

SUMMARY OF PROPOSED 2006 CONTRACT

1. DURATION:

6 years, starting on July 1, 2006 and expiring on June 30, 2012.

2. WAGE INCREASES TOTALING 24.7% OVER 6 YEARS:

July 1, 2006.....	4% compounded
July 1, 2007.....	4% compounded
July 1, 2008.....	4% compounded
July 1, 2009.....	3.5% compounded
July 1, 2010.....	3.5% compounded
July 1, 2011.....	3.5% compounded

Each of the above wage increases applies to the minimum wage rates for each job classification (including tipped classifications) in Schedule A of the contract and to the actual wage rates of all members who are being paid above the Schedule A rate. Also, the wage increases apply to all other wage related items in the contract, including banquet wages, extra rooms, cots, portorage, etc.

3. GUARANTEED HEALTH BENEFITS:

Health and Benefits will be completely funded for the entire length of the contract. That means that there will be no reduction in health benefits and no employee will be required to pay any co-payments.

4. INCREASED MANAGEMENT FUNDING OF PENSION PLAN:

The amount the Employer pays for the pension fund will be increased by 2% of wages on July 1, 2006. This means the pension fund will remain secure and continue to be funded entirely by management.

5. ONE ADDITIONAL PAID SICK DAY:

Effective in July 1, 2010, all employees will receive an additional paid sick day.

6. ADDITIONAL PAID VACATION DAYS:

On July 1, 2007, all employees who have 20 or more years of service will be entitled to five additional paid days of vacation for a total of 25 paid days per year.

7. EXTENSION OF BEREAVEMENT PAY:

Bereavement pay has been extended to include domestic partners.

8. INCREASE IN PORTERAGE FEES:

Bellpersons - On July 1, 2006, porterage fees for Bellpersons will be increased to \$2.00 per bag brought in and \$2.00 per bag brought out, with a maximum of 2 bags per guest.

Doorpersons - On July 1, 2006, porterage fees for Doorpersons will be increased to \$1.00 per bag brought in and \$1.00 per bag brought out, with a maximum of 2 bags per guest.

All porterage fees will get the yearly percentage increases in the contract.

9. EXPANDED DEFINITION OF PORTERAGE:

Bellpersons and Doorpersons shall receive porterage on ALL groups, not just tour groups, booked after July 1, 2006, that meet the following conditions:

- 1) The group has a minimum of ten reservations
- 2) The group has a common arrival date and time
- 3) The group is booked to a master account
- 4) Bellpersons and Doorpersons are available to service the group

The requirement that all guests arrive by a motorized vehicle has been completely eliminated.

10. MINI-BAR AND AUDIO-VISUAL EMPLOYEES:

For the first time, Audio-Visual employees and Mini-Bar Attendants will be included in Schedule A.

11. PROTECTIONS AGAINST EMPLOYER THEFT:

For the first time ever in our contract, management will have to pay a 15% penalty if the arbitrator decides that the Hotel willfully or in bad faith committed a violation of employee rights for which the Hotel is required to pay a monetary award. For example, if the Union catches management deliberately underpaying employees, the employer will have to pay a 15% penalty on top of any back pay owed to the employee.

12. PROTECTIONS FOR WORKER HEALTH & SAFETY:

Strong health and safety language has been added to the contract, including language that provides for an independent expert to examine the hotel in the case of health or safety problems and that gives the expert the power to issue a stop work order if he or she feels the work environment is unsafe for the members.

13. ADEQUATE SUPPLIES:

Management will have to provide all employees with the supplies they need to do their jobs safely and efficiently.

