



**To Casa Bonita Management,**

Throughout every step of negotiations, the performers of Casa Bonita have continued to show up with professionalism, passion, and excellence. While bargaining drags on, we have maintained the whimsical magic that defines this building.

**Now we are demanding fair and significant wage increases that reflect our professional training, risk level, artistic contribution, and the central role entertainment plays in Casa Bonita's success.**

We are the performers creating unforgettable one-on-one interactions and core childhood memories.

We are the **Rooted Characters** bringing joy and spontaneity to every corner of the building.

We are the **Roaming Characters** building a living, breathing world guests can step inside.

We are the **Sorsoros** full of magic, whimsy, and comedic full-house shows.

We are the **Puppeteers** making audiences of all ages belly laugh.

We are the **Mocos** and **Handlers** building a brand-new legacy for an original character.

We are the **Magicians** mesmerizing crowds daily.

And we are the **Cliff Divers** making world-class diving accessible to families in Colorado, continuing a 50-year tradition that defines Casa Bonita.

We have upheld excellence.

We have upheld safety.

We have upheld the guest experience.

**We have done all of this while management refuses to fairly compensate the very performers who are the main attraction.**

We are close to a contract. The remaining issue is wages.

**Casa Bonita refuses to pay performers what we deserve.** You do not pay a living wage for Denver. You do not pay the industry standard. And you have made it clear that you do not believe performers deserve a similar wage with the majority of staff in the building.

Servers, bartenders, bussers, line cooks, and others make the same or more than entertainment, plus tips, which average an additional \$5 per hour. Entertainment does not have access to the tip pool, even though customer messaging suggests that we do.



Management publicly claims wage parity. You have paid for advertisements stating you pay “all employees \$30 an hour.” Meanwhile, performers, the centerpiece of their marketing, are paid less and excluded from tip distribution.

You claim you cannot afford to pay your W2 performers more, yet you pay 1099 tarot readers, face painters, balloon twisters, and musicians \$100–\$200 per hour for similar shift lengths.

**Most performer positions have not received raises since reopening three years ago. Instead of correcting that inequity, management gave raises to non-union employees, including management itself.**

This is not an oversight.  
This is not a misunderstanding.  
**This is a choice.**

It is abhorrent.

**We are not asking for extravagance.  
We are asking for industry-standard wages for industry work.**

It is time to bring this fight closer to home.  
It is time management sees that we stand as one, united front.  
It is time you understand that we will not be silenced.

**If Casa Bonita refuses to meet industry-standard wages, we will continue escalating worker actions inside and around Casa Bonita. We will continue to increase pressure. We will continue to fight back.**

We are Casa Bonita United.

And we will stand together!  
**ONE DAY LONGER!**

*Signed by 91% of Casa Bonita entertainment workers*