

**Memorandum of Understanding
2017 Walt Disney Parks and Resorts U.S.
And
Service Trade Council Union Agreements
UniteHere! Local 737
Layoffs and Displacement Transfer Process**

This Memorandum of Understanding is between Walt Disney Parks and Resorts U.S. (“Company”), and UniteHere! Local 737, (“UniteHere! Local 737”) a signatory to the Service Trades Council Union Agreements.

The terms of this MOU will apply to full time and part time Food and Beverage employees impacted by layoffs effective November 1, 2020 in accordance with the Memorandum of Understanding between the Company and the Service Trades Council Union regarding Layoffs and Displacement Transfer Process.

- 1) For the purposes of determining employees impacted in the Chef Assistant, Chef Assistant Signature Restaurant and Chef Assistant Banquets and Chef Assistant Pastry/Bakery Banquet employees in a temporary assignment in any of these classifications position will be included in the respective classification. However, Cast Members in a temporary assignment position will be considered to have less seniority than those in stasured position.
- 2) For the purposes of determining employees impacted the classifications of Food & Beverage Dinner Show Server (T), Food & Beverage Dinner Show Server (T) 7(i), Food & Bev Service H/H (T) and Special Service H/H (T) will be combined (Impacted Tipped Servers).
- 3) For the purposes of determining employees impacted the Food and Beverage Steward and Food and Beverage Steward PEO classifications will be combined. Existing pay practices will continue.
- 4) For the purposes of determining employees impacted the Food and Beverage Steward Coordinator and Food and Beverage Steward PEO Coordinator classifications will be combined. Existing pay practices will continue.
- 5) During the term of this Memorandum of Understanding, if an Impacted Tipped Server has transferred from a displaced transfer classification back into their former classification, the one year in location transfer guideline will be waived one time for the purposes of transferring back to the location to which they were stasured as of April 18, 2020. Additionally, Impacted Tipped Servers will retain priority for transfer into their stasured location as of April 18, 2020 by seniority through October 1, 2022.
- 6) For the purposes of transfer/recall Special Services H/H positions from Victoria’s and Albert employees formerly stasured to that location will have priority and additional openings will be filled in accordance with Addendum B1 of the 2017 Full Time Service Trades Council Union Agreement.

This Memorandum of Understanding is non-precedent setting and shall not be used as an interpretation of the Agreement.

This Memorandum of Understanding expires October 1, 2020.



10/7/2020

Christie Sutherland
Director, Labor Relations

Date



10/7/2020

Jeremy Haicken
President, UNITE HERE Local 737

Date

**Memorandum of Understanding
2017 Walt Disney Parks and Resorts U.S.
And
Service Trade Council Union Agreements
UniteHere! Local 737
Layoffs and Displacement Transfer Process**

Walt Disney Parks and Resorts U.S.

JH