



AGREEMENT

between

HOLIDAY INN CHICAGO O'HARE

and

TEAMSTERS LOCAL UNION NO.727

January 1, 2020 – December 31, 2022

DRIVERS

AGREEMENT

THIS AGREEMENT, entered into by HOLIDAY INN CHICAGO O'HARE and AUTO LIVERY CHAUFFEURS, EMBALMERS, FUNERAL DIRECTORS, APPRENTICES, AMBULANCE DRIVERS & HELPERS, TAXICAB DRIVERS, MISCELLANEOUS GARAGE EMPLOYEES, CAR WASHERS, GREASERS, POLISHERS & WASH RACK ATTENDANTS, MOTION PICTURE, THEATRICAL, EXPOSITION, CONVENTION AND TRADE SHOW EMPLOYEES AND PHARMACISTS, BUS DRIVERS, PARKING LOT ATTENDANTS, AND HIKERS, HOTEL INDUSTRY AND RACETRACK INDUSTRY EMPLOYEES, NEWSPAPER, MAGAZINE, PERIODICAL SALESMEN, DRIVERS, DIVISION MEN, DISTRICT MANAGERS, CHECKERS, VENDORS AND HANDLERS, AND ELECTRONIC MEDIA WORKERS CHICAGO AND VICINITY, ILLINOIS UNION, LOCAL NO. 727, an affiliate of the International Brotherhood of Teamsters (hereinafter designated as the "Union"), covers wages, hours and working conditions of Employees described herein (hereinafter referred to as "Employee" or "Employees"), employed by the Employer as now are or may hereafter become parties hereto (hereinafter referred to as "Employer").

ARTICLE 1 Recognition

1.1 The Employer recognizes the Union as the sole and exclusive collective bargaining agent for the following described bargaining unit, hereinafter referred to as "Employees." All full-time and regular part-time Drivers employed by the Company at its facility currently located at 5615 North Cumberland Avenue, Chicago, IL, but excluding all other Employees, office clerical Employees, and guards, professional Employees and supervisors as defined in the Act.

ARTICLE 2 Union Security

2.1 On and after the thirty-first (31st) day following the execution of this Agreement, all Employees shall, as a condition of employment, become and remain, or, as the case may be, remain members of the Union in good standing or pay fees in lieu thereof for the duration of this Agreement. All Employees employed after the date of this Agreement by the Employer shall, on the thirty-first (31st) day after the date of their employment, become members of the Union (unless they are already members) or pay fees in lieu thereof and all such Employees shall, as a condition of employment, remain members of the Union in good standing or pay fees in lieu thereof for the duration of this Agreement.

2.2 Upon receipt of written authorization from each member of the Union, the Employer shall deduct all membership dues and/or fees owing the Union and shall remit such dues and/or fees to the Secretary-Treasurer of the Union. Such check-off authorization, once given, shall be

irrevocable for a period of not less than one (1) year or the term of this Agreement, whichever occurs sooner.

2.3 The Union agrees to further the interests of the Employer to the best of its ability.

2.4 The Union agrees to indemnify and save the Employer harmless against any and all claims, demands, lawsuits or other forms of liability that may arise out of any acts taken by the Employer under this Article.

2.5 The Employer agrees that its obligations to deduct and remit dues and/or fees under Article 2 of this Agreement shall continue upon expiration of the Agreement during periods when a new collective bargaining agreement is being negotiated, unless to do so would violate applicable law.

ARTICLE 3
Wages

3.1 All bargaining unit employees shall receive the following wage increases:

(a) Drivers who are currently earning a wage rate of \$13.00 or below will receive the following increases:

Effective 7/1/2020	\$1.50
Effective 7/1/2021	\$1.00
Effective 7/1/2022	\$.60

(b) Drivers who are currently earning a wage rate of \$14.70/hour will receive the following increases

Effective 7/1/2020	\$1.00
Effective 7/1/2021	\$.80
Effective 7/1/2022	\$.60

3.2 Employees hired after the effective date of this Agreement will start at no lower than the applicable hourly wage rate provided for in the Chicago Minimum Wage Ordinance plus \$0.25, and thereafter will receive the applicable scheduled increases provided for in the Chicago Minimum Wage Ordinance plus \$.25 on the dates specified within the Ordinance.

3.3 Drivers who work a night shift (a shift that begins between 10:00 p.m. and 2:00 a.m.) shall receive an additional fifty-cent (\$.50)/hour for all hours worked on the night shift.

ARTICLE 4
Deliveries and Group Transportation

- 4.1 Employees covered under this Agreement who are required to make deliveries to rooms of the following specific items only; towels, linen, rollaways, shall be paid a One Dollar (\$1.00) delivery charge per trip per room.
- 4.2 Employees required to provide group travel shall receive a bonus of ten dollars (\$10.00) per trip
- 4.3 Employees required to drive to or from the Holiday Inn Oak Brook or Holiday Inn Skokie locations shall receive a bonus of ten dollars (\$10.00) per round trip.
- 4.4 The Employer shall create a group travel log tracking which shall track each trip, including the number of passengers, the location of pick-up and drop-off, and date and time of the trip. The Union shall be provided copies of the group travel log upon request.

ARTICLE 5
Baggage

- 5.1 The minimum rate for fixed tour baggage shall be One Dollar and Seventy-Five Cents (\$1.75) per bag for each check-in, and One Dollar and Seventy-Five Cents - (\$1.75) per bag for each check-out, to be paid as a portorage gratuity.
- 5.2 The Employer agrees to encourage the sales managers to emphasize portage in group sales. The Employer will send memos to all sales managers to this effect every six (6) months and to new sales managers upon hiring.
- 5.3 The Employer agrees to provide a log sheet to all Employees covered by this Agreement so that Employees may record baggage delivered to and from Tour group rooms. Employees shall be allowed to submit log sheets on a weekly basis to the Employer for payment with his or her next paycheck after submission.

ARTICLE 6
Hours of Work

- 6.1 Any full time Employee covered by this Agreement who is called to work when not scheduled shall receive not less than a full day's work or its equivalent in pay.
- 6.2 All regular full-time Employees covered by this Agreement shall have a work- week consisting of five eight (8) hour or four ten (10) hour work days, exclusive of one-half (1/2) hour lunch period. All time worked over eight (8) hours daily or forty (40) hours weekly shall be paid for at the rate of one and one-half (1 1/2) times the Employee's regular hourly rate of pay. It is agreed, however, that overtime shall not be paid twice for the same hours worked.

6.3 If an Employee notifies the Employer of a change in availability, the Employer will try to accommodate the change based on efficiency, Employees' input, and seniority. Once the schedule is posted the Employer shall not make changes to the Employee's schedule without his/her permission.

6.4 To ensure proper customer service, the Employer will schedule two full-time Drivers during times of high transportation needs except the midnight (11 p.m. – 7:00 a.m.) shift.

6.5 The Employer shall provide at least forty-eight (48) hour notice of group bookings to Employees covered by this Agreement.

6.6 All part-time Employees covered by this Agreement shall be guaranteed a minimum of two (2) eight (8) hour shift assignments per week.

ARTICLE 7 Pay Day

7.1 Pay day shall be at least as often as semi-monthly.

7.2 The Employer shall offer direct deposit of the Employee's compensation into a financial institution of the Employee's choice.

ARTICLE 8 Seniority

8.1 Seniority shall mean time spent in bargaining unit. Classification seniority is to prevail at all times except that seniority shall not apply to captains and/or supervisors nor to the selection of a captain and/or supervisor. Seniority shall prevail in two classes— full-time Employees and part-time Employees. The Employer shall keep and make available for inspection by a representative of the Union accurate and up-to-date separate seniority lists of all full-time and part-time bargaining unit Employees, showing their names and first date of bargaining unit employment and classification date. In case of layoffs, the last Employee hired is the first to be laid off within their classification, provided however, an Employee with greater hire in date seniority may bump back at time of layoff into their previous, but most recently held classification, utilizing their original bargaining unit hire in date seniority.

8.2 Employees transferred to the supervisor position shall have ninety (90) calendar days from date of transfer to transfer back or be transferred back by the Employer to their former classification without loss of seniority.

8.3 There shall be a probationary period of the first one hundred (100) days of employment during which time an Employee may be discharged at the sole discretion of the Employer. The Union shall not have the right to grieve a discharge during the probationary period but it shall have the right to investigate and protest the discharge.

ARTICLE 9
Grievance Procedure

9.1 The Employer agrees to recognize such Union representative as may be designated by the Union to handle grievances and disputes which may arise during the life of this Agreement. Any grievance or controversy arising between the Employer and the Union concerning the application or interpretation of the provisions of this Agreement shall first be taken up for adjustment by a representative of the Union and a representative of the Employer within fourteen (14) days from the date the Union received notice of the underlying controversy. Failing adjustment, the issue may then be referred by the Union to arbitration to the Federal Mediation and Conciliation Service (FMCS) for a panel of seven (7) arbitrator names from the Chicago geographic area who are members of the National Academy of Arbitrators. The parties shall then strike arbitrator names alternatively until one name remains. The parties shall alternate who shall strike the first arbitrator name.

9.2 The arbitration hearing will be conducted in an informal manner by the parties and will not be transcribed except as the arbitrator may deem necessary or as the parties may agree otherwise. At the conclusion of the hearing provided for herein or within one (1) week thereafter, the arbitrator will issue a brief written decision which shall be final and binding upon all parties to the dispute. The Union and the Employer will each be responsible for one-half (1/2) of the cost of said arbitration proceeding.

ARTICLE 10
Strikes, Pickets & Lockouts

10.1 The Union agrees that there shall be no strike, slow-down or cessation of work and the Employer agrees there shall be no lock-out during this Agreement.

10.2 Should there be an unauthorized strike, slow-down, walk-out or other unauthorized cessation of work, the Union shall not be liable for damages resulting from such unauthorized acts from its members, and the Union shall undertake every reasonable means to induce the Employees to immediately return to their jobs. In the event of an unauthorized strike, slow-down, walk-out, or any unauthorized cessation of work, the Employer shall have the sole and exclusive right to discipline or discharge the Employees who participate in such event.

10.3 No Employee covered by this Agreement shall be required to go through a picket line when the picket line is approved by Teamsters Joint Council No. 25.

ARTICLE 11
Vacation

11.1 All full-time Employees who have worked one (1) year continuously with the Employer shall be entitled to one (1) weeks' vacation (time off with pay). All full-time Employees who have worked two (2) years or more continuously with the Employer shall be entitled to two (2) weeks' vacation (time off with pay). All full-time Employees who have worked seven (7) years

or more continuously with the Employer shall be entitled to three (3) weeks' vacation (time off with pay). Employees shall be paid out all unused vacation time at the end of each anniversary year.

11.2 Employees shall be entitled to take their vacation within the twelve (12) month period following their anniversary date in accordance with their request and seniority status and with the final determination of the Employer. The Employer will give consideration to an Employee's wishes as to when he or she desires to take his or her vacation. Upon request by the Employer, the Employer shall allow the Employee to take a minimum of two (2) full weeks of consecutive vacation if the Employee is entitled to the requested vacation as outlined in Paragraph 11.1 above. Provided however, that the Employer may only deny such requests when, in its discretion, the Employer determines that it would not be operationally feasible. When the scheduling of vacations is practicable, vacation requests will be considered on a first-come, first-served basis; however, if a more senior Employee requests a vacation day or week(s) after the same day or week(s) have been requested by a less senior Employee but the Employer has not yet responded to the less senior Employee's request, then the more senior Employee's request will be given precedence. In the event an Employee is refused vacation, he or she will be allowed an additional sixty (60) days to take refused vacation. The Employer will respond to all vacation requests within seven (7) days (excluding weekends) from the date the vacation request is submitted by the Employee.

11.3 Part-time Employees shall receive prorated vacation pay based upon their average weekly hours worked in the preceding twelve (12) month period. Employees working less than 1,560 hours in the prior twelve (12) months shall be entitled to a pro-rated vacation pay based upon their actual hours worked in the preceding twelve (12) month period.

ARTICLE 12 **Holidays**

12.1 The following days shall be observed as holidays:

New Year's Day
Martin Luther King Jr.'s Birthday
Good Friday
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Christmas Day

12.2 All Employees shall receive eight (8) hours of holiday pay for the eight (8) holidays listed above.

12.3 An Employee required to work on any one of these holidays shall be paid at the rate of his or her base hourly rate of pay in addition to his or her hourly holiday pay.

12.4 To be eligible for holiday pay, eligible Employees must work their scheduled shift before and after the holiday. An Employee who is scheduled to work on a holiday but who fails to work on said day shall forfeit all holiday pay.

ARTICLE 13
Jury Duty

13.1 The Employer shall pay Employees for time lost from work due to jury duty, provided the Employee turns his or her jury duty pay over to the Employer.

ARTICLE 14
Funeral Leave

14.1 The Employer shall pay full-time Employees for time lost from work due to a death in their immediate family up to a maximum of four (4) days. Immediate family members include parents, siblings, children, spouse, grandparents, mother-in-law and father-in-law. Employer may require an Employee to provide verification of the need for funeral leave.

ARTICLE 15
Sick Days/ Personal Days

15.1 Full-time Employees who are employed at least one year shall receive six (6) paid sick/personal days per year. Part time employees who are work at least 80 hours within any 120-day period will accrue one (1) hour of paid sick leave, in hourly increments only. Part time employees shall accrue one (1) hour of sick leave for every forty (40) hours worked. Part time employees can begin using their earned paid sick leave on no later than the 180th calendar day following the commencement of his or her employment.

15.2 Sick days may be used for the Employee or the Employee's spouse, domestic partner or dependents' injury, illness, or medical appointments. Any unused sick days at the end of each calendar year shall be paid out to each Employee.

15.3 The Union clearly and unambiguously waives the requirements of the Chicago and/or Cook County paid sick leave ordinance(s).

ARTICLE 16
Health and Welfare and Legal and Educational Assistance

16.1 Health and Welfare

The Employer will provide all represented employees the opportunity to enroll in the health insurance plan that is currently available to the Employer's non-represented employees. The Employer will offer at least three plan selections. If available, the Company will continue to

offer the MEC, MEC Preferred, and MEC Heavy health insurance plans set forth in Appendix A for the duration of the Agreement, as those plans may be modified each year with respect to benefit coverage, deductibles, maximums, copayments, exclusions, limitations, definitions, eligibility and the like. If a plan is no longer available after 2020, the Employer will seek to replace it with a relatively comparable plan, but in no event will the Employer be responsible for paying any more than the amounts set forth in Appendix A. The Employer agrees to provide the Union with 14 days' notice and, upon request, meet and confer with the Union before implementing any changes to the health insurance available to employees.

Upon the effective date of this Agreement, the Employer's share of the premium cost for the plans will be as outlined in the attached Appendix A. (or the comparable plan equivalent for 2021 and 2022)

Employees will be responsible for their share of the premium as outlined in Appendix A on a pay period (bi-weekly) basis.

The Employer shall contribute monthly to Teamsters Local Union No. 727 Basic Vision/Dental/Life Plan on account of each Employee in the following manner:

Effective March 1, 2020 \$90/month/employee

16.2 Legal and Educational Assistance

The Employer shall contribute to the Teamsters Local Union No. 727 Legal and Educational Assistance Fund on account of each employee covered by this Agreement the following:

Commencing March 1, 2020 \$121.31 per month

Such rate shall continue except as adjusted by the Board of Trustees pursuant to the provisions of Article 16, Section 16.3 below.

16.3 The contribution rates payable to the Health and Welfare Fund and the Legal and Educational Assistance Fund pursuant to Sections 16.1(b) and 16.2, above, shall be increased as follows:

(a) It is agreed that the Employer shall contribute additional amounts over and above those required in Sections 16.1(b) and 16.2, above, to the Legal and Educational Assistance Fund on behalf of each full time Employee as follows:

Effective 3/1/2021	Rate in effect under the Parking Industry Agreement for full-time employees.
Effective 3/1/2022	Rate in effect under the Parking Industry Agreement for full-time employees.

16.4 For the purpose of contributions to the Health and Welfare Fund and Legal and Educational Assistance Funds, any part time Employee who works one hundred twenty eight (128) hours or more in a calendar month shall be considered a regular full time Employee and full time Employee contributions will be required for that month.

16.5 Part time per hour contributions to the Health and Welfare Fund and Legal and Educational Assistance Funds are due only up to the amount of the applicable full time contribution.

16.6 No contributions to the Health and Welfare Fund and Legal and Educational Assistance Funds shall be required on behalf of any Employee who is on a leave of absence, except as required by law.

16.7 By the execution of this Agreement, the Employer authorizes the Trustees to enter into appropriate trust agreements necessary for the administration of such Fund, and hereby waiving all notice thereof and ratifying all actions already taken or to be taken by such Trustees within the scope of their authority.

16.8 It is also agreed that in the event the Employer is delinquent at the end of the month in the payment of its contribution to the Health and Welfare Fund or Legal and Educational Assistance Funds created under this Agreement, in accordance with the rules and regulations of the Trustees of such Fund, the Employees or their representatives shall have the right to take such action as they deem necessary until such delinquent payments are made, and it is further agreed that in the event such action is taken, the Employer shall be responsible to the Employee for losses resulting therefrom.

ARTICLE 17 Management Rights

17.1 Except as expressly abridged by some other provision of this Agreement, all rights are reserved to the Employer to manage its business, including, but not limited to the right to: hire Employees, discipline or discharge Employees for just cause, promote and demote Employees, layoff and recall Employees, establish work hours, shifts, assignments and schedules, determine the manner and means of performing work, make and enforce reasonable rules, and establish criteria for quality and quantity of work to be performed.

ARTICLE 18 Doctors' Examinations

18.1 All doctors' examinations requested by the Employer will be paid for by the Employer. In the event the employment of the Employee is terminated on the basis of the report of the Employer's doctor or in the event of questionable status of Employee's health upon being rehired due to a layoff, the Union may, at its own cost, have such report checked by a doctor of its selection.

18.2 The Employer shall pay for the cost of any DOT physical examination, if the Employee is required to take such an examination, provided that the Employee utilizes a medical facility selected by the Employer.

ARTICLE 19
Time Records

19.1 The Employer shall keep accurate time records and make them available for inspection by the Union upon request so that there will be no misunderstanding about the Employee's time.

ARTICLE 20
Access to Facility

20.1 Authorized agents of the Union shall have access to each Employer's establishment during working hours for the purpose of adjusting disputes and investigating working conditions; provided, however, that the Union representative provides advance notice to the Hotel's General Manager and that there is no interruption of the Employer's work schedule.

ARTICLE 21
Equipment

21.1 The Employer shall provide all money necessary to equip and maintain all power driven equipment and shall insure each article of equipment and each operator, through insurance paid for by the Employer, so as to protect the operator of the equipment from any damage suits and claims relating to personal liability, property damages, and damages to the equipment by any means for authorized use of equipment.

ARTICLE 22
Uniforms

22.1 The Employer shall provide one (1) new seasonal appropriate jacket to each employee covered by this Agreement for each year he or she is employed and shall replace worn-out or damaged jackets as necessary.

ARTICLE 23
Disciplinary Standard

23.1 Discharge or discipline shall be for just cause. Discipline shall not remain in effect, nor be relied upon for the next step of progressive discipline, for more than one (1) year from the date of said discipline, unless necessary to comply with obligations imposed by applicable Equal Employment Opportunity statutes, ordinances or regulations..

23.2 Employees covered under this Agreement shall not be disciplined or discharged for customer complaints relating to the timing or scheduling of transportation for which the Employee was not responsible.

23.3 The Employer agrees to hold a group meeting with Employees covered under this Agreement and the Union to provide Employees with the official response Employees are expected to give said complaining customers.

23.4 Employees covered by this Agreement shall neither be required to, nor shall they be disciplined for failure to, exceed any posted speed limit to satisfy management's transportation schedule.

23.5 Employees covered by this Agreement shall not be required to operate their vehicles in an unsafe manner or in such a way that will render driving conditions unsafe in his or her best judgment at the time.

ARTICLE 24 Individual Agreements

24.1 No Employee or Employer, either orally or in writing, shall enter into any agreement, contract or arrangement covering employment to which this Agreement applies which is contrary to or conflicting with the terms and conditions of this Agreement. Any agreement that is not in writing and signed by either the General Manager or Human Resources Manager and Union's Secretary-Treasurer is void.

ARTICLE 25 Non-Discrimination

25.1 It is the policy of both the Employer and the Union to comply with all Federal and State Equal Employment Opportunity Laws and not to discriminate against any Employee because of race, sex, color, religion, national origin, age, physical disability, or membership or non-membership in the Union in violation of any law, including the American with Disabilities Act, and the Employer shall attempt to provide a reasonable accommodation to an applicant or Employee in accordance with the law and its regulations. Any dispute may be subject to the grievance and arbitration procedure.

ARTICLE 26 Family and Medical Leave Act

26.1 This Agreement shall be interpreted and applied in conformance with all applicable requirements of the Federal Family and Medical Leave Act ("FMLA"). To the extent any provision of this Agreement or any policy or practice of the Employer is contrary to the FMLA, such provision, policy or practice shall be deemed modified as to conform to the requirements of the FMLA. If an Employee takes FMLA leave, the Employee is required to use any accrued paid time off and such paid time will run concurrently with FMLA leave. Hours spent

on unpaid FMLA leave do not count towards the hours worked calculations set forth in the provision of this agreement governing vacation time.

ARTICLE 27
Sub-Contracting

27.1 The Employer shall not sub-contract out any future bargaining unit work without negotiating over said sub-contracting with the Union.

ARTICLE 28
Drug Testing

28.1 The Employer is permitted to require both DOT (Department of Transportation) and Non-DOT random drug testing for any Employee who drives hotel or guest vehicles. Non-driving Employees are subject to the Employer's drug testing policy — which policy all non-bargaining unit Employees are subject to.

28.2 If Employees are required to maintain a CDL, the Employer shall reimburse Employees covered by this Agreement for CDL renewal fee and/or IDOT medical exam fees.

ARTICLE 29
DRIVE Authorization and Deduction

29.1 The Employer agrees to deduct from the paycheck of all Employees covered by this Agreement voluntary contributions to DRIVE. DRIVE shall notify the Employer of the amounts designated by each contributing Employee that are to be deducted from his or her regular paycheck on a semimonthly basis. The Employer shall transmit to DRIVE National Headquarters on a monthly basis, in one check the total amount deducted along with the name of each Employee on whose behalf a deduction is made, the Employee's Social Security Number and the amount deducted from the Employee's paycheck.

29.2 The Union agrees to indemnify and save the Employer harmless against any and all claims, demands, lawsuits or other forms of liability that may arise out of any acts taken by the Employer under this Article.

ARTICLE 30
Miscellaneous

30.1 The Employer will encourage its front office staff to utilize bell attendants in the rooming of guests.

30.2 Van driving duties shall typically be performed by bargaining unit personnel.

It shall not be a violation of this Agreement for non-bargaining unit personnel, during normal shift hours, to perform van driving duties only in cases of emergency, absence of scheduled driver or unanticipated guest needs.

It shall not be a violation of this Agreement for non-bargaining unit personnel, outside normal shift hours, to perform van driving duties only in cases of emergency or unanticipated guest needs.

Nothing in this Agreement shall be used by the Employer as a means of diverting normal van driving duties to non-bargaining unit personnel.

30.3 To ensure the health and safety of its staff and customers, the Employer will provide hand sanitizer and disinfection spray in each van/bus and at the time clock area.

30.4 This Agreement shall be binding upon and inure to the benefit of the parties hereto and their respective administrators, executors, successors and assigns.

ARTICLE 31 Maintenance of Benefits

31.1 Drivers receiving benefits or conditions over and above those listed in the Agreement shall suffer no economic loss as a result of the signing of this Agreement.

ARTICLE 32 Separability

32.1 To the best knowledge and belief of the parties, this Agreement now contains no provision which is contrary to Federal or State law or regulation. Should, however, any provision of this Agreement at any time during its life be in conflict with Federal or State law or regulation, then such provision shall continue in effect only to the extent permitted. In the event any provision of this Agreement is held inoperative, the remaining provisions of this Agreement shall, nevertheless, remain in full force and effect.

ARTICLE 33 Successorship Clause

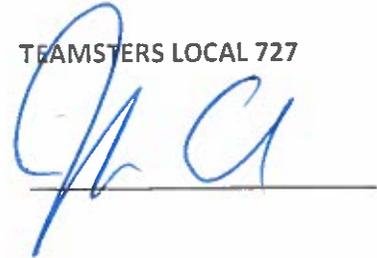
33.1 In the event of the sale or transfer, in whole or in part, of the business or assets of the Company then, in any such event, the sale or transfer agreement with the purchaser or transferee shall condition such sale or transfer upon the employment by the purchaser or transferee of bargaining unit employees represented by the Union affected by such sale or transfer (with recognition of their seniority), and upon the acceptance and adoption of the existing collective bargaining agreement covering such employees.

THIS AGREEMENT shall go into effect January 1, 2020, and shall continue in full force and effect until and including December 31, 2022, and shall continue thereafter on an annual basis from year to year unless written notice of desire to amend the Agreement is given by either party sixty (60) days prior to December 31, 2022, or sixty (60) days prior to December 31st of any subsequent year.

HOLIDAY INN CHICAGO O'HARE



TEAMSTERS LOCAL 727



SIDE LETTER I

The Parties agree that the Employer will endeavor to offer a 401k plan during the life of this Agreement on the same basis as it offers to any other Employee, including non-union employees and/or supervisors.

HOLIDAY INN CHICAGO O'HARE



TEAMSTERS LOCAL 727

