

## **Duquesne Club Bargaining Summary**

**October 3<sup>rd</sup> 2025**

**Duration; Four year agreement thru September 30, 2029**

### **Wage Increases effective on Oct 1<sup>st</sup>**

	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>
<b>Tipped</b>	<b>2.75%</b>	<b>2.5%</b>	<b>2.5%</b>	<b>2,75%</b>
<b>All Oher Employees</b>	<b>3.95%</b>	<b>3.75%</b>	<b>3.75%</b>	<b>3.95%</b>
<b>Service Charge</b>	<b>3.75%</b>	<b>3.5%</b>	<b>3.5%</b>	<b>3.75%</b>

### **401K**

**Effective 1/1/26**

**Employees with more than 11 years of service will have the Club contribution fixed rate at 3.5% of compensation.**

**Employees hired before 12/2006 will have their 401K match on up to 6% of the employee contribution by the Club.**

### **Shoe Allowance**

**Annual shoe allowance of \$100.00 available to all employees.**

## **Medical**

**No change in the Medical Plan design**

**No additional employee medical premium contribution for 2026**

**Continued protection in premium for 2027, 2028 and 2029.**

**The Club will continue to absorb the first 2.5% of any premium increase. Thereafter, any increase is shared 50/50 by the Club and employees. No employee will see an increase of more than \$35 Single or \$70 Other in premium in any year, Same as last contract.**

## **Holidays**

**Effective January 1, 2026, an additional Personal Holiday will be included.**

## **Title Consolidations**

**The parties agreed to Consolidate titles in the Kitchen and Front Office**

**In each case, titles were consolidated at the highest pay rate of the grouping.**

## **Miscellaneous**

**The Club will have “additional” gratuity removed from members guest check as soon as possible.**

**Letter of Agreement on Pittsburgh Paid Sick Leave Ordinance. All full time employees will continue to receive their 5 contract sick days January 1<sup>st</sup> of each year/**