

Memorandum of Agreement between IL Creations and UNITE HERE Local 23
Regarding the United States Department of Agriculture

This Addendum is to amend the Agreement between I.L. Creations of Maryland, Inc., ("Employer") and UNITE HERE Local 23 ("Union"). The Agreement between the parties effective 2/1/11 through 1/31/16 is herein modified as follows:

As of the February 1st, 2013, the parties agree to insert a new Local Unit Side letter:

Local Unit Appendix #7 -- USDA

Classification Rates for employees hired on or after August 7, 2013

Classifications	8/7/13	2/1/14	8/1/14	2/1/15	8/1/15	
First Cook	\$12.41	\$12.66	\$12.91	\$13.16	\$13.41	
Cook	\$12.06	\$12.31	\$12.56	\$12.81	\$13.06	
Salad/Grill	\$11.66	\$11.91	\$12.16	\$12.41	\$12.66	
Cashier	\$11.76	\$12.01	\$12.26	\$12.51	\$12.76	
Food Service	\$11.56	\$11.81	\$12.06	\$12.31	\$12.56	
Utility	\$11.50	\$12.05	\$12.30	\$12.55	\$12.50	
Storeroom/Utility	\$11.60	\$12.15	\$12.40	\$12.65	\$12.60	
Waitperson	\$11.58	\$12.13	\$12.38	\$12.63	\$12.58	
*Catering Server	\$20.00	\$20.25	\$20.50	\$20.75	\$21.00	

Note: Catering Server is only paid for the hours the employee works as a server at the catering event.

1. New Hire Rate:

- Starting Rate: 80% of the Classification Rate
- After 12 months of employment: 90% of the Classification Rate
- After 24 months of employment: 100% of the Classification Rate

The New Hire Rate for all employees above cannot be lower than the Food Service Worker minimum rate under the Federal Service Contract Act. The exception is for the Cashiers whose new hire rate is subject to the Federal Service Contract Act for Cashiers.

2. SICK LEAVE: Unused sick leave will be carried over from year to year, up to a maximum of ten (10) sick days.

3. CLASSIFICATION RATES: Employees hired before August 7, 2013 will fall under the Sodexo classification rates.

4. PENSION: Pension Contributions shall be the following: February 1, 2013 -- \$0.60, July 1, 2015 -- \$0.65

5. Parent/Child Scholl conferences: The Employer will provide paid leave for parent/child school conferences under the following terms:

a) No conference can be scheduled prior to 1:00pm.

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b) One (1) week advance notice is required except in the case of an extreme emergency satisfactory to the Employer. Written confirmation on school letterhead is required for all leaves. Attendance must be verified in writing.

c) The maximum benefit payable is for the balance of regular shift, to a maximum of three (3) hours.

d) Two (2) such meetings shall be paid in any calendar year.

e) The student must be the child or current legal stepchild of the employee for the employee to request such leave.

6. WAGE INCREASE: The August 1, 2013 across the board wage increase is \$.25.

7. SENIORITY LIST: The attached Exhibit A is the agreed upon seniority dates for employees hired previous to the execution of this agreement.

SIGNED ON BEHALF OF:

I.L. Creations of Maryland, Inc.



Matthew Yoo
Vice President

Sept. 9, 2013
Date

SIGNED ON BEHALF OF:

UNITE HERE Local 23, AFL-CIO



Emilio Abate
President, DC Chapter

9-9-13
Date

The future wage increases which are already part of the contract are

2-1-2014 \$.25

8-1-2014 \$.25

2-1-2015 \$.25

8-1-2015 \$.25