



**Detroit Casino Industry Tentative Agreement  
Ratification Vote  
November 18, 2023**



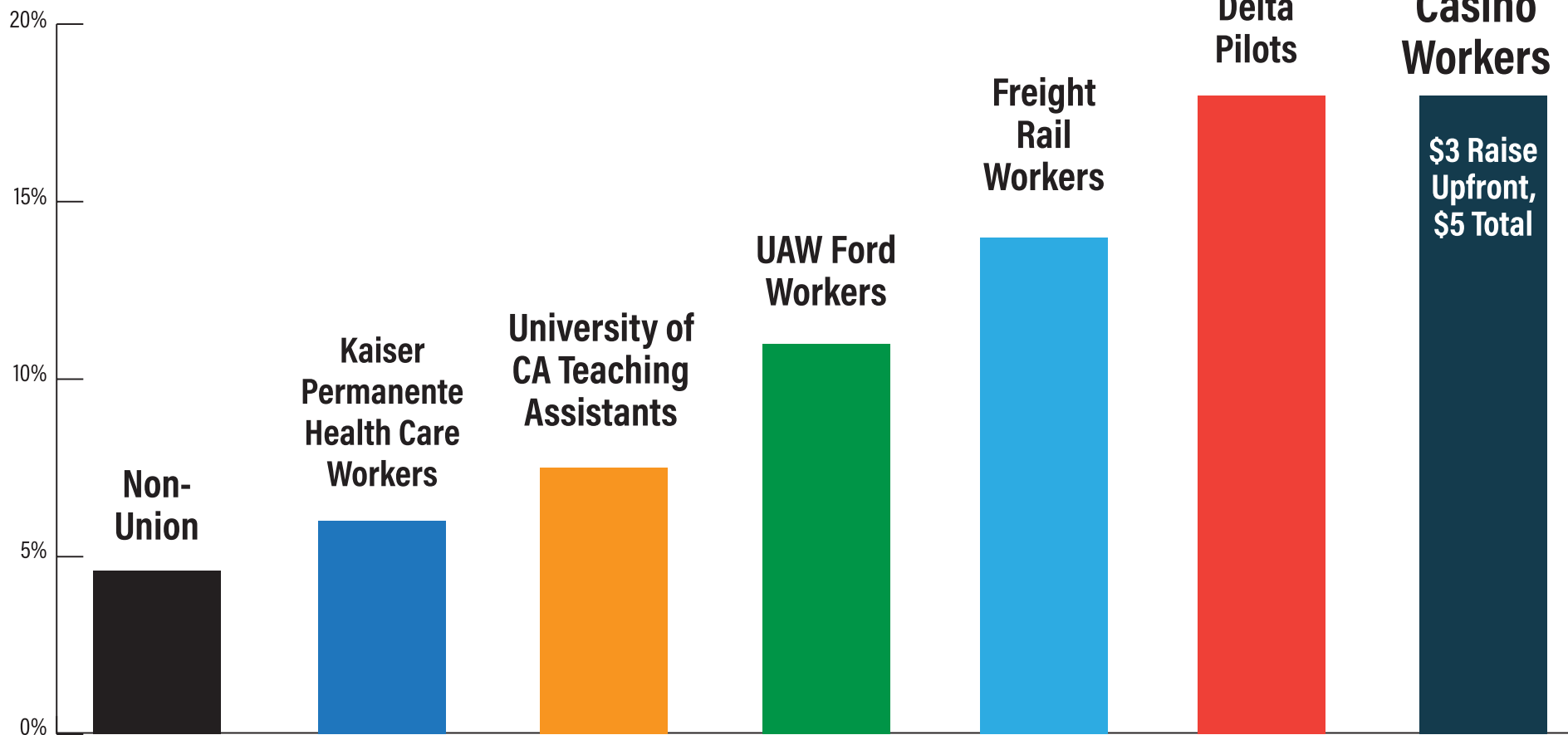
CASINO  WORKERS

HEALTHCARE  
NO INCREASES  
FOR  
5 YEARS!



# Strikes Work!

**1st year wage hikes won after recent strikes and strike votes**

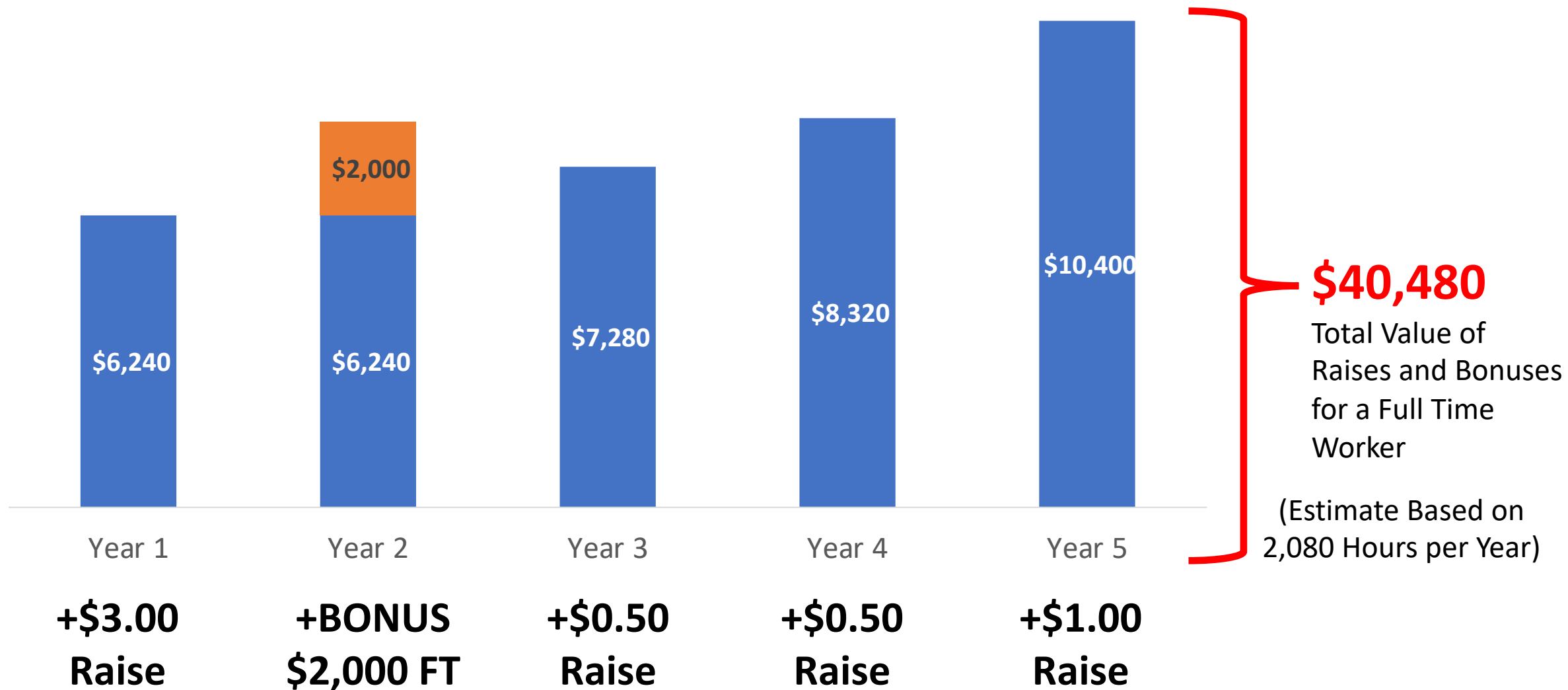


*Source: Financial Times*

Our \$3 Raise upfront is an 18% pay increase on average immediately.

\$5 over the length of the contract is a 30% pay increase overall.

# Raises and Bonuses Worth Over \$40k



# Sample Pay Raises

TENTATIVE AGREEMENT WAGE INCREASE EXAMPLES						
		Year 1	Year 2	Year 3	Year 4	Year 5
Wage Increase		\$ 3.00	BONUS!	\$ 0.50	\$ 0.50	\$ 1.00
	Current Top Rate	Year 1	Year 2	Year 3	Year 4	Year 5
Engineer I	\$ 28.75	\$ 31.75	BONUS! \$ 31.75	\$ 32.25	\$ 32.75	\$ 33.75
Cumulative Increase	-	10.4%	BONUS! 10.4%	12.2%	13.9%	17.4%
	Current Top Rate	Year 1	Year 2	Year 3	Year 4	Year 5
Dealer I	\$ 12.09	\$ 15.09	BONUS! \$ 15.09	\$ 15.59	\$ 16.09	\$ 17.09
Cumulative Increase	-	24.8%	BONUS! 24.8%	28.9%	33.1%	41.4%
	Current Top Rate	Year 1	Year 2	Year 3	Year 4	Year 5
Cocktail Server	\$ 13.36	\$ 16.36	BONUS! \$ 16.36	\$ 16.86	\$ 17.36	\$ 18.36
Cumulative Increase	-	22.5%	BONUS! 22.5%	26.2%	29.9%	37.4%
	Current Top Rate	Year 1	Year 2	Year 3	Year 4	Year 5
Valet Atnd - MCC/GRK	\$ 12.40	\$ 15.40	BONUS! \$ 15.40	\$ 15.90	\$ 16.40	\$ 17.40
Cumulative Increase	-	24.2%	BONUS! 24.2%	28.2%	32.3%	40.3%

# New Benefit: 401k Match

- Current contributions remain intact:

1 year < 3 years	3 years < 5 years	5 years and up
\$0.60 per hour	\$0.70 per hour	\$0.80 per hour

- In the second year of the contract, the employer will match 50% of up to \$2,000 in employee contributions.
- This is the first time that the employer has matched employee contributions, and we will build on this victory in future contracts.

# NEW HIRE? BIG JUMPS AHEAD W/ NEW CONTRACT

*New Hires get to the 100% rate twice as fast!*

## CASE STUDY #1: COOK I at MGM hired 1 year ago today

Current rate	AT RATIFICATION	At 2-year anniversary	10/2025 WAGE	10/2026	10/2027	TOTAL
<b>\$16.43</b>	\$20.10	\$22.33	\$22.83	\$23.33	\$24.33	<b>\$7.90</b>

## CASE STUDY #2: GUEST SERVICE AGENT at MotorCity hired 2 months ago

Current rate	AT RATIFICATION	At 1-year anniversary	At 2-year	10/2025	10/2026	10/2027	TOTAL
<b>\$15.50</b>	\$17.90	\$20.13	\$22.37	\$22.87	\$23.37	\$24.37	<b>\$8.87</b>



# Won Juneteenth as a Paid Holiday





# Additional Contract Wins

- \$1 training pay
- First ever technology language to protect our jobs that includes:
  - 180/45/30-day notice requirement
  - Seat at the table to negotiate impact of changes
  - Recall, training and severance provisions (7 months health care, \$2,500 - \$15,000 based on years of service)
- Department specific workload issues