job, or the employee may elect to return to their previously held classification, room, and schedule if the position is not permanently filled; otherwise, the employee shall be given available work in that classification. Employees so returning to a previous classification shall suffer no loss of seniority.

9.5 Areas of Seniority. The Employer and Union agree to recognize seniority in the following areas:

a) Employees shall be laid off and returned to work according to their length of service in their respective job classifications as set out in 9.6 below.

b) Scheduling of vacation time.

c) Offering of overtime work and requiring in reverse order.

d) Employees may exercise their seniority to not work the holiday, if business permits with the junior employee(s) in the classification being required to work as needed. To be excused employees shall give the Employer two (2) weeks' notice prior to the holiday. Employees regularly scheduled to work the day on which the holiday is celebrated may not be bumped out of their shift.

e) Scheduling of Work. The seniority of employees will be taken into consideration in scheduling employees for weekly schedules.

It is understood that employees shall not be permitted to establish their own work schedule, nor shall they be permitted to work overtime without the specific approval of their supervisors.

Nothing in the agreement shall be interpreted as a guarantee if a minimum number of hours or days of work.

f) Promotion, demotion, or transfer to new job openings.

g) Upon request in writing, any employee scheduled less than five (5) days per week may exercise their seniority for five (5) days of work per week when additional shifts become vacated on a regular basis, unless such shifts are eliminated. The employee must bid the five (5) day schedule as posted.

9.6 Layoffs and Recalls. During layoffs or reductions in the working force, the employee with the least seniority in the job classification affected shall be laid off first. When the working force is again increased, employees on layoff shall be recalled in the order of their job classification seniority, unless circumstances have occurred during the layoff which make them disqualified. Ability to perform the work available shall be a determining factor in following the principle that the last employee laid off will be the first employee rehired.

9.7 Bumping. Bumping shall not be permitted except in cases of layoff as described in 9.5 and 9.6. Bumping means complete layoff from work, not merely a reduction in hours.

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9.8 Classification Seniority. Employees changing classifications shall begin their seniority for scheduling on day of entry into the new classification. During layoffs or reduction in the work force within a classification, an employee may exercise any accrued seniority in their prior classification to revert to the classification from which they were last transferred if qualified to handle all the duties of the prior classification.

9.9 Notice of Recall. Where an employee is notified at the time of layoff when they are to report back to work, they will promptly report at such time without further notice. When an employee is not notified at the time of layoff when they are to report back to work, they shall be given three (3) days' notice of when to report back to work if the period of layoff has been less than fourteen (14) days. If the layoff period extends for fourteen (14) days or more, the employee shall be given seven (7) days' notice of the time to report back to work. Notice to report back to work shall be given by a letter to the address furnished to the Employer by the employee. While waiting for an employee to report back to work, the Employer may utilize any other available person to perform the work.

9.10 Loss of Seniority. Seniority and job rights shall be terminated for the following reasons, as well as any other reasons established under the terms of this Agreement:

a) Voluntary quitting.

b) Discharge for cause.

c) Failure to return to work after recall as provided.

d) Failure to return to work promptly at the end of an authorized leave of absence, unless due to Act of God.

e) Remaining on layoff for longer than twelve (12) months.

f) Terminates employment from the regular schedule and works on an intermittent call-basis only.

g) Is absent for two (2) consecutive workdays without reporting to the Company an acceptable reason for the absence.

9.11 Job Posting. New job openings will be posted for a minimum of five (5) days, including the weekend and will be awarded to qualified applicants. If qualifications are equal, seniority shall prevail. The job opening may be filled from any source on a temporary basis during its vacancy.

9.12 Seniority List. The Employer shall furnish an accurate seniority list to the Union within ten (10) days of the date on which this Agreement is signed. Thereafter, the Employer shall notify the Union of each employee who has been separated from employment and such other monthly information on employees as has been provided.

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ARTICLE 10
GRIEVANCE AND ARBITRATION PROCEDURE

10.1 Grievance Procedure for Employees. Should differences arise concerning the Employer, the Union and/or any employee who has completed their probationary period, as to the meaning and application of this Agreement, the following procedure shall be followed by an employee and the Union.

Step 1. The employee may take up the matter with their supervisor on an informal basis in order to settle the matter promptly. An aggrieved employee may have the Union Steward Assist them with Step 1 if they so desire.

Step 2. If the grievance is not satisfactorily settled in Step 1, the aggrieved employee or the Union shall, within fourteen (14) calendar days from the date on which the incident which gave rise to the grievance occurred, file a written grievance with the General Manager; provided however, the fourteen (14) calendar day requirement and the written grievance requirement may be waived by mutual written agreement. Failure to file such written grievance within fourteen (14) calendar days shall result in such grievance being presumed to be without merit and it shall be barred from further consideration.

The written grievance shall set forth the facts giving rise to the grievance, including the date and persons involved, and designate the provisions of the Agreement which allegedly have been violated.

Step 3. The representative or representatives of the Employer will confer with the Union Steward and/or Union Business Agent within fourteen (14) calendar days after receipt of such written grievance in an effort to settle the grievance unless the time limit is extended by mutual written agreement of the Parties. If not settled at this conference, the Employer shall issue a decision in writing on any such written grievance within seven (7) days from the time such grievance meeting is adjourned.

10.2 Effect of Failure to Appeal. Any grievance not appealed to a succeeding step within the time limits specified shall be deemed abandoned and not entitled to further consideration.

10.3 Arbitration Procedure. If the grievance cannot be satisfactorily settled by the above steps of the grievance procedure either of the Parties may request Arbitration by giving the other Party written notice of its desire to arbitrate within fourteen (14) calendar days after the Employer or the Union has made its final written answer as provided in Step 3 (unless the Employer and the Union mutually agree in writing to extend the time limit), in which event the grievance shall be arbitrated according to the following procedure:

The Party desiring to arbitrate shall request and pay the Federal Mediation and Conciliation Service (with a copy of such request to the opposite Party) to furnish the Parties with a panel of seven (7) names of impartial arbitrators. From this panel a representative of the Employer and the Union shall select the Arbitrator. The Arbitrator shall be selected by each Party striking in turn one strike at a time. The person remaining on the list after each Party has exercised their strikes shall become the Arbitrator. Either party may request a second list if the list supplied is

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not satisfactory; to a maximum of two (2) lists. The party requesting a list will pay the applicable fee to obtain it. The Parties may select an Arbitrator by other means if such other method of selection is confirmed by a written stipulation.

The selection of the Arbitrator and the hearing shall be within thirty (30) days of the request for Arbitration, whenever practicable.

The expenses of the Arbitrator shall be borne equally by the Union and the Employer, each Party bearing its own preparation and presentation expenses.

10.4. Final and Binding. Any decision reached at any stage of these grievance proceedings or by the Arbitration Procedure shall be final and binding upon the Employer, the Union and the employees involved. The Employer, the Union and the aggrieved employee shall comply in all respects with the result of such decision reached. The Parties agree that such decision shall be enforceable in a court of law.

10.5 Arbitrator Limitations. The Arbitrator shall not have the power to add to, ignore, or modify any of the terms, conditions, or sections of this Agreement. Their decision shall not go beyond what is necessary for the interpretation and application of this Agreement in the case of the specific grievance at issue. The Arbitrator shall not substitute their judgment for that of the Parties in the exercise of rights granted or retained by this Agreement.

10.6 Award of Arbitrator. Where an employee has been discharged in violation of this Agreement, the Arbitrator may order the employee reinstated, either with or without back pay for loss of income resulting from such discharge. An award of the Arbitrator shall not in any case be made retroactive to a date prior to the date on which the subject of the grievance occurred, and in no event more than thirty (30) calendar days prior to the filing of the grievance. The Arbitrator's written decision shall be issued within sixty (60) days of the hearing, unless otherwise mutually agreed in writing.

10.7 Contract Remedy. When an employee has any complaint, grievance, or difference regarding the application of the terms and conditions of this Agreement, it is agreed that the grievant will use the grievance/arbitration procedure, section 10.1 and 10.3-10.6 set forth above.

ARTICLE 11
DISCIPLINE AND DISCHARGE

11.1 Discipline and Discharge. The Employer will discipline employees for just cause only. Discipline will normally be in the following form:

a. Verbal warning.

b. Written warning.

c. Suspension.

d. Discharge.

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Provided, however, in the case of a serious violation of the Employer's rules or serious misconduct, the discipline procedure in a, b or c above need not be followed.

11.2 Written Notices. Written reprimands, notices of suspension and notices of discharge, which are to become part of the employee's file, shall be read and signed by the employee. Such signature shall in no way be an admittance of wrongdoing on the part of the employee. A copy of such reprimands and/or notices shall be given to the employee and the Union. Failure of an employee to sign and failure of the employee or the Union to obtain or retain a copy of the notice, shall not affect the validity of the notice in any way.

11.3 Warning Notices - Cancellation. Warning notices shall not be used as a basis for discipline after a period of twelve (12) months provided there have been no other written notices of any nature.

11.4 Suspension and Discharges All suspensions and discharges will be in written form and copies will be mailed to the Union immediately upon issuance of such notices. Discharges will be preceded by a suspension during which an investigation of the incident leading to the discharge will be conducted. No employee shall be placed on suspension pending investigation status longer that five (5) business days. When issues are brought to Human Resources, they will be responded to within five (5) business days.

11.5 Disciplinary Meetings. In the event a meeting is held for disciplinary purposes, the affected employee shall have the right to have a Union steward and/or Union representative present if one is readily available.

11.6 Right of Review. The Union shall have the right of review of any discharge of an employee who has completed the probationary period by following the grievance procedure of this Agreement.

11.7 Posting of Rules. All rules shall be conspicuously posted by time clocks or on employee bulletin boards. The Employer's rules shall not conflict with this Agreement.

11.8 Personnel Files. The Employer shall at reasonable times and at reasonable intervals, upon the request of an employee, permit that employee to inspect such employee's personnel files on their own time in accordance with state law on this subject.

ARTICLE 12
LEAVES OF ABSENCE

12.1 Leaves for Personal Reasons. Any employee desiring a leave of absence from the job because of extraordinary personal or family circumstances must first secure written permission from the Employer. The Employer shall not be expected to grant a leave of absence that will interfere with the Employer's operations. Leaves of absence shall be without pay. During a leave of absence, the employee shall not engage in gainful employment. The employee must report to work promptly after the leave has expired. Failure to comply with this Article shall result in the complete loss of seniority rights of the employee involved. Seniority, vacation, or other benefits shall not accrue during the leave unless the leave is for ninety (90) days or less.

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12.2 Medical Leave. Employees who have completed their probationary period shall be granted unpaid personal medical leave for up to six (6) months in any twelve (12) month period when they are unable to perform the functions of their position. If medically necessary, medical leave may be taken on an intermittent or reduced schedule basis.

Medical certification shall not be required for illness or injuries requiring medical leaves of up to three (3) days duration. For longer leaves, the Employer may require medical certification to support a claim for medical leave for an employee's serious health condition. For medical leaves in excess of thirty (30) days, employees shall be required to submit periodic medical certifications for each successive thirty (30) day period.

Employees ready to return to work from a personal medical leave in excess of three (3) days shall furnish the Employer medical certification that they are physically able to perform the duties of their job. The Employer will have up to seven (7) days after such notification in which to reinstate the employee.

Minnesota Paid Family and Medical Leave. (Effective January 1, 2026):

a. Whenever applicable, leaves of absence taken under this Agreement (which also qualify for time off under the Minnesota Paid Family and Medical Leave Act (MN-PFMLA), if applicable) will run concurrently with the MN-PFMLA, if applicable. Employees eligible for leave under the MN-PFMLA, if applicable, shall be required to follow the Employer's policies and procedures in applying for and taking leave under the MN-PFMLA.

b. Effective January 1, 2026 (or as soon thereafter as the law goes into effect) the Employer will pay fifty percent (50%) of the premiums required by Minnesota Statute § 268B.14, subd. 3 and employees will pay fifty percent (50%) of the premiums through payroll deduction from their wages, provided the referenced statute applies to the Employer.

12.3 Military Leave. A regular employee who enters the Armed Forces of the United States shall have the right to reinstatement to their former position as may be required by law.

12.4 Parental Leave. An employee shall be granted parental leave of absence, under the same terms and conditions as are provided for leaves of absence for sickness under 12.2 of this Article to be taken concurrent with available FMLA leave and Child Care leave.

12.5 Child Care Leave. An employee shall be granted an unpaid childcare leave of absence of up to three (3) months in connection with the birth or adoption of their child. When possible, the employee shall notify the Employer of such intent three (3) months prior to the leave. Seniority shall accrue during such leave.

12.6 Jury Duty. Any regular full-time employees who have completed probation and are required to serve on court jury (not grand jury), shall be given a leave of absence for the jury duty period and shall be paid the difference between their jury pay and the wages they otherwise would have earned during straight-time hours of available employment at their regular rate for a maximum of fifteen (15) working days.

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Provided, however, such jury duty pay shall be subject to the following conditions:

a) Available for Work and Notice. Employee must be available for work on the regular workday immediately preceding and following jury duty; and must notify the Employer prior to jury service and at the end of each week of jury duty.

b) Jury Service of Half Day. Jury service of a half day or less requires the employee to make themselves immediately available for work for the rest of the day.

c) Holiday Pay and Jury Duty. Employees shall receive holiday pay according to the Holiday Article of this Agreement regardless of jury duty service.

d) Evidence of Jury Duty Pay. Employees shall submit evidence of jury duty pay before pay adjustments will be authorized; provided, that allowance for travel time or other expenses shall not be considered jury duty pay in computing wages due employees.

12.7 Bereavement Leave. All regular full-time employees who have completed probation are eligible for funeral pay and leave, when an employee's bereavement involves death of a family member or relative which includes spouse, child, parent, sibling, parent-in-law, grandchild, grandparent or domestic partner. Funeral pay and leave are subject to the following conditions:

a) Maximum Pay. Maximum bereavement leave shall be two (2) days if the arrangements are within two hundred and fifty (250) miles of Minneapolis and not more than three (3) days for time lost if the arrangements are more than two hundred and fifty (250) miles from Minneapolis. Employees shall be paid within these limits only for time actually lost at employee's regular hourly rate.

b) Attendance and Notice. An employee must notify the Employer of the need for bereavement leave.

c) Supporting Documentation. Bereavement leave requests may be subject to a management requirement of supporting documentation which may include notification of passing and other information proving relationship. Information that is requested is at the discretion of management.

12.8 Union Business.

a) The Employer agrees to grant the necessary time off without pay to any employee delegated to attend a labor convention up to a maximum of seven (7) days for two (2) employees at any one time and two (2) employees annually.

b) In the event that an employee is elected or appointed to a position of full-time service with the Union, the employee shall continue to accrue their seniority during the period of leave. Upon completion of service in the Union, the employee shall be returned to their former job as provided in the Return from Leave section, provided the employee notifies the Employer of such return within ninety (90) calendar days after completion of Union service.

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12.9 Return from Leave of Absence. Any employee returning from an authorized leave as stated in this Agreement shall return to their previously held job classification and schedule provided that neither has been abolished and the employee is qualified. In the event the schedule has been abolished and cannot be re-established, the employee may bump into any schedule commensurate with their previously accrued classification seniority. Return to previous schedule will only be guaranteed if the leave is less than ninety-one (91) days.

ARTICLE 13
HOLIDAYS

13.1 Paid Time Off. PTO: accrual amounts

Years of Service	1	2	10
Maximum PTO	96	136	176
PTO hourly accrual	.0461	.0654	.0846

13.2 Banked Hours. PTO can be banked to a maximum of thirty (30) days or two hundred forty (240) hours but cannot exceed fifteen (15) days or one hundred twenty (120) hours at the end of the calendar year.

13.3 Rollover of PTO. PTO accrued and not used by the end of the year may be rolled forward to the next calendar year up to the maximum of one hundred twenty (120) hours. Accumulated PTO not used at the time of an employee's termination of employment from Employer will be paid to the Employee at one hundred (100%) percent of its value. PTO can be used in one (1) hour increments.

13.4 PTO during FMLA leaves. The hotel will require employees to utilize all PTO during FMLA leaves, in excess of five (5) days (40 hours).

13.5 Paid Holidays. After 90 days of employment, employees are eligible to receive pay for the following seven (7) holidays. Holidays worked shall be paid at time and one-half (1½). Non-working holidays employees will be paid eight (8) hours of straight time at their standard rate of pay in their primary job classification if Employees choose to use their accrued PTO. Employees must work their scheduled shift before and after the holiday to be eligible for holiday pay. Employees cannot receive vacation pay and holiday pay simultaneously.

New Years Day	Memorial Day
Independence Day	Labor Day
Thanksgiving Day	Christmas Day
Juneteenth.	

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ARTICLE 14
VACATION/PTO

14.1 Vacation/Request Off. All vacation requests will be approved or denied within five (5) days of the employee's request.

ARTICLE 15
HOUSEKEEPING DEPARTMENT

15.1 Room Cleaning. No housekeeping employee shall be required to clean an unreasonable number of rooms. Room attendants shall not be required to clean more than fifteen (15) rooms in a normal eight (8) hour workday. Room attendants shall not be required to clean more than twelve (12) check-outs and three (3) stay-overs in a normal eight (8) hour workday. Due to a business necessity the employer is empowered to reduce the number of check-out rooms in a normal eight (8) hour workday. The employer will continue to offer rooms and pay overtime when it assigns more than twelve (12) check-out rooms to any room attendants on a heavy check-out day. These rooms will be assigned by seniority.

15.2 "No Service/DND Rooms. When a Hotel Guest requests "No Service" that employees scheduled shift will not be shortened. Other work items will be assigned to that employee. The employee may request to leave early but must obtain a supervisor's approval.

15.3 Room Bonus. Room attendants who clean more than fifteen (15) rooms in an eight (8) hour shift shall be paid twelve dollars ($12.00) per room in addition to their base pay. Bonus to be paid on only the rooms over the standard room requirement. If they work additional hours to clean additional rooms, there is no bonus to be paid.

15.4 Assistance. A housekeeping employee may request assistance when the nature of the work to be performed is quite difficult or hard to perform. No room attendant shall be required to perform work that requires standing on a ladder, chair, bathtub, or vanity. A step stool will be provided to housekeeping employees for maintaining vents, shower curtains and light fixtures.

15.5 Supplies. The Employer shall provide sufficient linen, equipment, and cleaning materials to all Housekeeping Employees. Room attendants shall not be disciplined for not completing their room assignment if the Hotel has not provided sufficient supplies, including linen, to complete their duties.

15.6 Uniforms. Employer shall provide uniforms for all employees who are required to wear uniforms in accordance with the employer's established policies, including a T-shirt and slacks for the Room attendants. Employees are responsible for cleaning and pressing the uniform issued. Employees must keep management informed of any required maintenance of uniforms. The employer will provide repairs and replacement of uniforms at no cost to the employee unless damage is determined to be caused by abuse or neglect. Employees must report to work in full uniform, or they may be removed from that day's schedule.

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15.7 Vomit/Defecation Pay. Any employee required to clean vomit and/or defecation will be paid an additional twenty dollars ($20.00) for such duty. Such pay will be subject to the approval of the Housekeeping Manager.

15.8 Extra bed Pay. The Employer will continue the practice to make up roll away beds in advance by an associate before the bed is delivered to a room when requested. In the case that a roll away, bed is made up in a stay over room, the employee will receive three dollars ($3.00) per each bed made up.

ARTICLE 16
HEALTH, LIFE, DISABILITY & DENTAL INSURANCE

16.1 Trust Language. The Employer agrees to contribute for each employee covered by this Agreement to UNITE HERE HEALTH ("Fund") for the purpose of providing health and welfare benefits under the UNITE HERE HEALTH Hospitality Plan or such new, merged, or consolidated plan units as may be adopted by the Trustees. Said contributions shall be submitted electronically together with an electronic report of the employee data required by the Fund in the format prescribed by the Fund, no later than the fifteenth (15th) day of the month preceding the month of coverage.

In addition to providing the monthly report and payment set forth above, the Employer must report to the Fund, by no later than 10 am on the last business day of the month, any changes in the status of an employee that may affect that employee's coverage (for example, terminations, layoffs, new hires and newly eligible). Since the Fund generally cannot rescind coverage, if the Employer fails to timely report a change that would otherwise terminate coverage, the Employer must pay the entire contribution for that employee (including any co-premium normally paid by the employee) for each additional month until the status change is reported to the Fund. If the Employer timely reports a change that would otherwise terminate coverage, the Employer will receive a credit for any applicable monthly payment submitted during the month of change.

The Employer agrees to submit the electronic payments and reports in a format approved by the Fund or directly via the Fund's online system. The parties acknowledge that an Excel spreadsheet with the required data fields and payment via ACH are approved formats. The Union and Employer acknowledge that the Employer's late report may result in a delay in the benefits of otherwise eligible employees.

The Employer and the Union agree to be bound by the Agreement and Declaration of Trust ("Trust Agreement") of the Fund as may, from time to time, be amended, and they do hereby irrevocably designate as their respective representatives on the Board of Trustees, such Trustees named in said Trust Agreement as Employer and Union Trustees, together with their successors selected as provided therein, and agree to abide and be bound by all procedures established and actions taken by the Trustees pursuant to said Trust Agreement. Any provision in this Agreement that is inconsistent with the Trust Agreement, or the Plan of Benefits, rules, or procedures established by the Trustees, shall be null and void.

16.2 General Provisions. The Company will begin making contributions to the Fund for all eligible employees who elect contributions upon the earlier of: (a) the first of the month following two months

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of employment or (b) completion of one thousand (1000) hours of service. The Company shall promptly report all new hires to the Fund as required in accordance with Section 1 of this Article.

For the purposes of Health and Welfare benefits Full Time shall be defined as those who regularly work an average of seventy-five (75) hours or more per month.

16.3 Monthly Contributions

The Employer shall contribute the sums stated below for each eligible employee.

Gold Plus Medical – Monthly Rates

Effective Date	Single	Single + Spouse	Single + Child(ren)	Family
1/1/26	$777.44	$1,658.09	$1,296.82	$2,302.92
1/1/27	To be determined			

Silver Plus Medical – Monthly Rates

Effective Date	Single	Single + Spouse	Single + Child(ren)	Family
1/1/26	$628.02	$1,339.41	$1,047.57	$1,860.29
1/1/27	To be determined			

Dental HMO and Vision Combined - Monthly Rates

Effective Date	Single	Single + Spouse	Single + Child(ren)	Family
1/1/26	$24.05	$54.67	$53.88	$78.97
1/1/27	To be determined			

Effective the first of the month following the execution of this Agreement, August 1, 2026, the Dental HMO and Vision package shall no longer be available. Employees enrolled in Dental HMO and Vision shall be transitioned to the Dental PPO and Vision package.

Dental PPO and Vision Combined - Monthly Rates

Effective Date	Single	Single + Spouse	Single + Child(ren)	Family
1/1/26	$42.06	$99.11	$96.80	$140.71
1/1/27	To be determined			

Employer agrees to contribute the contribution rates necessary for the above-mentioned options, as determined by the Fund, to sustain benefits. The parties agree and understand that, if the appropriate contribution rates are not paid, the Trustees of the Fund may eliminate benefits to otherwise eligible participants and terminate the employer's participation pursuant to the Fund's Minimum Standards.

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16.4 Employee Co-Premiums. Effective January 1, 2026, Employees shall be eligible for single Silver health coverage at a rate of fifteen percent (15%) of the cost of coverage per month. Single Dental and Vision will be at a rate of fifteen percent (15% of the cost of coverage per month.) Dependent Health Care will cost the difference between what the Employer would pay for single coverage and the full monthly premium for the dependent levels of coverage. If an employee chooses the Gold Plus Plan and/or the Dental PPO Plan they would contribute the difference from what the Employer pays for the Silver Plus Plan and the Dental HMO Plan.

The first month following execution of this Agreement Aug 1, 2026, Employees shall be eligible for single Silver or Gold health coverage at a rate of ten percent (10%) the cost of the coverage per month. Single Dental and Vision will be at a rate of ten percent (10%) the cost of coverage per month. Dependent Health Care will cost the difference between what the Employer would pay for single coverage and the full monthly premium for the dependent levels of coverage.

Effective 1/1/2027 Employees shall be eligible for single health coverage at a rate of five percent (5%) the cost of the coverage per month. Single Dental and Vision will be at a rate of five percent (5%) the cost of coverage per month. Dependent Health Care will cost the difference between what the Employer would pay for single coverage and the full monthly premium for the dependent levels of coverage.

The Employer will deduct the applicable amounts from employees' paychecks on a monthly basis. The Employer will submit the entire contribution to the Fund on a monthly basis on behalf of all eligible employees.

16.5 Enrollment. For employees hired after the effective date of this agreement, or who become eligible to enroll in UNITE HERE HEALTH Hospitality after the effective date of this agreement, the Employer shall make available a computer for employees to use during such employee's enrollment period to electronically enroll in UNITE HERE HEALTH Hospitality.

16.6 PTO Hours Towards Eligibility. PTO periods or other time off for which payment is actually made to the Associate are considered as "hours worked" for the purpose of Employer contributions, Associate contributions, and eligibility to participate in the Fund.

16.7 Family Medical Leave. If an Associate takes a leave that qualifies under the Family Medical Leave Act (FMLA) or Minnesota statutory version of the FMLA, then the Employer agrees to continue to submit contributions (premiums) to the Fund on behalf of the Associate during the qualified leave period. The Associate is required to submit their portion of the contribution (premium) payment to the Employer.

ARTICLE 17
401(K) PLAN

17.1 Regular full-time employees shall be eligible to participate in the Employer's 401(K) Plan provided they meet the Plan requirements.

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ARTICLE 18
IMMIGRATION

18.1 Change of Immigration Status.

a. No Employee shall have a loss of seniority, compensation, or benefits due change in immigration status or social security, who can present documented proof of their legitimate employment status will be reinstated to employment consistent with the leave provisions of the contract.

b. The Employer agrees to work with government agencies and the Union when such situations arise.

Workplace Immigration Enforcement.

A) The Employer shall notify the Union as soon as practical if the Employer receives a no-match letter from the Social Security Administration, if it is contacted by the Department of Homeland Security (DHS) or, (formerly the INS) related to the immigration status of an employee covered by this Agreement or if a search and/or arrest warrant, administrative warrant, subpoena, or another request for document is presented. The Union agrees that it shall keep confidential any information it obtains pursuant to this provision and that it will use any such information solely to represent and/or assist the affected employee(s) in regard to the DHS matter. Recognizing the intent of the Article, the Employer will admit agents of the DHS only as it deems necessary and appropriate.

B) The Employer shall permit inspection of I-9 forms by DHS or DOL only after a minimum of (3) three days written notice, or other such period of time as provided by law or where such inspection is otherwise in accordance with the provisions of this Section. The Employer also shall permit inspection of I-9 forms where a DHS search and/or arrest warrant, administrative warrant, subpoena, or other legal process signed by a federal judge or magistrate specially names employees or requires the production of I-9 forms. The Employer shall not provide documents other than the I-9 forms to DHS for inspection or reveal to the DHS the names, addresses or immigration status of any employees in the absence of a valid DHS administrative subpoena, or a search warrant or subpoena signed by a federal judge or magistrate or where otherwise required by law, or it is otherwise deemed by the employer to be appropriate under the circumstances.

C) To the extent legally possible, the Employer shall offer a private setting for questioning for employees by DHS.

18.2 Reverification of Status

a. The Employer will provide an employee with a least sixty (60) days' notice that the documents provided by the employee demonstrating work authorization are scheduled to expire and that the employee will need to re-verify their I-9 documentation and provide valid evidence of continued work authorization. Such notice will be provided to an employee through an electronic message

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to the employee's account in the Employer's human resource system. If the human resource system is unavailable, the Employer may provide notice to the employee at the time clock, by mailing a notice to the employee's address on file, and/or by direct communication from the employee's manager or human resources office.

b. The Employer shall not require or demand proof of immigration status, except as may be required by 8 USC 1324a (1)(B) and listed on the back of the I-9 form or as otherwise required by law.

c. In the event of a sale of the business of its assets, the employer shall offer to transfer the I-9 forms of its employees to the new employer or, at the employer's option, to jointly maintain the I-9 forms of its employees with the successor employer for the period of three (3) years, after which the successor employee shall maintain said forms.

d. The Employer shall not take adverse employment action against an employee based solely on the results of a computer verification of immigration or work authorization status.

Social Security Discrepancies.

In the event that the employer receives notice from the Social Security Administration ("SSA") that one or more of the employee names and Social Security numbers ("SSN") that the employer reported on the Wage and Tax Statements (Forms W-2) for the previous tax year do not agree with the SSA's records, the employer agrees to the following.

a) Provide a copy of the notice to the employee and the Union upon receipt.

b) The Employer agrees that it will not take any adverse action against any employee listed on the notice, including firing, laying off, suspending, retaliating, or discriminating against any such employee, solely as a result of the receipt of a no match letter or other discrepancy.

c) The Employer agrees that it will not require employees listed on the notice to bring in a copy of their Social Security card for the employer's review, complete a new I-9 form, or provide new or additional proof of work authorization or immigration status solely as a result of the receipt of a no-match letter, unless otherwise required to avoid risk of prosecution, and

d) The employer agrees not to contact the SSA or any other government agency, solely as a result of receiving a no-match from the SSA.

Seniority and Leave of Absences for Immigration Related Issues

Upon request, employees shall be released for up to five (5) unpaid working days per year during the term of the Collective Bargaining Agreement in order to attend to DHS proceedings and any other related matters for the employee and the employee's immediate family (parent, spouse, and/or dependent child). The Employer may request verification of such leave.

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The Employer shall not discipline, discharge, or discriminate against any employee because of national origin or immigration status, or because the employee is subject to immigration or deportation proceedings, except as required to comply with the law. An employee subject to immigration or deportation proceedings shall not be discharged solely because of pending immigration or deportation proceedings, so long as the employee is authorized to work in the United States.

If an employee obtains appropriate work authorization within five years after losing work authorization status solely as a result of change in DACA, DAPA or TPS status, the employee must provide documentation of the work authorization and return to work within six (6) months after obtaining it or forfeit the leave provided in this subsection. The reinstated employee will displace the least senior employee in the employee's former job classification. An employee will not accrue vacation, or the other benefits based upon particular Plan policies during such absence.

In the event that an employee has a problem with their right to work in the United States, after completing their probationary period, the Employer shall notify the Union in writing, and upon the Union's request, agrees to meet with the Union to discuss the nature of the problem to see if a resolution can be reached. Whenever possible, this meeting shall take place before any action by the Employer is taken.

In the event that an employee does not provide adequate proof that they are authorized to work in the U.S. following their probationary or introductory period, and their employment is terminated for this reason, the Employer agrees to immediately reinstate the employee to their former position, without loss of prior seniority (but length of service for vacation or other benefits does not continue to accrue during the period of absence) upon the employee providing proper work authorization within twelve (12) months from the date of termination.

If the employee needs additional time, the Employer will rehire the employee into the next available opening in the employee's former classification, as a new hire without seniority, upon the employee providing proper work authorization within a maximum of twelve (12) additional months. The parties agree that such employees would be subject to a probationary period in this event.

The Employer will furnish to any employee terminated because they have not provided adequate proof, they are authorized to work in the U.S. a personalized letter stating the employee's rights and obligations under this section.

ARTICLE 19
STATE AND FEDERAL LAW

19.1 Recognition of Applicable Laws. Nothing contained in this Agreement shall be deemed or construed to require, directly or indirectly, the Employer to do anything inconsistent with the laws or regulations of any competent governmental agency (City, State or Federal) having jurisdiction over the Employer's Hotel. The Union and the Employer agree that neither will compel, force, or cause, directly or indirectly, the other respective Party to do anything inconsistent with any applicable laws.

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19.2 Equal Opportunity. The Union and Employer agree that there shall be no discrimination by either Party which violates any of the City, State or Federal laws, ordinances, or regulations on Equal Opportunity Law. Such claims shall not be subject to the arbitration procedure of this Agreement.

19.3 Drug and Alcohol Testing. The Employer may adopt a Drug and Alcohol Testing policy and will administer it according to state and/or federal statutes and regulations. The Union will be provided with a copy of any policy adopted by the Employer.

ARTICLE 20
MEDICAL EXAMINATIONS

20.1 The Employer may require and pay for physical and medical examinations of employees for job related reasons and may lay off or release employees unable to satisfactorily pass such examinations. The Union may require the Employer to furnish a physician's certificate with respect to employees terminated for medical reasons. Furthermore, the Union may pay for and proceed with an independent medical examination of such employees.

ARTICLE 21
SUCCESSORS AND ASSIGNS

21.1 The Employer and the Union agree to abide by all Federal and State Labor Laws with respect to successorship.

ARTICLE 22
SAVINGS CLAUSE

22.1 If any sections of this Agreement should be held invalid by operation of law or by any tribunal of competent jurisdiction; or if compliance with or enforcement of any provision should be restrained by such tribunal pending final determination as to its validity, the remaining provisions of this Agreement shall not be affected thereby but shall continue in full force and effect. Provided, furthermore, the Union and the Employer agree to meet and confer within two (2) weeks of any ruling invalidating any Article, section, or portion of this Agreement to negotiate a lawful provision on the same subject if practicable.

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ARTICLE 23
TERM OF AGREEMENT

This Agreement shall be in effect for a period of three (3) years commencing on January 1st, 2026, and shall continue to and including the 31st day of December 2028 and be automatically renewed thereafter, unless at least sixty (60) days prior to the termination date either Party serves written notice upon the other by certified mail of a desire to terminate, change or modify this Agreement.

IN WITNESS WHEREOF, the Employer and the Union hereby execute, sign, and attest to this Agreement.

FOR THE EMPLOYER:
HOLIDAY INN EXPRESS & SUITES

Signed by:
By Mike Larson
26D28D3113BE45B...

Date: 6/26/2026

FOR UNITE HERE LOCAL UNION 17

Signed by:
By Christa Sarrack
CE5B10E4E5B649A...

Date: 6/26/2026

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APPENDIX A

WAGES/ SENIORITY CLASSIFICATIONS

Housekeeping Services

Room Attendant
Laundry Attendant
Houseperson
Breakfast Bar Attendant

Wages:

	1/1/26*	7/1/26	1/1/27	7/1/27	1/1/28	7/1/28
Start	$18.00	$18.20	$18.40	$18.81	$19.24	$19.67
12 Months	$18.78	$19.64	$20.08	$20.53	$20.99	$21.47
24 Months	$19.67	$20.56	$21.03	$21.50	$21.98	$22.48
36 Months	$20.67	$21.62	$22.10	$22.60	$23.11	$23.63
48 Months	$21.50	$22.48	$22.99	$23.51	$24.04	$24.58

Lead persons will be paid one dollar ($1.00) per hour above the scale.

Employees shall not be paid less than the applicable minimum wage. If a rate in the wage grid is below the minimum wage it will be increased to the applicable minimum wage.

*Retroactive pay increases shall be paid to those who were actively employed at the date of ratification.