

2021 Master Services Negotiations with Disneyland and Disney
California Adventure

SUMMARY OF TENTATIVE AGREEMENT – 11/4/2021

**YOUR BARGAINING COMMITTEE
RECOMMENDS A “YES” VOTE!**

- **WAGE INCREASES OF \$3.00 IN 3 YEARS FOR ALL REGULAR CAST MEMBERS:**
 - \$1.00 retroactive from 6/16/2021
 - \$1.00 effective 6/16/2022 – THIS INCREASE WILL BE EFFECTIVE TODAY 11/17/2021 IF THE CONTRACT IS RATIFIED TODAY!
 - \$1.00 on 6/16/2023
- **LONGEVITY BONUSES TO RECOGNIZE LONG-TERM CAST MEMBERS (if contract ratified is today):**
 - Cast Members hired on or before 6/16/2001
 - \$2000 for Full-Time
 - \$1000 for Part-Time
 - Cast Members hired between 6/17/2001 and 6/16/2011
 - \$1000 for Full-Time
 - \$500 for Part-Time
- **MORE CASUAL REGULARS WILL QUALIFY FOR PDOs:**
 - Effective 1/1/2022, CR Cast Members will accrue Paid Days Off if they were paid 1040 hours in the previous year (currently 1250)
- **PREMIUM INCREASES:**
 - Trainer and Scheduler premiums increase to \$1.75 (same as Lead and Support premiums)
- **CAST MEMBER RIGHTS:**
 - Warnings for guest safety or courtesy issues invalid after 18 months (currently 24 months)
 - New provisions on Health and Safety protections and training
 - Extend call-in rights for early morning shifts to night before
 - Clearer language on layoffs and “bumping” (based on experience in 2020)
 - Average of at least 50% of opening shifts over 6 months will be 8+ hours
 - Within the most senior Full-Time employees, 650 now will be guaranteed 40 hours / week among Master Services Unions (previously was 445)
 - New options for CR Cast Members to choose weekday or weekend schedules or both
 - Electronic posting of work schedules

ECONOMIC DETAILS OF THE TENTATIVE AGREEMENT

DURATION: 3 YEARS

Disneyland: June 17, 2021 through June 16, 2024
Disney California Adventure: October 1, 2021 through September 30, 2024

WAGE INCREASES AND BONUSES

Effective 6/16/2021**

All current Regular employees will receive a \$1.00 individual increase.

Effective 6/16/2022 (EFFECTIVE 11/17/2021 if ratified today)***

All current Regular employees will receive a \$1.00 individual increase.

Effective 06/16/2023

All current Regular employees will receive a \$1.00 individual increase.

*Excluded are all Tipped employees

**Effective date of June 16, 2021 is contingent on Contract Extension remaining in effect through ratification

***If the contracts are ratified by November 17, 2021 on a first ratification vote, the second increase will be effective the Date of Ratification

Bonuses for Long-Term Cast Members (if contract is ratified today):

- Hire Date on or before 6/16/2001: \$2000 for Full-Time, \$1000 for Part-Time
- Hire Date between 6/17/2001 and 6/16/2011: \$1000 for Full-Time, \$500 for Part-Time

See complete list of contractual wage rates at end of Summary.

HEALTH INSURANCE: MAINTAIN SAME BENEFITS AND ELIGIBILITY

RETIREMENT: MAINTAIN CURRENT BENEFITS

Pension (employees hired prior to October 1, 2013)
401(k) Plan

HOLIDAYS (except PDOs) AND VACATION: MAINTAIN CURRENT BENEFITS

PAID DAYS OFF (PDOs) FOR CASUAL REGULAR EMPLOYEES

Effective January 1, 2022, CR employees will qualify for PDOs if they were paid 1040 hours in the previous year (currently the requirement is 1250). The following will be the new PDO schedule:

Years of Continuous CR Service As of January 1st Each Year	Minimum Hours Paid Threshold in Previous Calendar Year	Number of PDOs	Total
2 Years	1040	2	2
3 Years	1040	1	3
4 Years	1040	1	4
5 Years	1040	1	5

SICK LEAVE

Change the Sick Leave Formula to adhere to California State Law (1 hour of sick leave accrued for every 30 hours worked):

After 1680 hours,	56 hours Sick Leave
After 1440 hours,	48 hours Sick Leave
After 1200 hours,	40 hours Sick Leave
After 960 hours,	32 hours Sick Leave
After 720 hours,	24 hours Sick Leave
After 480 hours,	16 hours Sick Leave
After 240 hours,	8 hours Sick Leave

Additional changes to Sick Leave language:

- Sick Leave accrual begins after 90 days.
- Eliminate requirement to request Sick Leave by submitting a form.
- Disney can request a doctor's note if the employee requests six (6) or more consecutive shifts of Sick Leave (currently it is after 3 shifts).

** (no change to Sick Leave accrual or attendance policy for CR cast members)

PREMIUMS

Effective June 16, 2021, increase Trainer and Scheduler premiums to \$1.75 (same as Working Lead / Support)

Maintain current Shift premiums and individual Classification premiums

Two "housekeeping" changes to the premium language to reflect changes that had already taken place (recognition of Candymaker Inventory Control Specialist, and eliminate reference to Main Entrance performing Guest Screening)

WORKERS' RIGHTS AND OTHER NON-ECONOMIC LANGUAGE (main changes – complete Tentative Agreement available)

"Housekeeping": change all pronouns to gender-neutral forms (they, them, etc.)

Discipline: verbal or written warnings for safety or guest courtesy infractions will be invalid for further discipline after 18 months (previous contract was 24 months). Verbal or written warnings for other reasons remain invalid after 12 months.

Seniority: reform seniority language to be clearer and simpler in case of layoff. Layoff, furlough and recall will be by Scheduling Seniority date. Recall from layoff or furlough will be implemented as follows:

- Recall shall be implemented by park, job classification, and group classification (Full-Time, Casual Regular, Casual Temporary). If positions remain after location/scheduling group, recall will be by classification seniority.
- Disney can use job knowledge to determine recall order, but the Union can challenge the decision through the grievance procedure.

- Disney will give 3 days notice of the recall to the Union and affected employees.
- Employees will get 7 calendar days notice of recall before the report to work date
- The Unions and Disney will negotiate any further details as needed
- Clarify language on “bumping” in recalls, employees subject to layoff can use their seniority to return to another Master Services position which would not be subject to layoff; Disney and the Union will meet as needed to determine further details.

In the DCA contract, the section on Regular employees who accept assignments to higher classifications will be moved to the Seniority section and eliminated from the Group Classifications section, but no change in the language itself.

A CR Cast Member who has converted to Regular Full Time and would be subject to layoff may instead go back to CR while retaining the Regular Full-Time wage rate and seniority date for the purpose of going back to Full-Time. Regular FT employees who have held this position for 6 months or longer and accept a CR position instead of layoff will have precedence over employees with CR seniority dates. Regular FT employees who had less than 6 months as FT and go to CR instead of layoff will be scheduled based on the CR seniority date.

Opening shifts: defined as the first shifts of the day. An average of 50% of opening shifts over a 6-month period across each Park will be eight (8) hours or longer.

Casual Regular Schedules. CR Cast Members will be able to choose among 3 options for scheduling:

- Weekends (Friday 5 PM to closing Sunday) and Holiday Periods;
- Weekdays (Monday through Thursday after 5 PM) and Holiday Periods; or
- Seven Days (after 5 PM Monday through Friday, all day Saturday and Sunday) and Holiday Periods.

The previous language on being available for Christmas, Spring Break, Private Parties, etc. will no longer apply.

Holiday periods are defined as: the week before and the week after Easter, the week containing Thanksgiving, the week before the week of Christmas Day through the week after the week containing New Year’s Day, and the day of all other contract holidays.

CR employees can let Disney know that they will accept work assignments outside of the times above, and will be scheduled for those assignments by seniority based on business needs after all employees who already chose those assignments.

CR employees can change their availability at least 4 times per year following the full-time conversion process based on business needs and seniority. However the 7-day option will be available to all CR Cast Members upon request.

Management Rights: Disney will make reasonable efforts to notify the Union of major operational changes or work rules.

Paid Early Departure Time: this will take the place of Walk Time at Disneyland and Dress Time at Disney California Adventure. Employees will be paid 20 minutes per shift for paid early departure time at the end of the shift and relieved of all duties during that time, to compensate them for any pre-shift or post-shift work-related activities.

Health and Safety. Disney will follow all local, state and federal laws about workplace safety. If Disney requires the use of protective clothing, shoes or other safety devices, these will be provided at no cost to employees, and the Union agrees to notify the members they are required to use the devices. Health and Safety will be a standing item in all Steward meetings with management which will be every other month at request of the Union. If management is notified of a potential safety or hazard condition, Disney will take quick action to make any needed corrections. Management may implement other workplace health and safety programs and other voluntary programs, will notify the Union of these programs and upon request negotiate over the effects of these programs. (Eliminate previous language which duplicates the above.)

Work Schedules will be posted electronically and Disney will send a time and date stamped hard copy to the Union. Management will print out an individual's work schedule upon request.

- After Disney has posted a schedule and then changes an employee's shift to another day or changes their days off, management will contact the affected employees to see if they can work the new shifts. This does not apply when all or most of an entire schedule is changed due to unexpected circumstances.
- Update MOU on Regular Full-Time guaranteeing 2700 Regular FT employees, with 650 guaranteed 40 hour / week schedules (445 in previous contract) for the most senior cast members among all Master Services Unions (maintaining the same proportion among the 4 Unions).

Other non-economic changes:

- Personal property recovered during clear-out will be retained for 30 days
- Employees must submit interest forms if they want cross-training
- During an investigation, Disney will call a Steward from the employee's same Union if feasible
- Disney will suspend the College Program in Anaheim through January 2023 and will give at least 2 calendar months notice of starting it up again
- New MOU identifying employees scheduled as Alternate CR employees
- Update MOU on employees receiving Health benefits based on 20 hours per week
- Employees can now call starting at 5:30 PM on the day before shifts beginning at or before 7 AM to see if they should report to work in case of rain and be paid "rainy day pay" if not put work

SIDE LETTERS AND MEMORANDUM OF UNDERSTANDING: maintain other previous MOUs and Side Letters in the new contract, including Shift Trades to Off, Working Leads, voluntary political contributions, and others.

COMPLETE LIST OF STARTING / MINIMUM WAGE RATES:

SCHEDULE A Wage Rates

Classification	Effective 6/16/2021		Effective 6/16/2022*		Effective 6/16/2023	
	Start	Max	Start	Max	Start	Max
Attractions	\$16.00	\$27.88	\$17.00	\$28.88	\$18.00	\$29.88
Candy Maker	\$17.35	\$29.25	\$18.35	\$30.25	\$19.35	\$31.25
Children's Matron	\$16.00	\$27.88	\$17.00	\$28.88	\$18.00	\$29.88
Costume Entertainment	\$16.00	\$27.88	\$17.00	\$28.88	\$18.00	\$29.88
Costume Operations	\$16.00	\$27.88	\$17.00	\$28.88	\$18.00	\$29.88
Costume Laundry Att	\$16.00	\$27.88	\$17.00	\$28.88	\$18.00	\$29.88
Costume Dresser Advanced	\$16.75	\$29.72	\$17.75	\$30.72	\$18.75	\$31.72
Costume Specialist	\$17.00	\$28.97	\$18.00	\$29.97	\$19.00	\$30.97
Costume Support Asst I	\$17.00	\$28.97	\$18.00	\$29.97	\$19.00	\$30.97
Costume Support Asst II	\$19.30	\$31.43	\$20.30	\$32.43	\$21.30	\$33.43
Costumer Asst	\$17.30	\$29.25	\$18.30	\$30.25	\$19.30	\$31.25
Crush/Academy Artist	\$17.85	\$29.79	\$18.85	\$30.79	\$19.85	\$31.79
Custodial	\$16.00	\$27.88	\$17.00	\$28.88	\$18.00	\$29.88
Custodial 3rd Shift	\$16.00	\$27.88	\$17.00	\$28.88	\$18.00	\$29.88
Custodial Marine	\$16.00	\$27.88	\$17.00	\$28.88	\$18.00	\$29.88
Custodial Windows	\$16.00	\$27.88	\$17.00	\$28.88	\$18.00	\$29.88
Main Entrance Receptionist	\$16.00	\$27.88	\$17.00	\$28.88	\$18.00	\$29.88
Merchandise	\$16.00	\$27.88	\$17.00	\$28.88	\$18.00	\$29.88
Merchandise Marker	\$16.00	\$27.88	\$17.00	\$28.88	\$18.00	\$29.88
Messenger	\$16.00	\$27.88	\$17.00	\$28.88	\$18.00	\$29.88
Milliner	\$16.80	\$28.70	\$17.80	\$29.70	\$18.80	\$30.70
Seamstress-Fitter	\$16.30	\$28.15	\$17.30	\$29.15	\$18.30	\$30.15
Seamstress-Fitter II	\$16.80	\$28.70	\$17.80	\$29.70	\$18.80	\$30.70
Sewing Machine	\$16.30	\$28.15	\$17.30	\$29.15	\$18.30	\$30.15
Shipping/Receiving	\$18.05	\$29.79	\$19.05	\$30.79	\$20.05	\$31.79
Stable Attendant	\$16.30	\$28.21	\$17.30	\$29.21	\$18.30	\$30.21
Sublimation I	\$20.30	\$32.43	\$21.30	\$33.43	\$22.30	\$34.43
Sublimation II	\$20.80	\$32.93	\$21.80	\$33.93	\$22.80	\$34.93
Truck Driver - Bobtail ⁽¹⁾	\$22.05	\$34.16	\$23.05	\$35.16	\$24.05	\$36.16
Truck Driver - Dist Services	\$17.80	\$29.79	\$18.80	\$30.79	\$19.80	\$31.79
Truck Driver - Semi ⁽²⁾	\$27.05	\$36.90	\$28.05	\$37.90	\$29.05	\$38.90
Vacation Planner	\$16.00	\$27.88	\$17.00	\$28.88	\$18.00	\$29.88
Valet Runner ⁽³⁾	\$14.00	NA	\$15.00	NA	\$15.00	NA

*If the contracts are ratified by November 17, 2021 on a first ratification vote, the second increase will be pulled forward to date of ratification.

****If the increase would take the employee above the Max Rate, any balance of the increase over the Max Rate will be paid by taking the balance of the outlined common date increase and multiply it by 2,080 hours for Regular Full Time employees and 1,040 hours for Regular Part Time employees.

SPECIFIC PROVISIONS FOR SEIU USWW MEMBERS:

- **Continue Height Pay MOU from previous contract:** additional \$3 per hour in 2-hour increments for work from lift with safety harness at height of 40+ feet.
- **Costuming:** the Costuming classification will be divided into Costume Entertainment or Costume Operations (with same wage rate). Cast members will be assigned or recalled to the respective classification based on current work assignment or job knowledge. Disney will notify the Union on which cast members are going into which classification.