

Showpay Smith Center Contract Negotiations 2022/2023 Summary of Changes

Economics

Wage increases

| | |
|-----------------|----|
| June 1, 2023 | 4% |
| January 1, 2024 | 3% |
| January 1, 2025 | 2% |
| January 1, 2026 | 2% |

Benefits:

| | |
|-----------------|--|
| April 1, 2023 | Vacation increase to 3%, Increase H&W to Culinary w/ automatic rate increases ADD Disability at 0.6% |
| January 1, 2024 | Pension increases to 9%, Disability funded at 0.6% |
| January 1, 2025 | Pension increases to 10% |
| January 1, 2026 | Pension increases to 11% |

Added Holidays: Christmas Eve (after 5pm) and New Year's Eve (after 5pm)

Overtime Premium: 2X on 7th day

- **Conditions & Housekeeping Changes**
- 7.03 added manual aerial flying rig to hazard pay
- 9.01 one-hour walkaway lunched guaranteed
- 18 fix language and pay week to accommodate Direct Deposit
- Changed to gender-neutral pronouns throughout the document.