



## UAW - 2025 Council Agreement Highlights

### - Substantial increase in pay

As a one-time adjustment on the Effective Date, the following hourly base rates of pay based on completed years of service as a Table Games Dealer at the Employer will be used before any applicable game knowledge premiums are added to calculate individual rates of pay for Table Games Dealers employed on the Effective Date:

One-Time Adjustment – Hourly Base Rate of Pay	
0 – 1 Years	\$5.75
2 – 3 Years	\$5.95
4 – 6 Years	\$6.75
7 – 9 Years	\$7.00
10+ Years	\$7.25

Game knowledge premiums are in addition to, and not a part of, a Table Games Dealer's hourly base rate of pay. For the avoidance of doubt, hourly base rates of pay and increases do not include game knowledge premiums. The following pay for game knowledge amounts will apply to Team Members in the Dealer classification in the Table Games department:

Game Knowledge Premiums	
Craps	\$1.00
Blackjack	Required skill
Roulette	\$0.50
Mini Baccarat and Pai Gow	\$0.50
Five (5) or more carnival games currently available at the Employer's facility*	\$0.25

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Dealer Experience & Skill	CLE Current Rate	NEW CLE Rate	CBUS Current Rate	CINCY Current Rate	Current v. NEW CLE Rate Increase	CBUS v. NEW CLE Rate Increase	CINCY v. NEW CLE Rate Increase
New Hire Dealer w/ BJ + All Carns	\$5.35	\$6.00	\$5.95	\$5.35	12%	1%	12%
Top Seniority Dealer w/ BJ + All Carns	\$5.90	\$7.50	\$7.52	\$5.95	27%	0%	26%
Top Seniority Dealer w/ BJ + All Carns + <u>1 Core</u> (Roulette OR Bacc/Pai Gow)	\$6.15	\$8.00	\$7.92	\$6.20	30%	1%	29%
Top Seniority Dealer w/ BJ +All Carns + <u>2 Core</u> (Roulette AND Bacc/Pai Gow)	\$6.40	\$8.50	\$8.32	\$6.45	33%	2%	32%
Top Seniority Dealer w/ BJ +All Carns + <u>3 Core</u> (including Craps)	\$6.90	\$9.50	\$9.12	\$7.45	38%	4%	28%

Assumes \$5.75 Start Rate,  
\$7.25 Top Rate, \$.25  
Carns, \$.50  
Bacc/Roulette, \$1.00  
Craps

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- **3 Holidays Added**

Memorial Day, Thanksgiving Day, Christmas Day

- **Increase in Choice Days**

Total of 4 choice days in 2025

Total of 5 per choice days per year the remainder of the agreement

- **Strengthened Grievance and Arbitration Language**

New surveillance language that allows chairperson to review video

Added language to help the Union have a fair chance at Arbitration

- **Increased trainer / shadow pay**

Increase in pay from \$1.00 to \$1.50 per hour

- **Additional PTO for 17+ years of service**

Additional two(2) PTO days for members with 17+ years of service

- **Seniority Shift Bid on ESS**

- **New technology language with severance pay to protect our jobs.**

- **New language improvements for Health & Safety**

- **No double points on previously approved PTO days**