



CASA BONITA UNITED



BARGAINING PETITION

To Casa Bonita Management,

We, the workers of Casa Bonita, have come together with one voice to urge you to agree to the fair and equitable contract that we have put across the table to you.

This bargaining process has been comprehensive, and over the last 6 months, we have continued to make compromises in the name of moving forward towards our first collective bargaining agreement.

The all-encompassing proposal in front of you now reflects those compromises and cooperation. As performers at Casa Bonita, we fully support our bargaining team as they continue to fight for the priorities that matter most to us:

FAIR WAGES

- The living wage calculator puts living in Denver at **over \$30** per hour while many of our members make **only \$21** per hour.
- Performers are some of the lowest-paid workers at Casa Bonita while employees in other departments make an actual living wage (plus tips, which we have not asked for).
- Management's proposal of a mere 3% wage increase over two years does nothing to address the pay gap at Casa Bonita, let alone keep up with inflation.

SAFETY

- We have asked for incredibly reasonable safety measures, given the scope and scale of entertainment operations at Casa Bonita.
- We put on over 30 dive shows a day and currently do not have **any** real emergency plans if even one of them goes awry.
- Our performers work the floor of a large and complex building with no real emergency plan in the case of fire, active shooter, or other threat. For our safety (and the safety of our patrons), we need a real emergency action plan.

BENEFITS

- We have already compromised with Casa Bonita Management by agreeing to keep their healthcare plan.
- **We need adjustments to how much Casa pays towards these benefits to keep them attainable for workers.**

PROTECTIONS FROM LAY-OFFS

- As we have seen in the past month, management's decisions to change the creative experience at Casa have real-life effects on the financial well-being of performers at Casa.
- **If performers are expected to endure temporary lay-offs or furloughs, they must come with financial incentives and guaranteed return dates.**
- Workers deserve ample advance notice of changes like this so we can plan ahead.

SCHEDULING AND PTO

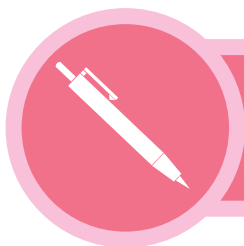
- Management wants the right to cut our hours for creative decisions and schedule us as they see fit, but they refuse to give us the same freedom to schedule around our own lives.
- We need the ability to accrue and take sick leave, vacation, and yes, even bereavement leave in reasonable amounts and with reasonable notice.

ATTENDANCE POLICY

- We have seen a dramatic increase in discipline surrounding attendance since winning our union election. **We know this is being used to retaliate against workers for being pro-union.**
- We need a fair attendance policy that cannot be used to retaliate and which allows for workers to deal with real-life delays that are out of their hands without fear of discipline or termination.

We know how hard our team has worked—coming prepared to each session, thinking creatively, and offering solutions. We are united behind them and their efforts to win a fair contract.

We, the performers of Casa Bonita United – Actors' Equity stand together and support our bargaining team in securing a fair contract NOW.



**Signed by 95% of the members of the
Casa Bonita United – Equity bargaining unit**