

We are  
voting “YES”  
on March 29!

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Full-Time and Part-Time  
Union Contracts



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After we voted “NO” in February, we told Disney we had two main priorities:

1. \$18 minimum in 2023.
2. Full retroactive pay for everyone.

We have achieved our top 2 priorities!

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\$18 minimum in 2023!

Full retroactive pay for everyone!

# Highlights of Our Historic Raises

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## QSR, Food Handlers, Seaters & Convention Guides

\$5.50 in total raises over 5 years, with the first \$3 by December 3, 2023

## Housekeepers

\$7 in total raises over 5 years, with the first \$4 by December 3, 2023

## Dishwashers

\$7 in total raises over 5 years, with the first \$4 by December 3, 2023

## Cook 2

\$7.60 in total raises over 5 years, with the first \$4.60 by December 3, 2023

## Cook 1

\$8.10 in total raises over 5 years, with the first \$5.10 by December 3, 2023

## Chef Assistant

\$8.60 in total raises over 5 years, with the first \$5.60 by December 3, 2023

# QSR

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\$15 currently

\$16 retroactive to October 2, 2022 for all hours paid

\$17 when we vote to approve the contract

\$18 on December 3, 2023

\$18.50 on December 1, 2024

\$19.50 on September 28, 2025

\$20.50 on October 4, 2026

\*Topped out employees will increase from \$19.80 to \$25.30 (\$5.50 total).

\*\*Magic Kingdom premium (\$.75) and Starbucks premium (\$.30) remain.

\*\*\*Employees hired after December 3, 2023 will be paid \$17. They will increase to \$18, \$19 and then \$20 in late 2024, 2025 and 2026.

# Food Handlers

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\$15 currently

\$16 retroactive to October 2022 for all hours paid

\$17 when we vote to approve the contract

\$18 on December 3, 2023

\$18.50 on December 1, 2024

\$19.50 on September 28, 2025

\$20.50 on October 4, 2026

\*Topped out employees will increase from \$20.39 to \$25.89 (\$5.50 total).

\*\*Employees hired after December 3, 2023 will be paid \$17. They will increase to \$18, \$19 and then \$20 in late 2024, 2025 and 2026.

# Seaters

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\$15 currently

\$16 retroactive to October 2022 for all hours paid

\$17 when we vote to approve the contract

\$18 on December 3, 2023

\$18.50 on December 1, 2024

\$19.50 on September 28, 2025

\$20.50 on October 4, 2026

\*Topped out employees will increase from \$19.25 to \$24.75 (\$5.50 total).

\*\*Employees hired after December 3, 2023 will be paid \$17. They will increase to \$18, \$19 and then \$20 in late 2024, 2025 and 2026.

# Convention Guides

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\$15 currently

\$16 retroactive to October 2022 for all hours paid

\$17 when we vote to approve the contract

\$18 on December 3, 2023

\$18.50 on December 1, 2024

\$19.50 on September 28, 2025

\$20.50 on October 4, 2026

\*Topped out employees will increase from \$19.25 to \$24.75 (\$5.50 total).

\*\*Employees hired after December 3, 2023 will be paid \$17. They will increase to \$18, \$19 and then \$20 in late 2024, 2025 and 2026.



# COT 4

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\$17.50 currently

\$18.50 retroactive to October 2022 for all hours paid

\$19.50 when we vote to approve the contract

\$20.50 on December 3, 2023

\$21.00 on December 1, 2024

\$22.00 on September 28, 2025

\$23.00 on October 4, 2026

\*Topped out employees will increase from \$22.79 to \$28.47 (\$5.68 total).

\*\*Note: Employees hired after December 3, 2023 will be paid \$19.50. They will increase to \$20.50, \$21.50 and then \$22.50 in late 2024, 2025 and 2026.

# Housekeepers

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\$17 currently

\$20 when we vote to approve the contract & retroactive to October 2022 for all hours paid

\$21 on October 1, 2023

\$22 on December 1, 2024

\$23 on September 28, 2025

\$24 on October 4, 2026

\*Topped out employees will increase from \$19.62 to \$25.12 (\$5.50 total).

# Dishwashers

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\$15 currently

\$18 when we vote to approve the contract & retroactive to October 2022 for all hours paid

\$19 on October 1, 2023

\$20 on December 1, 2024

\$21 on September 28, 2025

\$22 on October 4, 2026

\*Topped out employees will increase from \$19.30 to \$24.80 (\$5.50 total).

# Cook 2

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\$16.40 currently

\$20 when we vote to approve the contract & retroactive to October 2022 for all hours paid

\$21 on October 1, 2023

\$22 on December 1, 2024

\$23 on September 28, 2025

\$24 on October 4, 2026

\*Topped out employees will increase from \$20.35 to \$25.85 (\$5.50 total).

# Cook 1

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\$19 currently

\$23.10 when we vote to approve the contract & retroactive to October 2022 for all hours paid

\$24.10 on October 1, 2023

\$25.10 on December 1, 2024

\$26.10 on September 28, 2025

\$27.10 on October 4, 2026

\*Topped out employees will increase from \$22.08 to \$27.69 (\$5.61 total).

\*\*The premium for Signature restaurants remains.

# Chef Assistant (Assistant Sous Chef)

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\$20 currently

\$24.60 when we vote to approve the contract & retroactive to October 2022 for all hours paid

\$25.60 on October 1, 2023

\$26.60 on December 1, 2024

\$27.60 on September 28, 2025

\$28.60 on October 4, 2026

\*Topped out employees will increase from \$23.49 to \$29.27 (\$5.78 total).

\*\*The premiums for Signature restaurants, banquets and chocolatier remain.

# “Topped Out” Cast Members

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Senior workers in all job classifications will receive at least \$5.50 in total raises, with at least the first \$3 by December 3, 2023.

\$1 will be retroactive for all hours paid since October 2, 2022

Talk to your Union Organizer for complete details.

# Tipped Positions

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Current	\$7.98
September 24, 2023	\$8.98
September 29, 2024	\$9.98
September 28, 2025	\$10.98
September 27, 2026	\$11.98



# Tipped PTO Rate

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\$15 currently

\$18 when we vote to approve the contract

\$19 on October 1, 2023

\$20 on December 1, 2024

\$21 on September 28, 2025

\$22 on October 4, 2026

\*Topped out employees will increase from \$19.30 to \$24.80 (\$5.50 total).

# More Than Just Raises

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The new contract also includes many other improvements.

Some of the changes are economic. For example, benefits, premiums, or other things that provide additional money to workers.

Other changes are non-economic. For example, rules about schedules, transfers or other topics that impact our jobs.

The next pages are highlights of the economic and non-economic improvements.

# What we won for everyone.

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- 8 weeks of paid parental leave (called “child bonding”) (*Full-Time only*).
- You can transfer after 6 months in a new job.
- Pension: Kept the guaranteed pension.
- Insurance: Kept the same caps on annual increases from the last contract (*Full-Time only*).
- Night shift differential: Increased from \$.60 to \$1.00.
- Coordinator premium: Increased from \$1.50 to \$1.75.
- Trainer premium: Increased from \$1.00 to \$1.25.

# What we won for Housekeeping.

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- Reduced boards in Deluxe resorts.
- No more double deployment.
- Every room in a suite counts as a room on your board.
- Drop 1 room for each additional building on your board.
- No more “rushing” in rush rooms.
- Improvements for VIP rooms.
- No Deep Cleans, General Cleans or Special Projects on your board.

# What we won for Culinary, Stewarding & Food Handlers.

- Clear rules for transfers and promotions. The Chefs have no role in the process.
- Scheduled overtime will be by seniority.
- Cooks will bid days off and AM, PM or Float (*Full-Time only*).

# What we won for Tipped Cast Members.

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## Part 1

- You can select up to 10 locations in Transfer Genie.
- Transfer Process: Fixed to cover Server Assistants, Bartenders, Room Service, Victoria & Albert's and Dinner Shows.
- If you transfer between FT and PT (either direction), you can return to your old status and location during the 45-day qualifying period.
- Anyone who still hasn't returned to their pre-furlough location will be automatically returned for the life of the contract.
- Suggested gratuity on checks will be 18%, 20% and 22%.

# What we won for Tipped Cast Members.

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## Part 2

- In Park restaurants that offer all 3 meal periods, servers and server assistants will bid for days off by AM and PM lines.
- Protected “ER Up” and “Vacation Up” hours credit (*Full-Time only*).
- Part-Time: If they send someone to another location, it will be the junior person.
- Part-Time: Agreed to a pilot to work on (1) equitable distribution versus seniority-based scheduling and (2) scheduling outside of “core” days of availability.

# What we won for Tipped Cast Members.

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## Part 3

- Proficiencies will be removed 45 days after someone transfers out of a location. Cross-training of people outside a location will be limited to only support operational needs. Cross-training opportunities will be posted only within the location's park or resort. There will be a semi-annual audit of proficiencies outside of the location.
- For same-day coverage needs, management will first contact workers from the location.
- New Property Openings: If you want to return to your old location during the 45-day qualifying period, management will return you.
- PTO pay rate: Increases from \$15 to \$18 in 2023 then \$1 more each year.
- Investigatory suspension pay: Increase to Chef Assistant pay rate.



# What we won for Quick Service, Convention Guides & Seaters.

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- GT Premium: Increase from \$.40 to \$.65.
- Assignor Premium: Increase from \$.40 to \$.75.
- The cash handling disciplinary matrix will be separate from all other job performance discipline.

# In addition, the following changes are specifically for Part-Time workers:

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- ADOs will be limited to 10 approved ADOs instead of 10 requested ADOs per year.
- Part-Time Shop Stewards will have super seniority for purposes of layoff and recall.

If you have questions, please talk to your Shop Steward or Union Organizer. See the “Contact” page on the Local 737 website.

# When will the new contracts take effect?

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The raises are effective when we vote to accept the contracts. But it might take up to 8 weeks to see in your paycheck. It may also take up to 8 weeks to receive your retroactive pay.

For most of the other changes, the Company can take up to 180 days to implement the new contract.

If you have questions, please talk to your Shop Steward or Union Organizer. See the “Contact” page on the Local 737 website.

Vote “YES” on the Union contract!

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