

**MAINTENANCE COLLECTIVE
BARGAINING AGREEMENT**

between

**SAN FRANCISCO BASEBALL ASSOCIATES,
LLC**

and

**SERVICE EMPLOYEES INTERNATIONAL
UNION, UNITED SERVICE WORKERS WEST**

January 1, 2020 through December 31, 2024

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COLLECTIVE BARGAINING AGREEMENT

This Agreement is made and entered into this 17th day of March, 2022 and retroactive to January 1, 2020, by and between San Francisco Baseball Associates LLC (hereinafter referred to as the "Giants" or the "Employer") and the Service Employees International Union, United Service Workers West of San Francisco, California (hereinafter referred to as the "Union").

Section One Recognition

The Employer recognizes the Union as the sole collective bargaining agency for all regular and supplemental janitors, sweepers, matrons and maids employed by the Employer at Oracle Park, 24 Willie Mays Plaza, San Francisco, California 94107.

Section Two No Discrimination

The Union and the Employer agree that they shall not unlawfully discriminate against any applicant or employee in hiring, promotions, assignments, suspensions, discharge, terms and conditions of employment, wages, training, recall or layoff status because of race, color, ancestry, religion, creed, national origin, language use, possession of a driver's license, age, sex (including pregnancy, childbirth, breastfeeding and/or related medical conditions), disability (as defined by the Americans with Disabilities Act and including HIV and AIDS), maternity status, sexual orientation, genetic information, gender, gender identity or gender expression, marital status, medical condition (including genetic characteristics, cancer or a record or history of cancer), military or veteran status or any other status protected by state or federal law. The Union is to be responsible for explaining the contract to its members. No employee or applicant for employment covered by this Agreement shall be discriminated against because of membership in the Union or activities on behalf of the Union during non-working hours on behalf of the Union or as permitted by Employer.

Section Three Employee Status

1. Regular Employees. Regular Employees shall consist of Regular Seasonal Employees and Regular Year-Round Employees, who shall be defined as follows:

a. Regular Seasonal Employees. A list of those employees who currently are "Regular Seasonal Employees" is attached as Exhibit A to this Agreement. Any employee listed on Exhibit A as of the effective date of this Agreement shall remain in "Regular Seasonal Employee" status so long as his or her employment is not terminated and that the employee works a minimum of 520 hours or more each year. For the purpose

of this Agreement, "hours worked" is defined as hours actually worked and therefore, does not include any hours accrued, but not actually worked (e.g., vacation, sick time or holidays). The Regular Seasonal Employees list shall consist of no more than twenty-three (23) persons. Any additions made to the list of "Regular Seasonal Employees" shall be filled in order of seniority from the current list of employees who are classified as "Super Senior Seasonal Employees" (after January 1, 2022, "Super Senior Seasonal Employees" shall mean Seasonal Employees with ten (10) or more years of continuous service at or above the required annual hour thresholds.) If no employee has qualified for the "Super Senior Seasonal Employee" category when a position of the Regular Seasonal Employee list becomes available, then positions on the Regular Seasonal Employee list shall be filled in order of seniority from the current list of employees who are classified as "Senior Seasonal Employees" (after January 1, 2022, "Senior Seasonal Employees" shall mean Seasonal Employees with a minimum of five (5) years and less than ten (10) years of continuous service at or above the required annual hour thresholds). For the purposes of this Agreement, the seniority of employees is determined by the first date of their current employment with Employer. For the purposes of this section, approved leaves of absence for family and medical reasons shall not be considered as interruptions in services and shall have no impact on seniority status. If an employee is terminated or resigns and then later is re-hired to work again, the employee's seniority will be the first date worked after being re-hired.

For the purposes of calculating seniority, the Employer agrees to provide the Union with a seniority list of employees in the "Super Senior Seasonal Employee" and "Senior Seasonal Employee" categories on or before January 15th in 2020 and 2021. Beginning of January 15th in 2022, and for each year for the remainder of the Term of this Agreement, the Employer agrees to provide the Union with a seniority list of employees based on continuous years of service at or above the required annual hour thresholds.

On or before January 15, 2020 and each year thereafter, the Employer shall notify the Union if any of the existing twenty-three (23) "Regular Employees" failed to meet the 520 hour minimum threshold requirement. The parties agree to meet and confer in cases where employees failed to meet the minimum due to extenuating circumstances and Employer reserves the right to waive this requirement as appropriate. If one or more of the twenty-three (23) "Regular Employees" is terminated, resigns, voluntarily transfers to another classification, fails to meet the minimum threshold requirement or otherwise leaves the employment of the Giants, the vacant position will be filled within thirty (30) days unless there is a pending grievance pertaining to the vacancy. If such grievance is not resolved within ninety (90) days of the vacancy, the Employer shall temporarily fill the vacancy until such time as the grievance is resolved. If the grievance is resolved in such a manner that the grieving employee is reinstated and resumes work under the classification as a "Regular Employee," then the person temporarily filling the vacancy shall be reclassified out of the "Regular Employee" category and back into the classification they would have filled if they had continued working in their previous capacity. Regular Employees may request and receive a reasonable unpaid leave of

absence. If a Regular Employee is authorized to take an unpaid leave of absence in the off-season of 120 days or less, their position on the regular list will not be jeopardized and the position will not be temporarily filled.

b. Regular Year-Round Employees. A Regular Year-Round Employee is an employee who is scheduled to work on a regular work schedule on a year-round basis, rather than on a seasonal basis. No more than six (6) employees shall be classified as a Regular Year-Round Employee. A list of the six employees classified as "Regular Year-Round Employees" is attached as Exhibit B to this Agreement. If a current Regular Year-Round Employee is terminated or otherwise permanently leaves the employ of the Giants, a successor shall be chosen from the list of Regular Seasonal Employees.

2. Super Senior Seasonal Employees. An employee shall qualify for Super Senior Seasonal Employee status if they have worked for the Employer continuously for ten (10) years and have worked a minimum of 535 hours per year through 2015 and 520 hours per year thereafter. The employee may still qualify for Super Senior Seasonal Employee status despite falling short of the threshold requirement, if their failure to do so is by no more than 80 hours collectively over the ten (10) year period. Once an employee has qualified for Super Senior Seasonal Employee status, they shall remain in such status so long as they work a minimum of 520 hours per year or have qualified for a waiver of this minimum service requirement. The Employer shall grant a waiver of this minimum service requirement of 520 hours if the employee can demonstrate and document that a legitimate personal or family health problem that prevented them from reaching the minimum service requirement. Beginning on January 1, 2022, the title "Super Senior Seasonal Employees" shall be discontinued and employees formerly in this category shall be referred to as Seasonal Employees.

3. Senior Seasonal Employees. An employee shall qualify for Senior Seasonal Employee status if they have worked for the Employer continuously for five (5) years and have worked a minimum of 535 hours per year through 2015 and 520 hours per year thereafter. The employee may still qualify for Senior Seasonal Employee status despite falling short of the threshold requirement, if their failure to do so is by no more than 80 hours collectively over the five (5) year period. Once an employee has qualified for Senior Seasonal Employee status, they shall remain in such status so long as they work a minimum of 520 hours per year or have qualified for a waiver of this minimum service requirement. The Employer shall grant a waiver of this minimum service requirement of 520 hours if the employee can demonstrate and document that a legitimate personal or family health problem that prevented them from reaching the minimum service requirement. Beginning on January 1, 2022, the title "Senior Seasonal Employees" shall be discontinued and employees formerly in this category shall be referred to as Seasonal Employees.

4. Supplemental Employees. All employees who are not Regular Employees, Super Senior Seasonal Employees, Senior Seasonal Employees or Probationary Employees

(as defined herein) shall be classified as Supplemental Employees. A Supplemental Employee who fails to work a minimum of 400 hours in any year shall be subject to termination, unless such failure is due to a legitimate personal or family health problem that prevented them from reaching the minimum service requirement. Beginning on January 1, 2022, the title "Supplemental Employees" shall be discontinued and employees formerly in this category shall be referred to as Seasonal Employees.

5. Probationary Employees. Effective January 1, 2021, all employees shall be Probationary Employees for their first one hundred fifty (150) hours or work with the Giants. The Giants shall have the sole discretion in determining whether and under what circumstances to retain or terminate Probationary Employees. After working one hundred fifty (150) hours, an employee shall become a Supplemental Employee. After January 1, 2022, Supplemental Employees shall be referred to as Seasonal Employees.

Section Four Union Membership & Hiring

1. Union Membership. Membership in good standing in the Union not later than the thirty-first (31st) day following the beginning of employment or not later than the thirty-first (31st) day following the effective date of this Agreement, whichever is later, shall be a condition of employment of employees covered by this Agreement. For the purpose of this section only, tender of the initiation fees not later than the thirty-first (31st) day following the date of employment or not later than the thirty-first (31st) day following the effective date of this Agreement, whichever is later, and tender thereafter of the regular monthly periodic dues uniformly required as a condition of retaining membership shall, for the purpose of this Agreement, constitute membership in good standing with the Union.

2. Hiring. Between February 15th and March 15th of each year, the Union may provide the Employer with the names of prospective new employees. The Employer shall be the sole judge of the competency of all applicants and reserves the right to reject any applicants referred by the Union. Notwithstanding the provisions of this section, the Employer shall have the right to hire employees from any source. The Employer agrees within seven (7) days of the date of hiring to notify the Union of the name or names, home addresses, date of hire, personal email address (if known) and primary telephone number of the persons hired who were not referred by the Union. The Employer has full discretion as to whether an employee is considered "fit, able and ready to work."

3. Union Information Packet. The Union shall provide Employer with a document entitled "Union Information Packet" and Employer shall provide all new hires a copy of this document. The Employer has the right to review the contents of the Union Information Packet that pertain to Employer and ask Union to modify any provisions that are inconsistent with this Agreement or with law.

4. Union Orientation. Employer agrees to reasonably notify Union of scheduled new hire orientation and/or training sessions and allow the Union to make a presentation of up to fifteen (15) minutes during such sessions. The Union agrees to provide Employer with materials it distributes and agrees to refrain from making any disparaging remarks regarding Employer at the new hire orientation and/or training sessions.

5. Membership Verification. Employer agrees to supply Union with the list of employees covered by this Agreement upon reasonable request. Employer shall respond to any such request within thirty (30) days.

Section Five Vacations

All Regular Year-Round Employees who have been in the service of the Employer continuously for one (1) year shall be granted two (2) weeks of vacation with pay annually. All Regular Year-Round Employees who have been in the service of the Employer continuously for five (5) years or more shall be granted three (3) weeks of vacation with pay annually. All Regular Year-Round Employees who have been in the service of the Employer continuously for fifteen (15) years shall be granted four (4) weeks of vacation with pay annually. Any Regular Year-Round Employee who has been in the service of the Employer continuously for more than six (6) months and whose employment terminates shall receive prorated vacation due him or her.

Section Six Holidays

1. Regular Year-Round Employees. The following days shall be observed as holidays for Regular Year-Round Employees: New Year's Day, Martin Luther King, Jr. Day, Presidents' Day, Memorial Day, Juneteenth National Independence Day (beginning in 2022), Independence Day, Labor Day, Thanksgiving Day, Day After Thanksgiving, Christmas Day and, at the Employer's option, either the day before Christmas or the day after Christmas. If a holiday falls on a weekend, it shall be observed on the day designated by the Giants. No deduction shall be made from the pay of employees for the observance of these holidays. Any employee required to work on a holiday shall receive a day off with pay within two (2) weeks of the scheduled holiday.

2. Non-Probationary Employees. Except for Probationary Employees and Regular Year-Round Employees, all employees shall be entitled to receive overtime pay for hours worked on the following holidays: New Year's Day, Martin Luther King Jr., Day, President's Day, Memorial Day, Juneteenth National Independence Day (beginning in 2022), Independence Day, Labor Day, Thanksgiving Day and Christmas Day.

Section Seven Hours & Scheduling

1. Hours. Except as mutually agreed upon between the Employer, the Union and the employees, seven (7) hours within seven and one-half (7½) hours shall constitute a normal work day; provided, however, that any employee required to work less than four (4) hours shall receive a minimum of four (4) hours pay. Regular Seasonal Employees required to work less than six (6) hours shall receive a minimum of six (6) hours pay; provided, however, that they shall receive only four (4) hours pay if the work shift is shortened due to the cancellation of a game (i.e., rain, natural disaster, civil unrest) or if the work shift occurs during a strike, lockout or other work stoppage involving the Major League Baseball Players Association. There will be a ten (10) minute break for each four (4) hours of the workday, or major fraction thereof. There is no guarantee for a greater than a four (4) hour shift. Sunday through Saturday shall constitute a work week. Any work performed in excess of eight (8) hours per day or forty (40) hours per week shall be paid at the rate of time and one-half (1½). In cases where Regular Seasonal Employees have already worked thirty-five (35) hours in a given work week, the six (6) hour minimum requirement may be waived for the sixth work day. The obligation to pay employees for a minimum of four (4) or six (6) hours as outlined above shall not apply to on-line training. Employees shall be paid for the reasonable amount of time necessary to complete on-line training courses.

2. Minimum Annual Hours. Employees are expected to be available for and work a minimum of four hundred (400) hours per year and are subject to termination if they fail to meet this threshold requirement. Employer shall grant a waiver of this minimum requirement of 400 hours if the employee can demonstrate that they were not offered enough shifts to meet this minimum hour requirement or document that a legitimate personal or family health problem prevented them from reaching the requirement. Employees must give prior written notice to Employer before they take extended time-off (defined as more than thirty (30) days in the off-season) and more than one homestand during the baseball season.

3. Scheduling. For events at Oracle Park expected to draw 3,000 patrons or greater ("Large Events") employees shall be scheduled by seniority in accordance with the process outlined below. The minimum advanced scheduling window for each scheduling group below shall be twenty-four (24) hours. The Giants have the discretion to collapse scheduling groups if the employees needed for a certain event exceed the number of employees classified in more than one scheduling group (e.g., sold out home baseball games are likely to require all available employees in scheduling groups 1-3 and therefore the advanced scheduling window can be modified to allow the first three scheduling groups to schedule themselves at the same time). The Giants will specify the number of people needed to work each event and the scheduling process will proceed until this number is reached.

a. Scheduling Group One. Those who are classified as Regular Employees and Super Senior Seasonal Employees (after January 1, 2022, "Super

Senior Seasonal Employees” shall mean Seasonal Employees with ten (10) or more years of continuous service at or above the required annual hour thresholds) shall be permitted to schedule themselves for work first in advance of other classifications of employees.

b. Scheduling Group Two. After the advanced scheduling window for Group One has expired, those who are classified as Senior Seasonal Employees (after January 1, 2022, “Senior Seasonal Employees” shall mean Seasonal Employees with five (5) or more years of continuous service at or above the required annual hour thresholds) shall be permitted to schedule themselves to work.

c. Scheduling Group Three. After the advanced scheduling window for Group Two has expired, those who are classified as Supplemental Employees (after January 1, 2022, “Supplemental Employees” shall mean Seasonal Employees with less than five (5) or more years of continuous service at or above the required annual hour thresholds) shall be permitted to schedule themselves to work.

d. Scheduling Group Four. After the advanced scheduling window for Group Three has expired, those who are classified as Probationary Employees shall be permitted to schedule themselves to work.

Employer has “Small Events” throughout the year, defined as those with attendance expected of 3,000 persons or less. For these Small Events, Employer shall schedule staff from a list of employees constituting the “Special Events Team.” Employer retains the right to assign employees to the Special Events Team at its discretion, but shall select employees who are classified as Regular Employees, Super Senior Seasonal Employees and Senior Seasonal Employees (after January 1, 2022, the classifications Super Senior Seasonal Employees and Senior Seasonal Employees will be discontinued, but for the purpose of this provision, shall mean employees with five (5) or more years of continuous service at or above the required annual hour thresholds. The Special Events Team shall consist of not less than forty (40) employees. Applicants to be on the Special Events Team will need to be in good standing and have general availability to work Small Events throughout the year. Employer shall retain the right to select employees from the applications received at its sole discretion. Employer shall retain the right to schedule employees from the Special Events Team at its discretion. Employer shall make a good faith effort to spread hours throughout the Small Events Team so that each member of the Special Events Team has the opportunity to work. Any additional employees that might be needed for a Small Event beyond the normal Special Event Team will be selected at the discretion of the Employer.

Notwithstanding the above, Employer retains the right to schedule employees at its discretion for any work involving the use or operation of heavy machinery or work involving specialized training or skill (e.g., window washing, waxing floors, power washing

or cleaning restricted areas (dugouts and clubhouse) ("Specialty Work"). Employer will consider offering training to a reasonable number of employees each year who express a desire to perform Specialty Work.

Section Eight Wages

The minimum hourly rates of pay which shall pertain during the term of this Agreement are set forth in Exhibit C attached hereto. Working lead-persons shall receive the regular wage outlined in Exhibit C. Working forepersons shall receive the regular wage outlined in Exhibit C. The Employer shall have the exclusive right to determine which, if any, individuals shall be lead-persons and forepersons. Employer shall be responsible for furnishing to employees any required uniform or specifically designated article of clothing or footwear. The employee is responsible for maintaining all furnished apparel in a satisfactory condition and may be required to pay a refundable deposit. Employees may be required to work in more than one (1) job classification or position on any day at the discretion of the Employer. Refusal on the part of the employee to comply with position change requests is grounds for discipline, up to and including termination.

Section Nine Post-Season Premium Pay

Employees who actually work post-season baseball games shall be entitled to receive premium pay of time and one-quarter (1.25 multiplied by their applicable rate of pay) for all National League Division Series games and time and one-half (1.5 multiplied by their applicable rate of pay) for all National League Championship Series games and World Series Games ("Post-Season Premium"). Beginning with the 2022 season, Employees shall be entitled to receive premium pay of time and three-quarters (1.75 multiplied by their applicable rate of pay) for World Series games. Employees are not entitled to receive any Post-Season Premium for any Wild Card Playoff or Wild Card Play-In Game.

Section Ten Attendance Bonus & Cell Phone Stipend

Employees who have worked a minimum of seventy-five (75) games during the regular baseball season shall be eligible to receive an Attendance Bonus equal to Five Hundred Dollars (\$500.00) payable on or before December 15th of each year.

Working Forepersons required to use their cell phones for scheduling and other work purposes shall be eligible to receive a Cell Phone Stipend of \$50.00 per month.

Section Eleven Sick Leave & Maternity Leave

The Employer agrees that it is subject to the San Francisco Paid Sick Leave Ordinance, as codified in Chapter 12W of the San Francisco Administrative Code.

In the event workers' compensation payments cover all or part of the period during which sick benefit allowances are paid, the sum of the two (2) shall not exceed the sick benefit payable for that period. These same rules shall apply to unemployment compensation disability payments.

A maternity/paternity leave of absence without pay will be granted in accordance with applicable law. In accordance with the Employer's practice, a doctor's certificate may be requested to verify disability, the extent of the leave or the ability of the employee to return to work. Any earned sick leave benefits shall be granted for maternity leave.

Employees shall take sick time for bona fide medical reasons and as outlined in the San Francisco Sick Leave Ordinance. In cases where the Employer has concerns about the excessive or suspicious use of sick leave by an Employee, Employer shall meet with the Employee to discuss the concerns and/or suspicions. In such a meeting, the Employee shall be given the option to have a Union representative present. Employees shall cooperate reasonably in any inquiry of Employer into the alleged improper use of Sick Leave.

Any Sick Leave hours used and/or accrued shall not count towards the minimum hour threshold requirements set forth in this Agreement.

Section Twelve Health & Welfare

In 2020 & 2021, Regular Year-Round Employees and Regular Seasonal Employees shall be eligible to receive health insurance through the General Employees Trust Fund, Menu Plan C18 ("GETF Plan") provided that they work a minimum of eighty (80) straight time hours during the preceding calendar month. Beginning in 2022, a maximum of four (4) Forepersons shall also be eligible to receive health insurance through the GETF Plan provided that they work a minimum of eighty (80) straight time hours during the preceding calendar month. If there are more than four (4) individuals serving as Forepersons at any given time, the four (4) Forepersons working the most hours in the previous calendar year shall be eligible to receive health insurance. Starting with April 2021 (based on March 2021 hours), the monthly cost per employee of the GETF Plan will be \$1,566.09 per employee ("2021 GETF Premium"). The Employer Contribution shall be an amount equal to ninety percent (90%) of the 2021 GETF Premium, or the sum of \$1,409.08. The Employee Contribution shall be an amount equal to ten percent (10%) of the 2021 GETF Premium, or the sum of \$156.61. Prior to April 2022 (based on March 2022 hours), the monthly cost per employee of the GETF Plan will remain at the 2021 level or \$1,566.09 per employee of which \$1,409.08 shall be the Employer Contribution.

The Employee Contribution shall be \$156.61. For remaining years of this Agreement, Employer shall continue paying an amount equal to ninety percent (90%) of the GETF Premium and employees shall be responsible for an amount equal to ten percent (10%).

Employees who are eligible for GETF health insurance coverage may decline coverage if they provide proof of alternative health insurance coverage. In such cases, no GETF Premium shall be applicable and owed by Employer or employee, nor shall Employer be required to extend insurance coverage to additional employees. Employees who elect to decline coverage through the GETF may be excluded from receiving GETF coverage for the remainder of this Agreement.

Employer shall make contributions on behalf of employees not eligible for insurance coverage through the GETF as may be required by the Healthy San Francisco ordinance. Employer shall meet with employees upon request to explain the Healthy San Francisco program and assist them in using the benefit.

It is understood and agreed that Employer and Union both desire that health insurance costs be competitively priced and reasonable. The Employer and Union agree to explore possible health insurance options that provide similar coverage to the GETF Plan, but result in possible savings for the Employer and eligible employees. The Union and Employer shall meet with representatives of the General Employees Trust Fund to determine whether adjustments can be made to existing plans or a new plan created that result in savings. The parties acknowledge that any adjustments to existing GETF plans, or newly created GETF plans, are subject to approval by the Trustees of the General Employees Trust Fund.

The Employer may notify the Union if it has identified an alternative health insurance plan to the GETF Plan that provides employees substantially similar benefits. If the alternative plan offered by Employer has substantially similar coverage and co-pays as contained in the GETF Plan, but can be offered at a cheaper monthly rate for the Employer and eligible employees, the parties shall promptly meet and confer to discuss the possible conversion to the alternative health plan. If Employer and Union agree to change health plans, the parties agree to work diligently and in good faith with the General Employees Trust Fund to transition health coverage to the alternative plan. The parties acknowledge that any restoration of GETF coverage after the parties have implemented alternate non-GETF coverage is subject to approval by the Trustees of the General Employees Trust Fund.

Section Thirteen Pension

The Employer shall contribute the sum of One Dollar (\$1.00) for each straight time hour worked by Regular Employees covered by this Agreement for the purpose of establishing and maintaining a pension plan. As of the execution of this Agreement, the

pension fund used for this contribution, the SEIU National Industry Pension Fund, is subject to a Rehabilitation Plan and requires Employer to make supplemental payments in addition to the contributions outlined herein. Notwithstanding, Employer shall not have an obligation to make supplemental payments for any additional amounts contributed beyond One Dollar (\$1.00) for each straight time hour worked by Regular Employees. Effective January 1, 2022, the Employer shall increase its pension contribution to One Dollar and Ten Cents (\$1.10) for each straight time hour worked by Regular Employees. The ten cents (\$.10) contribution increase which is effective January 1, 2022 is not subject to the supplemental payments under the rules of the SEIU National Industry Pension Fund. Paid vacation, paid holidays and paid sick leave are considered as hours worked in computing pension contributions.

By the fifteenth day of each month, the Employer shall make the required payment for the preceding calendar month to the trustees of the pension plan for the life of this Agreement.

The payroll records of the Employer, pertaining only to employees covered by this Agreement, shall be open for reasonable inspection by a certified public accountant selected by the Union.

The Employer agrees to make contributions in accordance with the National Industry Pension Fund Appendix for Collective Bargaining Agreements between Employers and SEIU Locals attached hereto as Exhibit D (or as later modified with the reasonable consent of Employer). Employer acknowledges that the Service Employees International Union National Industry Pension Fund is currently subject to a Rehabilitation Plan and requires supplemental payments of 62.5% of the monthly amount owed by Employer as set-forth above (set-forth in the attached notice to Participating Employers and Union Representatives also attached in Exhibit D hereto). If the supplemental payment is increased beyond 62.5% during the term of this Agreement, Union agrees that it shall meet and confer with Employer to discuss the financial impact of any such increase in the supplemental payment and how the Agreement can be modified to reasonably accommodate Employer for the increased pension obligations.

Section Fourteen Discipline & Discharge

The Employer shall have the right to discipline or discharge any non-Probationary Employee for just cause. While an employee is classified as Probationary, the Employer shall have the sole discretion in determining whether to retain or release such Employee.

Section Fifteen Grievance & Arbitration

A grievance is any dispute between the Employer and an employee or the Union, regarding the interpretation, application or alleged violation of any of the terms of this Agreement. Grievances shall be limited to events and occurrences arising during the term of this Agreement or any extension entered into by the parties hereto.

Grievances involving discharge must be presented in writing to the Employer within ten (10) business days after the employee is discharged. All other grievances must be presented in writing to the other party to be charged within fifteen (15) business days from the date the incident giving rise to the grievance occurred, or the date facts giving rise to the grievance were discovered or should have been discovered. The written grievance shall specify in detail the facts alleged to give rise to the grievance and shall set forth the applicable section(s) of this Agreement alleged to be violated thereby and the remedy sought for the grievance. Failure to present the grievance within the time and in the manner described shall constitute a waiver of the grievance.

The parties shall meet and confer to consider the grievance and determine whether it can be resolved informally within ten (10) days of the date that the grievance is properly submitted ("Informal Mediation Session"). If the parties cannot resolve the grievance, then the grieving party may, by written notice to the other party, request arbitration of the grievance. Failure to request arbitration within ten (10) business days of the Informal Mediation Session shall constitute a waiver of the grievance. The parties shall meet to choose an arbitrator within five (5) business days of the date the request for arbitration is made. In the event the parties are unable to agree upon the selection of an arbitrator, the party seeking arbitration shall obtain a list of seven (7) names from the FMCS, from which the parties shall alternatively strike names. The party striking first shall be deferred by coin toss. The decision of the arbitrator shall be final and binding on the parties and the employees.

The arbitrator shall have no authority to add to, delete or alter any provision of this Agreement. The arbitrator shall have no authority to question the Employer's exercise of discretion in its termination of a Probationary Employee.

The cost of the arbitration and the compensation and expenses of the arbitrator shall be borne by the losing party. If there is a dispute as to which party constitutes the losing party for purposes of this section, the matter shall be decided by the arbitrator. Each party shall bear the expense of presenting its own case.

Section Sixteen No Strike/No Lockout

Neither the Union nor any employee shall engage in or participate directly, or indirectly, in any strike, sympathy strike, slowdown, picketing, sick-in, stoppage, boycott or other interference with, or interruption of, work of the Employer's operations during

the term of this Agreement, and the Employer will not lock out any employee during the term of this Agreement.

Except as outlined, herein, employees who violate the terms of this section shall be subject to disciplinary action or discharge at the Employer's discretion, and shall have recourse to grievance or arbitration for the sole purpose of determining whether they did in fact engage in conduct which violates the terms of this section. Employees shall not be subject to the disciplinary action outlined in the preceding sentence if the employee refuses to go through or work behind any lawful primary picket line officially sanctioned by the San Francisco Labor Council and relating to a dispute directly involving Employer. The arbitrator shall not have the authority to review the level of discipline imposed by the Employer for violation of this section. The Union shall exercise all reasonable means to stop any violation by any employee of the terms of this section.

Any claim by one party that this section has been violated by the other party or by any employee, where the party allegedly in violation of this section claims that no other section of this Agreement is in dispute shall, at the request of the party claiming the violation, be submitted to arbitration and heard by the arbitrator within twenty-four (24) hours. The arbitrator shall issue an immediate award that shall be final and binding and judicially enforceable. Because it is extremely difficult and impractical to determine and compute the extent of monetary damage caused by the violation of this section, the parties agree that, in addition to injunctive relief, the arbitrator shall be empowered to award liquidated damages, which shall be in the amount of Two Thousand Dollars (\$2,000) for each day or part thereof during which a violation of this section occurred.

Nothing in this Agreement shall be construed as preventing a party from seeking judicial injunctive relief for violation of this section.

Section Seventeen Management Rights

The Employer reserves all of the rights, powers and authority inherent in management, except as specifically limited by the express provisions of this Agreement.

The Employer shall have the right to make safety and work rules and to adopt and from time-to-time modify, rescind or change such safety and work rules, provided they are not inconsistent with the express terms of this Agreement, and provided the Employer has given the Union reasonable opportunity to discuss them with the Employer prior to their implementation.

The Employer shall have the right to subcontract any or all of the services provided by employees covered by this Agreement, provided the Employer has first notified the Union of its intent to subcontract and has given the Union the opportunity to discuss with

the Employer the effects which subcontracting would have on the bargaining unit employees.

Section Eighteen Union Access

An authorized Union representative shall be permitted access to Employer's facilities for the purpose of enforcing the provisions of this Agreement, provided that such agent shall have given a minimum of eight (8) hours prior notice of his/her intent to visit the facility and provided such agent shall not interrupt or in any way interfere with an event or the performance of work by a bargaining unit member. The Employer reserves the right to waive the notice requirement for union access.

The Employer recognized the right of the Union to designate or elect shop stewards and alternates. The Employer recognizes the shop stewards or alternates, so designated or elected, as the representative of the Union.

Section Nineteen Sole & Entire Agreement

This Agreement shall constitute the sole and exclusive Agreement concerning the wages, hours and working conditions of all bargaining union employees and supersedes any written, oral or implied agreement pertaining to the employment of such employees.

Section Twenty Check Off

The Employer agrees to deduct from the pay of each employee the membership dues required to maintain good standing as defined by the Constitution and Bylaws of the Union. The Union shall advise the Employer of any adjustments made in membership dues in accordance with the Constitution and Bylaws of the Union. Membership dues shall be deducted one (1) month in advance; that is, February dues shall be deducted from the January paycheck and so on in a like manner; permit fees for each shift worked shall be deducted in the same pay period for which the work shifts are payable. All sums deducted for monthly dues and initiation fees shall be remitted to the Secretary-Treasurer of the Union not later than the twenty-fifth (25th) day of the calendar month in which such deductions are made, together with a list showing the names and addresses and social security numbers of employees and the amount of deduction made. It is understood and agreed between the parties that deduction of Union membership dues shall be made only on the bases of written authorizations from the individuals affected. The Union shall defend and hold Employer harmless for its enforcement of this provision.

The Employer also agrees to deduct voluntary contributions to the Union's Committee on Political Education ("COPE Fund") on behalf of any employee who requests

such a deduction provided that the employee provides the Employer authorization in writing specifying the amount and frequency of the contribution. Employer shall commence voluntary deductions for the COPE Fund in the first regular paycheck falling more than thirty (30) days following receipt of the written notice. Employees may withdraw their authorization at any time and deductions shall cease with the first regular paycheck falling more than thirty (30) days following the withdrawal.

The parties acknowledge and agree that the term "individual authorization" as provided in this Agreement includes authorizations created and maintained by use of electronic records and electronic signatures consistent with state and federal law. The Union, therefore, may use electronic records to verify Union membership, authorization for voluntary deduction of Union dues and fees from wages or payments for remittance to the Union, and authorization for voluntary deductions from wages or payments for remittance to COPE, subject to the requirements of state and federal law. Employees may express such authorization by submitting to the Union a written membership application form through electronically recorded phone calls, by submitting to the Union an online deduction authorization, or by any other means of indicating agreement allowable under state and federal law. The Employer shall accept confirmations from the Union that the Union possesses electronic records of such membership and give full force and effect to such authorizations as "individual authorization" for purposes of this Agreement.

The Employer shall honor an employee's authorization for paycheck deduction of union dues, fees, and/or contributions unless such authorization is revoked in accordance with the National Labor Relations Act or as otherwise between the Union and the employee and, regardless of whether the employee is a member of the Union.

**Section Twenty-One
Term of Agreement**

The Agreement shall be effective on as of January 1, 2020 and shall remain in full force and effect until December 31, 2024, and shall continue in effect thereafter with the same terms then in effect from year-to-year unless either party notifies the other party in writing sixty (60) days prior to the anniversary date of its desire to modify or change this Agreement.

SAN FRANCISCO BASEBALL ASSOCIATES LLC

By: Laurence M. Baer
Laurence M. Baer
President & Chief Executive Officer

Dated: March 24, 2022

By: [Signature]
Jack F. Bair
Executive Vice President & Chief Legal Officer

Dated: 3-17-2022

By: [Signature]
Gene Telucci
Vice President, Ballpark Operations

Dated: 3-28-2022

By: [Signature]
Malcolm Hodgson
Director of Maintenance

Dated: 3-28-2022

SERVICE EMPLOYEES INTERNATIONAL UNION, United Service Workers West

By: [Signature]
Tom Kevin Pineda
Bargaining Committee Member

Dated: 04/01/2022

By: [Signature]
Maria Anguiano Gutierrez
Bargaining Committee Member

Dated: 4-01-2022

By: [Signature]
Patricia Malespin
Bargaining Committee Member

Dated: 04/01/2022

By: [Signature] 04/01/2022
Erica Morales
Bargaining Committee Member

Dated: _____

By: [Signature]
Mark Sharwood
Vice President / Bargaining Director

Dated: 3/12/2022

EXHIBIT A
REGULAR SEASONAL EMPLOYEES
(As of January 1, 2022)

Rafaela Martinez

Marvin Sandoval

Guillermo Rodriguez

Patricia Malespin

Jose Figueroa

Gioconda Vado

Alba Villatoro

Maria Alvarez

Virginia Garcia

Jose Carlos Gonzalez

Jesus Sanchez

Flavia Mayora

Blanca Nunez

Petrona Garcia

Sara Gaitan

Maria Anguiano Gutierrez

Lazaro Hernandez

EXHIBIT B
REGULAR YEAR-ROUND EMPLOYEES
(As of January 1, 2022)

Aura Lebron

Guadalupe Manriquez

Javier Sanchez

Gustavo Romo

Noemi Martinez

Angela Miranda

**EXHIBIT C
WAGES**

Classification	2020	2021	2022	2023	2024
Designated Forepersons	\$22.52	\$28.95	\$29.76	\$30.59	\$31.45
Regular Year-Round Employees	\$25.91	\$26.95	\$27.76	\$28.59	\$29.45
Regular Seasonal Employees	\$25.91	\$26.95	\$27.76	\$28.59	\$29.45
Designated Leads	\$21.95	\$24.98	\$25.73	\$26.50	\$27.35
Seasonal Employees, Step 20	N/A	N/A	N/A	N/A	N/A
Seasonal Employees, Step 19	N/A	N/A	N/A	N/A	\$26.09
Seasonal Employees, Step 18	N/A	N/A	N/A	\$25.08	\$25.83
Seasonal Employees, Step 17	N/A	N/A	\$24.11	\$24.83	\$25.57
Seasonal Employees, Step 16	N/A	\$23.17	\$23.87	\$24.58	\$25.32
Seasonal Employees, Step 15	N/A	N/A	\$23.63	\$24.34	\$25.07
Seasonal Employees, Step 14	N/A	N/A	N/A	\$24.10	\$24.82
Seasonal Employees, Step 13	N/A	N/A	N/A	\$23.86	\$24.58
Seasonal Employees, Step 12	N/A	N/A	\$22.94	\$23.62	\$24.33
Seasonal Employees, Step 11	\$20.70	\$21.53	\$22.71	\$23.39	\$24.09
Seasonal Employees, Step 10	N/A	N/A	\$22.48	\$23.16	\$23.85
Seasonal Employees, Step 9	N/A	N/A	N/A	\$22.73	\$23.62
Seasonal Employees, Step 8	N/A	N/A	N/A	\$22.70	\$23.38
Seasonal Employees, Step 7	N/A	N/A	\$21.82	\$22.48	\$23.15
Seasonal Employees, Step 6	\$19.95	\$20.75	\$21.61	\$22.26	\$22.92
Seasonal Employees, Step 5	N/A	N/A	\$21.39	\$22.04	\$22.70
Seasonal Employees, Step 4	N/A	N/A	N/A	\$21.82	\$22.47
Seasonal Employees, Step 3	N/A	N/A	N/A	\$21.60	\$22.25
Seasonal Employees, Step 2	N/A	N/A	\$20.76	\$21.39	\$22.03
Seasonal Employees, Step 1	\$19.19	\$19.96	\$20.56	\$21.28	\$21.81
Probationary Employees	\$16.52	\$17.18	\$17.70	\$18.23	\$18.77

The chart above covers all step levels that employees could reach during the term of this Agreement. The entries labeled "N/A" correspond to step levels that are not applicable through 2024, given that employees would not step-up or step-down into these levels.

2020 Bonus. All employees who worked a minimum of one hundred (100) hours in 2020 will receive a bonus in an amount equal to five percent (5%) of total wages paid for work performed in 2020.

Transitions of Categories within the Wage Chart. The wages set-forth above for 2020 & 2021 correspond to the following categories of employment: Probationary Employees, Supplemental Employees, Senior Seasonal Employees, Super Senior Seasonal Employees, Leads, Forepersons, Regular Seasonal Employees and Regular Year-Round Employees. In the chart above, Supplemental Employees in 2020 & 2021 are paid at the wage

indicated under Seasonal Employees, Step 1; Senior Seasonal Employees in 2020 & 2021 are paid at the wage indicated under Seasonal Employees, Step 6; Super Seasonal Employees in 2020 & 2021 are paid at the wage indicated under Seasonal Employees, Step 11. Beginning in 2022, the categories of Supplemental Employees, Senior Seasonal Employees and Super Senior Seasonal Employees are referred to as Seasonal Employees and each employee is assigned to a Step corresponding to their work histories. Notwithstanding the foregoing, effective January 1, 2021, former "Super Senior Seasonal Employees" with fifteen (15) or more years of continuous service at or above the required annual hour thresholds will be paid at the wage indicated under Seasonal Employees, Step 16. All other Seasonal Employee wage steps shall become effective as of January 1, 2022 as shown in the Wages chart above.

Stepping Up & Down within the Wage Chart. Beginning in 2022, an employee can step up to the next level, remain on the same level or step down to the level below based on their work history for the previous year. Employees who worked 87.5% of the Full Venue Events at the ballpark during the previous year will step up one level and earn an additional wage increase above the standard wage increase (e.g., from Step 6 to Step 7). Full Venue Events are defined as ballpark events with an expected attendance of greater than 15,000 persons. Employees who work less than 87.5% of the Full Venue Events, but work 65% or more, will receive the standard wage increase and remain in the same classification. Employees working less than 65% of the Full Venue Events in a given year will step down a level the following year (e.g., from Step 6 to Step 5) and receive the standard wage increase for the lesser level. Employees are subject to warning and eventually termination if they fail to work the "Minimum Number of Full Venue Events." The Minimum Number of Full Venue Events is defined as less than 50% of the total number of Full Venue Events in a given year. Employees not working the Minimum Number of Full Venue Events in the previous year will receive a written warning putting them on notice that they are subject to termination if they continue to fail to meet the Minimum Number of Full Venue Events. Employees may petition the Employer to waive the minimum work requirement in years that they miss a substantial amount of work due to medical condition or other similar valid reason.

Graveyard Shift Premium. For each hour worked during the Graveyard Shift, an employee shall be entitled to receive \$1.50 per hour more than the hourly wage set-forth in his or her applicable classification outlined in the Wage Chart above ("Graveyard Shift Premium"). The Graveyard Shift is defined as from 12:00AM to 6:00AM. The Employer reserves the right to modify the definition of Graveyard Shift at its discretion (e.g., from 10:00PM to 4AM or 1:00AM to 7AM). For employees working hours that may overlap with the Graveyard Shift, but who are not working the Graveyard Shift in its entirety, the employee shall only receive the Graveyard Shift Premium for those hours during the established Graveyard Shift. For example, an employee currently working from 5AM to 12:30PM shall earn the Graveyard Shift Premium for only the hour worked between 5:00AM and 6:00AM and earn the regular wages from the hours of 6:00AM and 12:30PM.

Recycling Shift Premium. For each hour worked in the Recycling Center, an employee shall be entitled to receive \$1.00 per hour more than the hourly wage set-forth in his or her applicable classification outlined in the Wage Chart above ("Recycling Center Premium"). Employer shall have the full discretion to select and schedule employees in the Recycling Center and to determine the job functions and criteria for all Recycling Center Positions.

Regular List Premium for Leads. Regular Employees who also work as Leads shall be paid a premium of \$1.00 per hour more than his or her applicable classification outlined in the Wage Chart above ("Regular List Premium for Leads").

Retroactive Pay Adjustment. Employer shall issue any retroactive pay owed as soon as reasonably practical, but in no event later than the paycheck issued after a period of thirty (30) days have elapsed since the execution of this Agreement.

EXHIBIT D
NATIONAL INDUSTRY PENSION FUND APPENDIX
FOR COLLECTIVE BARGAINING AGREEMENTS BETWEEN EMPLOYERS AND
SEIU LOCALS & NOTICE TO PARTICIPATING EMPLOYERS AND UNION
REPRESENTATIVES OF REHABILITATION PLAN

Section 1. COVERAGE

San Francisco Baseball Associates, LLP ("Employer") agrees to make periodic contributions on behalf of all employees covered by the Collective Bargaining Agreement (January 1, 2020 through December 31, 2024) to the Service Employees International Union National Industry Pension Fund ("Fund") in the amounts specified in Section 3 below.

Section 2. TERM

The Employer agrees to become and remain a participating employer in the Fund throughout the term of this Collective Bargaining Agreement, including any extensions thereof.

Section 3. CONTRIBUTIONS

(a) As of January 1, 2020, the Employer agrees to contribute to the Fund \$1.00 per hour worked for all employees covered by the Collective Bargaining Agreement after 90 days of employment. Effective January 1, 2021, the Employer agrees to contribute to the Fund \$1.10 per hour worked for all employees covered by the Collective Bargaining Agreement after 90 days of employment.

(b) Contributions required by this provision shall be paid to the Fund on or before the fifteenth day of the month following the period for which contributions are due or before such other date as the Trustees may hereafter reasonably determine after consultation with Employer.

(c) Contributions shall be transmitted together with a remittance report containing such information, in such manner, and on such form as may be reasonably required by the Fund or their designee.

(d) Notwithstanding any other provision of the Agreement or this Appendix thereto, contributions shall be made on behalf of any employee who is not regular full-time or regular parttime, provided he has worked, or been compensated, for one thousand (1,000) hours or more during the twelve month period beginning with the employee's date of hire. If such an employee does not work, or is not compensated for, at least 1,000 hours during his first year of employment, the computation period shall be based on the calendar year beginning after the end of his first year of employment. Thereafter, contributions shall be made for such employee for all hours paid irrespective of whether the hours worked exceeds one thousand (1,000) hours in subsequent years. Until

contributions are required to be made on behalf of an employee pursuant to the terms of this provision, the employee shall not be deemed to be a covered employee working in covered employment within the meaning of the SEIU National Industry Pension Plan and subsection (a) above. All employees who previously were participants in the pension plan sponsored by the Employer or its predecessor by virtue of having one thousand (1,000) or more hours of service with the Employer or predecessor shall be deemed to be participants under the SEIU National Industry Pension Plan and have contributions made on their behalf to the Fund for all paid hours without the necessity of meeting any additional eligibility requirement.

Section 4. TRUST AGREEMENT

The Employer hereby agrees to be bound by the provisions of the Agreement and Declaration of Trust establishing the Fund, as it may from time to time be amended, and by all resolutions and rules adopted by the Trustees pursuant to the powers delegated to them by that agreement, including collection policies, receipt of which is hereby acknowledged. The Employer hereby designates the Employer members of the Funds Board of Trustees, or their duly selected successor(s), as its representatives on the Board. This appendix and the pertinent section of the contract shall reopen for negotiation on January 1, 2024.

Section 5. AUDITS

The Employer agrees to permit auditors authorized by the Fund to inspect and review any of its records necessary to ensure compliance with this Agreement and to forward such records or true copies thereof to the Fund's auditors upon request.

Section 6. DELINQUENCIES

The Employer agrees and affirms that, should it default or become delinquent in any of its obligations to the Fund set forth in this article, it shall be liable for such damages, penalties and costs as may be provided for by the Fund's Trust Agreement, resolution(s) and collection policy(ies) of the Fund's Trustees including, but not limited to, a late payment penalty, interest, liquidated damages, and all costs of collection including reasonable attorney's and accounting fees.

Section 7. COOPERATION

The Employer and Union agree to cooperate with the Trustees of the Fund in distributing Plan booklets, literature, and other documents supplied by the Fund Administrator and in obtaining and providing such census and other data as may be required by the Fund's Administrator and in obtaining and providing such census and other data as may be required by the Fund's Administrator or Trustees to enable them to comply with the applicable provisions of the Employee Retire Income Security Act.

Section 8. APPROVAL BY TRUSTEES

The undersigned parties acknowledge that the provisions of this Article and the participation of the employees covered by it are subject to approval by the Trustees of

the Fund and that the Trustees reserve the right to terminate the participation of the employees covered by this Agreement if Employer breaches their obligation to make contributions as set forth herein and in the Collective Bargaining Agreement. The parties further acknowledge that the Trustees' acceptance for participation in the Fund of the employees covered by the Collective Bargaining Agreement is limited only to the categories of employment covered by the Collective Bargaining Agreement at the time application for acceptance occurs and the admission of other categories of employment to participate in the Fund will require specific acceptance by the Trustees.

Section 9 REHABILITATION PLAN

The employer agrees to elect one of the schedules below:

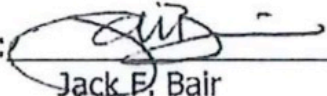
We elect the Preferred Schedule. The election of this schedule is final and will be adopted in all future contracts automatically; switching to Default is not permissible.

We elect the Default Schedule. This election allows you to switch to Preferred.

Section 10. MISCELLANEOUS

In the event of any inconsistency between this Appendix and the Collective Bargaining Agreement, the terms of this Appendix shall prevail.

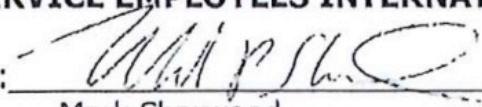
SAN FRANCISCO BASEBALL ASSOCIATES LLC

By: 

Jack F. Bair
Executive Vice President & Chief Legal Officer

Dated: 3-17-2022

SERVICE EMPLOYEES INTERNATIONAL UNION, United Service Workers West

By: 

Mark Sharwood
Vice President / Bargaining Director

Dated: 3 / 17 / 20 2 2

AGREEMENT ON CBA MODIFICATION



JACK BAIR
Executive Vice President & Chief Legal Officer

December 7, 2022

VIA HAND DELIVERY

Mark Sharwood
SEIU USWW
828 West Washington Blvd
Los Angeles, CA 90015

Re: AGREEMENT MODIFYING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN SEIU USWW AND THE GIANTS TO CLARIFY COLLECTIVE BARGAINING AGREEMENT.

Dear Mr. Sharwood:

SEIU USWW (Union) and San Francisco Baseball Associates LLC (Employer) entered into a Collective Bargaining Agreement retroactively effective as of January 1, 2020 (the CBA) attached hereto as Schedule 1. On June 3, 2022, Giants and Employer met to discuss and clarify outstanding issues that were omitted from the final executed CBA. Employer and Union have resolved such outstanding issues and hereby modify the CBA as follows:

1. **Step 16.** The new Step 16 set forth in the Wages Chart in Exhibit C of the CBA is now effective as of January 1, 2021 at the wage rate of \$23.17. Retroactive pay shall be issued to all employees categorized at Step 16 during 2021 for hours worked in 2021. Schedule 1 attached hereto incorporates such change and replaces the Wages chart and the third paragraph of Exhibit C of the CBA.

2. **Probationary Period.** The reduction of the Probationary Period to one hundred fifty hours (150) hours set forth in Section 3.5 is effective as of January 1, 2021. All employees that met such threshold in 2021 but continued to be paid at the probationary rate shall receive retroactive pay for the difference in wages between the probationary rate and the Step 1 rate for hours worked after meeting such threshold. Section 3.5 is amended to read as follows:

“5. **Probationary Employees.** Effective January 1, 2021, all employees shall be Probationary Employees for their first one hundred fifty (150) hours or work with the Giants. The Giants shall have the sole discretion in determining whether and under what circumstances to retain or terminate Probationary Employees. After working one hundred fifty (150) hours, an employee shall become a Supplemental Employee. After January 1, 2022, Supplemental Employees shall be referred to as Seasonal Employees.”



Oracle Park • 24 Willie Mays Plaza • San Francisco, California 94107 • Tel: 415-972-2000

Mr. Mark Sharwood
December 7, 2022
Page Two


If the terms of this letter agreement are acceptable, please indicate your approval by signing the following page and returning an executed copy to my attention.

Sincerely,



Jack F. Bair
Executive Vice President
& Chief Legal Officer

UNION, SEIU USWW

By: 
Mark Sharwood
Vice President / Bargaining Director

cc: Matt Valdez, Esq.
Eugenia Gutierrez
Alejandra Alvarez
Brianna Nunez

Schedule 1

**EXHIBIT C
WAGES**

Classification	2020	2021	2022	2023	2024
Designated Forepersons	\$22.52	\$28.95	\$29.76	\$30.59	\$31.45
Regular Year-Round Employees	\$25.91	\$26.95	\$27.76	\$28.59	\$29.45
Regular Seasonal Employees	\$25.91	\$26.95	\$27.76	\$28.59	\$29.45
Designated Leads	\$21.95	\$24.98	\$25.73	\$26.50	\$27.35
Seasonal Employees, Step 20	N/A	N/A	N/A	N/A	N/A
Seasonal Employees, Step 19	N/A	N/A	N/A	N/A	\$26.09
Seasonal Employees, Step 18	N/A	N/A	N/A	\$25.08	\$25.83
Seasonal Employees, Step 17	N/A	N/A	\$24.11	\$24.83	\$25.57
Seasonal Employees, Step 16	N/A	\$23.17	\$23.87	\$24.58	\$25.32
Seasonal Employees, Step 15	N/A	N/A	\$23.63	\$24.34	\$25.07
Seasonal Employees, Step 14	N/A	N/A	N/A	\$24.10	\$24.82
Seasonal Employees, Step 13	N/A	N/A	N/A	\$23.86	\$24.58
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Seasonal Employees, Step 11	\$20.70	\$21.53	\$22.71	\$23.39	\$24.09
Seasonal Employees, Step 10	N/A	N/A	\$22.48	\$23.16	\$23.85
Seasonal Employees, Step 9	N/A	N/A	N/A	\$22.93	\$23.62
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Seasonal Employees, Step 7	N/A	N/A	\$21.82	\$22.48	\$23.15
Seasonal Employees, Step 6	\$19.95	\$20.75	\$21.61	\$22.26	\$22.92
Seasonal Employees, Step 5	N/A	N/A	\$21.39	\$22.04	\$22.70
Seasonal Employees, Step 4	N/A	N/A	N/A	\$21.82	\$22.47
Seasonal Employees, Step 3	N/A	N/A	N/A	\$21.60	\$22.25
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Seasonal Employees, Step 1	\$19.19	\$19.96	\$20.56	\$21.28	\$21.81
Probationary Employees	\$16.52	\$17.18	\$17.70	\$18.23	\$18.77

“Transitions of Categories within the Wage Chart. The wages set-forth above for 2020 & 2021 correspond to the following categories of employment: Probationary Employees, Supplemental Employees, Senior Seasonal Employees, Super Senior Seasonal Employees, Leads, Forepersons, Regular Seasonal Employees and Regular Year-Round Employees. In the chart above, Supplemental Employees in 2020 & 2021 are paid at the wage indicated under Seasonal Employees, Step 1; Senior Seasonal Employees in 2020 & 2021 are paid at the wage indicated under Seasonal Employees, Step 6; Super Senior Seasonal Employees in 2020 & 2021 are paid at the wage indicated under Seasonal Employees, Step 11. Beginning in 2022, the categories of Supplemental Employees, Senior Seasonal Employees and Super Senior Seasonal Employees are referred to as Seasonal Employees and each employee is assigned to a Step corresponding to their work histories. Notwithstanding the foregoing, effective January 1, 2021, former "Super Senior Seasonal Employees" with fifteen (15) or more years of continuous service at or above the required annual hour thresholds will be paid at the wage indicated under Seasonal Employees, Step 16. All other Seasonal Employee wage steps shall become effective as of January 1, 2022 as shown in the Wages chart above.”