

HOLLYWOOD @ GREEKTOWN, MGM GRAND DETROIT & MOTORCITY CASINO and the DETROIT CASINO COUNCIL SUMMARY OF TENTATIVE AGREEMENT

****YOUR UNION NEGOTIATING COMMITTEE ENDORSES AND RECOMMENDS A
YES VOTE TO RATIFY TENTATIVE CONTRACT AGREEMENT.**

➤ **Contract Duration:** 5 Years, 4 Months (October 17, 2023 through February 16, 2029)

➤ **Wage Increases:**

- ✓ **\$3.00 / hour** Upon ratification
- ✓ **0.50¢ / hour** Effective 10/17/25
- ✓ **0.50¢ / hour** Effective 10/17/26
- ✓ **\$1.00 / hour** Effective 10/17/27

✓ **Total of \$5.00 over the term of the Agreement**



➤ **One-Time Bonus:** In December of 2024, a one-time bonus of \$2,000 shall be paid to eligible full-time employees and a one-time bonus of \$1,000 shall be paid to eligible part-time employees. To be eligible for that one-time bonus (“December 2024 Bonus”), employees must be employed by the applicable Casino 1) on the date of the 2023 Ratification and 2) on December 1, 2024. Additionally, full-time employees must have been paid for at least 1250 hours, and part-time employees must have been paid for at least 625 hours, in each case between the date of the 2023 Ratification and December 1, 2024. Employees on qualified FMLA leave 1) on the date of the 2023 Ratification, 2) on December 1, 2024, or 3) who don’t meet the hour requirements for eligibility because of such FMLA leave, will be considered qualified for the applicable bonus level according to their full-time or part-time status. The December 2024 Bonus will be paid on or before December 13, 2024.

➤ **New Hire Wage Progression:**

- ✓ **80%** 1st Year of Employment
- ✓ **90%** 2nd Year of Employment
- ✓ **100%** 3rd Year of Employment

✓ In order to address its recruitment and retention needs, the Employer may, upon written notice to the DCC member Union, accelerate the 80-100% wage progression to any tier of wage progression up to the 100% rate for the following classifications: GRAs/Room Attendants, House Persons, Cocktail Servers, Cooks, Utility Persons, Porters, Dining Room Attendants, Bussers and Restaurant Hostesses. If the Employer elects to accelerate such wage progression, it shall bring all employees then within that classification earning less than the accelerated wage rate to the accelerated wage rate, at a minimum. No employee shall suffer a wage reduction in the event the Employer elects to return to the prior wage progression.

➤ **401(k) Retirement Plan (Article 12):** Eligible employees who receive the December 2024 Bonus may elect to deposit a portion or all of that bonus into their 401(k) account, and the Employer will match 50% of such deposit, in each case in accordance with and to the extent allowed by the Employer’s 401(k) plan and applicable law. In the event such contribution is not allowed, the Employer will provide an alternative to make the eligible employee whole for the 50% match.

Seniority	10/17/2024	10/17/2025	10/17/2026	10/17/2027	10/17/2028
1 yr, < 3yrs	\$.60	\$.60	\$.60	\$.60	\$.60
3 yrs, <5 yrs	\$.70	\$.70	\$.70	\$.70	\$.70
5 yrs and up	\$.80	\$.80	\$.80	\$.80	\$.80

- **Health Benefits – (Article 11):**
 - ✓ Medical Benefit Coverage – Maintain Current Plans/Employee Contributions Per Month through duration of 2023 CBAs. Also maintain Article 11 Language on Health Benefits Joint Committee.
 - ✓ Dental – Maintain current plan.
 - ✓ Vision – Maintain current plan.

- **Additional Holiday:** Juneteenth is added as a holiday, effective in 2024.

- **TECHNOLOGY:** New job protection provisions apply regarding changes in technology that impact bargaining unit employees. The protections include prior notice to and engagement with the affected DCC member union, as well as training opportunities, enhanced work opportunities, severance pay, and health care continuation in certain situations. See attached Side Letter.

- **Training Pay:** Employees who are assigned training duties shall be paid an additional one dollar (1.00) per hour.

- **New Side Letters:** Numerous new agreements were achieved between individual DCC member unions and each Casino that improve working conditions for specific classifications or provide increased compensation opportunities.
 - ✓ Those agreements are reflected in various articles and side letters that will be available for review at the 2023 Ratification and with your respective Unions.

- The Tentative Agreement is not intended to change any provisions that were in the Prior CBAs other than as specifically addressed in the Tentative Agreement. Thus, the provisions of the Prior CBAs that are not modified by the Tentative Agreement will be incorporated into the 2023 CBAs and continue in effect.