

AGREEMENT
BETWEEN
MARRIOTT CORPORATION AT AMERICAN UNIVERSITY
AND
FOOD AND BEVERAGE WORKERS UNION, LOCAL 32

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AGREEMENT

This Agreement made this first day of December, 1990, by and between Marriott Corporation, at American University, hereinafter called the Company, and the Food and Beverage Workers Union, Local 32 affiliated with Hotel Employees and Restaurant Employees International Union, AFL-CIO, hereinafter called the Union, and in consideration of the mutual promises herein made, the parties agree as follows:

WITNESSETH:

ARTICLE I - UNION RECOGNITION

For the duration of this Agreement, the Company recognizes the Union as the sole and exclusive bargaining agent with respect to wages, hours and working conditions for Food Service employees on the payroll of its operation at The American University, Washington, D.C. Specifically excluded from the bargaining unit are all students, office clerical employees, guards and watchmen, professional employees and supervisors as defined in the Act as amended.

ARTICLE II - UNION SECURITY

A. All employees who are not members of the Union on the effective date of this Agreement shall have thirty-one (31) days from that date within which to apply for membership in the Union. The Company may hire new employees from whatever source it desires, but all employees who are hired, recalled or reemployed after the effective date of this Agreement, if they are not then members of the Union, shall apply for membership in the Union within thirty-one (31) days following the date of hire, recall or reemployment. In no event shall employees be required to become members of the Union earlier than thirty-one (31) days after date of hire or the effective date of this contract, whichever is later.

B. Within ten (10) days after receipt of written notice from the Union that any employee covered by this Agreement has failed, pursuant to the terms of this Article, to tender payment of the periodic dues as uniformly required as a condition of acquiring or retaining membership in the Union, the Company shall discontinue its employment of such employee. The Company shall not be required by the Union to discontinue the employment of any employee for any other reason.

C. Whenever, after the effective date of this Agreement, an employee shall so request in writing on a checkoff authorization form, the Company will deduct from his pay all Union membership dues payable by him to the Union. All requests shall specify the amount to be deducted and the time or dates upon which payments are to be made to the Union. The forms for these requests shall be

irrevocable for a period of one (1) year or until the termination date of the collective bargaining Agreement, whichever occurs sooner, in accordance with the checkoff authorization form. Such authorization may continue in effect on and after the expiration of one (1) year from the date thereof or the termination date of the collective bargaining Agreement, whichever occurs sooner, unless an employee at any time thereafter forwards written notice of revocation of such request to the Company. Such notice must be received by the Company by certified mail not more than twenty (20) days and not less than ten (10) days prior to the expiration of each period of one (1) year or of each applicable collective bargaining Agreement between the Company and the Union, whichever occurs sooner. It is understood and agreed that this section shall not be applied in any manner that will violate the Labor management Act, 1947.

ARTICLE III - MANAGEMENT RIGHTS

The Management of the business in all of its phases and direction of the working forces, including but not limited to the right to hire, transfer and assign duties to employees, to increase or decrease the working force, to determine products to be handled, to change working schedules and hours of work, providing it does not conflict with the terms of this Agreement, to determine types of equipment and methods of handling products and equipment, to sell equipment, products, and to establish Company rules for employee conduct, provided that none of the above actions shall be

taken because of employees' Union activities or affiliation, and all other management rights are vested exclusively in the Company.

All rights not explicitly and specifically limited by other provisions of the Agreement, reside with the Management of the Company.

ARTICLE IV - WAGES AND CLASSIFICATIONS

A. The hourly wage rates to be paid by the Company to employees of all classifications shall be provided herein.

B. The employer shall pay an employee at least four (4) hours for each day on which the employee reports for work under general or specific instructions, but is given no work or is given less than four (4) hours of work; except if the employee is regularly scheduled for less than four (4) hours a day, such employees shall be paid for the hours regularly worked.

C. All employees shall be paid weekly. Friday shall be designated as pay day.

D. It is hereby agreed that the hourly wages specified in this Agreement shall be regarded as minimum hourly wages. This Agreement shall not be employed to reduce hourly wages in instances where hourly wages paid before its execution were higher than those provided in the Agreement.

E. This Agreement shall not be employed to deprive employees of the following privileges: specifically, receiving emergency telephone calls, current wash-up procedures in accordance with the District of Columbia Health Department laws, and obtaining

a cold drink during working hours, provided it is reasonable to do so.

F. Should the need for additional classifications arise, the Company will notify the Union and negotiate these classifications.

G. Personnel excluded from the bargaining unit shall not perform the duties of per diem employees except in cases of emergency, training and product development. Students may be used in cases of emergency.

H. Classifications and Schedule of Basic Wage Rates shall be paid in accordance with Exhibit A which is attached hereto and made a part hereof. Newly hired employees shall earn the Exhibit "A" rate less ten cents (\$0.10) per hour for the first thirty days of employment.

I. All part-time employees shall receive an additional ten cents (\$0.10) an hour over and above the hourly rate received by the full-time employee for the duties performed.

J. An employee taken from his or her regular work to work extra or to relieve another employee where hourly wages are more than his or her regular rate of pay, shall receive the hourly wages paid for such work if the relief or extra work is for one hour or more.

K. There shall be no split shifts unless negotiated by the Company and the Union. This section does not limit the Company's right to use employees on special parties.

L. Pay Discrepancies. Pay discrepancies promptly

brought to the Company's attention shall be rectified within forty-eight (48) hours, except holidays and weekends, and except where the Company has a good faith doubt regarding the validity of the claimed discrepancy, or when the discrepancy is due to employee failure to punch time card.

ARTICLE V - HOUR OF WORK AND OVERTIME

A. No full-time employee shall be scheduled to work less than eight (8) hours per day, five consecutive days per week. All work performed in excess of eight (8) hours in any one day or forty (40) hours in any one week shall be considered overtime and the employee performing such overtime work shall be compensated at the rate of one and one-half (1-1/2) times the usual hourly rate of such employee. The above is not to be construed as a guarantee of pay or work.

B. Overtime shall be divided as equally as possible among the employees performing similar work insofar as is practical without reducing the efficiency of the department. There shall be no partiality shown to any employee in the distribution of overtime. The most senior employee shall have the first right of refusal of an offer of overtime. If the most senior employee declines an overtime opportunity, the overtime shall be offered in turn to the next most senior employee until it is offered to the least senior employee. The least senior employee shall be required to perform the work. The Company shall exercise every effort to provide as much prior notice as possible of required overtime.

C. Part-time employees shall be scheduled to work not less than four (4) hours per day and not more than six (6) hours per day, five (5) days per week.

D. There shall be no pyramiding or duplicating of overtime or premium rates. If any hour that is worked is subject to more than one premium rate, then only the sole highest rate shall apply to that hour.

E. Probationary Period. Newly appointed employees shall serve a probationary period of thirty (30) days. Management in its sole discretion, may extend the probationary period of any employee for an additional thirty (30) days. The Union will be notified by letter of any extensions made. During the probationary period, the employee may be removed from his or her position for any reason and without prior notice or recourse to the arbitration provisions of this Contract.

ARTICLE VI - INDIVIDUAL AGREEMENT

There shall be no individual Agreement between the Company and the employee other than these Articles.

ARTICLE VII - HOLIDAYS AND HOLIDAY PAY

A. New Year's Day, Martin Luther King's Birthday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Day, and the day before or after Christmas (as observed by the University) are paid holidays.

B. Employees who work on a paid holiday shall be paid

their usual pay for such holiday plus payment of their regular rate of pay for all hours worked.

C. Employees who are not required to work on a paid holiday shall be paid their usual day's pay for such holiday, provided such employee is not on an approved leave of absence, excused absence or lay-off status. Employees must report for work on the scheduled day before and after the holiday in order to qualify for holiday pay.

D. Employees who are requested to work on any paid holiday and refuse shall forfeit all holiday pay for that holiday.

ARTICLE VIII - VACATION

A. Employees shall be entitled to vacation pay as follows:

<u>Service as of September 1</u>	<u>Hours of Vacation</u>
1 Year	40
2 Years	80
5 Years	120
10 Years	160

Vacation pay for part-time employees shall be prorated based on their regular scheduled hours. Vacation pay shall be computed at the rate received by the employee at the time the vacation is taken. Vacation leave may be used any time after one year of service when the employee is not scheduled for work.

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ARTICLE IX - EMPLOYEE BENEFIT PLAN

It is agreed the Company will finance an Employee Benefit Plan for all permanent employees. The following benefits shall be provided:

A. Life Insurance - \$7,000.00

Accidental Death Dismemberment - \$7,000.00

B. Sick and Accident Weekly Benefits: The Company shall provide Sickness and Accident Insurance in the amount of sixty percent (60%) of weekly earnings to a maximum of one hundred and fifty dollars (\$150.00) per week. Benefits begin on the eighth (8th) day of sickness or accident and continue for up to thirteen (13) weeks.

C. Hospitalization Benefits: Hospitalization Benefits will be provided for employees through Health Plus, a booklet detailing the coverage shall be provided for employees.

1. Medical Contributions - Effective December 1, 1990, the Company agrees to contribute a maximum of one hundred and five dollars (\$105.00) per month for each month worked towards a medical plan for eligible employees.

2. Effective December 1, 1991, the Company contribution will be one hundred and ten dollars (\$110.00) per month worked. Effective December 1, 1992, the Company contribution will be one hundred and fifteen dollars (\$115.00) per month worked for eligible employees.

3. The Company and the Union agree that the waiting period for hospitalization benefits eligibility will be the first

of the month following six months (6) of employment for eligible employees.

4. Employees will have the option of participating in the Marriott Credit Union.

UNION BENEFIT FUND PLAN

D. Dental Plan Contribution: Effective December 1, 1991, the Company agrees to contribute sixteen cents (\$0.16) per employee hour actually worked by each eligible employee covered by this Agreement into the Food and Beverage Workers Union, Local 32 Fund, which is jointly administered by the Union and participating employers.

E. Optical Plan Contribution: Effective December 1, 1990, the Company agrees to contribute four cents (\$0.04) per employee hour actually worked by each eligible employee covered by this Agreement into the Food and Beverage Workers Union, Local 32 Fund, which is jointly administered by the Union and participating employers.

F. Education Plan Contribution: Effective December 1, 1991 and December 1, 1992, the Company agrees to contribute an additional one cent (\$0.01) per employee hour actually worked by each eligible employee covered by this Agreement into the Food and Beverage Workers Union, Local 32 Scholarship and Education Benefit Fund.

ARTICLE X - SICK LEAVE

A. Each employee who has worked for the Company one (1) year shall begin to accrue sick leave at the rate of one (1) day per full month worked, up to a maximum of twenty-four (24) days.

B. The Company may investigate illness or absence of employees before payment of absence is approved. The Company shall routinely require employees to present a medical certificate when absence for illness or injury exceeds three (3) days. Employee's failure to provide a medical certificate when required shall make him ineligible for sick leave pay for such period of absence.

C. The Company shall not establish a policy of requiring each and every employee to produce a doctor's note for each and every absence. Instead, the requirement to produce a doctor's note will be imposed based upon individual employees' attendance records.

D. Under this provision, there shall be no dual compensation for any employee who could be paid simultaneously by the insurance coverage and by wages through accrued sick leave for the same day of absence.

E. Once sick leave has been exhausted, employees shall be entitled to apply earned vacation against time lost due to illness.

ARTICLE XI - REINSTATEMENT AFTER ACCIDENT OR ILLNESS

Any employee temporarily incapacitated for work by accident or illness shall be reinstated after complete recovery without loss of seniority acquired prior to such incapacitation, provided such recovery and such reinstatement takes place within one (1) year from the first day of incapacitation. In no case shall the employee accept employment elsewhere during such time of incapacitation.

ARTICLE XII - MATERNITY LEAVE

Maternity leave shall begin when the female employee is advised to stop work by her physician. Employees on maternity leave shall return after termination of pregnancy, as soon as physically and medically possible. Employees returning from maternity leave must present employer with a medical certificate of employee's ability to resume normal work duties. Employees are responsible to notify employer when they are first aware of their pregnancy.

ARTICLE XIII - FUNERAL LEAVE

In case of death in the immediate family, i.e., wife, husband, children, grandchildren, mother, father, sister, brother, grandmother, or grandfather, an employee not on layoff will be allowed the necessary time off with pay, not to exceed a total of three (3) scheduled working days, at the rate of his regular permanent classified job. It is understood and agreed that the

Company may require satisfactory proof as to any death and the true relationship of the deceased to the particular employee.

ARTICLE XIV - REEMPLOYMENT OF VETERANS

The reemployment rights of employees who enter the military or naval service of the United States shall be those rights provided for in the Universal Military Training and Service Act.

ARTICLE XV - MEALS

The Company in the interest of maintaining continuous service requires the employees to consume their meals on the premises at such time and place as the Company deems necessary. For the Company's convenience, employees shall receive food without deductions from their wages. To further convenience the Company in the operation of the business, the employees agree to accept such meals under the foregoing conditions. Such food shall be sufficient, pure and wholesome, and it shall be served to employees in clean, well ventilated and sanitary rooms. The menu shall be changed every day and shall provide a reasonable variety. Employees required to eat while on duty shall be allowed forty-five (45) minutes meal period of which fifteen (15) minutes shall be paid by the Company. Entitlement is one (1) meal for each four (4) hours worked.

ARTICLE XVI - UNIFORMS AND EQUIPMENT

A. The Company agrees to furnish and launder all uniforms and maintain other equipment of employees. It is understood and agreed that no employee shall lose time because of the Company's inability to furnish the proper uniform for its employees.

B. Those employees who launder their own uniforms will receive six (6) cents per hour in addition to their base rate for laundering uniforms.

C. Employees shall be issued three (3) uniforms a year at the Company's expense.

ARTICLE XVII - DRESSING ROOMS, LOCKERS AND TOILETS

The Company shall provide sanitary toilets and well-ventilated dressing rooms with individual lockers to the extent possible on the units's premises.

ARTICLE XVIII - PROMOTIONS

The Company agrees that the principle of seniority shall apply in promoting employees to higher classifications, i.e., the employees having longer continuous service with the Company shall be given preference in filling vacancies which exist in higher classifications, provided the employee with the greatest seniority is qualified to do the job. Such employee shall receive the higher rate of pay as of the date of the promotion.

ARTICLE XIX - LAYOFFS

A. In the event that the Company finds it necessary to lay off employees because of insufficient work, such layoff within the particular classification shall be on the basis of seniority in the classification, i.e., the employee on duty in the classification in which the reduction is being made having the shorter period of continuous service within the classification shall be laid off before any other employee having longer period of continuous service within the classification. The laid off employee shall have the option of bumping a job in an equal or lower classification providing the employee has greater Company seniority when the person he or she is to bump and is capable of doing the job. Layoff in entry level positions, e.g., counter attendant, dishwasher/bus/utility, shall not be governed by classification seniority, but shall be governed by continuous Company seniority. Laid off employees shall be given seniority preference in reemployment if they are qualified to do the work. Employees will be given as much advance notice as possible in case of layoffs. Employees shall be paid the rate for the classification in which they work. (Accepting a lower level position means that employees accept the corresponding lower rate of pay).

B. If any laid off employee does not respond to written notice by certified mail of reemployment date within ten (10) days of the mailing of such written notice, such laid off employee shall be considered to have voluntarily quit as of his or her last

scheduled work day.

C. It shall be the obligation of such employee to notify the Company of any change in address and/or telephone number or any other means of communication between the two during any layoff or any other period.

ARTICLE XX - SEVERANCE PAY

A. Employees who have a minimum of fifteen (15) years of continuous service with the Company and who are at least fifty-five (55) years of age shall be eligible for severance pay.

B. Severance pay shall be calculated at three days' pay at the employee's rate of pay and scheduled hours of work at the time of lay-off, for each year of service up to a maximum of fifteen (15) years.

C. Eligible employees shall be paid severance pay if they are permanently laid off by the Company or if they voluntarily resign from employment with the Company to go into retirement.

ARTICLE XXI - JURY PAY

The Company shall pay an employee the difference between his or her normal pay and the pay received for jury service.

ARTICLE XXII - STRIKES AND LOCKOUTS

During the term of this Agreement, the Company agrees there shall be no lockout, and the Union agrees there shall be

strikes, work stoppage, or other interference with normal work operations.

ARTICLE XXIII - ADJUSTMENT OF GRIEVANCES

A. Three (3) employees may be selected by members of the Union to act in dealing with the Company. Should there arise any dispute as to the meaning of this Agreement or respecting compliance with its terms, a serious effort shall be made to adjust such grievance immediately in the following manner:

Step No. 1: Between the employee or employees concerned and the Marriott Corporation personnel officer or business officer. The employee or employees may be accompanied, if they so elect, by a steward. Grievances must be presented by the aggrieved employee to the Marriott Corporation personnel officer or business officer within five (5) working days of the alleged violation.

Step No 2: If the matter is not satisfactorily adjusted under Step No. 1 within ten (10) working days following the decision in Step 1, the matter shall be then taken up between the persons participating in Step No. 1 and the Director of Dining Services or his designate. At this step the grievance must be presented in writing and may not be subsequently amended.

Step No. 3: If the matter is not satisfactorily adjusted under Step No. 2 within ten (10) days following the decision in Step 2, the matter shall then be taken up between the representative of the Union and the Company prior to the occurrence of the deadline involved (the Company representative may include Vice President or his designate). The respondent must answer in

writing within ten (10) working days following the date on which the written grievance was received by the aggrieved party.

B. The time limits set forth in this Article and in Article XXIV (Arbitration) can be extended only if done so in writing signed by authorized officers of the Union and the Company. Any grievances not processed within the time limits set forth shall be waived.

ARTICLE XXIV - ARBITRATION

A. Any complaint, dispute or grievance alleging a breach of this Agreement which cannot be settled by the Company and the Union within a reasonable time period (a reasonable time shall be a period not to exceed ten (10) days following Step 3) shall be subject exclusively for settlement by arbitration. Either party who desires to appeal a grievance to arbitration must so notify the other party in writing by specifying the grievance and the alleged contract violation and must request a panel from the Federal Mediation and Conciliation Service within sixty (60) days of failure to reach a settlement of the grievance as outlined above and must select an arbitrator within thirty (30) days after the panel is submitted.

B. An arbitrator may be selected from any outside source which the parties can agree on. If the parties are unable to agree on an outside source they shall request the Federal Mediation and Conciliation Service for a list of five (5) names. Each party shall alternately strike a name from the list, with the party bringing the action striking first, until one (1) name remains and

that person shall be the arbitrator.

The arbitrator shall proceed promptly to hear and decide the grievance and the decision of the arbitrator shall be final and binding on both parties. The arbitrator shall have no power to add to, detract from, alter or change in any way the provisions of this Agreement.

In the event it becomes necessary to provide compensation for the arbitrator, this sum shall be borne equally by the Union and the Company.

ARTICLE XXV - DISCHARGE AND DISCIPLINARY ACTION

A. Discharge: The Company shall have the right to discharge or lay off any employee for sufficient and reasonable cause, including failure to comply with reasonable rules and regulations of the Company, but the employee affected and the proper representatives of the Union shall be promptly informed by the Company of the reason or reasons for such discharge or lay-off. When cause of discharge is intoxication, dishonesty, fighting or use of illegal drugs, Company need not notify the Union first. An employee found upon investigation and/or arbitration to have been unjustly discharged shall be immediately reinstated to his former position without loss of seniority and shall be compensated for the time lost if so instructed by the Arbitrator.

B. Misconduct Notices: All misconduct notices for employees employed at the Marriott Corporation, will expire one (1) year after their date of issuance and will at that time be removed

from employee's personnel file and may not be used in any other proceedings.

C. For employees required to sign any document that may adversely affect the, their signature will merely indicate that they have received and/or read the document and will not indicate their concurrence.

D. When cashiers are "Audited" they will be afforded the opportunity of observing the checking verification, and the results of the audit will be discussed with them.

ARTICLE XXVI - LEAVE OF ABSENCE

A. An employee with at least one continuous year of service with the Company, may be granted a leave of absence without pay, at the sole discretion of the Company, subject to its operating needs, on such terms and conditions as may be agreed to in writing between the employee and the Company. The Company shall notify the Union in writing of all approved leaves of absence.

B. An employee on an authorized leave of absence shall retain all accrued seniority, but shall not accrue any additional seniority or longevity for any purpose while on such leave of absence.

C. An employee who does not return on time from an authorized leave of absence may be considered by the Company to have voluntarily quit or resigned.

D. An employee shall apply for a leave of absence on forms provided by the Company, and no leave shall be considered

authorized unless approved in writing by the Company prior to the commencement of the leave. This approval shall state the date upon which the employee is required to return to work.

E. The maximum period of a leave shall not exceed one (1) semester or the balance of the semester in which the leave commences.

F. An employee on approved leave of absence shall be provided the opportunity to maintain health and life insurance coverage at his or her own expense. The Company shall make no contributions on behalf of an employee who is on leave of absence.

ARTICLE XXVII - DISCRIMINATION CLAUSE

The Company and the Union agree that there will be no discrimination because of an employee's race, color, creed, religion, national origin, age, sex, handicap or veteran status.

ARTICLE XXVIII - NOTIFICATION

The Company will advise the Union of any major changes in the nature of its operation which might substantially affect its employees. In such event or events, the Company shall give the Union at least thirty (30) days notice prior to the date such changes are to become effective.

ARTICLE XXIX - MISCELLANEOUS

A. Safety Equipment -- In accordance with OSHA regulations or other applicable regulations, and upon reasonable request, the Company shall provide, at no cost to the employee, personal protective equipment such as water-proof boots, water-proof gloves, breather masks and protective eyewear. Employees issued safety equipment shall sign in receipt of same, shall exercise reasonable care for the protection and maintenance of same and shall carry and use such equipment as appropriate while on the job. Equipment which is lost, stolen and/or damaged through negligence shall be replaced at the employee's cost.

B. Shop Steward Training and Education -- The Union shall furnish to the Company the name of one (1) shop steward which shall be entitled to leave one (1) day each calendar year with pay for shop steward training and education. The Union must notify the employer at least two (2) weeks in advance thereof. The shop steward must upon returning from leave present the manager with written evidence from the Union that the steward has used the leave for the purpose for which the leave was intended. The parties agree that only one (1) shop steward will be eligible for said day annually.

C. Job Posting -- All open positions shall be posted in each area and shall be kept posted for five (5) calendar days.

D. Emergency Weather -- When the Federal Government announces a liberal leave policy due to snow, employees arriving at work late (up to three (3) hours) will be paid as of their

regular starting time.

E. Monthly Meetings -- Management will schedule and hold meetings once each month with shop stewards for the purpose of maintaining clear and open channels of communication and to promote mutual understanding.

F. Union Visitation -- The Company agrees to admit to the establishment with prior notification to the Management office, any authorized representative 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, and without any service interruption.

ARTICLE XXX - TERM OF AGREEMENT

This Agreement shall be effective the first day of December, 1990 and shall continue in full force and effect until December 1, 1993, and then from year to year unless written notice of desire to amend or terminate as of December 1, 1993, and any subsequent anniversary date is served by either party upon the other at least sixty (60) days prior to such date.

Food and Beverage Workers Union
Local 32, AFL-CIO

By: Minor W. Christian
Minor W. Christian, President

Date: 1/29/91

Marriott Education Food
Service, Inc.

By: James Feingold
James Feingold, Vice President
Employee and Labor Relations

Date: 2/7/91

MARRIOTT CORPORATION AT AMERICAN UNIVERSITY
SCHEDULE A

CLASSIFICATIONS AND MINIMUM HOURLY RATES

Classifications

Minimum Hourly Rates

Effective December 1, 1990

	<u>Start</u>	<u>6 Months</u>	<u>One Year</u>
1st Cook/Baker	\$8.99	\$8.99	\$8.99
2nd Cook/Baker	8.82	8.82	8.82
3rd Cook/Baker	8.54	8.54	8.54
Storeroom Attendant	8.28	8.28	8.28
Baker/Cook Trainee	8.15	8.15	8.15
Cashier	8.11	8.11	8.11
Checker	8.09	8.09	8.09
Salad/Sandwich Maker	8.07	8.07	8.07
Counter Attendant	6.74	7.28	7.82
Dishwasher/Bus/Gen/Util.	6.74	7.28	7.82

Classifications

Effective December 1, 1991

1st Cook/Baker	\$9.21	\$9.21	\$9.21
2nd Cook/Baker	9.04	9.04	9.04
3rd Cook/Baker	8.76	8.76	8.76
Storeroom Attendant	8.50	8.50	8.50
Baker/Cook Trainee	8.37	8.37	8.37
Cashier	8.33	8.33	8.33
Checker	8.31	8.31	8.31
Salad/Sandwich Maker	8.29	8.29	8.29
Counter Attendant	6.96	7.50	8.04
Dishwasher/Bus/Gen/Util.	6.96	7.50	8.04

Classifications

Effective December 1, 1992

1st Cook Baker	\$9.54	\$9.54	\$9.54
2nd Cook/Baker	9.37	9.37	9.37
3rd Cook/Baker	9.09	9.09	9.09
Storeroom Attendant	8.83	8.83	8.83
Baker/Cook Trainee	8.70	8.70	8.70
Cashier	8.66	8.66	8.66
Checker	8.64	8.64	8.64
Salad/Sandwich Maker	8.62	8.62	8.62
Counter Attendant	7.29	7.83	8.37
Dishwasher/Bus/Gen/Util.	7.29	7.83	8.37