



7800 Southland Blvd., Suite 157, Orlando, FL 32809

July 23, 2024

Autumn Badillo
Disney Labor Relations
1675 Buena Vista Dr.
Lake Buena Vista, FL 32830

Re: Guest Allergy Process in Food & Beverage Locations

Dear Autumn,

In June, the Union requested a meeting with the Company to discuss the guest allergy process in food and beverage locations. As we said previously, the lack of clarity and consistency across locations can lead to both safety problems for guests and to unfair discipline of Cast Members. We said that our goal in meeting with you is to establish a fair and clear allergy process that is consistent across property.

Until we negotiate a fair, clear, and consistent allergy process, the Union will grieve and arbitrate all allergy-related reprimands

In our letter to you in June, we asked you for many pieces of information. Of the items you provided in response, two things stand out to us:

- The Company issued over 250 allergy-related reprimands to food and beverage Cast Members in the past twelve months. Over 250 reprimands issued cooks, servers, bartenders, QSR workers, and other food and beverage Cast Members strongly indicates that the Company has a problem – not just for Cast Members, but for guests as well.
- Most of the written allergy procedures you provided are “global” and they refer to “location specific” procedures. However, the Company has not provided any such “location specific” procedures. How can you hold Cast Members accountable to “location specific” procedures that are not available?

Both of these things reinforce our view that the Company has no fair, clear, and consistent guest allergy procedure. The result is unjust discipline issued to Union members and possible safety concerns for guests.

It is unfortunate that the Company chose to offer us only a 1-hour meeting today to discuss this urgent topic. We are requesting two full days of meetings with Labor Relations and the appropriate line of business executives so that together we can establish clear and consistent procedures.

Sincerely,

A handwritten signature in black ink, appearing to read "Jeremy Haicken".

Jeremy Haicken
President