

AGREEMENT

BY AND BETWEEN

ARAMARK SPORTS, INC.

AT THE

ORIOLE PARK @ CAMDEN YARDS

AND

**THE HOTEL EMPLOYEE AND RESTAURANT EMPLOYEES UNION
LOCAL 7, AFL-CIO**

EFFECTIVE:	April 1, 2003
EXPIRATION:	March 30, 2007
Extended:	March 30, 2008

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AGREEMENT

This Agreement is made this 4th day of May, 2004 and entered into by and between ARAMARK Sports, Inc., (hereinafter referred to as the "Employer"), and the Hotel Employees and Restaurant Employees Union, Local #7, AFL-CIO, (hereinafter referred to as the "Union"), affiliated with the Hotel Employees and Restaurant Employees International Union, AFL-CIO.

WITNESSETH

That for the purpose of mutual understanding, and in order that a harmonious relationship may exist between the Employer and the employees in the unit herein defined, and to the end that continuous and efficient service may be rendered by both parties, and for the mutual benefit of both, it is, hereby, agreed that:

ARTICLE 1 – UNION REPRESENTATION AND MEMBERSHIP

1.1 Scope of Unit: The Employer recognizes the Union as the exclusive representative for the purpose of collective bargaining with respect to rates of pay, hours, and other conditions of employment for all of its employees at Oriole Park at Camden Yards located in Baltimore, Maryland with the exception of managerial and supervisory employees, clerical employees, and guards as defined in the Act. Non-profit charitable organizations performing food and beverage stand work shall be excluded from the bargaining unit.

1.2 Gender: Whenever in this Agreement the masculine gender is used it shall be deemed to include the feminine gender.

1.3 Union Security: All present employees within the bargaining unit who have completed thirty (30) days of employment with the Employer, and all new employees within the bargaining unit upon completion of thirty (30) days following the beginning of their employment with the Employer, shall become and remain members of the Union in good standing and shall remain members in good standing as a continuing condition of employment. An employee shall be considered to be in good standing within the provisions of this Section if he/she tenders the periodic dues and the initiation fees uniformly required as a condition of acquiring and retaining membership in the Union or such other amounts as the Union may lawfully require of an employee as a condition of

his/her continued employment. The Employer will notify each new employee in writing of the existence of this contract and the requirement that all new employees within the bargaining unit must, upon completion of thirty (30) days following the beginning of their employment with the Employer, become members of the Union in good standing. The Employer further agrees to discharge any employee who fails to comply with this Union Security Provision within seven (7) days of receipt of a written request to that effect from the Union.

1.4 Union Notification (New Hires): The Employer shall notify the Union, within thirty (30) days, in writing, of the name, addresses and occupation of new or additional employees hired for positions within the bargaining unit.

1.5 "Tools of the Trade" Clause: It is recognized that managerial and supervisory employees are not covered by this Agreement, provided, however, that no such person shall normally be permitted to use the tools of the trade or perform any of the work or duties performed by employees who are covered except in case of emergency or for training purposes. In the event managerial or supervisory persons or other persons not covered by this Agreement digress from the above, such persons shall be deemed to come under the terms of this Agreement and shall be required to become Union members as specified in Article 1 hereof.

1.6 Deductions: Union Dues Checkoff: The Employer shall deduct from the wages and turn over to the duly designated officer of the Union, initiation fees and Union dues of such members of the Union within the unit represented by the Union as individually and voluntarily certify in writing that they authorize such deductions, and which authorization shall not be irrevocable for a period of more than one (1) year, or beyond the termination of this Agreement, whichever occurs sooner.

1.7 Initiation Fee Procedure for Newly Hired Employees: To the extent not contrary to law, the Employer shall provide new employees with dues check-off authorization cards for execution by such employees on a voluntary basis at the time such employees execute the appropriate tax withholding form. The Employer shall check-off the monies so authorized in the first paycheck issued following the Employer's receipt of such authorization from the employee or the Union. Such dues check-off authorization cards shall be supplied by the Union. The Employer shall provide a list of all employees on its payroll who have not executed such authorization along with their dates of hire, social security numbers and addresses, and shall keep such list current on a monthly basis.

1.8 Equal Employment Policies: it shall be the policy of the parties to provide equal employment opportunities, including promotions, to all qualified workers, irrespective of race, color, creed, sex, or national origin. The parties shall comply with all the provisions of the Civil Rights Act of 1964 as it may from time to time be amended.

1.9 Individual Agreements: The Employer shall not enter into any Agreement with any employee covered by the Agreement the terms of which conflict with any of the terms of this Agreement.

1.10 Probationary Period: Newly hired employees shall have a probationary period of fifteen event/workdays.

ARTICLE 2 – UNION ACTIVITY

2.1 Shop Stewards: (a) The Union shall designate Shop Stewards in the establishment. In the interest of carrying out this Agreement for the mutual benefit of both parties, there shall be no discrimination or intimidation against the Shop Steward for performance of his/her duties in this capacity. In the event the Employer desires to discharge a Shop Steward he shall notify the Union in writing of such intent at least five (5) days prior to the effective date of the discharge, except that such notification shall not be required unless, prior to the discharge, the Employer has been notified in writing of the designation of the individual as Shop Steward.

(b) Seniority: Shop Stewards shall be considered the most senior employee(s) in the department or departments they represent for the purposes of layoff and recall.

2.2 Union Visitation: The Employer agrees to admit to the establishment at all reasonable times, any authorized representative or representatives of the Union for the purpose of ascertaining whether or not this Agreement is being observed by the parties hereto and to assist in adjusting grievances provided it does not interfere with normal work schedules.

ARTICLE 3 – WAGES, HOURS AND CERTAIN WORKING CONDITIONS

3.1 Minimum Wage Rates: The minimum hourly wage rates for all employees are as set forth in Schedule “A” attached hereto and made a part hereof. Said minimum wage rates shall not prohibit the Employer from paying higher rates to particular employees. All employees in the following classifications shall receive across the board wage increases per hour each year as reflected in the schedule below:

	Effective upon Contract Signing	4/1/04	4/1/05	4/1/06
Wages Per Hour *Retro (see note below) This rate excludes servers	*\$.25 Retro from 4/1/03 to 4/1/04	\$.30 (upon contract signing) No retro	\$.35	\$.35
Servers	No retro	\$.15	\$.10	\$.10
Suite Attendant (Shift)	No retro	\$5.00 (upon contract signing)	\$2.50	\$2.50
F & B Vendors	\$0	.25%	.25%	.25%
Novelty Vendors	\$0	.25%	.25%	.25%
Medical Rate	\$187.29	\$230.70	\$271.49	20% maximum increase upon proper proof

* Employees will receive a one-time retro payment, for the 2003 season, which began on March 31st. Only those hourly employees that are active and in good standing at the signing of the Agreement will receive retro pay. Terminated employees are not eligible for retro payments. The Company shall issue retro pay as soon after Agreement signing as is feasible.

3.2 Merit Increases: All wages set forth herein are minimum contract rates and nothing is to prevent the Employer from paying higher rates where he feels that merit, years of service, and/or exigency warrants. The Employer shall report to the Union office all unit merit increases awarded to the employees in the bargaining unit.

3.3 Payday Procedure: (a) All employees shall be paid weekly. All paychecks shall be presented to the employee so as to assure privacy. Employees will be required to come in individually and personally sign for their paycheck.

(b) Pay discrepancies promptly brought to the Employer's attention shall be rectified within twenty-four (24) hours (except holidays and weekends), except where the Employer has a good faith doubt regarding the validity of the claimed discrepancy.

(c) Payday Procedures: Supervisors will distribute paychecks to workers during HOME STANDS. On payday between Home Stands, there will be an adequate number of staff distributing checks so that employees will have to wait no longer than 10 minutes to pick up their checks.

(d) The Employer shall provide direct deposit of their pay for employees upon request. The Employer shall be held harmless for compliance with this provision.

3.4 No Reduction Clause: No employee shall suffer a reduction in salary, adverse change in working conditions, or the loss of any benefit now enjoyed by him/her as the result of this Agreement, but this shall not be held to apply to the result of any rearrangement or reorganization of personnel, and it is agreed that this Section is limited to the understanding that an employee now enjoying a benefit greater than one expressed in this contract will continue to receive the benefit so enjoyed and not be reduced to such lesser benefit provided herein.

3.5 Reporting Pay: Except in situations beyond the control of the Company notice that services of a steady employee will not be required on any given date shall be given to said employee not later than the termination of such employee's shift on the preceding workday. If such notice is not given and such employee shall report for work, such employee shall be entitled to, and shall receive, a sum of money equal to the sum payable for the full straight shift for which the employee was scheduled that day.

3.6 Injury Pay: If an employee is injured on the job and cannot complete the workday the employee will be paid the employee's regular rate for the day. In such cases, vendors will be paid the stand attendant's rate if their earnings for the day do not equal that of a stand attendant.

3.7 Lay-off Seven (7) Day Notice: It is agreed by both parties that the Employer shall give the warehouse, kitchen, store non-seasonal and full-time seasonal employees at least seven (7) days notice before being laid off and that the employee shall give the Employer at least seven (7) days notice of his/her intentions to terminate his/her services to the Employer unless unavailability at work is due to an act of God, strike, or is beyond the control of the Employer.

3.8 Posting of Schedules: (a) Schedules will be posted including shifts three (3) days before the end of the home stand for the next home stand.

(b) Schedules shall include starting and target finishing times. It is understood that with Oriole Park at Camden Yards events, the Company reserves the right to deviate from a posted schedule.

3.9 Hourly Employees: Hourly employees shall be paid their regular hourly rate of pay but not less than the Federal non-tipped Minimum Wage per hour to attend meetings.

3.10 Employees working during their first season may be paid thirty (\$.30) cents per hour below their minimum wage rate on Schedule "A" not to continue beyond November 1st each year or the end of the World Series, whichever is later.

3.11 A fifteen minute paid break shall be granted for each four hours of work

3.12 One copy of each disciplinary paperwork shall be given to each worker charged with said discipline upon request.

3.13 Effective June 1, 2000 suite utility runners may not participate in the tip pool until they have completed their probationary period.

3.14 Carving Rate: Twenty-five (\$25.00) dollars (upon ratification) in addition to regular hours of pay to each employee for performing carving duties of three hours or less. Pro-rated each hour thereafter. Effective 4/1/05 the rate will increase to \$30.00. Effective 4/1/06 the rate will increase to \$35.00.

ARTICLE 4 – MANAGEMENT RIGHTS CLAUSE

4.1 The Employer has the sole right to direct and control the employees, including the right to layoff, promote and transfer, provided that no such action shall be taken because of the employee's Union activities or affiliation. A discharge, after a probationary period of fifteen (15) event days, may be treated as a grievance and shall be subject to review by arbitration as provided in Article 8, Section 3 of this Agreement, to determine whether or not the Employer has just cause therefore. The Company reserves the right to establish reasonable work rules and procedures, provided they do not conflict with any provisions of this Agreement.

ARTICLE 5 – MISCELLANEOUS

5.1 Uniforms: (a) Uniforms for all employees covered by this Agreement shall be furnished by the Employer. Sweaters and coats may be worn by workers under their uniform. Employees will sign an authorization form approving the withholding of the employee's final paycheck until their uniform is returned or missing articles are paid for.

The Company shall offer the Vendors the option of taking their uniforms home to wash them, or the Company will wash the uniforms for Vendors.

(b) The Suite Utility Runners shall receive, at no cost, a baseball style cap as part of their uniform each year. Employees must pay the Company cost for a replacement cap if lost. The Company will provide bartenders two (2) shirts, one (1) vest and one (1) tie; suite attendants with two (2) ties, one (1) vest and two (2) shirts; vendors with three (3) shirts and three (3) aprons; kitchen workers, uniforms as directed by the Company; catering employees, uniforms as directed by the Company; and retail workers, uniforms as directed by the Company. The Company will promptly replace worn, soiled or uniforms in disrepair. No classification will be provided with pants.

(c) The parties recognize that wearing bow ties on days when the temperature is high is very uncomfortable for employees. Therefore, for employees who wear bow ties, on the day of the event, the Company, with direction from the Orioles, will make a determination regarding removal of ties on a case by case and department by department basis.

5.2 Meal Provision: The Employer, in the interest of maintaining continuous service, requires the employees mentioned below to consume their meals on the premises at such time, place, and manner as the Employer deems necessary for his/her convenience. The Employer will provide each employee with a meal coupon, for each event worked. Any employee selling or otherwise abusing the meal coupon will be subject to discharge.

5.3 Meal Ticket Policy: Meal tickets will be issued with no cash value with available items and locations on the ticket. Food items will include: hot dogs, sausages, pizza, deli sandwiches and hamburgers and other items mutually agreed upon by the Union and the Company. Consistent with past practice, no employee will be charged for drinks; however, employees must drink out of employee cups only. On non-game days, consistent with current practice, a meal will be provided at Company facility.

Employees will be using a meal ticket that has to be given to the cashier upon receipt of their meal. Meal tickets will have exceptions printed on the ticket.

5.4 Acceptance of Meals: To further the convenience of the Employer in the operation of its business, the employees agree to accept such meals under the

foregoing conditions. Every six hours the Company deducts one-half hour for meals. Meal breaks charged to an employee shall be verified upon request.

5.5 No Strikes/No Lockouts: Except for the failure to submit to arbitration or to comply with the decision of any arbitrator, the Employer shall not declare any lockout during the life of this Agreement and the Union shall not cause, call or ratify any strike, stoppage, slowdown or picketing during the life of this Agreement.

5.6 Disputes: Other Unions: In the event of any dispute between the Employer and a Labor Organization affiliated with the AFL-CIO, the Union reserves the right to withdraw its members.

5.7 Cash Register Shortage: (a) No responsibility shall be assessed to any employee for cash shortages, unless the cash register has been officially checked not only by the Employer, but by the employee on duty also, and provided further that no other person has access to the cash register during the employee's tour of duty.

(b) Effective April 1, 2001, all cashiers on permanent stands shall be supplied with and allowed to use stools while working. Such stools shall be provided by the Company.

5.8 Emergency phone call will be promptly transmitted to the workers.

5.9 The Employer will provide at no cost to the employee, at the time of hire, one (1) pair of steel-toed work boots of a quality to be determined by the Union/Management Committee. Said safety boots or shoes will be provided for employees in the warehouse area. The Employer will supply work shoes to kitchen employees at the beginning of their second season of employment. The Union and the Company will meet to figure out a procedure on collection of work boots at the end of the season. Employees who work year round will receive one (1) new pair of boots on each opening day for the term of the Agreement. Seasonal employees will receive one (1) new pair of boots after working twelve (12) months on opening day for the term of the Agreement.

5.10 Kitchen – A bathroom on the 4th floor and a break room shall be provided by the Company for the use of the kitchen employees.

5.11 Fans – Fans shall be provided for work areas with excessive heat – type and location will be determined by worker/management committee. One additional industrial grade large floor fan shall be placed in the popcorn machine area.

5.12 A Union/Management committee will meet once a month composed of rank and file workers, union representatives, and management representatives to review problems, find solutions, and advise on policy.

5.13 The Company will maintain clean and sanitary, stocked, and well maintained lockers, locker rooms and wash rooms for the use of its employees.

ARTICLE 6 – SENIORITY

6.1 Layoff/Recall and Scheduling: (a) The Employer agrees that the principle of Company seniority shall be followed when it becomes necessary to layoff employees due to slackness of business; that is, the employee on duty in the classification in which the reduction is being made having a shorter period of continuous service shall be laid-off before any other employee having a longer period of continuous service; and preference to laid off employees shall be given in recall within the particular classification. No employee shall lose his/her seniority standing as a result of any lay off less than one year.

(b) Should it become necessary to layoff an employee(s) in the affected classification due to slackness of business, the employee(s) with the least amount of Company seniority shall be laid off. Said employee(s) shall be permitted to replace the least Company senior employee(s) in the classification who has a comparable schedule to that of the affected employee. Any employee who is displaced due to this process shall have the same replacement rights as described above. Employees shall be recalled to their former classification in order of Company seniority should there be a vacancy in their classification.

(c) Layoff/recall of suite attendants shall be by classification and holding kitchen.

(d) Layoff/recall of bartenders shall be by classification and bar.

(e) Scheduling, except for concession employees as long as they are on an all call basis, shall be done in such a way as to provide the most senior employees with the maximum of hours available; however, there is no guarantee an employee would receive the maximum number of hours.

(f) The Suite Attendants will be scheduled to work by seniority, depending on the level of business, within that group of suites. Suite Attendants will service the same three suites assigned at the end of the previous season except during occurrences of sales or labor reduction. Rejection of an employee by the suite holder shall not be grievable. The Company will provide a letter of explanation upon request.

(g) The Bartenders will be scheduled to work by seniority, depending on the level of business, according to the bar assigned at the end of the previous season, except during occurrences of sales or labor reduction.

6.2 Seniority in Selecting Days Off: Seniority within job classifications shall be observed in designating the days off.

6.3 Promotion Policy: It is the policy of the Employer to promote qualified employees when vacancies in higher positions occur, providing that management determines the vacancy can be filled. All openings must be posted for at least four (4) days or two (2) events, whichever occurs first, to the most senior bidder, provided he/she is qualified. The burden of proving whether any unsuccessful senior bidder was “qualified” shall rest with the Union in any arbitration proceeding brought under this provision.

6.4 Classification Seniority: In addition to those matters to which seniority now applies, suites and bar classification seniority shall apply in cases where there is a permanent vacancy in work location, shift, or where possible, sections and voluntary time off. This Section shall not give any employee the right to bump another employee from existing situations except where situations are created improperly under the seniority provisions of this Agreement. Food and Beverage Vendors shall have seniority in the order they appear on the Food and Beverage Vendor list which is attached hereto and made a part hereof. Those Food and Beverage Vendors hired after the execution of this Agreement shall be added to the list in order of their date of hire. Novelty Vendors shall have choice of work location in order they appear on the Novelty Vendor list which is attached hereto and made part hereof.

6.5 Seniority – Definition: Seniority shall be defined as the length of continuous service from most recent date of hire irrespective of frequency of employment. Availability for employment shall be maintained by seniority in the following areas:

Camden Club Game 8th Floor Bar and Grill
Camden Club Game 7th Floor Restaurant
Camden Club Lunch Year-Round/Non-Game Related
Camden Club Sunday Brunch (November-March)
Camden Club Banquet Game
Camden Club Banquet Non-Game

Banquet Game
Banquet Non-Game
Bullpen, Upperdeck, Terraces Game
Party Suites Game
Private Suites Game
Diamond Buffet Game
Club Level In-Seat Game

There shall be an "A" list and a "B" list maintained for each of the above areas and copied to the Union upon any change. The "A" list shall contain in order of seniority by classification, those qualified bartenders, servers, suite attendants, banquet bartenders, banquet servers available to work all functions in that area except as may be provided elsewhere in this Agreement. The "B" list shall contain in order of seniority by classifications, those qualified bartenders, servers, suite attendants and banquet servers available to work functions in that area on an on-call basis after the "A" list is exhausted. Placement on the "A" and "B" list is at the option of the employee provided that they are qualified. Employment offered to employees through the "A" and "B" list shall not result in overtime, unless with the prior approval of Management. Employees must call in to confirm their schedule. The April 2004 lists shall be attached to this Collective Bargaining Agreement.

6.6 Proof of Illness: In the event of illness or accident, which is non-work connected and not compensable under Worker's Compensation Laws of Maryland, which last three event/work days or more where there is an employment history to support a good faith doubt on the part of the Employer, the Employer may request verification of illness. Verification may be in the following forms:

- (1) A Doctor's letter would be appropriate or a valid excuse but should not be an absolute requirement since there may be illness without the attention of a doctor;
- (2) A druggist's prescription might be adequate.

6.7 Schedule A, B, C, D, and E are attached hereto and made part hereof.

ARTICLE 7 – SUITES

7.1 Suites 73, 74 and 75 on the Club Level are hereby designated as Banquet Suites. Debby Shavely and Terri Miller (Banquet Room #1) are designated servers for Banquet Suite 1. They will be paid in accordance with Schedule “A” for suite attendants until such time as they permanently vacate this position. Replacement servers and all other servers in these specific Banquet Suites shall be paid as Banquet Servers in accordance with Schedule “A”. Customer billing in Banquet Suite 1 shall remain as the current practice of rendering a bill at the end of the function by the server. At such time as neither of these two designated servers herein referenced occupy a position in Banquet Suite 1, the billing method shall change over to the prepaid banquet billing method and the manager shall handle the billing.

7.2 Suite Attendant Reporting Pay: If the game is called off before the gates open, they shall receive a pro-rated shift pay equal to the time they worked. If the game is called off after the gates open, they shall be paid their full shift pay.

7.3 In the event the Suite computer fails, the Suite catering office will generate a back-up bill for presentation to the customer.

7.4 Suite tip sheets shall not be posted but will be available through the suite catering office.

7.5 Suite employees shall have their daily meals provided for them at the same time as the food push arrives.

7.6 Suite Attendants Double Header Pay: Suite attendants working split double headers (stadium clears after first game) shall receive regular shift pay rate for each game. This also applies to rescheduled games. Suite Attendants working a back to back double header shall receive a shift pay rate for the first game plus a pro-rated shift pay for all time worked beyond six hours.

7.7 Suite attendants shall receive ninety-five (95%) percent of the charge tips from all of the Club Level guest checks and shall have five percent of their charge tips withheld by the Company to be distributed by the Company to the runners effective with the signing date of this Agreement.

7.8 To retain a position on the “A” list, a suite attendant must work at least 65 games during the regular season. Requests for job sharing shall be submitted in writing, two (2) weeks prior to Opening Day and/or one (1) week prior to the All-Star break. Each primary “A” suite attendant is responsible for procuring a management approved

replacement. The primary "A" suite attendant is responsible to work in the event that their replacement is unable to work. The five (5) excused absences afforded suite attendants each season apply to their set of suites whether they are worked by their replacements or themselves. If the replacement suite attendant does not work as agreed, he/she shall be subject to discipline and one of the five (5) excused absences will be charged against those suites. A primary "A" suite attendant may not vacate his/her regularly assigned suite to become a replacement for a job sharing opportunity. The Company has the right to cancel "job sharing" upon thirty days (30) written notice to the Union. Suite attendants shall be entitled to five (5) excused absences per season with seven (7) days prior notice.

7.9 Club Level Suites: Bartenders working in private suites shall be compensated at the same rate of pay as a banquet bartender. There will be no other Food & Beverage servers assigned to the Club Level Suites other than the suite attendants during games.

7.10 Suite attendants shall receive seventy (\$70.00) dollars pay for six hours or less of work and twelve (\$12.00) dollars each hour thereafter. Effective April 1, 2005, suite attendants shall receive seventy-two dollars and fifty cents (\$72.50) for six hours or less of work and twelve (\$12.00) dollars each hour thereafter. Effective April 1, 2006, suite attendants shall receive seventy-five (\$75.00) dollars pay for six hours or less of work and twelve (\$12.00) dollars each hour thereafter.

7.11 Each suite attendant shall be assigned to service the same three (3) suites for the season. Rejection of an employee by the suite holder shall not be grievable.

7.12 Make Service Charge "Event Charge.": Micros receipt will say, "Event Charge compensates support staff. Gratuity is at your discretion." If a relevant Governmental Body determines that "Event Charge" means "gratuity" this clause will become null and void.

7.13 The runners tip pool shall include five (5%) percent of the discretionary customer charge tips from all areas serviced by suite runners.

ARTICLE 8 – GRIEVANCE AND ARBITRATION

8.1 No employee will be discharged or otherwise disciplined without just cause. No employee shall be discriminated against, harassed, terminated or otherwise disciplined for union activity within the meaning of Section 7 of the National Labor Relations Act.

The Company agrees to follow a multi-step progressive disciplinary procedure, except in those cases where a given incident in and of itself constitutes just cause for termination.

8.2 All disciplinary actions will be issued to employees within five (5) working days of the incident-giving rise to the discipline. Working days shall be defined as Monday – Friday excluding weekends and contractual holidays, except for holidays and weekend days that the employee is working. If an employee is not working during the five (5) working days, the discipline can be issued on the employee’s first day back at work. A copy of the discipline shall be given to the employee at the time of the discipline. On a monthly basis, the Employer shall supply the Union with copies of all disciplinary actions. All disciplinary warning slips shall be removed from the employee’s file one (1) year after they are written.

8.3 Arbitration hearings shall be conducted with or without stenographic transcriptions or pre-trial or post-trial briefs, each party to determine whether it chooses to order such transcript or file such brief(s). The arbitrator shall issue his/her written decision as soon after the close of the hearing and in no case later than 30 days from the close of the hearing. In any event, exceeding the 30 day requirement will not service to offset a “make whole” remedy.

8.4 It is agreed that in the event of an alleged grievance or misunderstanding arising out of and during the term of this Agreement, the following procedures shall be followed:

Step 1. The grievant, shop steward or committee person shall notify the supervisor in writing of the grievance or complaint within fourteen (14) calendar days of the event giving rise to the grievance. Such written notice shall be on a form agreed upon by the parties. The Company shall meet with the grievant and shop steward or committee person within ten (10) calendar days of such notification after receiving the grievance. The Company shall respond in writing to the grievance within ten (10) calendar days of the first step meeting.

Step 2. Should the grievance not be resolved in Step 1, the Union shall provide written notification to the General Manager or his/her designated representative. Such written notification shall be given within fourteen (14) calendar days of the Union’s receipt of the Company’s response to the Step 1 meeting. The Company and the Union shall meet within ten (10) calendar days of such notification. The Company shall respond in writing to the grievance within fourteen (14) days of the Step 2 meeting.

8.5 Notwithstanding Step 1 & 2 above, non-contractual issues may not be carried forward beyond the second step. Step 3 (arbitration) is reserved for allegations of violations of specific provisions of the Labor Agreement.

Step 3. Should the dispute not be settled at Step 2, it may be submitted to arbitration by either party within thirty (30) calendar days of the Union's receipt of the Company response to the Step 2 meeting, by notifying the other party and requesting the FMCS to provide the parties with a panel of ten (10) arbitrators. The Company and the Union shall alternate striking names from the panel in order to select the arbitrator. The arbitration shall be heard at the selected arbitrators, the Company's and the Union's first mutually available date. The decision of the arbitrator shall be final and binding upon the parties.

8.6 The fee for the services charged by the arbitrator and the FMCS, and the room for the hearing, shall be borne equally by the parties. The cost of preparation for the arbitration will be borne by each party respectively.

8.7 The arbitrator shall have no authority to add to, subtract from, change or alter the labor Agreement in any manner. He/she is restricted to and by the specific language of the Agreement and may only consider the grievance presented to him or her. The arbitrator will not hear multiple grievances unless mutually agreed to by the parties. Time limits in the above procedure can be waived by mutual agreement.

ARTICLE 9 – INSURANCE

9.1 The Employer will provide as soon as practicable, effective upon ratification and on a contributory basis the Kaiser Select Plan or other mutually agreeable plan, to a maximum of 20 senior full-time, year round employees who work the full baseball season and a minimum average of 40 hours per month during the off-season. The employee's contribution will be \$2.50 per week from the first of the month after ratification. If an eligible employee declines or drops out of coverage, there will be no replacements until the normal next annual open enrollment period. Effective 4/1/06 the maximum number of employees will increase to 22 with a \$5.00 per week contribution rate. Any Company wide changes made to the Plan during the term of this Agreement, will automatically be incorporated into the Plan provided herein.

9.2 The employees who qualify for insurance in the above paragraph, shall also receive life insurance (\$10,000); paid vacation as per the following schedule, at their regular straight time hourly rate; maximum of three (3) PTO's (paid time off) days each

calendar year. Vacation and PTO days cannot be used on game days and cannot be carried over to the next year. Vacation period is January through December based on meeting qualifications the previous year (example – vacation in calendar year 2004 based on qualifying in 2003). Vacation effective January 1, 2004. Vacation time must be pre-approved. PTO Day other than that used for sickness must be pre-approved. Employees will not be required to provide a doctor's note if absence due to illness for two consecutive days or less.

9.3 Vacation Schedule: Greater than or equal to one (1) year, but less than or equal to five (5) years of Company seniority – one week (40 hours). Greater than five (5) years Company seniority – two weeks (80 hours). Vacation applies only to the 20 senior full-time year round employees eligible for insurance as stated above. The Company and the Union will draft a letter to discuss allowing employees to elect family coverage at employee cost.

ARTICLE 10 – FOOD & BEVERAGE VENDORS

10.1 Food and Beverage vendors will not be required to call off when not coming to work. If a Food and Beverage vendor is not in by the time the numbers are beginning to be posted on the board, the vendor goes to the back of the board or works support and is given, but not charged, an excused absence or goes home, and either uses an excused absence or gets a zero for that day on the Revision List.

10.2 Food & Beverage Vendors List Revisions: The Food and Beverage list shall be revised once at the beginning of each season and twice during the season – total of three times per year. The Food and Beverage vendors revision list shall not include post regular baseball season sales numbers. The revisions will be reviewed with the stewards within three (3) days after the revisions are completed. The Vendor Revision Sales List for the beginning of the 2004 season is Schedule "B" attached hereto and made part hereof. Food and Beverage vendors revision will be based on commission only, in accordance with the following formula:

Revision Steps:

Total the earnings for each vendor

Sort each vendor using the total dollars earned as the criteria

The higher numerical position from the previous list decides ties

No vendor can move more than twenty spots either up or down during each revision

Excused absences: Excused absences will appear as games worked for the purpose of the revision sales list. Vendors will not be penalized financially because of an excused absence. An average of the earning of the vendors immediately above and below for the date of the excused absence will become the amount to be credited as earnings for the excused absences. If either (or both) of those should also be absent, the next one(s) in succession shall be used. And with regard to absences by the first or last vendor on the list, he/she will be credited with the amount earned by the vendor below or above him/her respectively.

10.3 Excused Absences: Food and Beverage vendors will be allotted eight (8) excused absences per season. No absence counted for non-competitive work on approved leave of absence. The eight (8) excused absences can be used at any time during the season except for two (2) day games. Food and Beverage vendors may be required to work two-day games per season for which they may not use an excused absence. All make up games shall be at the employee's option.

10.4 The Food and Beverage vendor penalty shall be a 1-day suspension for the infraction of running or selling beer after the 7th inning. Multiple infractions may result in progressive discipline up to and including discharge for just cause.

10.5 Food and Beverage vendors shall be allowed to sell anywhere in the Stadium venue when the tarp is on the infield. Food and Beverage vendors may not vend within 10 feet of Food and Beverage stands.

10.6 Food and Beverage commission will be paid as follows:

<u>Item</u>	2004		2005		2006	
	<u>Upper</u>	<u>Lower</u>	<u>Upper</u>	<u>Lower</u>	<u>Upper</u>	<u>Lower</u>
Beer	16.75%	16.25%	17.00%	16.50%	17.25%	16.75%
Hot Dogs	17.25%	16.75%	17.50%	17.00%	17.75%	17.25%
Soft Drinks	17.00%	16.50%	17.25%	16.75%	17.50%	17.00%
Water	17.50%	17.00%	17.75%	17.25%	18.00%	17.50%

Snacks	17.75%	17.25%	18.00%	17.50%	18.25%	17.75%
Pretzels	17.75%	17.25%	18.00%	17.50%	18.25%	17.75%
Peanuts	17.75%	17.25%	18.00%	17.50%	18.25%	17.75%
Frozen Product	15.75%	15.25%	16.00%	15.50%	16.25%	15.75%

10.7 Two portable beer locations shall be offered to the Food and Beverage vendors at site #301 and the site at the Bullpen at commissioned rate of 8% to be paid to the workers at each portable beer stand. Selection of these positions shall be made once each month between home stands.

10.8 Food and Beverage vendor discipline shall be imposed 96 hours after the incident, except for cases of gross misconduct, which shall include selling alcohol after the 7th inning, and running. In the event a Food and Beverage vendor is disciplined for selling to a minor and subsequently returned to work due to lack of merit of the discipline, he/she shall be paid time and one-half the commission rate he/she would have earned if the time off had been treated as a series of excused absences at straight time.

10.9 Worn vendors aprons shall be exchanged for new ones.

10.10 On V-14 the sales numbers will be given to employees at the end of each shift. On V-14, employees must wait for the commission receipts to be calculated.

10.11 If a vendor is injured on the job and cannot complete the workday, the vendor will be paid the stand attendant's rate if their earnings for the day do not equal that of a stand attendant. Vendors who are injured on the job will be credited in the same way for the day on which they were injured or any other days they miss due that injury. Each day will be designated as an "injury absence" and will not be subtracted from the eight (8) excused absences the vendor has a right to. After the eighth (8th) missed event in succession, that vendor's position will be frozen through the revision after the end of the season, but this "freezing" shall not be abused through numerous unrelated absences. The same procedure applies to any vendor who misses eight (8) events due to documented medical problems, even if not work-related. Individual cases will be evaluated jointly by the Employer and the Union.

10.12 Food and Beverage vendors may wear shorts, when authorized, as part of the appropriate uniform, the style and color of which is determined by the Company.

10.13 Food and Beverage vendors shall be allowed to check in forty-five (45) minutes before game time for 7:05 p.m. games.

10.14 If the Company wishes to introduce a new product to be vended, a commission rate will be agreed to in advance between the Company and the Union or such new product may not be vended.

ARTICLE 11 – NOVELTY VENDORS

11.1 Novelty stands must be open 30 minutes prior to gate opening for permanent stands and 60 minutes prior to gate opening for portable stands.

11.2 Novelty vendors shall receive minimum wage for hours worked if ordered in other than as described herein or for mandatory meetings.

11.3 Novelty vendors may be required to undergo no more than one inventory per month plus one opening and one closing inventory not to exceed one and one half (1 ½) hours each without any additional pay. All time required of the novelty vendor by the Company beyond this shall be compensated for at the hourly rate of the non-tipped Federal Minimum Wage. Recounts shall not be required unless the difference is more than .5%. This will apply on month-to-month basis. Total reconciliation shall be paid by the vendor at the end of the season. Shortages above .5% will be paid by the vendor, each month after inventory.

11.4 Two (2) flatbed hand trucks will be exclusively dedicated to use by the novelty vendors.

11.5 Novelty vendors can take their partner's coupon to pick-up employee meals. Employees are not allowed to use the side door of food stands to pick up employee meals.

11.6 For inventories, Novelty vendors may pick up hand held counters when their money is turned in – supervisors will be on each level to assist inventories as needed. All paperwork shall be reviewed on a one-on-one basis with the Novelty vendor after each inventory. When an inventory recount is required, the vendors shall have until the third day following the last game to complete the recount. The resultant figures are due in by noon on the fourth day.

11.7 Eutaw Street – Novelty stands shall be provided with covers.

11.8 The Company will forward the Novelty stand sales standings to the Union once a month. Daily consolidated reports shall be given to Novelty vendors each game. Commission slips shall be given back to Novelty vendors within four days of when they were submitted. Accountability reports shall be given to Novelty vendors at the first game of each series.

11.9 There will be four novelty vending stand keys maintained by the Company, one for each of the following: Novelty Manager, Assistant Novelty Manager, General Manager and one for M.S.A. These keys are not master keys.

There will be a sign-in sheet on the back of each door which must be filled out each time that the stand is opened by a person other than the Novelty stand operator. An ARAMARK manager must stay in the stand while it is opened by someone other than the Novelty stand operator. Two (2) keys shall be issued to each stand holder. One for the stand holder and one for the second stand person.

11.10 Uniforms: Novelty vendors may wear shorts, when authorized, as part of the appropriate uniform, the style and color of which is determined by the Company.

11.11 On any non-game day there will be a window for Novelty vendors to voluntarily pick up stock with prior notice to the Company by sign in sheet and appointment. The Company will provide sufficient staffing to dispense product to Novelty vendors each opening home stand day, and will begin issuing stock at 2 p.m. All other game days at 3 p.m.

11.12 Novelty vending stands shall have a minimum of two (2) staff per stand per event except for satellite stands. The Company will determine reduced novelty cart staffing on a game-by-game basis.

11.13 Novelty vendors stock which may be removed from the commissioned stands after July 31st each year shall typically be limited to T-shirts and other apparel. The Company agrees to maintain the same type of stock on all commissioned Novelty stands, except in the Club Level and Kids Store, through the end of July each season distributed in a fair and equitable manner. Each Novelty location will receive similar stock during the season. Stock may be transferred among stands on management's request. Management will inform the Stand Manager when transferring stock among stands.

11.14 Novelty vendors, on special events, such as Playoffs, Wildcard, Papal Visit, if stock runs low or out, stock will be pulled from the tents first and given to the commissioned stands, not the store.

11.15 Novelty stands may be required to have a runner for opening day as well as special event days.

11.16 Novelty vending stand vacancy assignments shall be filled by seniority, as has been the practice pursuant to the terms of the Collective Bargaining Agreement.

11.17 Upon Vendor request to the Company, Novelty vendors shall be notified immediately of any discrepancies on the money slip or count. Money shall be counted in front of each Novelty vendor and a signed receipt shall be given. All Novelty sales shall be based on a commission except for the store on Eutaw Street and the store on Club Level. At the beginning of each season, the Company will provide to the Union a listing of stands available for commission sales. In the event the commission vendor of such location(s) vacates the

position during the season, store employees will be utilized until the location(s) is rebid. Stands are bid once at the beginning of each season.

11.18 Price changes shall be put into each Novelty vendor's binder prior to each game.

ARTICLE 12 – WAREHOUSE – FOOD AND BEVERAGE

12.1 Warehouse Building Food and Beverage employee's schedules shall be posted seven (7) days in advance of first day of the schedule.

12.2 A la Carte luncheon servers in the Camden Club shall receive their hourly rate of pay plus their tips. Camden Club servers shall be guaranteed at least forty (\$40.00) dollars in a combination of their tips plus their hourly rate of pay per shift.

12.3 Private functions held outside of the Camden Club Area – servers and bartenders shall receive the hourly wage as provided in Schedule "A" of the Collective Bargaining Agreement for each hour or portion thereof worked.

12.4 A la Carte Gratuity: During game day dinners in the seventh (7th) and eighth (8th) floor of the Camden Club, an eighteen (18%) percent gratuity shall be added to each guest check and one hundred percent of the gratuity will be distributed as approved by the Union prior to each Baseball Season.

12.5 Turn Sheets including date, name of servers, station assignment, number of covers per station shall be maintained, for review by servers, and kept on file for future reference. Stations shall be rotated on a daily basis so that servers shall have equal opportunities.

ARTICLE 13 – REFERRAL SYSTEM

13.1 Skilled Employees Necessary: The Employer and the Union agree that the employment of skilled or trained personnel is necessary to the satisfactory operation of the Employer's business and execution of its obligations.

13.2 Personnel Source: The Employer shall call upon the Union as the first source of applicants when in need of additional employees covered by this Agreement after staffing concession and portable concession stands with non-profit organizations. The Employer shall give the Union at least seventy-two (72) hours prior notice in order to afford the Union the opportunity to furnish the Employer the required skilled applicants; provided, however, that if an emergency situation or other circumstances beyond the control of the Employer arises, thereby precluding such prior notification, then the Employer shall have the right to secure the required skilled personnel from the open market. If, upon receipt of such prior notification, the Union is unable to furnish the Employer the required skilled personnel within forty-eight (48)

subcontractors would have the option of utilizing ARAMARK employees if available or employees of their own choosing provided that they are paid at a rate comparable to the contract rates of pay/

- D. Should an MBE/WBE be identified by ARAMARK in the future as a subcontractor, such subcontractor will be required to utilize ARAMARK employees if available.

14.2 Identical items sold by ARAMARK Corporation and its agents and subcontractors shall be sold at the same price throughout the Stadium and its attendant venues.

14.3 Schedules A, B, C, D and E are attached hereto and made apart hereof.

ARTICLE 15 – DURATION OF AGREEMENT

Term of Agreement: This Agreement shall be effective commencing the fourth day of May 2004 to and including the thirty-first day of March ~~2007~~ 2008.

In Witness Whereof, the parties hereto, duly authorized, have hereunto affixed their hands and seals the day and year first above written.

ARAMARK Sports, Inc.

**Hotel Employees and Restaurant
Employees Union, Local 7, AFL-CIO**

SCHEDULE "A"

<u>Classifications</u>	<u>4/1/03</u>	<u>4/1/04</u>	<u>4/1/05</u>	<u>4/1/06</u>
Warehouse – General Worker	8.65	8.95	9.30	9.65
Warehouse – Stock Worker	9.10	9.40	9.75	10.10
Stand Attendant	7.30	7.60	7.95	8.30
Stand Cashier	7.70	8.00	8.35	8.70
Stand Leader	8.35	8.65	9.00	9.35
Stand Grill Cook	8.35	8.65	9.00	9.35
Vending Commissary	7.25	7.55	7.90	8.25
Vending Cashier	8.25	8.55	8.90	9.25
Vending Commissary Lead	8.30	8.60	8.95	9.30
Bartender	8.25	8.55	8.90	9.25
Server	2.95	3.10	3.20	3.30
Banquet Server (all areas)	11.75	11.90	12.00	12.10
Banquet Bartender (all areas)	12.00	12.30	12.65	13.00
Pre-Game Server (5 hrs. or less)	10.00	10.15	10.25	10.35
Bull Pen/Banquet Setup	8.35	8.65	9.00	9.35
Suite Runner	8.50	8.80	9.15	9.50
Suite Attendant per shift (6 hours or less)	65.00	70.00	72.50	75.00
Cook	10.25	10.55	10.90	11.25
Assistant Cook	9.20	9.50	9.85	10.20
Utility	8.70	9.00	9.35	9.70
Novelty Vendors - Club Level	7%	7.25%	7.5%	7.75%
Novelty Vendors	10.50%	10.75%	11%	11.25%
Novelty Vendor/Special Event	6%	6.25%	6.50%	6.75%
Non-Baseball				
Food & Beverage Vendors	See Schedule in Article 10, Section 6			
Novelty Store Leader	8.70	9.00	9.35	9.70
Novelty Store Attendant	7.80	8.10	8.45	8.80
Club Seat Runner	7.15	7.45	7.80	8.15
Club Order Taker	7.17	7.47	7.82	8.17
Cashiers				
Portable/Stand Asst. Leader	7.85	8.15	8.50	8.85

SCHEDULE "A" Continued

- 1) Using prior year's regular scheduled games end total net sales as a benchmark, in year 1 and year 2, when sales are increased by 10%, Vendor commissions will increase to 10.5% for the incremental sales beyond the base. If sales are increases by a total of 20%, Vendor commission will be 11% for the full incremental sales amount. In year 3, when sales are increases by a total of 15%, Novelty vendor commission will be 11% for the full incremental sales increase. Post Season Games will be included in current year but base always consists of regularly scheduled games.

- 2) The designated Novelty cart holder will be established prior to the start of each baseball season. In order to maintain seniority, designated cart holder or one other designated person must work 75% of the events or 61 games between the two of them. If the two designated cart holders fail to work the above number of games, he/she will lose his/her seniority in the department. If both people work the same day it counts for only one of them for one day.

- 3) A novelty revision sales list will be established and will be used for future assignments in the department. Opening day sales shall be included for the purpose of revisions. All sales from a Novelty cart shall be used for revision purposes irrespective of whether or not said cart has a satellite or how many people work on it.

SCHEDULE "B"

4/1/2000

FOOD & BEVERAGE VENDOR SENIORITY LIST

1.	HAHN, DAN	4/3/92
2.	HART, H	4/2/84
3.	HAHN, J	8/27/90
4.	HASKETT, C	4/4/84
5.	YORE, R	4/3/92
6.	LANG, J	6/14/90
7.	SCHWALDENBER, G	4/2/84
8.	HAHN, P	4/2/84
9.	RANDALL, G	6/21/84
10.	HASTINGS, E	
11.	O'HARA	4/2/84
12.	DIDONATO, B	4/2/84
13.	LARCHER, S	6/4/84
14.	DUPPINS, S	6/3/87
15.	CLASH, C	4/8/91
16.	CHASE, M	4/6/87
17.	UGBAJA, C	7/5/84
18.	OLNEY, JANET	
19.	LANG, PHIL	
20.	SEVERN, T	4/4/86
21.	SCRANDIS, C	
22.	KOERNER, T	4/8/91
23.	BLEVINS, K	4/6/87
24.	SMITH, CRAIG	4/18/89
25.	BEZOLD, H	4/3/92
26.	MOORE, P	7/30/90
27.	YANG, F	
28.	LOWNEY, J	
29.	TRAUBE, F	4/8/91
30.	TYREE, M	4/8/89

SCHEDULE "B"

4/1/2000

FOOD & BEVERAGE VENDOR SENIORITY LIST CONTINUED

31.	MCCONNELL, G	4/2/84
32.	BROWN, MELVIN	6/26/86
33.	MATTES, T	
34.	JONES, JAMES	8/8/89
35.	LAUCIUS, E	
36.	STILES, R	
37.	MOON, A	
38.	VENTI, R	4/3/92
39.	JACOBS, S	4/2/84
40.	MILTENBERGER	
41.	GASKINS, A	4/8/91
42.	TORRES, D	
43.	GRIFFIN, L	6/4/84
44.	RANDALL, K	4/8/91
45.	BROWN, NAT	4/2/84
46.	FERENSIC, C	
47.	HUSBAND, F	4/3/92
48.	SHUEY, R	4/8/91
49.	GOLLERY, T	4/18/91
50.	JOHNSON, ORDIA	9/1/87
51.	UTSEY, R	4/2/84
52.	BIRDSHALL, J	
53.	GREEN, J	4/8/91
54.	KRUSE, J	4/8/91
55.	PIERCE, J	4/1/84
56.	FRANZONI, M	
57.	GUTH, C	6/18/89
58.	VAUGHN, E	8/8/89
59.	ANDERSON, W	4/8/91
60.	CRIST, W	4/3/89

SCHEDULE "B"

4/1/2000

FOOD & BEVERAGE VENDOR SENIORITY LIST CONTINUED

61.	JOHNSON, AL	4/8/91
62.	CLARK, C	
63.	NELSON, R	
64.	ROBINSON, H	
65.	GILLIAM, T	
66.	SEVERN, ADAM	5/19/88
67.	SMITH, CALVIN	4/2/84
68.	WATSON, E	
69.	HOUSTON, A	
70.	WOODHOUSE, R	
71.	MILLER, H	
72.	HALL, R	
73.	HENNEBERY, K	
74.	EDLEY, J	
75.	COLEMAN, R	4/2/84
76.	ROBINSON, J	
77.	RAWLINGS, T	
78.	JOHNSON, C	
79.	GIARDINO, M	
80.	RICHARDSON, E	9/6/89
81.	RICHARDSON, E	
82.	BYERLY, J	
83.	CLARK, C	
84.	SIGNAIAGO, J	
85.	DIXON, D	
86.	MEEKINS, W	
87.	TINGLE, K	
88.	BERGIN, S	
89.	ROTHGEB, J	
90.	LANG, R	

SCHEDULE "B"

4/1/2000

FOOD & BEVERAGE VENDOR SENIORITY LIST CONTINUED

- 91. SWEENEY, E
- 92. THRASH, R
- 93. WEBSTER, K
- 94. FALTER, J
- 95. TURNER, M
- 96. BYRD, L
- 97. PAYNE, G
- 98. BYRD, M
- 99. BYRD, R 4/3/92
- 100. MURPHY, C
- 101. LOVELL, T

SCHEDULE "C"

4/1/2000

NOVELTY SENIORITY LIST

1.	PITTMAN, MINNIE	1981	CART HOLDER
2.	HEILL, JANE	1982	CART HOLDER
3.	FORD, JERRY	1985	CART HOLDER
4.	BEACH, LOU	1986	CART HOLDER
5.	CLEM, RODNEY	1987	CART HOLDER
6.	BURKHARDT, BILL	1989	CART HOLDER
7.	ANDREWS, TAMI	1989	CART HOLDER
8.	STAFFORD, SANDY	4/2/84	
9.	DUNLAP, ROBERT	4/8/87	
10.	PRAVENZANO, DONNA	4/1/95	
11.	GERTZ, SUE	4/1/95	
12.	LEE, PATRICK	4/6/97	
13.	PITTMAN, JESSE	4/6/87	
14.	HEILL, KEVIN	6/3/87	
15.	MUNDIE AMY	5/31/89	
16.	ANDREWS, JACQUELINE	4/22/90	
17.	ANDRIONI, TONI	5/1/90	
18.	JENKINS, SHIRLEY	5/18/90	
19.	ANDERESSEN, STEVE	6/15/90	
20.	FORD, MARGARET	6/19/90	
21.	RITGER, CAROLYN	8/25/90	
22.	BEACH, LOU	4/8/91	
23.	DUNLAP, SHIRLEY	4/8/91	
24.	HERR, FRED	4/8/91	
25.	HESS, SHIRLEY	7/23/92	
26.	STEVENS, VERNON	4/8/94	
27.	PITTMAN, TROY	5/19/91	
28.	MULLIGAN, CARLA	6/11/91	
29.	CLEM, DONNA	7/19/91	
30.	DIDONATO, CAROL	9/8/91	

SCHEDULE "C"

4/1/2000

NOVELTY SENIORITY LIST CONTINUED

31.	CALDARAZZO, MARK	4/3/92
32.	MURREY, SANDRA	4/3/92
33.	STAFFORD, RICHARD	4/3/92
34.	WOLFE, SHIRLEY	4/3/92
35.	HAMILTON, ROBERT	9/11/92
36.	ANDERSON, DAWN	4/2/93
37.	ANDREWS, BARRY	4/2/93
38.	RITGER, HEATHER	4/2/93
39.	PROVENZANO, JOHN	4/28/93
40.	STEVENS, SHARRON	3/25/94
41.	FILIPIAK, MICHAEL	3/26/94
42.	WITTSTADT, ANN	4/23/95
43.	GERTZ, B	5/1/95
44.	DELP, DAVID	5/3/95
45.	GIBBONS, MELISSA	5/5/95
46.	ANDREWS, THOMAS	7/13/95
47.	DECOSMO, EDWARD	9/5/95
48.	HALL, MARK	3/26/96
49.	LEE, MICHAEL	3/28/96
50.	GRICE, MELISSA	4/2/96
51.	MURREY, ROBERT	4/3/92
52.	BAQUOL, SHERRY	5/24/96
53.	HAYES, THOMAS	6/21/96
54.	ALLEN, NATHAN	7/6/96
55.	JACKSON, MICHAEL	7/14/96
56.	WATSON, CHRISTIAN	8/17/96

SCHEDULE "D"

4/1/2000

SUITE ATTENDANTS SENIORITY LIST

1.	SPENCER MORNIQUE	5/24/89
2.	MILANI, MICHELLE	4/19/90
3.	BURKINDINE, MARGARET	4/3/92
4.	HAYWOOD, LEE	4/3/92
5.	ISAAC, MARC	5/1/92
6.	TURNER, SUSAN	5/1/92
7.	HOUCK, DARLENE	6/5/92
8.	GOWL, MICHAEL	6/5/92
9.	ADER, KEVIN	2/24/93
10.	LONGO, KATHLEEN	3/1/94
11.	MONTAGUE, HOLLIE	3/18/94
12.	SNAVELY, DEBORAH	3/23/94
13.	NEMEC, ROSE	3/24/94
14.	GRIESE, NOCLOE	3/25/94
15.	AUSTIN, LORI	3/26/94
16.	BURKE, GWEN	3/26/94
17.	CHATTOO, OPAL	3/26/94
18.	COOK, THERESA	3/26/94
19.	DAVIDSON, CHARLOTTE	3/26/94
20.	DOLEHANTY, JUDITY	3/26/94
21.	HENNING, BETSEY	3/26/94
22.	MACIVRE, LINDA	3/26/94
23.	MORTON, ROVERT	3/26/94
24.	NIEBERLEIN, THERESA	3/26/94
25.	SHEWELL, FAITH	3/26/94
26.	TOWNSEND, KORI	3/26/94
27.	WILLIS, CAMILLE	3/26/94
28.	MILLER, TERRY	4/6/94
29.	FAHERTY, LISA	5/1/95
30.	ZAVIAN, ELLEN	6/6/96