

COLLECTIVE BARGAINING AGREEMENT

BY AND BTWEEN

Eurest at Delta Lounge (DTW)

AND

UNITEHERE!** Local 24**



EFFECTIVE DATES:

FROM: NOVEMBER 1, 2025

TO: OCTOBER 31, 2029

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ARTICLE 1 – RECOGNITION

The Employer (Eurest, an operating sector of Compass Group, NAD) recognizes the Union (Unite HERE Local 24) as the exclusive bargaining agent for the following bargaining unit:

Regular full-time and regular part-time food and beverage, retail clerk, stocking and warehouse employees employed by the Employer at the Delta Sky Clubs in Detroit Metropolitan Wayne County Airport. This includes lead employees and working supervisors who are not supervisors as defined by the National Labor Relations Act. Excluded are employees not defined above, as well as supervisors, managers, guards, confidential employees (as defined by the Act). Also excluded are employees working travel counselor/concierge positions and employees providing spa services (facials, pedicures, manicures, massages, etc.)

Recognized employee classifications and wages are found in Appendix A

ARTICLE 2 – DEFINITION OF EMPLOYEES

Section 1 **Regular Full Time Employee:** An employee who has been hired on a regular basis who has completed the probationary period as defined in this Agreement and is regularly scheduled for thirty (30) hours or more per work week.

Section 2 **Regular Part Time Employee:** An employee who has been hired on a regular basis who has completed the probationary period as defined in this Agreement and is regularly scheduled for twenty-nine (29) hours or less per work week.

ARTICLE 3 – PROBATIONARY PERIOD

Section 1 The first ninety (90) calendar days of employment for all new employees shall be considered a probationary period for purposes of this Agreement.

Section 2 During the aforementioned probationary period, the Employer may discharge such employee for any reason whatsoever. Any employee discharged during such probationary period shall not have recourse to the grievance procedure as set forth in this Agreement.

ARTICLE 4 – MANAGEMENT RIGHTS

Section 1 The Union recognizes the right of the Employer to operate and manage its business. All rights, functions, prerogatives, and discretions of the management of the Employer, formerly exercised, potentially exercised or otherwise, are vested exclusively with the Employer, except

only to the extent that such rights are specifically and explicitly modified by the express provisions of this Agreement.

Section 2 Except as modified by this Agreement, the Employer's right to manage its business shall include, but not be limited to, the right to hire, promote, transfer, assign, and direct its work force; to discipline, suspend, or discharge for just cause; to retire or relieve employees from duty because of lack of work or other legitimate reasons; to determine and require standards of performance and to maintain discipline, order and efficiency; to determine operating standards, operational and other policies; to determine methods, technology and procedures; to determine the quantity and type of equipment to be used; to increase or decrease the work force; to determine the number of departments and employees therein, and the work performed by them; to determine processes to be employed in the work place; to determine the number of hours per day or week individuals work and operations that shall be carried on; to establish and change work schedules, hours and assignments; to subcontract as long as it does not result in the layoff or displacement of current employees, except in cases of significant mechanical breakdown, fire, or flood; to discontinue or relocate any portion or all of the operations now or in the future that are carried on at the facility covered by this Agreement; to schedule hours of work, including overtime; to add shifts or terminate existing shifts in accordance with customer need; to make and enforce all reasonable rules relating to work, conduct, operations, and safety.

ARTICLE 5 – RESPECT AND DIGNITY

The Employer and Union agree that each employee and supervisory representative of the Employer shall be treated with dignity and respect. Verbal abuse, threats or harassment by employees, managers, representatives of the union, or supervisors towards each other will not be tolerated. Discipline shall be handled in a professional manner.

ARTICLE 6 – PARTNERSHIP GOALS & JOINT LABOR MANAGEMENT COMMITTEES

Section 1 - Partnership Goals The Employer and the Union agree that job security for the employees is best assured by growth of the business and that growth of the business is dependent on increased teamwork and productivity aimed at meeting the competitive challenges in the marketplace. The parties further agree that the most effective way of accomplishing those goals is through labor-management cooperation and a partnership between the Employer, the employees and the Union. The parties also believe that employee involvement and participation in improving the quality of their jobs and the growth of the business is an important goal of the Employer and the Union, as is building trust and improving communication between management and the employees. Toward those goals and objectives, the parties have agreed to create Site Labor Management Committee Meetings.

Section 2 - Site JLMC The Employer and the Union agree there shall be a Site Joint Labor Management Committee consisting of up to 5 individuals (total per party – internal and external) from each party. The names of the committee members shall be submitted by each party to the other, in writing. Meetings will be held at mutually agreeable times and places so as to apprise the other of problems, concerns and suggestions related to the operation, working conditions and the labor agreement, all with the aim of promoting better understanding between the parties. Meetings will be held no less often than quarterly. A written agenda shall be established one week prior to the meeting for each meeting. Employees assigned to the Site JLMC shall be paid their regular hourly rate for the time spent as a committee member on the JLMC.

Such meetings shall not be construed as opening the Agreement for negotiations nor shall such meeting be considered as a step in the grievance procedure. No rights either party has under the Grievance and Arbitration procedure or any other Article of the Agreement shall be waived by utilizing the Site JLMC including the exercise of management's rights by the Employer not to conflict with the Agreement.

Section 3 Any agreement reached by the Site JLMC to alter, change or amend the Labor Agreement will become final and may be implemented only after it is agreed to in writing by both the Union and the Employer.

Section 4 The parties may jointly choose to train Site JLMC participants in interest-based problem solving.

Section 5 The parties may jointly agree to have the Joint Labor Management Committee meetings facilitated by a mediator.

ARTICLE 7 – UNION MEMBERSHIP AND DUES

Section 1 Except where prohibited by law, it shall be a condition of employment that all employees covered by this Agreement who are members of the Union in good standing as of its effective or execution date, whichever is later, shall remain members in good standing, and those who are not members in good standing as of the effective or execution date of this Agreement, whichever is later, shall, on or after the thirtieth (30th) calendar day following the later of the effective or execution date, become and remain members in good standing of the Union, or in lieu of union membership pay an agency fee. The amount of such agency fee shall be determined by the Union, in accordance with applicable law.

Except where prohibited by law, it shall also be a condition of employment that all employees covered by this Agreement who are hired on or after its effective or execution date, whichever is later, shall, on or after the thirtieth (30th) work day following the beginning of such employment either become and remain members in good standing of the Union, or pay an agency fee as determined by the Union.

The Union may request, in writing, that an employee who fails to join the Union, maintain Union membership or pay a representation fee shall be discharged. If the Union makes such a request, the Employer shall comply, and discharge the employee within 5 working days' notice of that request. The discharge shall be considered for just cause, and is not subject to the grievance procedure. The request to discharge shall be made in writing, from the authorized union official.

Section 2 Upon receipt of a signed authorization form, or Union's electronic signature form, from an employee, and to the extent permitted by law, the Employer will deduct from that employee's wages an amount equal to the monthly Union dues to be deducted each pay in accordance with the signed dues authorization form, or the Union's certified dues and fee amounts. For new hires, Union dues will be deducted from the employee's paycheck in the month following thirty (30) days of continuous employment.

The Employer shall not be responsible for deducting Union dues while an employee is on a leave of absence or layoff status, after an employee's employment relationship with the Employer has ended, or upon receiving written notice from the Union that the employee has revoked or withdrawn the employee's Union membership or dues deduction authorization.

The Employer will deduct the Union membership dues or fees certified by the Union. Dues and fees will be provided to the Union in the succeeding calendar month, not later than the 15th of the month following the month of deduction. The Union shall certify the dues and fees to be deducted in writing, and shall not change the dues deduction requirement more than twice each calendar year. A copy of the monthly dues supporting documentation list that includes the amount deducted from that member will be sent to the Union during the succeeding month. The list shall contain name, social security number, employee identification number and total amount deducted from the employee's paycheck.

Section 3 The Union shall indemnify and save the Employer harmless against any and all claims, demands, suits or other forms of liability, including legal fees and other expenses and costs of defense, that may arise out of or by reason of action taken or not taken by the Employer for the purpose of complying with any of the provisions of this Article or any other provisions relating to any requirement of remission of dues, initiation fees and political action funds delivered to the Union, any requirements of membership in the Union, or obligations of the Union members or by reason of the Employer's reliance upon any list, notice, request or assignment furnished under any of such provisions or by reason of any action taken or not taken by the Union.

ARTICLE 8 – POLITICAL ACTION (TIP)

The Company shall deduct and transmit to the Treasurer of UNITE HERE TIP Campaign Committee the amount of contribution specified 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 UNITE HERE TIP Campaign Committee. These transmittals shall occur no later than the fifteenth (15th) day of the following month, and shall be accompanied by a list setting forth as to each

contributing employee, his or her name, address, occupation, rate of PAC payroll deduction by the payroll or other designated period, and contribution amount. The parties acknowledge that the Company's costs of administration of this PAC payroll deduction have 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:

Attn: Treasurer
UNITE HERE TIP Campaign Committee
275 Seventh Avenue
New York, NY 10001

The Union shall indemnify and save the Employer harmless against any and all claims, demands, suits or other forms of liability, including legal fees and other expenses and costs of defense, that may arise out of or by reason of action taken or not taken by the Employer for the purpose of complying with any of the provisions of this Article or any other provisions relating to any requirement of political action funds delivered to the Union, any requirements of membership in the Union, or obligations of the Union members or by reason of the Employer's reliance upon any list, notice, request or assignment furnished under any of such provisions or by reason of any action taken or not taken by the Union.

ARTICLE 9 – MONTHLY LISTS

Each month, the employer will provide the Union with a list of all current bargaining unit employees. Said list will include full name, social security number, phone number (as provided by employee), personal e-mail (if, and as provided by employee), classification, rate of pay, and date of hire. The information shall be provided by the first Friday of each month, in a commercially available computer format. This article/section is the sole requirement of the employer to provide lists of employees for the Union.

The Union shall indemnify and save the Employer harmless against any and all claims, demands, suits or other forms of liability, including legal fees and other expenses and costs of defense, that may arise out of or by reason of release of employee personal information due to the Employer's compliance with this article.

ARTICLE 10 – NON-DISCRIMINATION

The Company agrees that it will not discriminate in the hiring of employees or in their discipline, discharge or other transactions because of race, age, sex, color, religion, national origin, disability, or veteran status, height, weight, genetic information, arrest record, or marital status, or any other classification protected by applicable law, in regard to any position for which he or she is qualified.

The Company and the Union agree not to discriminate against any employee because of their Union membership or non-membership.

ARTICLE 11 – BARGAINING UNIT WORK

Managers, supervisors and other non-bargaining unit employees shall not perform work of the bargaining unit, except to cover breaks, absenteeism, lack of available qualified bargaining unit employees, rush periods, training periods, emergency situations and other situations beyond the Employer's control. The Employer will make reasonable efforts to find readily available, qualified bargaining unit employees to perform the work needed. However, if there are not readily available, qualified bargaining unit employees to perform the work needed, the Employer may complete the work needed using any means it deems necessary.

ARTICLE 12 – UNION ACCESS AND REPRESENTATION

Union Representatives

Authorized Representatives of Local 24 may be permitted to visit the Sky Lounge premises at reasonable times and locations to conduct Union business. Authorized representatives shall not interfere with operations of the facility, nor duties of employees during scheduled work hours. Access of authorized representatives must be with the permission of the client and follow client security policies and procedures.

Stewards

Stewards may be allowed reasonable time off from work, without loss of pay, in handling and adjusting grievances or representing members during a disciplinary meeting. Stewards are encouraged to use non-working time for investigation and handling of grievances and concerns. Prior to using working time, the steward must receive permission from their manager or the General Manager, and must inform the manager when their time away from work is complete. Up to 4 stewards will be recognized. The Union must provide the names of stewards in writing, either when a new steward is named, or upon request by the Employer.

Union Meetings

Union officers, stewards, and bargaining unit employees may be excused to attend union meetings, without pay. The Union will give as much notice as possible, in writing. Employees will be allowed to attend meetings, if operationally feasible.

Bulletin Boards

Subject to client approval, the Employer may permit the Union reasonable use of a bulletin board for the purpose of posting information on union meetings and general union information. Copies of the posting will be provided to the General Manager prior to posting, and shall not be defamatory or disparaging towards the Employer or client.

ARTICLE 13 – NO STRIKE / NO LOCKOUT

Section 1 The Union and its members employed by the Employer, individually or collectively, will not, during the life of this Agreement, encourage, cause or take part in any strike, work stoppage, picketing, hand-billing, patrolling, work interruption, work interference, slowdown, sabotage of Employer or client production or processes, sympathy strike, picketing or boycott against the Employer or client. The Employer will not engage in a lockout during the term of this Agreement.

Section 2 Employees who engage in any activity in violation of this Article shall subject themselves to discipline up to and including termination.

Section 3 The Union agrees that if employees covered by this Agreement are in violation of this provision they shall order the employees to cease and desist and return to work immediately and take all steps to ensure compliance with that request. None of the foregoing shall be a waiver for the Employer to take any legal action to force compliance with this Article.

ARTICLE 14 – SENIORITY

Section 1 - Definitions Except as set forth in a separate provision, seniority shall be defined as length of continuous service with the Employer in this agreement, since most recent date of hire

Section 2 Seniority shall govern with respect to layoff and recall.

Section 3 In the event that two or more employees are hired on the same day their seniority shall be decided by a lottery. The Union will be responsible for the lottery and its resulting effects.

Section 4 Seniority shall be deemed broken and employee terminated for the following reasons:

1. A voluntary quit;
2. A discharge for just cause,
3. Failure to return to work in accordance with the terms of an approved leave of absence;
4. Acceptance of other work while on leave of absence, except for an approved union leave of absence.
5. Providing false/misleading reasons or documentation related to request for leave of absence
6. A continuous layoff equal to the employee's length of service when the layoff began or eighteen (18) months, whichever is less;
7. Failure to return to work within five (5) days of notice sent to the last address on file by certified mail; unless there is a verifiable emergency which prevented the employee from responding to the notice to return to work.
8. Illness or injury absence equal to the employee's length of service when the leave began or one (1) year, whichever is less;

9. Two (2) consecutive work days no call/no show unless failure to call is due to an emergency beyond the control of the employee.
10. Any leave of absence greater than one year, except for a union leave of absence, by mutual agreement

ARTICLE 15 – LAYOFF AND RECALL

Section 1 In the event of a reduction in force, the least senior person in the affected job classification shall be the first person to be laid off so long as the remaining employees are qualified to perform the remaining work with minimal training. The displaced employee may bump the least senior employee in the bargaining unit provided they have the seniority and are immediately qualified to perform the work. The displaced employee without seniority to bump shall be laid off.

Section 2 Employees shall be recalled to their former position in inverse order as business needs dictate.

Section 3 Employees shall be provided with letters from the Company, notifying them of the layoff, and the expected date of return if known.

ARTICLE 16 – DISCIPLINE/DISCHARGE

Section 1 No non-probationary employee shall be discharged, suspended or otherwise disciplined without just cause. The Employer will promptly advise the Union of any discharge. In the event the Union claims the discharge is unjust, the grievance may be referred directly to Step 3 of the grievance procedure within fourteen (14) calendar days of the occurrence.

Section 2 An employee shall be permitted to have a Shop Steward at a meeting with the Employer, or its agents, which meeting is for the purpose of investigating alleged misconduct by the employee that might be the basis for, or which may result in, the discharge, suspension or other disciplinary action with respect to the employee.

Section 3 At the final step of progressive discipline, or in the event of a single serious incident or rule violation, the employee shall be suspended pending investigation and with the intention to terminate. The Union shall be given notice of such suspension within three (3) work days. Notices are to be sent by e-mail.

Section 4 For discipline situations that are appropriate for progressive discipline the progressive steps shall be:

1. First Written Warning
2. Second Written Warning
3. Final Written Warning and Suspension

4. Suspension pending investigation and decision to terminate

Discipline due to attendance occurrences will be as follows:

1. Verbal Warning — four (4) occurrences
2. Written Warning — five (5) occurrences
3. Final Written Warning - six (6) occurrences
4. Termination — seven (7) occurrences

Section 5 The employer will issue disciplinary notices promptly after investigation of the events giving rise to the discipline. The Employer will provide copy of the disciplinary notice to the employee, which will include reasons for the disciplinary action.

Section 6 For discipline situations that are appropriate for progressive discipline, the employer will not consider discipline which was issued more than 12 months prior to the current situation.

Section 7 Attendance issues shall be considered on a separate disciplinary track from other issues. Cash handling issues shall be considered on their own disciplinary track, separate from other issues. Associates must understand and adhere to the Employer's cash handling policy.

Section 8 Associates who call in for their scheduled shift must call the appropriate phone number and must call before the start of their shift, or it will be deemed a no call-no show.

ARTICLE 17 – GRIEVANCE PROCEDURE

Section 1 The term "Grievance" as used herein means any alleged violation, misinterpretation, or misapplication of this Agreement, and may be raised by an individual, group of individuals covered by this Agreement, or the Union on behalf of an individual or group of individuals covered by this Agreement. The claims covered by this Grievance and Arbitration Procedure include, but are not limited to, claims covered by the National Labor Relations Act and claims alleging a unilateral change in the terms and conditions of employment.

Section 2 The parties agree that grievances must be processed and resolved as rapidly as possible. The number of days indicated at each step of the grievance procedure shall be considered maximum and every effort should be made to expedite the process. Failure on the part of management to respond within the time limits shall result in a grievance being automatically moved to the next step. The time limitations may be extended on a case-by-case basis by mutual agreement. Such extensions shall be in writing.

Section 3 The following constitutes the exclusive method for resolving grievances between the parties under this Agreement, unless any step is waived or modified, in writing, by mutual consent of the Employer and the Union. Grievances involving suspensions or terminations will proceed in accordance with Step Two.

Step One: Any employee believing he/she has suffered a grievance, shall, with the assistance of a union representative, discuss the matter with his or her Assistant General Manager (AGM), whichever is applicable. In order to be a legitimate grievance, the issue must be discussed within ten (10) calendar days of its occurrence or when the grievant would have reasonably known of the violation. The AGM shall give an oral reply within seven (7) calendar days of submission of the Grievance.

Step Two: If the Grievance is not resolved after Step 1, then within seven (7) calendar days of the answer, the Grievance shall be reduced to writing and provided to the General Manager. The written Grievance should list the specific provision(s) of this Agreement alleged to have been violated and remedy sought. Within seven (7) calendar days of the Grievance being filed in writing, a meeting shall occur between the General Manager, the Shop Steward and the grievant in an effort to resolve the Grievance. The General Manager shall provide a written response within seven (7) calendar days of the meeting.

Step Three: In the event that the Grievance cannot be settled in Step Two, the written Grievance may be appealed by the Union to the District Manager or his/her designee within ten (10) calendar days after the written decision of the General Manager was received. The appeal shall be in writing. The parties shall meet within ten (10) calendar days in an effort to resolve the Grievance. The District Manager shall provide a written response within ten (10) calendar days of the meeting.

Following the District manager's response, the parties may submit an unresolved matter to voluntary mediation. All aspects of mediation will be by mutual agreement, including selection of mediator and rules of procedure.

In the event that a grievance which has been mediated subsequently goes to arbitration, no person serving as a mediator between the parties may serve as an arbitrator. Nothing said or done by the mediator may be referred to at arbitration. Nothing said or done by either party for the first time in the mediation hearing may be used against them at arbitration.

Step Four: If the Grievance cannot be satisfactorily adjusted at Step Three, the matter may be referred by the Union, (or the Employer in the case of an Employer grievance), for final decision and determination to an impartial arbitrator. The parties may agree to a panel of arbitrators to hear Step Four grievances. If the parties are unable to mutually agree upon an arbitrator, a request for arbitration shall be filed in writing with the American Association of Arbitrators (AAA) requesting a panel of seven (7) arbitrators no later than thirty (30) calendar days following the receipt of written Step 3 answer or the receipt of the written decision from the mediator as provided for in Step 3, paragraph 2 above.

The parties shall select an arbitrator from the AAA panel by alternately striking names (grieving party shall strike first) until one name remains who shall be the "selected" arbitrator. The arbitrator selected through the above request for arbitration filing process shall hold a hearing promptly and shall issue a written decision not later than thirty (30) calendar days from date of the close of the hearings or, if oral hearings have been waived, then from the date on which the written final statements and proofs on issues were submitted. The decision of the arbitrator shall be final and binding upon the parties. The arbitrator shall be bound and governed by the provisions of this

Agreement and the arbitrator shall be limited to the interpretation of the terms set forth in the Agreement. The arbitrator shall have no power to amend, add to, delete or change any terms of this Agreement, nor shall the arbitrator be able to change or amend rates of pay or classifications.

Costs of the arbitrator shall be shared equally by the parties. Any other expenses incurred, including but not limited to the presentation of witnesses, shall be paid by the party incurring same.

Section 4 The Employer may submit a grievance to the Union under the provisions of this Article within ten (10) calendar days after the event giving rise to the grievance has occurred. Such grievance shall be filed directly with the Union in writing at Step Three. The Union shall apply a written answer to the grievance within ten (10) calendar days of the Step Three meeting or teleconference. If such grievance is not settled, it may be submitted to mediation by mutual agreement or directly to arbitration.

Section 5 Any grievance of an employee termination may be expedited by either party following the Step 3 answer. It will be scheduled for the first available date offered by the selected arbitrator. The arbitrator will conduct the hearing without transcript and the parties will present all post-witness argument orally and without written briefs, except where equal opportunity allegations are specifically or implicitly included, a transcript (paid for by the requesting party), and/or briefs are permitted at the request of either party. The arbitrator will issue a determination within seven (7) days of the close of the hearing.

ARTICLE 18 – POSTING OF VACANCIES AND TRANSFERS

Section 1 All vacancies shall be posted in writing for five (5) working days on internal bulletin boards in the facility and company website. A copy of the posting shall be given to the Shop Steward and Union Representative. Persons shall apply for the posted vacancies as directed by the posting and/or company policy. Interviews will be conducted within fourteen (14) calendar days of the completion of the posting period. When more than one active current employee is deemed by management to be qualified for a position, selection of employees to fill the vacancies shall be governed by seniority. The Employer shall post the original open position and one additional posting in sequence unless the successful bidder for the first posted position came from an entry-level position under this Agreement. In such instance, the Employer may hire a replacement from outside.

Section 2 Vacancy shall be defined as a regular position which is vacated by the separation of an employee and one the Employer determines should be replaced or a newly created position.

Section 3 In the case of an unfilled vacancy, management shall have the discretion to transfer or assign employees to that unfilled vacancy.

ARTICLE 19 – HOURS OF WORK

Section 1 Full time employees will normally be scheduled 40 hours per week. Normally, 8-hour employees will be scheduled 8.5 hours, inclusive of meal period. Normally, 10-hour employees will be scheduled 10.5 hours, inclusive of meal period. Part time employees are normally scheduled less than 40 hours per week. Nothing in this article shall be construed to be a guarantee of hours. Subject to operational requirements and as business permits, management will maximize full time employees hours up to 40 hours in a standard work week, unless mutually agreed by the employee and management.

Section 2 Work schedules shall be posted by noon on Wednesday for the following schedule. Requests for days off shall be made at least 2 weeks prior to the posting of the schedule.

Section 3 All employees covered by this Agreement will be permitted to take paid breaks during each shift worked as follows: all employees who work four hours or more will be entitled to one fifteen (15) minute paid break. Employees working seven and one half (7.5) hours or more will be entitled to one additional fifteen (15) minute paid break (a total of thirty minutes) and employees working ten (10) hours or more will be entitled to one additional ten (10) minute paid break. Breaks will be scheduled by the manager. Employees with a shift of 6 hours or more will be provided a 30 minute unpaid meal period. Employees will be required to accurately record all break times.

Section 4 Employees working six (6) hours or more may consume one free meal during their thirty (30)-minute unpaid lunch break provided by the employer. Meals and beverages for working employees will be provided as per Company policy and procedures.

ARTICLE 20 – CHANGES IN HOURS

Section 1 In the event that the scheduled hours for a given classification are reduced, then the least senior employee in a given classification involved shall be affected first and so on as long as the remaining employees are qualified to perform the work with minimal training. By mutual consent of the parties, all employee in a given job classification involved may be affected equally (i.e. hourly time shall be reduced in a like amount for each employee).

Section 2 In the event that the scheduled hours for a given classification are increased, then the most senior employee qualified to perform the work with minimal training in the given classification shall be affected first and so on. By mutual consent of the parties, all employees in a given classification shall be affected equally (i.e. hourly time shall be increased in a like amount for each employee).

Section 3 Employees may use vacation or sick/personal days to count for full days during “slow day” reduced staff situations. If an employee requests to use a vacation/sick/personal day more than one (1) week in advance, the request will be filled by seniority. If an employee makes

this request less than one (1) week in advance, the Company will fill the requests on a first-come, first serve basis.

ARTICLE 21 – OVERTIME PREMIUM PAY AND TIPS

Section 1 Overtime, at one and one-half (1-1/2) times the regular straight-time hourly rate shall be paid for all work performed in excess of forty (40) hours in any one week. There shall be no duplication or pyramiding of overtime.

Section 2 The Employer will provide overtime sign up sheets on a weekly basis. Employees signing such sheets will be called, in rotating seniority order, for overtime opportunities.

Section 3 If there are insufficient volunteers, the employer may require employees in the classification to work in inverse seniority order.

Section 4 Whenever possible, overtime scheduled shall be posted the day before such overtime is scheduled. In the event of short notice overtime, employees working overtime shall be permitted to make such necessary notification to their homes and families. The Employer will endeavor to give as much notice as possible of required overtime. Overtime may at times be mandatory for all employees in a classification and will be assigned to the employees in the classification. The Employer will consider requests to not work overtime.

Section 5 Employees shall be expected to work a reasonable amount of overtime when requested. Should not enough employees report for work and/or respond for overtime or extra shifts, the Employer may perform the work through any means necessary, including use of non-bargaining unit employees.

Section 6 No employee shall work overtime unless such overtime work has been authorized in advance by his/her supervisor. Overtime shall be verified in writing by the Supervisor on the employee's time record.

Section 7 Shift premium will be paid to employees who work 4 or more hours of their regular shift after 10pm, or before 5am. The shift premium is \$1.50/hour, for all hours worked in the employee's regular shift, subject to the conditions above. Shift premium will not be added to any other premium pay.

Section 8 - Tips Tips and tipping will follow client policies and guidelines. Should those guidelines or policies change significantly (i.e. be eliminated or change tipped amount employee receives significantly), then either party may request to meet and discuss the effects of this change. Such request to meet and discuss must be received within 30 calendar days of the effective date of the change. The request to meet and discuss shall not change or alter any language of the collective bargaining agreement, and discussions are limited to the effect of the change in tipping policy and/or procedures.

Section 9 - Reporting Pay Employees who report to work, or are called in on their regular day off shall be provided with the minimum or ½ the pay of the hours they were scheduled, or 4 hours if the employee is not provided work or is sent home. Employees will be paid for the hours worked at the appropriate rate. If the employee voluntarily leaves, they will be paid for the hours worked at the appropriate rate, and are not eligible for the minimum pay as described above.

ARTICLE 22 – BADGING AND PARKING

Badging

The employer will pay for employee airport badging and screening. Replacement badges, employee-incurred fines, fees and retraining will be at employee cost. Should the cost of airport badging and/or screening increase significantly, the Employer may request to negotiate over the costs and cost-sharing of airport badging.

Employees must follow all airport, airport security, Employer and client rules, regulations and procedures regarding airport badging and screening.

Parking

The employer will pay for employee airport parking in designated lots. Should the cost of airport parking increase significantly, the Employer may request to negotiate over the costs and cost-sharing of airport parking.

Employees must follow all airport, airport security, Employer and client rules, regulations and procedures regarding airport parking, and may only park in designated lots for employees.

ARTICLE 23 – HOLIDAYS

Section 1 All non-probationary employees of the bargaining unit shall be entitled to 8 holidays each year, as prescribed by the client. If the client's holiday schedule is less than 8 holidays, non-probationary employees will be provided with floating holidays to provide for 8 holidays.

Section 2 When a holiday is celebrated on a day when the employee is not normally scheduled, payment shall be based on an individual employee's regular hours worked (averaged over the prior year) to a maximum of eight (8) hours.

Section 3 Employees shall be eligible for holiday pay upon completion of their probationary period.

Section 4 Employees scheduled to work either the day before or the day after the holiday must be present on the scheduled day in order to be paid for the holiday unless they are on jury duty or bereavement leave. If management approves a day off before or after the Holiday, there is not

forfeiture of Holiday pay. Employees who call in sick on either day before or the day after the holiday may be requested to furnish proof of illness for the holiday to be paid.

Section 5 Employees who work on the holiday will be paid their holiday pay (as per Section 2), and receive 1.5 times pay for the hours worked on the holiday. The holiday pay and premium only applies for hours worked or paid from 1201am to 1159 pm of the actual day of the holiday.

Section 6 Floating holidays must be requested 2 weeks prior to the requested day. Management will provide a approval (or denial) within 3 business days of the request. Floating holidays do not rollover, and are not paid out at the end of the year.

ARTICLE 24 – VACATION

Full-time and Part-time Employees only. Excludes Temporary workers.

ACCRUAL RATE:

Full Time and Part Time Employees only. Excludes Temporary Workers						
Accrual rate:	Tenure	<2 years	2-7 Years	8-14 years	15-24 years	25+ years
Accrual begins on date of hire and accrues for each hour an Employee works	Hourly Accrual	.01923	.03846	.05769	.07692	.09615
	Not to Exceed	40 hours	80 hours	120 hours	160 hours	200 hours

* Based on a fiscal year and years of service as of October 1.

Vacation Accrual:

Length of service must have been completed in the previous fiscal year before the vacation allotment is increased to the next level.

Vacation Scheduling:

Employees may begin taking paid vacation after ninety (90) days of employment (91st day). Vacation must be requested by the procedure as directed by your unit manager. Employee seniority will be taken into consideration when scheduling vacations and requests will be granted based on business needs.

Employees working in cash-handling positions must take vacation of at least three (3) consecutive working days at least one (1) time per year.

Vacation Pay:

Vacation pay is based on the average hours worked by an Employee and the Employee's straight time pay rate at the time vacation is paid.

Vacation pay for all Employees, for employees working 8 hour or less shifts, is capped at eight (8) hours per vacation day. Employees regularly scheduled 10 hour shifts will have vacation pay capped at 10 hours per vacation day. 10-hour employees will not accrue more than in the chart above.

Vacation may not be taken in less than ½ day increments.

No Carry-Over and Reasonable Cap on Vacation Accrual:

Any accrued and unused vacation will not carry-over from year to year unless required by state or local law.

If carry-over is required by law, the maximum vacation that an employee may accrue at any time shall not exceed the accrual for a period of one (1) year and nine (9) months at the employee's then current annual accrual rate. The accrual cap is equal to 1.75 times the annual accrual.

If an Employee's accrued and unused vacation balance reaches the maximum cap, the Employee will not accrue any additional vacation. If the Employee later uses enough vacation to fall below the maximum cap, the Employee will resume accruing vacation.

Vacation Advances:

Up to five (5) days of vacation may be advanced if you manager approves, but cannot exceed the total allotment for that fiscal year.

Requests for advances beyond five (5) days will be considered for unique situations only (i.e. an Employee's marriage, an Employee wishing to go home to a foreign country requiring extensive travel, or upon the birth of a child in the first six (6) months of a year) and will require approval of the Regional Vice President and Human Resources Director. The Company reserves the right and discretion to deny any such requests.

Separations:

An Employee who resigns or is discharged will not receive pay for any accrued, but unused vacation unless required by state and/or local law.

**ARTICLE 25 –
HEALTH AND WELFARE**

Section 1 - "Employer Benefits Plans" The Employer shall make available to eligible hourly employees in the bargaining unit the Employer Benefits Plans of Compass Group USA.

Section 2 – Eligibility Employees that work 30 or more hours per week are eligible to participate in Compass Group benefits on the first day of the month following two months of service. Thereafter, eligibility to participate in benefits shall be determined yearly on the basis of the employee's hours paid during the annual measurement period.

Section 3 - Benefits The following benefits are available to eligible employees under the Standard Union Plan 2. The employee benefit costs are in accordance with the terms under the Standard Union Plan 3. Employee benefit costs will be distributed each year during the Annual Enrollment period. Full-time union associates are automatically enrolled in employer paid Basic Life Insurance and Short-Term Disability benefits following the completion of their waiting period.

Section 4 - Plan Rules Employees may be eligible to participate in the Employee Benefit Plan of the Compass Group USA, Inc. subject to and according to all of the terms, conditions, rules, and provisions of the governing plan document. The plan document, may be unilaterally changed, amended and/or terminated at any time by the Board of Directors of Compass Group, North America (or its delegate).

Standard Union Plan 2 will be available during Open Enrollment (October-November, 2025) for calendar year 2026, and 2027.

Calendar Year 2028

Effective January, 2028 through the duration of this agreement, eligible employees will be offered health benefits (health and welfare, dental, vision, life and AD&D insurance, and Short Term Disability insurance under the Unite HERE Food Service Plan II (FSP II), and no longer eligible for said benefits under the Compass plans referenced above.

The Employer will contribute 80% for the monthly premiums, and employees will contribute 20% for the monthly premiums, for employees who choose medical, dental or vision coverage for the FSP II plan. The 80/20 cost share applies to any coverage level (Gold, silver, single, family, etc.) Medical coverage will be limited to Gold Plus and Silver Plus plans.

The Employer will pay 100% of the premium for Life and AD&D insurance. All eligible employees will be covered, regardless of their choice of medical coverage (including declining)

The Employer will pay 100% of the premium for Short Term Disability. All eligible employees will be covered, regardless of their choice of medical coverage (including declining) .

On June 1, 2027, the Employer and Union will meet and discuss requirements for updated Trust Language, in accordance with the Trust Fund's requirements for participation. However, such meeting will not result in any change to the cost share noted above.

**ARTICLE 26 –
RETIREMENT – 401(k)**

The Company will make the 401(K) Plan available to employees who are covered by this Collective Bargaining Agreement in accordance with plan document. The plan document, may be unilaterally changed, amended and/or terminated at any time by the Board of Directors of Compass Group, North America (or its delegate).

**ARTICLE 27 –
SICK LEAVE**

All employees, after completion of their probation, may use Michigan’s Earned Sick Time Act (the Act) leave, in accordance with that statute. Employees, while on probation, will earn sick leave in accordance with the Act, but shall not use accrued sick leave until they have completed 90 days’ employment.

Should the Act be modified, either party may request to re-open and negotiate changes to this Article only. All other provisions of the CBA will remain in full force and effect. Such notice to modify this article must be received within 30 days of the Act being modified.

**ARTICLE 28 –
JURY DUTY**

Employees selected for jury duty will be paid at their normal daily rate while serving on jury duty. The maximum amount of paid time away from work for jury duty is twenty (20) workdays in a rolling twelve (12) month period.

In the event that an Employee’s juror service exceeds twenty (20) workdays in any rolling twelve (12) month period, the Company will provide the Employee with unpaid time away from work. During this time, an Employee’s existing benefits will continue subject to the Employee’s premium contributions. Upon the completion of the required jury service, the Employee will be reinstated to their same or similar position.

Proof of Service. In order to be eligible for benefits, the Company may require that an employee provide their Manager with documentation establishing the employee’s required jury service or witness testimony.

**ARTICLE 29 –
BEREAVEMENT**

In the event of the death of an employee’s family member, employees are entitled to take paid bereavement to attend funeral services, to take care of personal matters, and to grieve.

Immediate Family Members. All full-time employees are entitled to up to three (3) consecutive working days of paid bereavement in situations involving the death of the Employee's immediate family member. If the funeral or other memorial service takes place more than 500 miles from the worksite, Employees are entitled to up to five (5) consecutive working days of paid bereavement.

"Immediate Family" is defined as an Employee's parents or legal guardians, mother-in-law, father-in-law, spouse, domestic partner, children, brothers, sisters, grandparents, grandchildren, step-parents, step-children, step-brothers, step-sisters, parents of the Employee's domestic partner, and children of the Employee's domestic partner.

Part-time employees are entitled to up to 2 working day for bereavement for immediate family, and up to 3 working days for bereavement of immediate family with memorial service more than 500 miles from the worksite.

Extended Family Members. In the event of the death of an Employee's extended family member, all full-time and parttime Employees are entitled to paid bereavement of one (1) working day. If the funeral or other memorial service takes place more than 500 miles from the worksite, Employees are entitled to up to three (3) consecutive working days of paid bereavement.

"Extended Family" is defined as an Employee's brother-in-law, sister-in-law, daughter-in-law, son-in-law, aunt, uncle, niece, nephew, cousin, and siblings of the Employee's domestic partner.

Exceptions: If requested, management may grant bereavement on non-consecutive workdays. Request must be made prior to taking bereavement on non-consecutive days, and non-consecutive days must be taken within a reasonable time.

Communicating with Management is Important. Before taking paid bereavement, Employees must alert management of the need for time away and under what benefit they are requesting (Immediate or Extended Family)

Documentation. The Company reserves the right to request documentation establishing an Employee's attendance at a funeral or other memorial services and/or documentation of the Employee's relationship to the deceased.

ARTICLE 30 – TRAVEL ALLOWANCE

Any employee who is required to utilize their own vehicle for work, or is requested to perform work at another location, shall receive a mileage allowance at the rate of the prevailing IRS rate in effect, or be reimbursed the appropriate fee for use of public transportation, if necessary.

ARTICLE 31 – UNIFORMS

- a. The Company will provide the uniforms – 2 at the time of hire, and 2 more after the end of the probationary period for full time employees. Part time employees will received 1 uniform at hire, and 1 uniform after the end of the probationary period. Employees must wear uniforms as directed and are responsible for maintaining such uniforms. Uniforms damaged or unusable through normal wear and tear shall be replaced by the Company at no cost to the employee.
- b. Uniforms are the property of the Employer. They must be worn at all times when at work. If the employee is laid off or terminates employment for any reason, they must return their uniforms before final paychecks will be issued.

ARTICLE 32 – SEPARABILITY AND SAVINGS

Section 1 If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held invalid by operation of law or by a Court or other tribunal of competent jurisdiction, such provision shall be inoperative but all other provisions shall not be affected thereby and shall continue in full force and effect.

Section 2 The parties agree to meet promptly to discuss the impact of the affected text in Section 1 above and to create new text as may be needed. Such discussions shall not "open" the Agreement during its term.

ARTICLE 33 – SAFETY

Section 1 The Employer will ensure that the working environment and all conditions of work are maintained in a safe manner and that all safety devices and equipment required by the various health codes and other applicable statutes are supplied to maintain a safe environment.

Section 2 As part of the Joint Labor Management Committee, the Union and Employer will discuss safety concerns, including identifying potential safety hazards. Safety will be a standing item on the Joint Labor Management Committee meeting. The Employer will consider all of the recommendations from the Committee in good faith.

Section 3 - Protective Equipment The Employer shall make available all appropriate personal protective equipment and replace for normal wear and tear as needed, at no cost to the employee. Employees are expected to use/wear all protective equipment and are responsible for lost protective equipment.

ARTICLE 34 – INCARCERATION

Section 1 Incarceration, on its own, does not provide just cause for disciplinary action.

Section 2 Employees who have been incarcerated retain a reasonable obligation to notify or have someone notify the Employer regarding absence from work.

Section 3 An incarcerated employee may be excused from providing notice regarding each scheduled shift, but must establish with the Employer an initial period of absence from work, as soon as practicable, and either return to work following that established initial period, or notify the Employer prior to the end of that period and establish a new date for the return to work.

Section 4 An incarcerated employee, who is released to return to work within thirty (30) days of the original absence caused by incarceration and has met the requirements of this article, shall be returned to work without loss of seniority or other privileges of employment.

ARTICLE 35 – MAINTENANCE OF BENEFITS

No Employee shall have his/her wages, benefits or other working conditions reduced as a result of signing this Agreement unless mutually agreed to by the parties.

ARTICLE 36 – SUCCESSORS AND ASSIGNS

Should the Employer sell, assign or otherwise transfer its operations, the Employer shall notify the union in writing, and it shall notify the transferee of this Agreement.

The Employer shall notify the Union promptly when they have been notified that their contract with the client is going out to bid or otherwise terminated.

ARTICLE 37 – LEAVE OF ABSENCE

Section 1 Upon written notice to the Employer, an employee with at least 6 months of service may apply for a personal leave of absence of up to thirty (30) days. An employee must submit a written request at least thirty (30) calendar days in advance; however, the Employer will consider exceptions for unforeseen circumstances. The application shall specify the reason and the requested length of time for leave. The leave may be extended by mutual agreement of the parties in writing in advance of the conclusion of the original leave. The employee shall give a minimum

of fifteen (15) days' notice of such request. Employees must receive approval by the Employer for the leave; such approval will not be unreasonably withheld.

Section 2 Medical leaves of absence, including Family and Medical Leave Act, will be governed by applicable statute and company policies.

Section 3 The continuation of insurance and the division of premium expense for insurance coverage during medical leave is controlled by the guidelines of the Family and Medical Leave Act.

Section 4 In the event an employee is hired or appointed to short-term employment with the Union, the employee shall be allowed to take leave, subject to the Employer's legitimate business needs. Such leave shall not exceed twelve (12) months. No more than one (1) employee may be awarded such leave at a time, unless mutually agreed upon by the Parties. The company shall continue to pay for the employee's benefits during such leaves provided that the Union and/or employee reimburse the company in full for such benefits. The employee shall continue to pay their share of any benefits.

Section 5 An employee who enters the armed forces of the United States, or is called to active duty or military training, will be granted an unpaid leave of absence according to current state and federal laws.

Section 6 An employee returning from any leave shall be entitled to reinstatement to his/her position, hours and work unit unless the position has been eliminated as a result of layoffs or other legitimate business needs. In such event, the employee may use their seniority as provided for in the seniority and layoff articles.

Section 7 Use of paid leave time while on leave will be governed by Company policy and statute.

ARTICLE 38 – VOTING

Full-time employees who lack sufficient time outside of normal scheduled hours to vote in local, state or federal elections may request to take off up to 2 hours of work, with paid for the purpose of voting. Paid time off, if granted, will be provided at the beginning or end of the shift, whichever allows the most free time for voting and the least time off of work. Employees requesting such time must request at least 2 working days prior to voting, and must provide proof of the polling station's hours demonstrating the need for time, and a voters receipt upon return to work from voting.

ARTICLE 39 – WAIVER

The parties acknowledge that during the negotiations which result in this Agreement each had the unlimited right and opportunity to make demands and proposals with respect to all proper subjects of collective bargaining and that all such subjects that have been discussed and negotiated upon the agreements contained in this contract were arrived at after the free exercise of such rights and opportunities. Therefore, the Employer and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waive the right and each agrees that the other shall not be obligated to bargain collectively except by mutual agreement, with respect to any subject or matter referred to or covered in this Agreement or in respect to any subject or matter not specifically referred to or covered by this Agreement even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

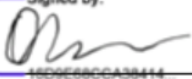
ARTICLE 40 – COMPLETE AGREEMENT

This Agreement, reached as a result of collective bargaining, represents the full and complete agreement and understanding between the parties on all subjects of wages, hours, benefits and working conditions, and supersedes all previous agreements or practices, whether written or oral, between the parties.

ARTICLE 41 – DURATION, TERM AND RENEWAL

Section 1 This Agreement shall be in full force and effect as of, **November 1, 2025** and shall be in effect up to and including **October 31, 2029**. At least 90 days prior to the expiration of the agreement, either party may give notice for renegotiation of a new collective bargaining agreement. Should notice not be given at least 90 days prior to the expiration, the agreement will automatically renew for 1 year. Should notice to renegotiate the agreement be properly given, the agreement will remain in full force and effect until a new agreement is negotiated, or until either party gives 20 days written notice to terminate the agreement.

For the Employer Eurest at Delta Lounge


Signed by:  12/30/2025
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Signed by: Tyler Spear 1/5/2026
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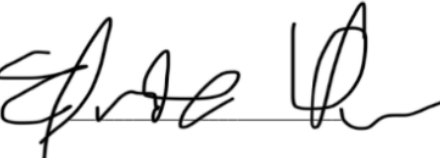
DocuSigned by: Kurt Steinhoff 12/19/2025
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For the Union UNITEHERE! Local 24

DocuSigned by:  1/7/2026
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 Stephanie Johnson

 1-24-2026



**APPENDIX A –
WAGES**

Classification	Current Wage	Nov 7, 2025	Nov 1, 2026	Nov 1, 2027	Nov 1, 2028
			+1/hr	+1/hr	+1/hr
Porter	\$17.00	\$18.25	\$19.25	\$20.25	\$21.25
Supervisor/Leads	\$19.00	\$22.00	\$23.00	\$24.00	\$25.00
Bartender	\$14.53	\$16.00	\$17.00	\$18.00	\$19.00
Ambassador	\$16.50	\$18.00	\$19.00	\$20.00	\$21.00
Cook	\$17.40	\$20.50	\$21.50	\$22.50	\$23.50
Dishwasher	\$17.00	\$18.25	\$19.25	\$20.25	\$21.25
Over-scale Employees		+1/hr	+1/hr	+1/hr	+1/hr
		First full payroll period following dates above			
		“Ratification” pay increase no earlier than first full payroll period after 10-31-2025			
Probationary employees start \$.50/hr below listed rate, go full rate after passing probation.					

APPENDIX B

Highlights of Michigan's Current Sick Leave Law – use at Eurest at Delta SkyClub – DTW

1. Employees earn sick leave at the rate of 1 hour for every 30 hours worked
2. Employees may use earned sick leave after completing probation.
3. Sick leave may be used in increments of 1 hour
4. Employees may use up to 72 hours of sick leave per calendar year.
5. Employees may roll over up to 72 hours of unused sick leave per calendar year.
6. Employees may use sick leave for their illness, injury or preventative medical care.
7. Employees must follow Employer call out and notice requirements.

The above highlights are in effect as of February, 2025. The law may be changed or amended by the State of Michigan.

LETTER OF UNDERSTANDING

Joint Labor Management Meeting, following new CBA ratification

During negotiations for a new agreement, Eurest (the Employer) and Unite Here Local 24 (the Union) agreed to engage in a first JLMC within 90 days of the ratification of the new agreement. It was further agreed that the topics of the first meeting would include:

- Shifts and job openings
- Absenteeism
- Uniform standards
- Overtime