

**Memorandum of Understanding**  
**Patina d/b/a**  
**Epcot – Italian Pavilion**  
**To**  
**UNITEHERE Local 737**

Modifications to the current CBA (9/1/20 through 9/30/24):

1. Wages:

-Effective 6/26/2023, all utility personnel will be brought up to a minimum of \$15 per hour. The general wage increase shall supersede \$15 per hour minimum where applicable.  
The hourly general wage increase for 6/26/2023 shall be \$1.00 per hour.

-Effective 1/1/2024 – hourly general wage increase shall be \$1.00 per hour.

-Effective 7/1/2024 – hourly general wage increase shall be .75 per hour.

-Effective 12/30/2024 – hourly general wage increase shall be .75 per hour.

-Effective 6/30/2025 – hourly general wage increase shall be .75 per hour.

It is understood that the wage scales listed under Appendix A shall reflect the increases negotiated with the hourly general wages above for the remainder of 2023, 2024, and 2025.

2. Article 31- Terms of Agreement

-extend current CBA through 9/30/2025.

3. Article 22 – Insurance and Welfare

-Currently, Patina offers Group Insurance coverage for eligible employees through Company sponsored plans.

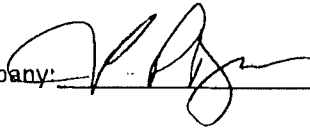
-The parties to the collective bargaining agreement have agreed to continue to discuss a possible replacement to the current sponsored plan after July 1, 2023 and during the term of the extended collective bargaining agreement.

-Regardless whether changes are negotiated for the Group Insurance, the collective bargaining agreement shall be extended for one (1) additional year.


These modifications shall supersede that which was negotiated in the existing collective bargaining agreement.

JH 1/27/23

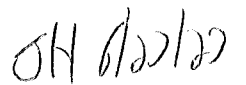
In WITNESS WHEREOF, the parties have hereunto set their hands on the dates as indicated.

The Company: 

Date: 6/27/23

The Union: 

Date: 6/27/23



Parina - Epicot - proposed scale of wages

Job Class	7/1/21		1/1/22		7/1/22		1/1/23		6/26/23		1/1/24		7/1/24	
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
Chef/Asst.	\$ 14.95	\$ 18.98	\$ 16.70	\$ 20.73	\$ 17.45	\$ 21.48	\$ 18.20	\$ 22.23	\$ 19.20	\$ 23.23	\$ 20.20	\$ 24.23	\$ 20.95	\$ 24.98
Chef/Pastry	\$ 14.95	\$ 18.98	\$ 16.70	\$ 20.73	\$ 17.45	\$ 21.48	\$ 18.20	\$ 22.23	\$ 19.20	\$ 23.23	\$ 20.20	\$ 24.23	\$ 20.95	\$ 24.98
Cook 1	\$ 13.95	\$ 17.70	\$ 15.70	\$ 19.45	\$ 16.45	\$ 20.20	\$ 17.20	\$ 20.95	\$ 18.20	\$ 21.95	\$ 19.20	\$ 22.95	\$ 19.95	\$ 23.70
Cook 1 - Pastry	\$ 13.95	\$ 17.70	\$ 15.70	\$ 19.45	\$ 16.45	\$ 20.20	\$ 17.20	\$ 20.95	\$ 18.20	\$ 21.95	\$ 19.20	\$ 22.95	\$ 19.95	\$ 23.70
Cook 2	\$ 12.40	\$ 16.09	\$ 14.15	\$ 17.84	\$ 14.90	\$ 18.59	\$ 15.65	\$ 19.34	\$ 16.65	\$ 20.34	\$ 17.65	\$ 21.34	\$ 18.40	\$ 22.09
Cook 2 - Pastry	\$ 12.40	\$ 16.09	\$ 14.15	\$ 17.84	\$ 14.90	\$ 18.59	\$ 15.65	\$ 19.34	\$ 16.65	\$ 20.34	\$ 17.65	\$ 21.34	\$ 18.40	\$ 22.09
Food Handler (Rec)	\$ 11.95	\$ 15.98	\$ 13.70	\$ 17.73	\$ 14.45	\$ 18.48	\$ 15.20	\$ 19.23	\$ 16.20	\$ 20.23	\$ 17.20	\$ 21.23	\$ 17.95	\$ 21.98
Food Service (Cash)	\$ 11.15	\$ 15.57	\$ 12.90	\$ 17.32	\$ 13.65	\$ 18.07	\$ 14.40	\$ 18.82	\$ 15.40	\$ 19.82	\$ 16.40	\$ 20.82	\$ 17.15	\$ 21.57
Food Steward (Dish)	\$ 11.00	\$ 15.07	\$ 12.75	\$ 16.84	\$ 13.50	\$ 17.59	\$ 14.25	\$ 18.34	\$ 15.25	\$ 19.34	\$ 16.25	\$ 20.34	\$ 17.00	\$ 21.09

General wage increases (GWI)

	7/1/21	1/1/22	7/1/22	1/1/23	6/26/23	1/1/24	7/1/24
Hourly	\$ 1.00	\$ 0.75	\$ 0.75	\$ 0.75	\$ 1.00	\$ 1.00	\$ 0.75
Tipped	\$ 0.10	\$ -	\$ 0.10	\$ -	\$ 0.10	\$ -	\$ 0.10

Employees receive the GWI or scale, whichever is greater.

Job Class

Job Class	12/30/24		12/30/24		6/30/25		6/30/25	
	Min	Max	Min	Max	Min	Max	Min	Max
Chef/Asst.	\$ 21.70	\$ 25.73	\$ 21.70	\$ 25.73	\$ 22.45	\$ 26.48	\$ 22.45	\$ 26.48
Chef/Pastry	\$ 21.70	\$ 25.73	\$ 21.70	\$ 25.73	\$ 22.45	\$ 26.48	\$ 22.45	\$ 26.48
Cook 1	\$ 20.70	\$ 24.45	\$ 20.70	\$ 24.45	\$ 21.45	\$ 25.20	\$ 21.45	\$ 25.20
Cook 1 - Pastry	\$ 20.70	\$ 24.45	\$ 20.70	\$ 24.45	\$ 21.45	\$ 25.20	\$ 21.45	\$ 25.20
Cook 2	\$ 19.15	\$ 22.84	\$ 19.15	\$ 22.84	\$ 19.90	\$ 23.59	\$ 19.90	\$ 23.59
Cook 2 - Pastry	\$ 19.15	\$ 22.84	\$ 19.15	\$ 22.84	\$ 19.90	\$ 23.59	\$ 19.90	\$ 23.59
Food Handler (Rec)	\$ 18.70	\$ 22.73	\$ 18.70	\$ 22.73	\$ 19.45	\$ 23.48	\$ 19.45	\$ 23.48
Food Service (Cash)	\$ 17.90	\$ 22.32	\$ 17.90	\$ 22.32	\$ 18.65	\$ 23.07	\$ 18.65	\$ 23.07
Food Steward (Dish)	\$ 17.75	\$ 21.84	\$ 17.75	\$ 21.84	\$ 18.50	\$ 22.59	\$ 18.50	\$ 22.59

	12/30/24	6/30/25
Hourly	\$ 0.75	\$ 0.75
Tipped	\$ -	\$ 0.10

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