

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

**ARAMARK SPORTS, INC.
d/b/a
COORS FIELD
UNIT # 8532**

AND

UNITE HERE, LOCAL 23

EFFECTIVE: April 21, 2015

EXPIRING: September 21, 2017

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PREAMBLE

Every employee is entitled to be treated with dignity and respect at all times. It is understood that these parameters apply to the Employer and its representatives, as well as representatives from the Union. All discussions between the Employer and the Union with an employee will be conducted in a professional and confidential manner. Finally, confidentiality is to be respected at all times. The parties agree that this Preamble shall not be subject to the arbitration provisions of this Agreement.

AGREEMENT

THIS AGREEMENT entered into this 21st day of April 2015, by and between ARAMARK SPORTS, LLC operating all beverage and food stands in Coors Field (hereinafter called EMPLOYER) and UNITE-HERE, LOCAL 23, affiliated with the UNITE HERE International Union (hereinafter called the UNION).

ARTICLE 1 - RECOGNITION

Section 1. The Employer recognizes the Union as the sole and exclusive bargaining representative of employees at Coors Field employed in classifications defined and set forth in Schedule "A", excluding guards, managers and supervisors as defined by the Act.

Section 2. The Union will make every effort to refer qualified individuals to the Employer for employment. In the event the Union is unable to supply the Employer with necessary help, and in order for the Employer to properly conduct his business, the Employer may hire employees from the open market.

ARTICLE 2 - MANAGEMENT RIGHTS

Section 1. The Union recognizes and agrees that all management rights, powers, authorities and functions, whether heretofore or hereafter exercised and regardless of the frequency of their exercise, shall remain vested exclusively in the Employer except where abridged by a specific provision of this Agreement.

Section 2. The exercise of the Employer's rights includes, solely by way of illustration and not in any manner by way of limitation, the following: the determination of the scope of its activities, services to be rendered and methods pertaining thereto; the materials, goods, products, services, equipment, and machinery to be acquired or utilized; the schedules of work, the right to schedule, require and assign overtime; the right to determine and amend the number of shifts, shift schedules, and hours of work for entire departments and individual employees; the right to establish, change, combine within a classification, or eliminate jobs, positions, and job classifications, as well as departments, sections, and units; the right to introduce or approve new technologies, procedures, methods, processes, fixtures and equipment; the right to establish, maintain, change or enforce operations, procedures and policies; the right to maintain order and efficiency; the right to establish, maintain, change and enforce reasonable work standards and/or reasonable work rules; the right to subcontract work that does not erode the bargaining unit for reasons including, but not limited to, economic conditions, provision of branded products, safety concerns and client requirements; the right to conduct internal audits of any and all aspects of operations; the extent, means, and manners by

which departments, sections or any part thereof shall be operated, located, relocated, remodeled, refurbished, maintained or shut down; the right to terminate, merge, consolidate, sell or otherwise transfer its business, equipment or machinery; the right to make, change and enforce reasonable safety and security rules; determination of the number of employees, assignment of duties within a classification; the direction of the workforce including, but not limited to, hiring, selecting and training of employees; the right to discipline, suspend, discharge for just cause and make, enforce, and modify reasonable rules and policies consistent with this Agreement.

Section 3. The Employer reserves the right to require employees to submit to alcohol and drug testing. Such testing will only occur after OSHA recordable accidents involving the need for outside medical treatment or where, through observation of clearly discernable behavior, an employee appears to be under the influence of alcohol or drugs while engaged in work-related activities. The testing method will be a urine specimen or blood sample. Testing will be conducted by a certified lab and results will be confirmed by a medical review office. The observation shall be by at least two (2) managers, each of whom shall document, in writing, the observations that caused them to require the test. If any employee is sent for testing and the test is not positive, the employee shall suffer no loss of pay, including tips. The testing lab shall have a split sample so that if the lab certifies that the employee tested positive, then the employee may elect to have the split sample tested at his or her own expense. The legal use of prescribed drugs is permitted on the job if it does not impair an employee's ability to perform the essential functions of the job effectively and in a safe manner that does not endanger other individuals in the workplace. Prior to testing, the employee will be provided with Union representation if such representation is available. In the event Union representation is not available, the employee may select a readily available Union member as a witness.

ARTICLE 3 - UNION SECURITY AND CHECK OFF

Section 1. It shall be a condition of employment that all employees of the Employer covered by this Agreement who are members in good standing on the effective date of this Agreement shall remain members in good standing. All employees who are not members on the date of this Agreement is executed shall, upon twenty (20) days actually worked, become and remain members in good standing in the Union.

The failure of any employee to become a member of the Union and/or maintain Union membership in good standing by failure to pay the periodic dues shall obligate the Employer, upon written notice from the Union to such effect, to immediately discharge such employee, provided that Union membership was available to such person on the same terms and conditions generally available to other members.

Section 2. The Employer shall give all employees, during their orientation, a membership/dues authorization form. Such completed form will be forwarded to the Union on the first (1st) day of the month following employment. The Union shall provide the Employer with an adequate supply of forms upon request from the Employer.

Section 3. Notwithstanding the provisions outlined in Section 1 of this Article, employees who do not wish to become Union members as described above but prefer to pay on a "per event" basis shall request of the Employer a dues authorization form. Per event employees shall sign this form and the Employer will assess each per event employee the amount specified by the Union for each shift worked and remit the same to the Union in accordance

with Section 4 below. The Union will waive the standard initiation fee for per event employees, and no employee will be required to pay more than the highest monthly dues payment required by Union members as described above.

Section 4. The Employer shall deduct from the pay of all employees who, in compliance with all laws, have authorized such deductions in writing, monthly dues, initiation fees and/or per event fees. Such deductions shall be forwarded to the designated financial officer of the Union no later than the twentieth (20th) day of the succeeding month for which sums were deducted together with a list submitted electronically in a mutually agreeable data base format, specifying the following:

- a. For each employee for whom dues/initiation deductions are made, the employee's name, amount of said deduction(s) and the last four (4) digits of the employee's social security number.
- b. The amount and type of deduction for each employee.
- c. An application for membership and/or dues authorization for all employees whose names are on the check-off for the first time during that month to be sent electronically, by fax, or by regular mail.
- d. The name and hire date of each bargaining unit employee hired during the month and the name and separation date for each bargaining unit employee that separated from employment during the month.

Such transfer of information shall be made electronically through the Union's FTP site.

Section 5. The Employer shall furnish the Union with a list of all employees in the bargaining unit, including each employee's name, social security number, department, job title, home address, phone number, date of hire and seniority date on May 1 and August 1. Such transfer of information shall be made electronically on the Union's FTP site.

Section 6. The Employer agrees during the life of this Agreement to deduct from the net earnings due an employee once per month, his union dues and initiation fee (if applicable) if, and only if, he voluntarily executes a check-off authorization form and has not revoked the same. Said authorization must be properly executed by an employee and must be presented to and accepted by the Employer.

Employees who voluntarily execute the above check-off shall be required to sign a standard form to be supplied by the Union in duplicate. Distribution of the form shall be as follows: one (1) to the Union and one (1) to the Employer.

Section 7. The Union shall indemnify the Employer and hold it harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of, or by reason of, any action taken by the Employer for the purpose of complying with these provisions of this Collective Bargaining Agreement.

Section 8. The Union will assume responsibility for reimbursement of all over deductions of Union dues and will refund to employees all monies that are deducted in excess of the cap set by the Union Executive Board.

ARTICLE 4 - SENIORITY

Section 1. It is agreed that the Employer does hereby recognize seniority rights according to classification from an employee's date of hire. Employees with seniority at Mile High Stadium accrued prior to the opening of Coors Field will have their accrued seniority transferred to Coors Field as of March 1, 1995. Assignment of available work and assignment of shift work will be made by the Employer taking into consideration the factor of seniority provided the employee has the ability to perform the assigned work.

Section 2. HOME COMPONENT STAFFING.

1. Employees shall have an opportunity once every three (3) years to change their home component from Coors Field to the Pepsi Center. Employees shall have the opportunity once every three (3) years to change their home component from Coors Field to the Coliseum, provided that there is a vacant position in the applicable job classification at the Coliseum. Should there not be a vacant position, Aramark shall offer subsequent openings at the Coliseum to employees that previously submitted notice of their desire to change their home component to the Coliseum before posting the job externally. Such a notice must be in writing and must be signed by the employee. The change of home components shall be effective the first (1st) day of the calendar month following the employer's receipt of said notice to change home components.

Once an employee has selected a home component he/she shall be precluded from changing home component during that three (3) year period except as follows:

- a. The employee resigns in writing from his/her home component. In this event the employee forfeits all right to future employment at the home component for a period of two (2) years.
 - b. Employment at the home component is no longer available as a result of the Company no longer serving that facility.
 - c. Employees must work at their home component whenever work is available at their home component, before working at any other Aramark venue.
2. Employees shall be scheduled to work at their home component whenever work is available at the home component.
 3. Employees shall be scheduled to work at their Local 23 represented, non-home component facility, based upon their seniority at that facility whenever work is not available at their home component.
 4. In the event there are insufficient employees available to work, the Employer will contact employees in seniority order and offer available work. If an employee does not answer the phone, the Employer will leave a message notifying the employee of the available work, but may move on to calling less senior employees. If the employee contacts the Employer and accepts the shift before all available slots are filled, such work opportunity will be given to that employee.

If, after all employees that have been called, there are insufficient employees to staff the event, the Employer will require employees, in inverse order of seniority, to report to work.

If, after employees have been scheduled to work in inverse order of seniority, there are insufficient employees to staff the event, the Employer will offer work to qualified employees at other components represented by Local 23, thereafter the Employer may fill the opening by any means.

5. This Agreement covers employees working at Coors Field, the Pepsi Center and the Denver Coliseum.

Employees shall be promoted to higher classifications according to length of continuous service, if they are qualified in the opinion of the Employer. In the event that a reduction in work force becomes necessary, the Employer shall consider the factors of seniority and ability in selecting employees for layoff.

Employees desiring consideration for work in higher classifications shall communicate such interest to management.

Section 3. Seniority shall continue and not be broken except for:

1. Inability to work due to accident or illness exceeding twelve (12) months;
2. Discharge;
3. Voluntary resignation;
4. Layoff for more than twelve (12) months;
5. Failure to perform work for fifty-three (53) or more of all regular scheduled events during the 2014 season; fifty-six (56) or more of all regular scheduled events during the 2015 season; fifty-nine (59) or more of all regular scheduled events during the 2016 season. Any time an employee is called off by the Employer due to lack of work, that call off shall count as an event worked for an employee.

In the event that a Coors Field home component employee, that is otherwise available and scheduled to work at Coors Field, is directed by management to work at another Company location the employee will receive Coors Field seniority credit for the event.

6. Absence without notification for two (2) consecutive scheduled working days, unless excused by the Employer;
7. Failure to return from a leave of absence for the first (1st) scheduled event following the leave of absence, unless the leave of absence must be extended pursuant to applicable law.

Employees who report for work as scheduled and who fail to begin the shift or who decide to leave before starting to work will not be credited with a day's work for seniority purposes, except by departmental approval. However, an employee may change his/her availability within forty-eight (48) hours of the scheduled shift.

Section 4. The Employer shall post and e-mail to the Union current seniority lists that include the employee's name, department, job title, date of hire and any subsequent classification seniority date two (2) times per year, on May 1 and August 1. In addition, on September 1st of each year the Employer shall post an employee list with the number of events

worked to date for each employee. Additional lists will be provided for a reasonable administrative fee.

Section 5. New employees and rehired employees shall be on probation for their first thirty (30) event days following their date of hire or more recent rehire date. Probationary employees shall be considered conditionally employed during this period and their termination shall not be subject to the Grievance and Arbitration Procedure.

Section 6. Suite Attendants Availability for Suite Attendant employment shall be maintained by seniority in the following areas:

- Suites & Party Suites
- Picnic Areas (Platte River, Sponsor, Warning Track and the Coors Outfield Picnic Area)

Changes in policies and procedures will be effectively communicated to the Suite Department in a timely manner.

Section 7. The Employer shall make every reasonable effort to allow employees to utilize their seniority to work up to forty (40) hours per week. In the event that a Suite Attendant works in excess of thirty two (32) hours prior to the start of their fifth (5th) scheduled shift in a pay period, the Employer reserves the right to call off the employee in accordance with the Employer's call off procedure. Less senior employees in that classification shall have the right to work available straight time hours before senior employees are offered overtime.

Section 8. In the event of a layoff, an employee subject to layoff may exercise his/her Company seniority in order to return to a previously held job classification. It is understood and agreed that staffing levels may change from event to event and that such change in the staffing levels does not constitute a layoff.

Section 9. No Call/No Show Any employee who fails to show up for a shift that they are available for and who fails to notify the Employer that they will not report as scheduled two (2) times in a season will be terminated for job abandonment except due to verifiable conditions beyond their control.

Section 10. Vendors. Senior vendor employees may select their preferred vending room provided that the Employer will continue to determine the number of vendors and product by vending room.

Section 11. Employees that have completed their probationary period and hold classification seniority at Coors Field may obtain an event calendar from other Aramark venues in the metropolitan Denver area that are represented by UNITE HERE Local 23.

Employees may express interest in working available shifts at venues represented by UNITE HERE Local 23 in accordance with the venue's practice, and shall be offered the available shift on the basis of seniority at the venue.

Section 12. The Company shall inform the Union of any employee reclassification. Request for reclassification shall be considered two (2) times a year, on April 1 and July 1. Such changes will be reflected on the next seniority list posted, May 1 and August 1.

ARTICLE 5 - DISCIPLINE AND DISCHARGE

Section 1. The Employer has the right to discharge his employees for just cause; however, the Union must be given the opportunity to investigate all discharges and, if in the opinion of the Union the discharge is unjust, the Union may submit such cases to the Grievance and Arbitration Procedure contained in ARTICLE 8 of the Labor Agreement.

Section 2. Progressive Discipline. The Employer and the Union acknowledge that in administering discipline, the concept of progressive discipline shall generally be followed by the Employer. However, it is understood by the Union that based upon the nature or severity of the alleged offense, disciplinary action greater than progressive discipline may be warranted, up to and including discharge. The Union retains the right to grieve any disciplinary action taken by the Employer. Each warning, after twelve (12) months, shall not be used in any subsequent discipline or discharge action. The Employer will begin the disciplinary process within twenty-four (24) hours of the reported incident giving rise to discipline if the affected employee is scheduled to work. In the event the affected employee is not scheduled to work, the Employer will notify the Union office of the incident. The process will begin on the next day the affected employee is scheduled to work. The affected employee will receive written documentation within three (3) days of the disciplinary meeting.

Section 3. The Employer will begin the disciplinary process within seventy-two (72) hours of the reported incident giving rise to discipline if the affected employee is scheduled to work. In the event the employee is not scheduled to work, the Employer must notify the Union via e-mail of all suspensions and discharges. The process will begin on the next day the affected employee is scheduled to work.

Section 4. Audits of an employee's bank will be conducted in the presence of the employee. In the event that the audit discloses a violation of the Employer's Cash Handling Policy, the Employer, when requested by the employee, will conduct a recount in the presence of the employee and a steward prior to turning the employee's bank into the cash room.

Section 5. The Employer will make a good faith effort to administer progressive discipline at a location that will not be overheard by co-workers and customers.

ARTICLE 6 - MEALS

Section 1. The Employer will provide one (1) meal consisting of an entrée, drink, side or salad (salad to be served at one (1) location based on availability) to employee who work four (4) or more hours.

Section 2. If an employee is instructed to go back to work by a manager or supervisor before the completion of his/her approved meal break and the employee has purchased their employee meal during the approved meal break, a manager or supervisor will charge the replacement employee meal.

Section 3. The Company shall schedule stand 226 and 134 to open at least thirty (30) minutes before doors.

Section 4. Employees shall be provided two (2) meals on double header event days.

ARTICLE 7 - HOURS OF WORK

Section 1. An employee reporting for work shall be guaranteed four (4) hours of the scheduled days' work or pay in lieu thereof at the employee's regular wage rate with the following exceptions:

- a. There shall be no guarantee where work is not available due to conditions beyond the control of the Employer.
- b. There shall be no guarantee and an employee may be subject to progressive discipline, including discharge when an employee
 - i. Reports to work under the influence of alcohol or drugs;
 - ii. Reports to work and is not compliant with the Company's Professional Appearance, Work Attire and ID Badges policy;
 - iii. Is sent home prior to the end of the shift in conjunction with progressive discipline or discharge except, when it is subsequently determined that there is not just cause for discipline or discharge.
- c. An employee volunteering to leave work following the start of his/her work day shall receive pay only for time worked.
- d. Employer Call Off - If a call-off is necessary, the Employer will give as much notice as possible, but not less than two (2) hours' notice prior to the scheduled check-in for a day game; and not less than four (4) hours' notice prior to the scheduled check in for a night game. Any employee who reports for work and is scheduled in their classification but is not needed will be paid for a minimum of four (4) hours and will be credited with a day's work for seniority purposes. If there is no work in the employee's classification, they shall be offered the opportunity to work in another classification, but it is not mandatory.
- e. The Employer shall offer a voluntary text or email call off notification system. Employees that sign up for a text or e-mail will receive call off notification via their desired method of communication. All other workers will receive phone calls and voicemails.
- f. Employee Call Off - If a call-off is necessary, the employee must give a minimum of a four (4) hour notice prior to the scheduled check in.
- g. The Employer agrees to staff Union bartenders at portable and permanent liquor bars first, and to staff portable beer bars with portable managers first.

Section 2. Payday & Wage Statement. The Employer's current payroll system is weekly, with checks issued on Friday of the week following the last day of the pay period. The Employer agrees to furnish to each employee, at the time of payment of wages, an itemized statement (payroll stub) in writing showing gross wages paid and all deductions from such wages. In cases where an employee believes that his/her paycheck does not contain the full amount due to the employee, the employee shall be required to fill out a wage discrepancy form and submit the form to the payroll department. Once the form is submitted, the Employer agrees to investigate the claim and issue its determination within seventy-two (72) hours, excluding Saturday, Sunday and any holidays recognized in this Agreement. The Employer agrees to immediately process any valid wage claims and send it to the Company's payroll office to ensure that the employee be paid on the next regular pay cycle. In the event the

Company's review of the employee's pay history indicates that the employee has been overpaid, the Employer shall, upon notification to the employee, deduct the amount of the overpayment from the employee's pay until the full amount of the overpayment has been repaid; however, the Employer shall be prohibited from recovering any overpayments that date further than six (6) months from the date the employee was notified regarding overpayments.

ARTICLE 8 - GRIEVANCE AND ARBITRATION PROCEDURE

Section 1. Procedure:

A grievance is defined as an alleged violation of a specific Article and Section or Articles and Sections of this Agreement with respect to its application or interpretation.

The grievance and arbitration procedure set forth under this Article is for the express purpose of assuring proper administration of this Agreement. It is the desire of both parties to use their best faith efforts to resolve grievances at the lowest possible Step of the grievance procedure.

Grievances arising out of a disciplinary suspension and/or termination may, by mutual agreement, be filed at Step 2 of the grievance procedure.

Step 1:

An employee, or the Union on behalf of the employee, shall present a written grievance to her department head within fourteen (14) calendar days of the event giving rise to the grievance. The department head shall, within seven (7) calendar days, give a written response to the union representative, which shall include the reason(s) for the denial.

If no satisfactory settlement is reached, the employee or Union Steward may, within seven (7) calendar days of receiving the written response shall inform the Company of their intent to escalate the grievance to Step 2. Failure to inform the Company in a timely manner, shall result in the grievance being abandoned.

Step 2:

The General Manager or his designated representative, the Union International representative or his designated representative, the affected employee and the Union Steward shall meet within ten (10) calendar days of the receipt of the Union's request to escalate the grievance to Step 2. The General Manager or his designated representative shall, within seven (7) calendars days of the Step 2 meeting, give a written response, which shall include the reason(s) for denial to the International Union representative or his designated representative. If no satisfactory settlement is reached, the employee or Union may, within seven (7) calendar days of receiving the written response, submit the matter to Step 3.

Step 3.

Upon (14) calendar days of the receipt of the Union's request to escalate the grievance to Step 3. The District Manager or his designated representative shall, within seven (7) calendar days of the Step 3 meeting, give a written response, which shall include the reason(s) for denial, to the International Union representative or his designated representative.

If no satisfactory settlement is reached at Step 3, the Union may, within seven (7) calendar days of receiving the Company's written response, request to mediate in writing. The Company shall respond to the request to mediate within seven (7) calendar days.

Alternatively, if no satisfactory settlement is reached at Step 3, the parties do not agree to mediation, or the matter is not resolved at mediation, the Union may, within fourteen (14) calendar days of receiving the Company's response, submit the matter to arbitration by written notice to the Company.

Mediation

If the grievance is not resolved after the procedures in Step 3 have been completed, the parties, by mutual agreement, may refer the matter to non-binding mediation through FMCS. Such referrals must occur within seven (7) days of the Union's receipt of the Company's written Step 3 response. This process will be conducted under FMCS jurisdiction and guidelines. If the parties do not agree to mediate, the Union may refer the matter to arbitration. Nothing said or done by either party for the first time in the mediation hearing may be used against them at arbitration.

Section 2. Arbitration:

- a. **Selection of Impartial Arbitrator:** The moving party seeking arbitration shall, within thirty (30) calendar days of the written notice of intent to arbitrate, request the Federal Mediation and Conciliation Service (FMCS) to provide a list of seven (7) impartial arbitrators. The parties, upon receipt of the panel, shall select an arbitrator by alternating striking names. The remaining arbitrator shall then hear the case. The parties shall meet within thirty (30) days of the receipt of the panel to select an arbitrator.
- b. **Authority of Arbitrator:** The Arbitrator will then make his findings and render his decision. The Arbitrator must confine himself to the specific language of the Labor Agreement. The Arbitrator shall not add to, modify, vary, change or remove any terms of this Agreement. The Arbitrator may modify disciplinary penalties for valid reason, but in no case can punitive damages be assessed. Wage rates shall not be subject to arbitration. The Arbitrator shall have jurisdiction to determine the arbitrability of any grievance. No grievance shall be submitted to arbitration unless there is a showing of a violation of this Agreement.
- c. **Payment of Expenses:** The Employer and the Union will equally share the fees and expenses of the Arbitrator.
- d. **Effect of Settlement:** The disposition of any grievance at any step of the grievance procedure, or prior to actual receipt of the decision of an arbitrator, by agreement between the Employer and the Union, shall be binding upon the employee, employees or persons who are involved or affected thereby. Any interpretation of this agreement agreed to by the Employer and the Union shall be final and binding upon all employees and upon any person affected thereby.
- e. **Effect of Failure to Appeal:** It is understood that the time limits for processing a grievance as set forth above are of the essence of this Article and that failure to comply with such time limits shall result in the grievance being null and void.
- f. It is understood that the time limits for processing a grievance as set forth above are of the essence of this Article and that failure to comply with such time limits

shall result in the following: if the Employer, the Union, or the employee fails to meet a deadline applicable to it, the grievance shall be considered settled in favor of the other party. The time limits may be extended by mutual agreement between the Employer and the Union.

ARTICLE 9 - WAGE SCALE

Wage rates shall be as set forth in Schedule "A" which is attached hereto and by this reference made a part hereof. Employees whose rates of pay are in excess of the minimum rate set forth shall receive not less than the minimum across-the-board increases provided for employees in their respective job classifications.

ARTICLE 10 - MISCELLANEOUS

Section 1. If an employee works in a higher classification for one (1) hour or more during an event or on a given shift, they shall receive the higher rate for all hours worked on that event or shift. When an employee works temporarily in a lower classification during an event or on a given shift, they shall receive the rate of their normal classification for all hours worked on that event or shift.

Section 2. Gratuities may not be solicited by employees working in Concessions - Food and Beverage classifications. Gratuities may be accepted if offered voluntarily. Gratuities shall accrue to the employee who receives such gratuities unless the employees unanimously elect another method of disbursing gratuities.

Section 3. When events are scheduled back to back with less than a one (1) hour break between events, employees shall remain on the clock and be paid for time spent waiting between functions.

Section 4. The Employer shall post work schedules in as timely a manner as possible.

Section 5. Employees may provide written notice to the HR department at orientation stating that they are available to work non-credited small public events. When qualified employees are not otherwise scheduled to work during the hours of a small public event, they shall be offered available work on the basis of their seniority. Employees will be scheduled for work in the order in which they accept the shift.

ARTICLE 11 - UNIFORMS

Section 1. Employees will report to work in the designated Aramark uniform. Uniforms must be maintained and laundered by the employee in accordance with Coors Field standards. Employees may purchase additional uniforms at the employee's expense. An employee who loses his/her uniform(s) shall be responsible for the cost of replacement.

Section 2. All new hires and employees that worked less than fifty-three (53) events in the 2014 season, fifty-six (56) events in the 2015 season and fifty-nine (59) events in the 2016 season, shall receive one (1) uniform at the time of employment or at the beginning of the season, typically April 1. An employee that worked fifty-three (53) events in the 2014 season, fifty-six (56) events in the 2015 season and fifty-nine (59) events in the 2016 season shall receive two (2) uniforms at the beginning of the season, typically April 1.

Section 3. Uniforms are the property of the Company. Uniforms must be returned to the Company within two (2) weeks of the end of the season

Section 4. Employees that worked less than fifty-three (53) events in the 2014 season, less than fifty-six (56) events in the 2015 season, and less than fifty-nine (59) events in the 2016 season, or failed to return the uniform in the preceding season shall authorize a payroll deduction for a deposit of fifty percent (50%) of Aramark's cost of the uniform.

When the uniform is returned within two (2) weeks of the end of the season, the Company will make every effort to refund the uniform deposit within two (2) pay periods.

Employees returning to work for their second season or more, shall, upon presentation of a receipt, be reimbursed, up to fifty-five dollars (\$55.00) for the purchase of shoes with slip resistant soles. Employees who have applied for reimbursement during the same calendar year at any other Aramark venue shall not be eligible for reimbursement at Coors Field.

ARTICLE 12 - NON-DISCRIMINATION CLAUSE

Section 1. There shall be no discrimination against any employee because of membership in the Union.

Section 2. During the life of this Agreement, the Employer and the Union agree not to discriminate against any individual with respect to hiring, compensation, terms, or conditions of employment because of such individual's race, color, religion, sex, national origin, age, disability, veteran status, creed, sexual orientation, ancestry, and genetic information; nor will they limit, segregate or classify employees in any way to deprive any individual employee opportunities because of race, color, religion, sex, national origin, age, disability, veteran status, creed, sexual orientation, ancestry, and genetic information, or any other status or classification protected by applicable law.

It is understood by the parties that whenever the masculine pronoun or gender is used in this Agreement, such use includes the feminine pronoun or gender, except where a bonafide occupational requirement exists.

ARTICLE 13 - STEWARDS AND UNION VISITATION

The Employer recognizes the right of the Union to designate shop stewards. Shop stewards' duties shall not interfere with the performance of their work duties or the work duties of other employees and shall not be conducted on the clock, unless approved by the supervisor.

The Union representative will provide twenty-four (24) hours advance notice of their visit to the premises to the General Manager or other person designated by management. The representatives of the Local or International Union shall have the right to visit the premises of the Employer on Union business up to two (2) hours before an event, and as late as half (1/2) hour after doors open. One (1) Union representative may remain on site, but will limit themselves to conversations with employees on break at the platform adjacent to Section 317 and the area behind Section 144. In the event the Union representative is outside of these areas, except when in transit to and from these areas, to and from the restroom, to and from exit or purchasing food or beverage, the Union representative may be barred, after doors.

Such visitation shall not interfere with the work of the employees or the service to the customers of the Employer.

Four (4) Union bulletin boards, measuring no more than 24"x36", shall be provided by the Union and installed by the Employer in prominent areas, including but not limited to, employee locker rooms and time clocks. Nothing shall be posted without the authorization of management.

The Union will supply the Employer with the names of authorized Union representatives and stewards on April 1, of each year. The Union will promptly supply the Employer with an updated list of authorized Union representatives whenever there is a change.

ARTICLE 14 - NEW CLASSIFICATIONS

If new classifications are required, the parties agree to negotiate concerning the rates thereof.

ARTICLE 15 - LEAVES OF ABSENCE

Section 1. The Employer shall grant an employee that has completed their probationary period an unpaid medical leave of absence for a maximum time period of twelve (12) calendar months, provided the employee submits to the Employer, required medical documentation thirty (30) days in advance of a leave whenever possible, or when the need for the leave arises. The Employer may request that an employee periodically provide re-verification of the medical necessity for the leave. The Employer may grant additional leave of absence periods at its discretion.

Section 2. The Employer agrees to grant an employee that has completed their probationary period, a Union leave of absence without loss of seniority for a maximum of twelve (12) calendar months to conduct Union business, provided that the Union submits a written request for the leave fourteen (14) days in advance of the leave.

Section 3. The Employer shall grant one (1) personal leave of absence for a maximum of one (1) baseball season to an employee that has five (5) or more years of seniority. The employee must request the leave sixty (60) days in advance of the season opener.

Section 4. An employee that returns to work from an approved leave of absence at the expiration of a leave of absence shall not suffer any loss of seniority. An employee that fails to return to work as scheduled upon expiration of a leave of absence shall be removed from the payroll.

ARTICLE 16 - REST PERIODS AND MEAL PERIODS

Each employee who is continuously employed for four (4) or more hours in a work day shall be given a fifteen (15) minute rest period during each four (4) hours of continuous employment in any work day at a time designated by the Employer.

Each employee who is continuously employed for five (5) or more hours in a work day shall be given an unpaid thirty (30) minute meal period as designated by the Employer. Employees will be allowed to take their meal break only in areas designated by the Employer.

ARTICLE 17 – HOLIDAYS

Section 1. All employees who have completed thirty (30) calendar days of employment with the Employer and who work on Memorial Day, July 4th or Labor Day shall receive one and one half times (1-1/2) their straight time earnings for work performed on that day.

ARTICLE 18 HEALTH AND WELFARE

Section 1. **Eligibility:** A regular employee, for the purpose of benefit eligibility, is defined as an employee that regularly works or is anticipated to regularly work thirty (30) hours or more per week.

A regular employee shall be eligible for health and welfare benefits on the first (1st) day of the month following two (2) months of employment.

A variable employee, for the purpose of determining benefit eligibility, is defined as an employee that does not regularly work, or is not anticipated to regularly work, thirty (30) hours or more per week.

A variable employee that works one thousand five hundred sixty (1,560) hours as of the first (1st) anniversary of their employment will be eligible for benefits on the first (1st) day of the month following their anniversary date. Thereafter, the look back period, for the purpose of determining eligibility for a variable employee is defined as the twelve (12) calendar month period beginning on October 1 and ending on September 30. A variable employee that works one thousand five hundred sixty (1,560) hours during the look back period shall be eligible for benefits for the twelve (12) month period beginning on January 1.

Administration of eligibility for medical benefits will be compliant with the provisions of PPACA, as amended from time to time.

Section 2. **Medical Insurance:** Aramark will provide eligible employees the opportunity to enroll in Medical benefits provided through an Aramark sponsored carrier. The plan(s), plan design(s) and schedule(s) of benefits may be adjusted from time to time in line with changes in the Medical benefits package for all Aramark employees or as required by law. Other changes might include a change in the insurer, health maintenance organization, or other service provider that provides the benefits or establishes the network of participating providers. Any changes to premiums or eligibility will be effective with the start of the plan year, January 1st.

Employee contributions for benefits will be at the standard Aramark rates and are subject to change from time to time in accordance with changes made for all Aramark employees, or as required by law.

Section 3. **Dental Insurance:** Aramark will provide eligible employees the opportunity to enroll in Dental coverage provided through an Aramark selected provider. The plan(s), plan design(s) and schedule(s) of benefits may be adjusted from time to time in line with changes in the Dental package for all Aramark employees or as required by law. Other changes may include a change in the insurer or other service provider that provides the benefits or establishes the network of participating providers. Any changes to premiums or eligibility will be effective with the start of the plan year, January 1st.

Any employee who chooses to enroll in Dental coverage will be responsible for one hundred percent (100%) of the total premium cost and are subject to change from time to time, in accordance with changes made for all Aramark employees, or as required by law.

Section 4. Vision Insurance: Aramark will provide eligible employees the opportunity to enroll in Vision coverage provided through an Aramark selected provider. The plan(s), plan design(s) and schedule(s) of benefits may be adjusted from time to time in line with changes in the Vision package for all Aramark employees or as required by law. Other changes may include a change in the insurer or other service provider that provides the benefits or establishes the network of participating providers. Any changes to premiums or eligibility will be effective with the start of the plan year, January 1st.

Any employee who chooses to enroll in Vision coverage will be responsible for one hundred percent (100%) of the total premium cost and are subject to change from time to time, in accordance with changes made for all Aramark employees, or as required by law.

Section 5. Basic Life and AD&D Insurance: Aramark will provide Basic Life and Accidental Death & Dismemberment coverage with a minimum of five thousand dollars (\$5,000.00) effective on the first (1st) day of eligible employment. The coverage will be one hundred percent (100%) paid by Aramark.

Section 5. Patient Protection and Affordable Care Act:
The parties agree that in the event that the design or operation of health benefits offered by Company in this agreement, (including but not limited to eligibility of employees working an average of thirty (30) hours per week over the measurement period and their dependent child(ren); contributions for employee-only coverage that do not exceed nine and one half percent [9.5%] of household income; or the medical plan having an actuarial value of at least sixty percent [60%] that provides minimum essential benefits,) cause the Employer to be subject to any taxes, penalties, surcharges or other costs under the Patient Protection and Affordable Care Act or other applicable law the Company may in its sole discretion, take any steps necessary to avoid the tax, penalty, surcharge or other costs under the Patient Protection and Affordable Care Act or other applicable law; including, but not limited to: modifying the employee premium contributions; and/or the design or operation of health benefits of the plan to bring it into compliance with PPACA.

ARTICLE 19 - NO STRIKE, NO LOCKOUT

It is agreed that during the term of this Agreement, the Union, its officers, members or agents shall not instigate, sanction, call, condone, or participate in any strike, slowdown, sit-down, stay-in, work stoppage or curtailment of work, picketing or willful interference with work or receipt of shipment of materials; such prohibited activities shall specifically include honoring the picket line and/or supporting the strike, sit-down, stay-in, etc. by the Union or another Union not a party to this Agreement. It is also agreed that during the term of this Agreement, there shall be no lockout of employees by the Employer. Any employee found guilty of violating the Article shall be subject to immediate discharge.

ARTICLE 20 -- NON PROFIT ORGANIZATIONS (NPO's)

The Employer will agree to limit the total number of commissioned NPO's to one hundred twenty-five (125) per season except as follows:

- a. If the total number of Aramark employees falls below two hundred twenty-five (225) three (3) times in a season, on days that a minimum of two hundred twenty-five (225) employees are required, the cap will no longer apply for the duration of the season.
- b. In the event a Paid Sick Leave Initiative or any subsequent amendment thereto becomes law, the parties will, within thirty (30) days following the effective date of the Initiative or subsequent amendment, meet to discuss the impact of said law on the Aramark operations at Coors Field.

ARTICLE 21 – ARAMARK HOURLY 401(K) PLAN

The Employer will make available to employees the Aramark Hourly 401(K) Plan on a non-matching basis for all bargaining unit employees.

ARTICLE 22 – LABOR MANAGEMENT COMMITTEE

Section 1. The Employer and the Union agree that there shall be a Labor Management Committee consisting of an equal number of Management and Union members (maximum of three [3] plus the Union representative) to apprise each other of issues related to the operations and the work force; all with the aim of promoting a better understanding between the parties. Meetings will be held three (3) times per season, unless additional meetings are mutually agreed upon. A mutually agreed upon agenda shall be established prior to each meeting. Such meetings shall not be construed as opening the Agreement for negotiations, nor shall any subject matter at the meetings constitute a step in the grievance procedure. Employees shall be paid at their regular hourly rate for time spent at Labor Management Committee meetings. Each party will designate their representative(s) to the Labor Management Committee.

Section 2. Following the discussion of matters pertaining to operations, the Committee shall address issues of health and safety, for the purpose of identifying and eliminating potential safety hazards throughout the facility and to reduce accidents.

ARTICLE 23– PAST PRACTICE

This Agreement represents the sole and complete agreement between the parties and supersedes all prior agreements, understandings, and practices, whether written or oral, expressed or implied that may have been in effect prior to the effective date of this Agreement.

ARTICLE 24 – COMPLETE AGREEMENT

This Agreement, reached as a result of collective bargaining, represents the full and complete agreement between the parties and supersedes all previous agreements, whether written or oral, between the parties.

ARTICLE 25 – SAVINGS CLAUSE

It is the intent of the parties here to abide by all applicable Federal and State statutes covering this subject matter of this Agreement. Should any provision(s) of this Agreement be determined to be contrary to such Federal and State law, all other provisions of this Agreement shall remain

in full force and effect, and substitutions for the individual provision(s) shall be negotiated immediately.

ARTICLE 26- TERM OF AGREEMENT


The term of this Agreement shall become effective on April 21, 2015 and shall remain in full force and effect through September 21, 2017 and shall be automatically renewed from year to year thereafter unless either party gives the other party written notice of its desire to terminate or modify the Agreement at least sixty (60) days prior to the expiration date.

In witness whereof, the parties named below have caused this Agreement to be executed by their duly authorized officers and agents on the dates stated below.

ARAMARK SPORTS, LLC

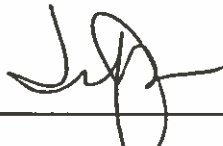
UNITE-HERE, LOCAL23

 4/30/15
Date

 6/15/15
Date

 7/1/15
Date

Date

 7/3/15
Date

Date

 7/7/15
Date

Date

SCHEDULE "A" - HOURLY WAGE SCALE

Job Classification	4/10/15	8/8/15	Opening Day 2016	8/8/16	Opening Day 2017	8/8/2017
Stand Manager	11.63	11.73	11.93	12.08	12.28	12.48
Stand Helper	9.55	9.65	9.85	10.00	10.20	10.40
Stand Cashier	9.82	9.92	10.12	10.27	10.47	10.67
Portable Manager	9.55	9.65	9.85	10.00	10.20	10.40
Order Taker	6.80	6.85	6.95	7.03	7.13	7.23
Runner	6.80	6.85	6.95	7.03	7.13	7.23
Bartender	6.80	6.85	6.95	7.03	7.13	7.23
Suite Attendant	5.21*	5.21*	5.21*	5.21*	5.21*	5.21*

* Or as increased by minimum wage

An employee hired on or after the effective date of this Labor Agreement shall receive as pay the current applicable minimum wage rate for the first (1st) thirty (30) events worked, and thereafter shall receive the rate of pay set forth in the Labor Agreement for the classification to which he/she is assigned.

The Employer reserves the right to pay qualified employees at a rate of pay which exceeds the classification rates as established above. This shall be in no way construed as modifying the agreed upon wage rate as established for the term of this Agreement. The agreed upon wage rates are minimum rates for the classifications specified. The Employer will notify the Union when an employee is to be paid above the contract rate.

Runners and Order Takers will be compensated an additional seventy-five cents (\$0.75) for each order taken or delivered based on the number of tickets presented to the Vending Supervisor.

Longevity Bonus: Employees will receive longevity bonuses as follows:

Stand Manager, Stand Helper, Stand Cashier, Portable Manager

Effective on the first day of the season an employee becomes eligible:

- 2-4 Complete Seasons \$0.20 per hour
- 5-9 Complete Seasons \$0.40 per hour
- 10+ Seasons \$0.50 per hour

Suite Attendants and Bartenders:

Effective on the first day of the season an employee becomes eligible:

- 2-4 Complete Seasons \$0.20 per hour
- 5 + Complete Seasons \$0.30 per hour

Longevity Bonus as stated above is intended to reflect the total hourly bonus paid to employees. EXAMPLE: A Stand Manager with five (5) complete seasons of service shall see their total bonus increase from the 20¢/hour they received as a four (4) complete season employee to a total bonus of 40¢ hour – an increase of 20¢ per hour.

Employees whose rates of pay are in excess of the minimum rate set forth, shall receive not less than the minimum across the board increases provided for employees in their respective job classification.

SCHEDULE "B"

VENDOR COMPENSATION

1. Commissions will be paid out as percentage of net sales.
2. Commissions will be paid based on the percentage of games worked in prior year, per ARTICLE 4, Section 3.

Item	79.9% or Less	80% or More
Beer	16.00%	16.50%
All Other Food & Beverage	16.75%	17.25%
Merchandise	14.50%	14.50

3. If the net price of the 2016 beer increases is less than twenty cents (\$0.20) the Company will increase the commission rate for beer by the equivalent of a twenty cent (\$0.20) net price increase.

If the net price of the 2017 beer increases is less than twenty cents (\$0.20) the Company will increase the commission rate for beer by the equivalent of a twenty cent (\$0.20) net price increase.

The net price increase will be calculated as follows:

- a. Determine prior year's total units sold
 - b. Calculate prior year's total weekend units sold at old and new price
 - c. Calculate prior year's week day units sold at old and new price.
 - d. Calculate total units sold at old and new price and divide by total units sold.
4. All vendors shall receive a receipt for each load detailing the product name, the number of units taken out, and the amount of cash paid. Furthermore, at the end of the shift, each vendor shall be given a final receipt detailing the products sold during the shift, the value of the item, the commission percentage, and the total amount of sale.
 5. The Employer will waive the home component requirement (Article 4, Sec. 4(2)) for employees in vendor classification that have twenty (20) or more years of service excluding blackout dates. The Employer may designate a maximum of three (3) blackout dates per month. The Employer shall designate blackout dates and communicate these to the vendors at orientation. An employee(s) wishing to exercise the waiver must provide notice to the Employer with the event dates they wish to work at another venue prior to opening day, except for the 2015 season when it shall be fifteen (15) days after the ratification of this agreement.
 6. The Employer will schedule one loader for every eighteen (18) vendors.
 7. Vendors will be scheduled in accordance with Aramark and Rockies staffing guidelines. The number of fans will be calculated on the basis of eighty five (85%) of projected total building attendance for an event. The Employer will notify a shop steward designated by the Union when the number of vendors scheduled for an event is significantly increased.

8. All vendors shall receive a receipt for each load detailing the product name, the number of units taken out, and the amount of cash paid. Furthermore, at the end of the shift, each vendor shall be given a final receipt detailing the products sold during the shift, the value of the item, the commission percentage, and the total amount of sales.

ARAMARK SPORTS LLC

**UNITE-HERE
LOCAL 23**

R D 6/20/15
Date

[Signature] 6/19/15
Date

[Signature] 7/2/15
Date

Date

[Signature] 7/3/15
Date

Date

[Signature] 7/7/15

LETTER OF UNDERSTANDING

Portable Manager

This letter will confirm that for the duration of this Collective Bargaining Agreement which expires on September 21, 2017 the parties reached the following understanding:

The parties to this Agreement recognize that the Employer uses non-bargaining unit workers, such as NPO's and temporary workers to perform bargaining unit work. However, the parties agree that Permanent Beer Portables will not be assigned to non-bargaining unit workers on a permanent basis as long as there are trained Portable Managers available to man these portables. This does not prevent non-bargaining unit workers from manning Concession Stands and pushing a portable beer cart out on the floor if it is warranted.

For the purposes of this understanding the permanent Beer Portables are those portables which have been customarily staffed by Portable Managers. The following are examples of the Portables referred to herein:

- | | |
|-------------------------|--------------------------|
| 106 – Beer of the World | 111 – Draft Beer |
| 114 – Micro Beers | 121 – Beers of the World |
| 123 – Draft Beer | 144 – Draft Beer |
| 127 – Micro Beers | 146 – Beers of the World |
| 152 – Draft Beer | 155 – Draft Beer |
| 326 – Draft Beer | 309 – Beers of the World |

This Agreement does not guarantee that the Employer will always open and staff these Portables but if the Employer does open one of these portables the work will be assigned to trained Portable Managers provided they are available.

ARAMARK SPORTS LLC

**UNITE-HERE
LOCAL 23**

B. D. C. 6/30/15
Date

[Signature] 6/15/15
Date

[Signature] 7/1/15
Date

Date

[Signature] 7/3/15
Date

Date

[Signature] 7/7/15
Date

LETTER OF UNDERSTANDING

Beer Vending in Rows 124/125 and 125/126

This letter will confirm that for the duration of this Collective Bargaining Agreement which expires on September 21, 2017, the parties reached the following understanding:

Beer Vendors who vend Coors products will be allowed to vend beer in rows 124/125 and 125/126. It is understood that the Employer retains the right to exclude any individual vendor from selling product in these aisles.

ARAMARK SPORTS, LLC

UNITE-HERE, LOCAL 23

R. De 6/2/15
Date

[Signature] 6/19/15
Date

[Signature] 7/1/15
Date

Date

[Signature] 7/3/15
Date

Date

[Signature] 7/7/15

LETTER OF UNDERSTANDING

SUITE ATTENDANTS

This letter will confirm that for the duration of this Collective Bargaining Agreement which expires on September 21, 2017 the parties reached the following understanding:

The parties have a mutual interest in the continuation of the Employer's privilege to provide food and beverage service in Coors Field Suites and acknowledge that preservation of this business is predicated on the provision of the highest standards of customer service. To facilitate a positive customer experience the Employer shall select, coach and provide training, as it deems necessary. Employees are accountable to perform their duties consistent with the standards described above and in the event they fail to do so shall be subject to progressive discipline.

SUITE ATTENDANT

1. The Employer will impose a gratuity equal to ten percent (10%) of pre-tax billed in-suite food and beverage sales.
2. The Employer will impose an administrative fee equal to nineteen percent (19%) of the pre-tax Client bill.
3. The ten percent (10%) billed gratuity and ten percent (10%) of pre-tax Client bill using retail prices and private attendant/bartender fee of one hundred dollars (\$100.00) will be distributed in equal portions to the suite attendant(s) that worked the suite. When multiple suite attendants work the same suite, the ten percent (10%) billed gratuity in that suite or the suite attendant share of the administrative fee in that suite shall be distributed equally amongst the suite attendants who worked that suite.
4. Guest gratuities in excess of the billed gratuity and administrative fee shall be the property of the employee(s) assigned to the suite, provided that the employee may, at their discretion, choose to share their gratuity with their co-workers, including suite attendant in training. When multiple suite attendants work the same suite, the additional gratuities from that suite will be distributed equally amongst the attendants who worked that suite.
5. Each suite attendant will be provided an itemized statement with each paycheck stating the amount of daily sales for suites worked during the payroll period, the total daily service charge for suites worked on food and beverages, the amount of the employee's portion of the service charge for that payroll period, the private attendant/bartender fees, and any additional credit card gratuities for that payroll period.

GENERAL

1. All solicitation for guest gratuities is expressly prohibited and is grounds for summary discharge.
2. Employees will be scheduled for available work on the basis of employee availability and seniority.

3. The Employer will continue to determine the number of attendants to be scheduled for an event based upon overall food and beverage volume, revenue and customer requests.
4. Employees will be assigned to suites at management's discretion on a daily basis.
5. Suite attendants hired on or after January 1, 2015 shall be considered suite attendants in-training until such time as management determines that they have demonstrated the necessary skill and ability to perform the duties of the suite attendant in accordance with service standards.
6. The Employer will make every effort to balance the assignment of suite attendants so that over the course of the season they are assigned to corporate suites thirty-three percent (33%) of the time and non-corporate suites sixty-seven percent (67%) of the time. In the event the employee calls off, the event will be counted as a non-corporate suite. Corporate suites are those that are purchased for a full or partial season and for which food and beverage purchases are discretionary. Non-corporate suites include Rockies suites in which food and beverage is included in the package price and single event suites which may or may not include food and beverage.

ARAMARK SPORTS, LLC

UNITE-HERE, LOCAL 23

R. D. C. 4/31/15
Date

[Signature] 4/12/15
Date

[Signature] 7/1/15
Date

Date

[Signature] 7/3/15
Date

[Signature] 7/7/15

Date

LETTER OF UNDERSTANDING

Scheduling Practice Private Catered Events

This letter will confirm that for the duration of this Collective Bargaining Agreement which expires on September 21, 2017 the parties reached the following understanding:

The following employees will be grandfathered to work private catered events, in accordance with the historical scheduling practice:

- Tammy Prante
- Brandon Johnson
- Tara Kelley
- Elizabeth Marston-Klis
- Sophia Salcedo
- Kendra Berding
- Jayne Lowrance
- Charles Spies
- Carney Snider

ARAMARK SPORTS, LLC

UNITE-HERELOCAL 23

R D a 6/30/15
Date

[Signature] 6/12/15
Date

[Signature] 7/3/15
Date

Date

[Signature] 7/3/15
Date

Date

LETTER OF UNDERSTANDING

Work at Other Denver Metropolitan Area Aramark Venues

This letter will confirm that for the duration of this Collective Bargaining Agreement which expires on September 21, 2017 the parties reached the following understanding.

The Employer will continue to schedule Coors Field employees that held classification seniority at Coors Field as of April 1, 2014 at other Aramark venues through the Denver Metropolitan Area, according to the same terms and conditions as they have historically.

ARAMARK SPORTS, LLC.

UNITE-HERE, LOCAL 23



Date



Date



Date

Date



Date

Date



Date

LETTER OF UNDERSTANDING

Employee Meals

This letter will confirm that for the duration of this Collective Bargaining Agreement which expires on September 21, 2017 the parties reached the following understanding.

Employees may purchase the following food items:

- Rockies Dog
- Bratwurst
- Grilled Chicken Sandwich (226 only)
- Hamburger
- Garden Burger (134 only)
- Employee Salad (134)
- Nacho Supreme (126)
- French Fries
- Soft Pretzel (226 only)
- Cheese Cup (226 only)
- Popcorn Bag (226 only)
- Coffee
- Medium Soft Drink

In the event that the production and sale of pizza is insourced to Aramark, pizza will be added to employee menu options.

ARAMARK SPORTS, LLC

UNITE HERE, LOCAL 23

R D e 6/20/15
Date

[Signature] 6/19/15
Date

[Signature] 7/1/15
Date

Date

[Signature] 7/3/15
Date

Date

[Signature] 7/7/15