TO:  JUNE 24, 2020

FROM: JUNE 25, 2017

EFFECTIVE DATES:

AFL-CIO
LOCAL UNION NO. 17
UNITE HERE

AND

UNIT # 1334
MINNEAPOLIS, MINNESOTA
BASSETT CREEK
GENERAL MILLS OFFICE BUILDING

AT

SODEXO, INC.
SDH SERVICES WEST, LLC, A SUBSIDIARY OF

BETWEEN

AGREEMENT
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ARTICLE 2 - UNION JURISDICTION AND RIGHTS

Section 1. Coverage. The Employer recognizes the Union as the exclusive bargaining agent for all employees working for the Employer at the General Mills Office Building/Basket.

Section 2. Union Jurisdiction. The Employer agrees not to interfere with the employees while at their work station or at the Union's request will provide space for the posting of routine

ARTICLE 1 - UNION RECOGNITION

WHEREAS, it is the desire of the parties hereto to enter into a Collective Bargaining Agreement

Witness: Building/Basket/Creek, Basket Office

SDHI

THIS AGREEMENT made and entered into this 26th day of June 2014, by and between SDHI

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ARTICLE 1 - RESPECT AND DIGNITY

For one another and for the organization or entity of which the employee is a member, the right to respect and dignity is a condition of employment that all such employees covered by this agreement shall receive.

ARTICLE 2 - CHECK-OFF

The employee agrees to honor political contribution deductions incurred.

ARTICLE 3 - ARRANGEMENTS

The employer shall deduct from the wages of employees covered by this agreement and the employer shall be responsible for all such employees covered by this agreement.

ARTICLE 4 - RESPECT AND DIGNITY

The union and the employer recognize that workers in the hospitality industry are professional employees deserving of the highest regard. The union and the employer will remain members of the union or pay fees in lieu thereof.

ARTICLE 5 - CHECK-OFF

For one another and for the organization or entity of which the employee is a member, the right to respect and dignity is a condition of employment that all such employees covered by this agreement shall receive.

ARTICLE 6 - ARRANGEMENTS

The employer shall deduct from the wages of employees covered by this agreement and the employer shall be responsible for all such employees covered by this agreement.
Article 8 - Minimum Rates

Section 1. Minimum Rates. The minimum hourly wage rates for all covered employees under this Agreement shall be as listed on the attached wage schedule. It is understood that any employee who works in excess of 40 hours per week may receive the higher rate scale for the entire shift.

Section 2. Combination Work. All combination work shall be paid for at the highest scale of wages for the work performed.

Section 3. New Classifications. New classifications shall receive the higher pay scale for the entire shift.

Section 4. Wage Discriminations. All wage discrimination claims must be filed by employees with at least one year of experience. No reduction—no present employee shall suffer wage reduction or be imposed with added hours through the effect of this Agreement, except as established by the Agreements.

Section 5. Wage Discriminations. In the event the Employer creates new classifications during a shift, a higher rate of pay for those workers will meet to negotiate rates of pay for those workers.

Section 6. No Reduction—No present employees shall suffer wage reduction or be imposed with added hours through the effect of this Agreement, except as established by the Agreements.
ARTICLE 10 - SENIORITY

Section 1. Use of Seniority. It is agreed by the Employer and the Union that the Employer will be in a probationary status for the first sixty (60) days of employment.

Section 2. Probationary Period. Employees hired by the Employer shall serve a probationary period of sixty (60) days. During this period, employees shall be subject to the same conditions of employment as those employed permanently. Any employee who fails to meet the performance standards set by the Employer during this period shall be subject to termination for cause.

Section 3. Employee Definitions. Employee definitions will be as follows:

ARTICLE 9 - HOURS OF WORK

Section 1. Regular Work Week. The standard work week shall consist of eight (8) hours per day, forty (40) hours per week. This is not to be interpreted as a guarantee of work for any number of hours a day or week. The Employer may, in the interest of good work, require employees to work overtime or alternative hours as may be necessary to perform the work efficiently. Overtime shall be payable at the rate of time and one-half (1 1/2) for all hours worked in excess of forty (40) hours in any one (1) week. Employees shall be considered as overtime and shall be paid at the rate of one (1) hour for any one (1) hour worked in excess of forty (40) hours in any one (1) work day.

Section 2. Overtime. There shall be no pyramiding of overtime or premium pay. The straight time hourly rate shall be paid for the regular hours of work. Any overtime hours worked shall be paid at the rate of time and one-half (1 1/2) for all hours worked in excess of forty (40) hours in any one (1) work week. The Employer may, in the interest of good work, require employees to work overtime or alternative hours as may be necessary to perform the work efficiently. Overtime shall be payable at the rate of time and one-half (1 1/2) for all hours worked in excess of forty (40) hours in any one (1) work day.
Section 1. Any new position of vacancy as determined by management shall be posted on any new position of vacancy as determined by management shall be posted on.

Section 2. The position shall contain the minimum qualifications, skill requirements, work conduct interviews within ten (10) working days of the closing of the position.

Section 3. If the employee awarded the job or the employee's decision, within thirty (30) calendar days of the assignment, the employee does not want the job, the employee shall be notified to return to work on a temporary basis in any position for which the employee is qualified. In such circumstances the employee will be paid in accordance with Article 5 - Minimum Rates.

Section 4. There shall be no restrictions on the employee's right to assign any employee to work on a temporary basis in any position for which the employee is qualified. In such circumstances, the employee will be paid in accordance with Article 5 - Minimum Rates.

Section 5. New hires of employees. The Union shall be notified monthly of all terminations and new hires of employees. The Union shall be notified monthly of all terminations and new hires of employees.

Section 6. Reduction in Hours. When employees shall have their hours reduced temporarily for the purpose of retaining the employees, the employer shall give the employees at least one working day's notice of the proposed reduction. The employer shall make every effort to ensure that the employees do not suffer undue hardship as a result of the reduction in hours.

Section 7. Notice of Termination. If the employer or any of its employees desires to terminate the employment of an employee without just cause, the termination shall be based upon the seniority within classification.

Section 8. Seniority List. A complete seniority list shall be posted in a conspicuous place and updated quarterly.

Section 9. The Union shall be notified of any new position of vacancy as determined by management shall be posted on any new position of vacancy as determined by management shall be posted on.
The Employer will administer progressive discipline as follows:

Section 1. The Employer has the right to maintain discipline by issuing the following:

- First written warning
- Second written warning
- Disciplinary suspension or discharge of employees. Disciplinary suspension shall be for just cause only.

Section 2. Disciplinary suspension or discharge employees. Disciplinary suspension shall be for just cause only.

ARTICLE 13 - DISCIPLINE AND DISCHARGE

The parties agree to use the services of FMCS. ARBITRABLE ISSUES PRIOR TO ARBITRATION. The parties agree to use the services of FMCS.

Step 1: The Union and the Company shall be bound by the terms of the contract and shall not be empowered to add to or subtract from said terms.

Step 2: If the matter is referred to arbitration and the parties are unable to agree on an arbitrator, the matter shall be referred to the Federal Mediation and Conciliation Service. The arbitration will be governed by the Rules of the Federal Mediation and Conciliation Service.

Step 3: A Union Representative shall refer the matter in writing to the Company's Area Representative.

Step 4: Days thereafter to the Company's home office.

Step 5: Days thereafter to the Company's home office.

Compliance: The Union and the Company shall be bound by the terms of the contract and shall not be empowered to add to or subtract from said terms.

Disputes concerning the application of interpretation of this Agreement shall be submitted to grievance and arbitration in accordance with the following procedure:

ARTICLE 12 - GRIEVANCE AND ARBITRATION PROCEDURE
ARTICLE 14 - LEAVES OF ABSENCE

Section 1. Leave for Injury and Sickness. Any employee who has completed his/her probationary period and becomes ill and presents a physician's statement of such illness to the Employer, shall be granted sick leave for a period not to exceed thirty (30) days. A physician's statement shall be required as to prevent him/her from returning to gainful employment. All employees who have completed their probationary period and have less than one (1) year of continuous service shall be allowed maximum sick leave equal to their length of seniority. Employees with one (1) year or more of continuous service shall be allowed maximum sick leave of one (1) year. Notice of resignation shall be given to the Employer at least thirty (30) days before the date such leave is to begin.

Section 2. Parenting Leave. Employees shall be granted up to six (6) months unpaid leave in connection with the birth, adoption, or placement of a child in foster care. When possible, employees shall give the Employer at least thirty (30) days notice before the leave is to begin.

Section 3. Retirement of Warning Notices. The Employer will not use discipline to correct disciplinary situations.
GENERAL MILLS exp 6-2-4-20

To reinspect the employee.

Within the employer of their job. The employer will have up to seven (7) days after such notification in which

Employees receive to return to work from a personal medical leave in excess of three (3) days

(30)-day period.

Employee small be required to submit periodic medical certifications for each successive thirty

family member with a serious health condition. For a serious health condition to require a
care or a

support or care for medical leave for an employee's serious health condition or to care for a

Medical certification shall not be required for illnesses or injuries requiring medical leaves of up to

leave may be taken on an intermittent or reduced schedule basis.

leaves whose duration may be guaranteed. If required, medical

day care for a child, spouse, or parent with a serious health condition. If a serious health care is needed to care for a

are guaranteed. An employee's family medical leave for up to 12 (12) weeks each family member. When the

Section 6: FMLA/Medical and Family Leave

Employee who have completed their

Article.

Additional unpaid leave may be granted if needed under Section 4 of this

be paid for. Additional unpaid leave may not exceed the maximum amount of leave

death occurs in the immediate family of any employee (parents,

Section 7: Funeral Leave

An employee covered by this agreement, who is required to report

Section 5: Jury Duty

Employee, covered by this agreement.

Section 4: Jury Duty

All laws governing the rights and privileges of non-military

Military Leave

employee annually. Whenever any employee is delegated to attend Conventions

Leaves for Personal Reasons. Any employee desiring a leave of absence from

result in the complete loss of any employee's rights or privileges of employment involved.

Discharge Service Personnel (military and naval services) pertaining to employment.

In the event of absence for any reason, the employee shall be entitled to not more than two (2)

Leaves for Absence. Leave of absence shall be granted in a single employer on

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Leverage and Employment shall be limited to not more than two (2)

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ARTICLE 16 - MEALS AND UNIFORMS

I. Sick Leave

Section 1. Uniforms. All employees will be furnished with required uniforms.

Section 2. Time. Employer shall provide on a quarterly basis a report including each employee's availability skills.

Section 3. Maximum of five (5) days at their regular rate of pay with the remaining balance to be added to their sick leave account.

Section 4. The employee may require written certification from a physician or other professional.

Section 5. The employee may require written certification from a physician or other professional.

Section 6. If employees available at least two (2) hours of sick leave.

Schedule:

1. Employees with zero (0) through five (5) years of service.

2. Employees with six (6) through fifteen (15) years of service.

3. Employees with eighteen (18) or more years of service.

ARTICLE 15 - SICK LEAVE

I. Sick Leave

Provided under law the terms of this Agreement shall prevail. Where the provisions of this Agreement are more favorable to the employee than those of all federal, state and local laws with respect to the administration of all leaves of absence, coordination with applicable laws. The Union and the Employer agree to follow any employee returning from an authorized Family Medical Leave Act.
in increments of less than one (1) week but no less than one (1) day. The following schedule (based on anniversary year eligibility) is for employees hired on or after the following date.

**Section 2 - Vacation Schedule**

- **Full-Time Employees** shall receive paid vacation according to the following schedule (based on anniversary year eligibility).
- **Part-Time Employees** shall receive paid vacation according to the following schedule (based on anniversary year eligibility).

**Eligibility**

- **Eligibility** for vacation is based on the anniversary of the employee.
- **Eligibility** for vacation is based on the anniversary of the employee.

**ARTICLE 18 - VACATION**

- **Day before and the day after the holiday**
- **On-Call Employees** shall receive holiday pay on a pro-rata basis if they work both the day before and the day after the holiday.
- **Part-Time Employees** shall receive holiday pay on a pro-rata basis if they work both the day before and the day after the holiday.

**ARTICLE 17 - HOLIDAYS**

- **Armored cashier's day, Christmas, Memorial Day, New Year's Day, President's Day, Thanksgiving Day,**
- **All eligible employees,** exclusive of probationary, shall receive holiday pay.

**Eligibility**

- **Eligibility** for paid time off is based on the anniversary of the employee.
- **Eligibility** for paid time off is based on the anniversary of the employee.

**ARTICLE 16 - HOLIDAYS**

- **Armored cashier's day, Christmas, Memorial Day, New Year's Day, President's Day, Thanksgiving Day,**
- **All eligible employees,** exclusive of probationary, shall receive holiday pay.

**Eligibility**

- **Eligibility** for paid time off is based on the anniversary of the employee.
- **Eligibility** for paid time off is based on the anniversary of the employee.

**ARTICLE 15 - VACATION**

- **Part-Time Employees** shall receive paid vacation according to the following schedule (based on anniversary year eligibility).
- **Full-Time Employees** shall receive paid vacation according to the following schedule (based on anniversary year eligibility).

**Eligibility**

- **Eligibility** for vacation is based on the anniversary of the employee.
- **Eligibility** for vacation is based on the anniversary of the employee.

**ARTICLE 14 - VACATION**

- **Part-Time Employees** shall receive paid vacation according to the following schedule (based on anniversary year eligibility).
- **Full-Time Employees** shall receive paid vacation according to the following schedule (based on anniversary year eligibility).

**Eligibility**

- **Eligibility** for vacation is based on the anniversary of the employee.
- **Eligibility** for vacation is based on the anniversary of the employee.

**ARTICLE 13 - VACATION**

- **Part-Time Employees** shall receive paid vacation according to the following schedule (based on anniversary year eligibility).
- **Full-Time Employees** shall receive paid vacation according to the following schedule (based on anniversary year eligibility).

**Eligibility**

- **Eligibility** for vacation is based on the anniversary of the employee.
- **Eligibility** for vacation is based on the anniversary of the employee.

**ARTICLE 12 - VACATION**

- **Part-Time Employees** shall receive paid vacation according to the following schedule (based on anniversary year eligibility).
- **Full-Time Employees** shall receive paid vacation according to the following schedule (based on anniversary year eligibility).

**Eligibility**

- **Eligibility** for vacation is based on the anniversary of the employee.
- **Eligibility** for vacation is based on the anniversary of the employee.

**ARTICLE 11 - VACATION**

- **Part-Time Employees** shall receive paid vacation according to the following schedule (based on anniversary year eligibility).
- **Full-Time Employees** shall receive paid vacation according to the following schedule (based on anniversary year eligibility).

**Eligibility**

- **Eligibility** for vacation is based on the anniversary of the employee.
- **Eligibility** for vacation is based on the anniversary of the employee.

**ARTICLE 10 - VACATION**

- **Part-Time Employees** shall receive paid vacation according to the following schedule (based on anniversary year eligibility).
- **Full-Time Employees** shall receive paid vacation according to the following schedule (based on anniversary year eligibility).

**Eligibility**

- **Eligibility** for vacation is based on the anniversary of the employee.
- **Eligibility** for vacation is based on the anniversary of the employee.

**ARTICLE 9 - VACATION**

- **Part-Time Employees** shall receive paid vacation according to the following schedule (based on anniversary year eligibility).
- **Full-Time Employees** shall receive paid vacation according to the following schedule (based on anniversary year eligibility).

**Eligibility**

- **Eligibility** for vacation is based on the anniversary of the employee.
- **Eligibility** for vacation is based on the anniversary of the employee.

**ARTICLE 8 - VACATION**

- **Part-Time Employees** shall receive paid vacation according to the following schedule (based on anniversary year eligibility).
- **Full-Time Employees** shall receive paid vacation according to the following schedule (based on anniversary year eligibility).

**Eligibility**

- **Eligibility** for vacation is based on the anniversary of the employee.
- **Eligibility** for vacation is based on the anniversary of the employee.

**ARTICLE 7 - VACATION**

- **Part-Time Employees** shall receive paid vacation according to the following schedule (based on anniversary year eligibility).
- **Full-Time Employees** shall receive paid vacation according to the following schedule (based on anniversary year eligibility).

**Eligibility**

- **Eligibility** for vacation is based on the anniversary of the employee.
- **Eligibility** for vacation is based on the anniversary of the employee.
ARTICLE 20 - MEDICAL EXAMINATION

Section 1. The Employer may, at its own expense, require and provide for periodic physical and medical examination of employees for job related reasons and may require and refuse such employees as are unable to satisfactorily pass such tests.

ARTICLE 19 - NON-DISCRIMINATION

Section 1. The Employer will not discriminate against any employee because of membership in the Union or Union activities. Neither the Employer nor the Union will engage in activities which may be construed as being in violation of the laws of the United States. No discrimination against any employee because of national origin or veteran status.

Section 2. If employees available, this employment opportunity shall be given to those who have the most immediate need for the same.

Section 3. Discrimination in employment practices shall be prohibited.

Section 4. Employees who are employed for a period of not less than one year shall receive a minimum of five days of paid vacation, which shall be paid at the rate of at least one and one-half times the regular pay rate. The vacation shall be taken at a time most convenient to the employee and shall be approved in writing in advance. The Employer shall have the right to approve or deny requests for vacation.

Section 5. If employees are available, the Employer shall provide a quarterly report of the number of employees available for employment on a standard pay scale, the number of employees employed by the Employer in the same position, and the number of employees employed by the Employer in the same position who have been employed for a period of not less than one year.

Section 6. The Employer shall have the right to terminate an employee for cause, including but not limited to gross misconduct, the violation of any rules or regulations of the Employer, or the violation of any laws or regulations of the United States or the State of New York.

Section 7. The Employer shall have the right to terminate an employee for cause, including but not limited to gross misconduct, the violation of any rules or regulations of the Employer, or the violation of any laws or regulations of the United States or the State of New York.

Section 8. The Employer shall have the right to terminate an employee for cause, including but not limited to gross misconduct, the violation of any rules or regulations of the Employer, or the violation of any laws or regulations of the United States or the State of New York.

ARTICLE 18 - VACATION

Section 1. Employees shall receive a minimum of five days of paid vacation.

Section 2. If employees are available, the Employer shall provide a quarterly report of the number of employees available for employment on a standard pay scale, the number of employees employed by the Employer in the same position, and the number of employees employed by the Employer in the same position who have been employed for a period of not less than one year.

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Section 7. The Employer shall have the right to terminate an employee for cause, including but not limited to gross misconduct, the violation of any rules or regulations of the Employer, or the violation of any laws or regulations of the United States or the State of New York.

Section 8. The Employer shall have the right to terminate an employee for cause, including but not limited to gross misconduct, the violation of any rules or regulations of the Employer, or the violation of any laws or regulations of the United States or the State of New York.

Section 9. The Employer shall have the right to terminate an employee for cause, including but not limited to gross misconduct, the violation of any rules or regulations of the Employer, or the violation of any laws or regulations of the United States or the State of New York.

Section 10. The Employer shall have the right to terminate an employee for cause, including but not limited to gross misconduct, the violation of any rules or regulations of the Employer, or the violation of any laws or regulations of the United States or the State of New York.

Section 11. The Employer shall have the right to terminate an employee for cause, including but not limited to gross misconduct, the violation of any rules or regulations of the Employer, or the violation of any laws or regulations of the United States or the State of New York.

Section 12. The Employer shall have the right to terminate an employee for cause, including but not limited to gross misconduct, the violation of any rules or regulations of the Employer, or the violation of any laws or regulations of the United States or the State of New York.

Section 13. The Employer shall have the right to terminate an employee for cause, including but not limited to gross misconduct, the violation of any rules or regulations of the Employer, or the violation of any laws or regulations of the United States or the State of New York.

Section 14. The Employer shall have the right to terminate an employee for cause, including but not limited to gross misconduct, the violation of any rules or regulations of the Employer, or the violation of any laws or regulations of the United States or the State of New York.

Section 15. The Employer shall have the right to terminate an employee for cause, including but not limited to gross misconduct, the violation of any rules or regulations of the Employer, or the violation of any laws or regulations of the United States or the State of New York.

Section 16. The Employer shall have the right to terminate an employee for cause, including but not limited to gross misconduct, the violation of any rules or regulations of the Employer, or the violation of any laws or regulations of the United States or the State of New York.

Section 17. The Employer shall have the right to terminate an employee for cause, including but not limited to gross misconduct, the violation of any rules or regulations of the Employer, or the violation of any laws or regulations of the United States or the State of New York.

Section 18. The Employer shall have the right to terminate an employee for cause, including but not limited to gross misconduct, the violation of any rules or regulations of the Employer, or the violation of any laws or regulations of the United States or the State of New York.
Section 2. Employee Contributions: Effective June 1, 2017, employees covered under the Plan must pay seven-seventy-five dollars and fifty-seven-and-fourth cents ($774.74) per month (or any subsequent amount as required by the Trustees of the Plan) through authorized payroll deduction. Effective October 1, 2017, employees covered under the Plan must pay seventy-five dollars and forty-one-cents ($75.41) for each specified month as required by the Trustees of the Plan. If the employee ceases to be covered under the Plan due to retirement, death, or otherwise, contributions shall cease, but the employee shall have the option to continue the contributions for a period of time agreed upon by the employee and the Trustees of the Plan.

The Trustees shall provide for the payment of premiums on behalf of the beneficiaries of the deceased employee. The Trustees may also provide for the payment of benefits under any plan or trust established under the Plan, including health, accident, and life insurance benefits.

Article 21 - Health, Life, Disability, and Dental Insurance

Employee may also participate in the Plan through the purchase of additional benefits from the Trustees. The Trustees shall provide for the payment of premiums on behalf of the beneficiaries of the deceased employee. The Trustees may also provide for the payment of benefits under any plan or trust established under the Plan, including health, accident, and life insurance benefits.

The Trustees shall provide for the payment of premiums on behalf of the beneficiaries of the deceased employee. The Trustees may also provide for the payment of benefits under any plan or trust established under the Plan, including health, accident, and life insurance benefits.
Trust Agreement. The Union hereby accepts as Union Trustees the present Union Trustees, and the Employer hereby accepts the Employer Trustees as Employer Trustees under said Trust Agreement.

2. The Employer hereby accepts as Employer Trustees the present Employer Trustees and rules adopted.

3. The provisions of the Trust Agreement and Declaration of Trust, as amended, are administered such that in accordance with the Trust Agreement and all of the actions of the Trustees in accordance with said Trust Agreement are executed by the Trustees. The Fund is administered by six (6) Trustees, three (3) Trustees to be appointed by the Fund, three (3) Trustees to be appointed by the Employer, and three (3) Trustees to be selected by the Union. The Employer, the Employer Trustees, and the Union shall cooperate in the administration of the Fund and shall submit to the Trustees for approval any matters submitted to the Trustees for approval under said Trust Agreement in accordance with said Trust Agreement.

Section 8. Collection of Delinquent Contributions

Section 9. Making Application to the Trustees

Section 10. Dependent Care Reimbursement Established by the Trustees by making application to the Trustees.

Section 11. Self-Fund All Eligible Employees as determined by Section 3 above, who fall applicable to the Fund for the Employee's contribution under Section 2 or Section 5.

Section 12. Employer Deductions. The Employer agrees to deduct the Employer's contribution amount from the appropriate amount of the paycheck of the Employee.

Section 13. Vacation andHoliday Towards Eligibility.

Section 14. Eligibility. Employees are eligible for fund privileges after they have worked three (3) consecutive months with same-hourly (75) hours per month, in which case shall be required to submit the Employee's pay stub to establish eligibility. Eligibility must be established on the Enrollment Card at the times of the Fund's Agricultural Cooperative Act.

Section 15. The Employer shall not be obligated to make contributions on any Employee who fails to submit the Employee's pay stubs.
ARTICLE 23 - SUCCESSORS AND ASSIGNS

The Plan Administrator, the Sponsors, the Joint Board of Trustees, the Trustees of the Trust, any and all Trustees and any and all Trustees similar to those herein, the Employer, and the Successors and Assigns of the Employer, agree that any Transfer shall be deemed to be a Transfer of all the Personal Property and all the Real Property of the Employer and the Trust, including all contributions, to the Trust, and that any such Transfer shall not release the Employer, or any of its successors or assigns, from any of its obligations hereunder.

ARTICLE 22 - 401 (K) PLAN

1. Employees may participate in the S kodeo Retirement Savings Plan according to the Plan Administrator's determination.

2. The Plan Administrator may grant the Employer the option to make contributions to the Plan on behalf of an Employee who is not otherwise eligible to participate in the Plan.

3. The Employer shall make contributions to the Plan on behalf of an Employee who is not otherwise eligible to participate in the Plan.

4. The Employer shall make contributions to the Plan on behalf of an Employee who is not otherwise eligible to participate in the Plan.

5. The Employer shall make contributions to the Plan on behalf of an Employee who is not otherwise eligible to participate in the Plan.

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12. The Employer shall make contributions to the Plan on behalf of an Employee who is not otherwise eligible to participate in the Plan.

13. The Employer shall make contributions to the Plan on behalf of an Employee who is not otherwise eligible to participate in the Plan.

14. The Employer shall make contributions to the Plan on behalf of an Employee who is not otherwise eligible to participate in the Plan.
Section 1. The Employer and the Union recognize that they must endeavor to provide safe work environments for all employees. As part of its efforts to achieve this goal, the Employer must require that guests and employees, as well as efficient operations for the protection and benefit of the general public, and the Employer's and efficient operations for the protection and benefit of the general public, and the Employer's employees, be performed by employees who are not under the influence of illegal drugs or alcohol.

Section 2. The Employer may implement a drug and alcohol testing policy, which includes employment testing for reasonable cause, testing in connection with an accident or injury, and pre-placement testing. Small tests for alcohol and drug testing shall include drugs and alcohol as defined by the Employer.

ARTICLE 24 - ALCOHOL AND DRUG ABUSE POLICY

Section 3. The Employer shall notify all employees of this Collective Bargaining Agreement by binding effect upon such successor and furnish a copy of such agreement to the Union.
GOLDEN VALLEY, MN
#1 GENERAL MILLS BOULEVARD
BASSETT CREEK
4th FLOOR
SODEXO INC.
A Subsidiary of
SDH SERVICES WEST, LLC

Nancy Goldmann, President
UNITE HERE, LOCAL #17

Shane Crayons
Vice President, Operations
Date 7-13-17

Meghan Ciglar, Senior Manager
Labor Relations
Date 7-13-2017

IN WITNESS WHEREOF, the parties hereto have caused these presents to be executed by their duly authorized officers as of the day and year first above written.

Section 1. This Agreement shall commence on June 25, 2017, and continue in full force and effect up to and including June 24, 2020. It shall be automatically renewed for an additional two (2) years from June 25, 2020, unless either party hereby shall serve notice in writing upon the other party by registered mail, return receipt requested, sixty (60) days prior to the expiration date of this Agreement, or any extension thereof.

ARTICLE 25—TERM OF AGREEMENT
An employee who bids on and accepts or dumps into a lower paying job shall be paid the rate of pay for the classification they move into, whichever is less. The difference in pay between the contract rate of pay for their classification and the contract rate of pay for the employee's current rate of pay or the rate of that corresponding to the job accepted or will have their current hourly rate of pay reduced by the twenty-five cents ($0.25) per hour above the employee's current rate of pay or the rate of that classification. Any employee who receives a promotion to a higher classification shall receive All designated Leads shall receive one dollar and thirty cents ($1.30) over the classification rate.

### Section 2: Red-Circled Employees General Wage Increases

<table>
<thead>
<tr>
<th>Date</th>
<th>Rate Increase</th>
<th>Employee Classification</th>
</tr>
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<tbody>
<tr>
<td>June 25, 2019</td>
<td></td>
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<tr>
<td>June 25, 2018</td>
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### Appendix A

CLASSIFICATION AND SCHEDULE OF WAGES

APPENDIX "A"
This procedure shall be posted and a copy of same given to all employees.

This procedure shall not be changed without agreement between the Employer and the Union.

When the manager may call the employee if the manager needs more information.

Message with as much information as possible for the manager and a phone number and time employee is unable to reach a manager during regular office hours, the employee shall leave a message with as much information as possible for the manager and a phone number and time a manager is unable to speak directly to a manager when they call in the first time, the employee shall call during regular office hours. 8:15 A.M. to 3:00 P.M. to speak directly to a manager. If the employee is unable to speak directly to a manager when they call in the first time, the employee shall call during regular office hours. 8:15 A.M. to 3:00 P.M. to speak directly to a manager. If the employee is unable to reach a manager during regular office hours, the employee shall leave a message with as much information as possible for the manager and a phone number and time employee is unable to reach a manager during regular office hours, the employee shall leave a message with as much information as possible for the manager and a phone number and time a manager is unable to speak directly to a manager when they call in the first time, the employee shall call during regular office hours. 8:15 A.M. to 3:00 P.M. to speak directly to a manager. If the employee is unable to reach a manager during regular office hours, the employee shall leave a message with as much information as possible for the manager and a phone number and time employee is unable to reach a manager during regular office hours, the employee shall leave a message with as much information as possible for the manager and a phone number and time.

CALL IN PROCEDURE

Appendix "B"

Upon Completion of:

- Twenty (20) Years of Service
- Fifteen (15) Years of Service
- Ten (10) Years of Service
- Five (5) Years of Service

Section 5

Longevity Pay - All Classifications
Implementing the classifications, the Employer will meet and confer with the Union prior to
the utilization of these classifications. The Employer currently utilizes classifications at the operation. Should the operation need
the classifications of Executive Attendant and Inventory Clerk that are not currently utilized, the Union agreed that the classifications of Executive Attendant and Inventory Clerk be reclassified to "Executive Attendant" and "Inventory Clerk.

As a result of the negotiations that resulted in the aforementioned Agreement, the

Agreement ("Agreement") that is effective from June 25, 2017 through June 24, 2020,
hereinafter referred to as the "Agreement," and the parties to a collective bargaining

Building Bassett Creek Minneapolis, MN until # 1334 ("Employer" or "Company"). While
Sodexo SDH Services West, subsidiary of Sodexo, Inc. Sodexo at General Mills Office

SIDE LETTER