

*The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Council and the Employees.*

Company Proposal     

**Addendum B-1  
UNITE HERE! Local 737**

**All Food and Beverage, Culinary and Stewarding**

The Food and Beverage Policies and Procedures are applicable only when the Cast Member is working in a job classification to which the specific policy applies, e.g., If a Food and Beverage Cast Member transfers from a non-tipped position to a tipped position or vice-versa the applicable guidelines will be applied automatically without having to go through the re-signing process.

There will be a minimum of one (1) schedule bid per year for Food and Beverage Cast Members.

Walkouts, food allergy procedure violations and explanations to the Guest of the gratuity policy shall not result in automatic discipline.

**FOOD AND BEVERAGE TIPPED**

Service Charge for Parties of Six (6) or more

An eighteen percent (18%) service charge will be included on all guest checks of parties of six (6) or more.

1. The guests will be advised of the policy by the first Host/ess (i.e., DRC, Guest Services, Concierge, or Seating Host/ess) to accept the guest's reservations.
2. In addition to the above, the policy will be printed on the menus.
3. If a party of six (6) or more, regardless of reservation size, arrives and is seated at the same table and receives separate checks, the automatic service charge shall apply.
4. If a party of six (6) or more arrives and, for whatever reason, is split and seated at separate tables, with the same server regardless of the number of checks, the automatic service charge shall apply.
5. If the party of six (6) or more arrives and, for whatever reason, is split, seated at separate tables with different servers, receives separate checks, and these checks are paid for by separate individuals, the automatic service charge does not apply.
6. In situations where our guests refuse to comply with our policy, it will be the responsibility of the service person to locate a Manager prior to the guests leaving the restaurant so that Management can speak with the guests. If the service person fails to involve a Manager in the situation prior to the guests departing the restaurant, or receives discipline for poor service, the Company will not be responsible for the difference between what the guest left and eighteen percent (18%) of the guest's food and beverage total.
7. The eighteen percent (18%) service charge will be automatically added to the guest check and will be calculated on the food and beverage totals. The server will not be required to inform the guest that a service charge has been included, unless he/she is asked by the guest.

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8. A twenty percent (20%) service charge will be automatically added to parties of six (6) or more only at Victoria and Albert's. With exception to the amount of the gratuity, all of the above aforementioned is applicable to Victoria and Albert's.

**Gratuities/Fees**

1. Gratuities will be paid on food and beverage totals only. Gratuities will not be paid on miscellaneous pricing, including but not limited to merchandise, entertainment, (excluding Spirit of Aloha, Hoop-Dee-Doo, and Character Dining restaurants, where entertainment is included in the price), house charges, imaging, etc. Merchandise will only be included in the total food and beverage price for the purpose of gratuity calculation if the Server is required by the Company to handle and deliver merchandise items to the guest as part of the Guest's dining experience. Gratuities will not be paid on autograph books, pens and disposable cameras.
2. Should the Company decide to reinstate package plans with automatic gratuity included, the parties agree the terms of the addendum expiring on April, 28, 2007 will remain in effect.
3. An automatic gratuity of eighteen percent (18%) will be added for supplemental food and beverage purchased at prepaid venues (i.e., Spirit of Aloha, Hoop-Dee-Doo, Cinderella's Royal Table, Princess Tea, Special Pre-paid events such as New Year's Eve at California Grill.
4. The Company agrees to negotiate with the Union, the application of the automatic gratuity for any future pre-paid venues, for the life of this agreement.
5. An automatic eighteen percent (18%) will be added for food and beverage purchased from ~~the Gelf Garts~~, Pizza Delivery and Private Dining.
6. It is the Company's understanding that when a business requires their guests to pay a Pre-determined charge, which is given to employees of the business, the charges are considered a service charge. Furthermore, service charges are not considered a tip, but rather, are wages paid by the employer. Consequently, the tax code requires the Company to withhold taxes on all service charges.
7. It is the responsibility of all service persons to report one-hundred percent (100%) of their tips and gratuities for income tax purposes. The Company will continue to report eight percent (8%) of the location's gross sales to the government and will withhold tax on the tips and gratuities declared by the employee to the Company. The Company reserves the right to amend and/or alter this position to conform to state and federal laws.
8. Under Wage and Hour laws, the Company is required to report tips and service charges in overtime situations.
9. An eighteen percent (18%) service charge will be added for Company sponsored Cast discounts, e.g. Cast Serving Cast, Cast discounted meals, and Cast Celebration discounted meals. The service charge will be based on the total Food and Beverage charges before any discounts have been applied. This provision does not apply to Tables in Wonderland and Disney Vacation Club.
10. An automatic gratuity of eighteen percent (18%) will be added for all guests using Tables in Wonderland, based on the retail value of the Food and Beverage.

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**Transfers for Food and Beverage Tipped Employees**

1. A Food and Beverage tipped employee interested in transferring to a new location must:
  - (a) Have ~~six~~ **twelve (612)** months of previous employment in a Food and Beverage tipped classification.
  - (b) Fill out a Food and Beverage tipped transfer form once a year. The employee may indicate on this form a maximum of five (5) restaurants where he/she may wish to transfer.
2. In order to be considered for an open Regular Full Time Server position, the employee must be on the Casting skill code list at the time the requisition is opened. The employee selected for the position will be notified by Casting and automatically transferred to the open position. The position will be filled by eligible Cast in the following order:
  - Regular Full Time Food and Beverage Service Host/ess (T), by seniority.
  - Regular Part Time Food and Beverage Service Host/ess (T), stasured to the restaurant with the opening, by seniority.
  - All Regular Full Time Food and Beverage Assistants (T), stasured to the restaurant with the opening, by seniority.
  - All other Regular Full Time (UNITE HERE Local 737), tipped employees, by seniority.
  - All other Regular Part Time (UNITE HERE Local 737), tipped employees, by seniority.
  - All Regular Full Time non-tipped Food and Beverage employees.
  - All other Regular Full Time Service Trades Council Union (STCU) employees.
  - All other Regular Part Time STCU employees.
  - All Non-STCU employees.
3. Should an employee decline a position, they will be required to wait ~~six~~ **twelve (6 12)** months before being eligible to post for another transfer.
4. Employees transferring to Victoria and Albert's **and Golden Oak** will be required to participate in an interview with location Management prior to transferring. The final hiring decision remains within Management's discretion.
5. **Golden Oak Server/Bartender H/H (T) shall be placed on a sixty (60) day qualifying period. If the Company determines during the sixty (60) day period that employees performance is not satisfactory, or if the employee requests a return within the sixty (60) days, the Company will return the employee to his/her previous job classification.**
- ~~5. Food and Beverage Tipped employees who transfer to the same classification shall be placed on a twenty-eight (28) day qualifying period. If the Company determines during the twenty-eight (28) day qualifying period that the employee's performance is not satisfactory, or if the employee requests a return within the twenty-eight (28) days, the Company will return the employee to his/her prior location. For new property openings the twenty-eight (28) qualifying period will begin on the day the restaurant opens to Guests.~~

**Work Status and Utilization of Regular Part Time Tipped Employees**

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Time: \_\_\_\_\_

Tentative Agreement Date: 8/24/2018

Company: 

UH 737: 

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Tipped employees will be considered Part Time if they customarily work less than thirty (30) hours per week on an ongoing basis, or if they customarily work thirty (30) hours per week or more but less than seven (7) months per year. The aforementioned definition supersedes the definitions negotiated in the Main Body of both the 2014 17 Regular Full Time and Regular Part Time Service Trades Council agreements.

## Table Service

1. Split shifts may be added to the location's schedule bid at Management's discretion after advance notification and discussion with the Union. Turnabout pay as outlined in Article 11, Section 6 (a) and will be waived.
2. The Company agrees to maintain the current station sizes for existing restaurants and Dinner Shows, for the life of this agreement.
3. The Company agrees to maintain Bussers at 1900 Park Fare, Chef Mickey's and 'Ohana's for the term of the 2014 Collective Bargaining Agreement.
4. With the exception of Signature Restaurants, Servers will be required to present a tip card with the Guest's check. In Signature Restaurants, presentation of the tip card will be at the discretion of the Server.

## Dinner Shows

1. There will be a minimum of one (1) stocker scheduled per shift at the Luau.
2. The Company agrees not to increase the amount of time spent performing non-tipped duties during the life of this agreement.
3. All Regular Full Time 7(i) dinner show employees are allowed to be cross-utilized between existing dinner shows before CT employees stasured to the dinner show or any non-stasured dinner show employees are scheduled, provided they have been trained in the other location.
4. The Company agrees to pay all guaranteed gratuities for BEO's when collected, and with respect to all other guaranteed gratuities, they will not be paid unless services are rendered (i.e. entrée has been served).
5. Regular Full Time food and Beverage Dinner Show Servers who are 7(i) and trained in the Catering location may pick up Catering shifts at 11:00 a.m., provided it will not result in overtime or double time at any time during the payroll work week.

## Dinner Show Rotation

The following process shall be followed with regard to the rotation of Food and Beverage Service Host/ess at the Spirit of Aloha and Hoop-Dee-Doo Review Dinner Shows:

1. Once a Dinner Show Server's vacation schedule has been posted, it may no longer be canceled or modified, without Management approval.
2. Servers who are stasured as 7(i) will automatically be scheduled a sixth (6th) day, providing work is available, prior to Part Time Dinner Show Servers, being scheduled to work. Regular Part Time Servers will be scheduled to any remaining shifts based on their availability. If any shifts remain, 7(i) servers who have requested a seventh (7th) day will be scheduled. 7(i) and then non-7(i) servers will

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be scheduled to any remaining shifts. Servers will be allowed to preference their sixth (6th) and seventh (7th) work day.

3. When the schedule is posted, scheduled Regular Part Time servers and 7(i) servers scheduled on a sixth (6th) or seventh (7th) day will not be assigned to a station.
4. On the day of the show, if all stations are seated, any vacant stations (e.g. vacations, MLOA, etc.) will be covered by the server, (7(i) or Part Time), scheduled to work, but not assigned a station, or the server called to work. This may also be a Regular Full Time or Regular Part Time server. The server called to work will not be told what station(s) are available.
5. On the day of the show, if not all stations are seated, vacant stations (e.g. vacations, MLOA, etc.) will be covered by moving a server from a closed station. A station is considered "closed" when no table within the station has been assigned. Dinner Show Servers will not be moved to cover a call-in if one (1) or more tables within their station are assigned.
6. Every reasonable attempt to contact a Regular Full Time and/or Regular Part Time Dinner Show Server to cover a vacancy will be made, prior to contacting a Casual Limited Employee (CTs).
7. The call line will continue to be utilized to communicate stations that are open.
8. A Dinner Show Server requesting a day off after the schedule has been posted is required to request the time off through the **HUB the appropriate submittal process**. If the request comes on the day prior to the day in question, the Dinner Show Server must still utilize the **appropriate submittal process, Portal-system** and, in addition, contact a Manager for approval. Day of requests will not be honored.

## Private Dining

1. Private Dining, when available, will staff all functions in guest room suites.
2. The Company agrees to maintain Private Dining Bussers for the life of this agreement.
3. A three dollar (\$3.00) fee will be paid for delivery of Private Dining amenities.
4. Private Dining Servers will be paid full gratuity on guest walkouts or if an order is cancelled after the Server has left the Private Dining area, based on the expectation that the Server is providing timely and efficient service.

## Miscellaneous Tipped Food and Beverage

1. It is agreed that the provisions of Article 10, Section (2) [guaranteed hours] and Article 11, Sections **4 a and b**, (time and one-half), Section 5 (double time) and Section 6 (turnabout pay) of the collective bargaining agreement with STCU may be individually waived by all tipped Regular Full Time and Regular Part Time Cast Members, with the exception of Cast Members who qualify for 7(i) exemption.
2. Any side duties performed by tipped employees beyond sixty (60) minutes per shift, will be paid at the appropriate non-tipped rate of pay.
3. A Table Service Server acting as a trainer will be paid a fifty (\$.50) cents per hour trainer's premium pay, plus 1.5 times his/her hourly tipped rate of pay, plus tips, for all hours worked as a trainer.
4. Bartenders acting as a trainer will be paid an fifty (\$.50) cents per hour trainer's premium pay, plus 1.5 times his/her hourly tipped rate of pay, plus tips, for all hours worked as a trainer.

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5. For the life of this agreement, charge tips will be paid out at the end of the shift.
6. All Food and Beverage (T) employees will be eligible to purchase additional long-term disability benefits based on a premium calculated in excess of their statused rate.
7. Prior to the Company opening any temporary or "overflow" dining operations, it will meet with UNITE HERE Local 737 and UFCW Local 1625 to determine by mutual agreement with the Company which employees will staff the operations.

### Culinary and Stewarding (Heart of the House)

1. It is understood that the responsibility for the placement and removal of grills, ovens, and fryers for beach functions at the resorts is outlined in Addendum B-5. It is also understood that when business needs dictate, all employees including Culinary, will assist in the placement and removal of the grills, ovens and fryers. The Company agrees to provide training for all employees performing such functions.
2. The Company will pay for the initial commercial driver's license for all Food and Beverage employees required to have one
3. All available Regular Full Time Culinary and Stewarding employees within the location will be offered all hours of work prior to scheduling any non-Culinary or non-Stewarding labor.
4. Culinary stations will have a culinary employee to cook all items on stage. Banquet Service Host/ess will reheat items on stage when deemed necessary by location Management for show quality. Carving will be considered a "Culinary Only" function.
5. If work is available on a Banquet Culinary and/or Stewarding employee's regularly scheduled AM/PM shift, the employee will be offered work based on their seniority in the respective Resort/Theme Park during slow periods prior to being cross-deployed to other locations, such cross deployment shall be on the basis of seniority with senior cast being offered the first opportunity prior to forcing junior cast members, and will also be on the regularly scheduled AM/PM shift where applicable.
6. ★ An employee/applicant will be considered for the wage penetration rate based on the following criteria:

(a) The following wage penetration concept will be applied to the Cook 2 classification only:

An employee/applicant will be considered for the wage penetration rate based on the following criteria:

Years of Applicable Food Prep Experience	Wage Penetration Credit Years
1-2 years	1
3-5 years	2
6-8 years	3

★ This provision only applies to Regular Full Time employees

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UH 737**

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9-10 years	4
Management Approval	5

(b) The following wage penetration concept may be applied to the following Food and Beverage job classifications only:

Cook 1  
Chef Assistant

Years of Applicable Food Prep Experience	Wage Penetration Credit Years
1	1
2	2
3	3
4	4
5+	5

- 7. Chef Assistants will receive the Trainer's Premium Pay for all actual training hours when conducting location orientation to new hires and/or newly transferred employees.
- 8. ~~A new classification will be created for Chef Assistants, who are stasured to Signature restaurants and Banquets. Employees stasured to these roles will receive an additional fifty cents (\$ .50) increase to their stasured rate.~~

**98. Transfers for Culinary Employees**

- (a) All Chef Assistants interested in a transfer to a different location must go through an overview in the new location prior to the offer being made.
- (b) Culinary employees who transfer to Victoria and Albert's **and Golden Oak** will be required to participate in an interview with location management. The final hiring decision remains within management's discretion.
- (c) ~~Stewarding employees and Culinary employees transferring to a different Steward, Culinary or like Culinary job classification shall be placed on a twenty-eight (28) day qualifying period. If the Company determines during the qualifying period that the employee's performance is not satisfactory, or if the employee requests a return within the qualifying period, the Company will return the employee to his/her prior job classification and location. For new property openings, qualifying period will begin on the day the restaurant opens to Guests.~~

**Food and Beverage Host/ess (QSR) non-tipped**

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August 23, 2018

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1. ★ Food and Beverage Host/ess (QSR) at Disney's All Star Resort, and in locations as determined by the Company, may be eligible to participate in a \$1,000 annual retention bonus program, which may be paid in quarterly installments. The Company will provide advance notification to the Union prior to implementation.
2. QSR locations will utilize Express banking, at Management's discretion.
3. Food and Beverage Host/ess (QSR) will receive a pay premium of twenty-five cents (\$.25) for all hours worked as an O.D.V. Inventory Control Host/ess.
4. A QSR premium of seventy-five cents (\$.75) per hour will be paid to Cast Members working in a Magic Kingdom QSR location.
5. Food and Beverage Hosts/esses will be paid forty cent (\$.40) per hour premium for all hours worked as a General Teller.
6. Food and Beverage Hosts/esses will be paid a forty cent (\$.40) per hour premium for all hours worked as an Assignor.

### Food and Beverage Cash Handling Discipline Matrix

Points		
3 Notations in any 30 days	=	One (1) Point Reprimand
6 Notations in any 90 days	=	One (1) Point Reprimand
9 Notations in any 180 days	=	One (1) Point Reprimand
12 Notations in any 365 days	=	One (1) Point Reprimand

- Upon receipt of the 2nd reprimand for a cash handling violation, mandatory retraining in cash handling is required.
- Upon receipt of the third (3rd) point for a cash handling violation and at the employee's request, the employee shall be transferred to a non-cash handling position. Should the employee decide to remain in a cash handling position and reach the fifth (5th) point, the employee will be involuntarily terminated.
- A cash non-procedural variance of seventy five dollars (\$75.00) or more will result in a two (2) point reprimand.

The Company reserves the right to discipline outside this matrix in cases of dishonesty.

All references to time periods in this matrix refer to continuous work periods.

Procedural Errors are defined as a failure to follow established Cash Handling Standards. Discipline for Procedural Errors shall be issued in accordance to Article 18, Section 6.

### Locations with electronic systems

Total Sales Over/Short Entry Allowance

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Total Sales	One (1) Notation	Two (2) Notations	Three (3) Notations
\$0.00 - \$1000.00	\$4.60 - \$6.89	\$6.90 - \$10.34	\$10.35+
\$1000.01 - \$2000.00	\$8.05 - \$12.64	\$12.65 - \$17.24	\$17.25+
\$2000.01+	\$11.50 - \$18.39	\$18.40 - \$22.99	\$23.00+

**Locations without electronic systems and Pleasure-Island Bartenders**

**Total Sales Over/Short Notation Allowance**

Total Sales	One (1) Notation	Two (2) Notations	Three (3) Notations
\$0.00 - \$1000.00	\$5.75 - \$9.19	\$9.20 - \$14.94	\$14.95+
\$1000.01 - \$2000.00	\$9.20 - \$13.79	\$13.80 - \$19.54	\$19.55+
\$2000.01 +	\$12.65 - \$18.39	\$18.40 - \$22.99	\$23.00+

**Labor-Management-Committee (LMC)**

~~The parties agree to establish LMC Meetings for Hosts/esses in Non-Tipped (including QSR, ODV, Stands, and F&B), Culinary/Stewarding, Tipped, Dinner Shows and Housekeeping roles to maintain open lines of communication and to discuss and resolve issues. The Tipped and Dinner Shows meeting will be scheduled on at least a quarterly basis while all other LMCs will be scheduled on a bi-monthly basis by Management at a time that does not interfere with the daily operation. The Union agrees to provide the Company with notice of attendees and agenda topics no later than five (5) workdays prior to the date of the LMC Meeting.~~

**Food and Beverage Miscellaneous**

**All** Employees transferring to Victoria and Albert's **and Golden Oak** will be required to participate in an interview with location Management prior to transferring. The final hiring decision remains within Management's discretion.

**HOUSEKEEPING**

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1. The Company agrees to ensure that lunch/rest periods are granted and that Housekeepers are compensated appropriately. The Housekeeper should notify his/her leader a minimum of two (2) hours prior to the end of his/her shift if he/she will not be able to complete his/her assigned duties without working through the lunch or rest period. The leader will determine whether to supply assistance or to compensate for the time.
2. The Company agrees to reduce a Housekeeper's section size by two (2) rooms when his/her total number of check-outs are within three (3) rooms of his/her fixed section size at all non-DVC Resorts excluding the Grand Floridian, Boardwalk, Contemporary, Polynesian, Yacht and Beach and all Suites Sections. For the Grand Floridian, Boardwalk, Contemporary, Polynesian, Yacht and Beach and all Suites Sections, a Housekeeper's section size will be reduced by two (2) non-suite rooms or one (1) suite when his/her total number of check-outs are within four (4) rooms or two (2) suites of his/her fixed section size.
3. The Company may require the Housekeepers to set up "special touches" in Resort guest rooms within their daily sections. Special touches include, but are not limited to, the arranging of plush characters, small towel folds, toys, and toothbrush holders.
4. The Company and the Union agree to implement a New Hire Housekeeping Training Process.
5. The Company may utilize Housekeepers to place and/or provide appropriate cleaning and general up-keep for all guest room amenities and collateral as well as guest requested items.
6. Based on Cast Member restrictions and management needs, the Company agrees to provide modified work to Housekeepers during their normal work hours when possible.

### Point System

The Company agrees to section assignments (except in cases of low occupancy/vacant rooms). The guaranteed section size for each property is as follows:

Disney's All-Star Resorts	18
Disney's Art of Animation Resort (Regular Rooms)	18
Disney's Art of Animation Resort (All Suite Sections)	9
Disney's Animal Kingdom Lodge	16
Disney's Boardwalk Inn	16
Disney's Caribbean Beach Resort	17
Disney's Contemporary Resort	16
Disney's Coronado Springs	17
Disney's Fort Wilderness Resort	10
Disney's Grand Floridian Beach Resort	14
Disney's Polynesian Resort	16
Disney's Port Orleans (Magnolia Bend & French Quarter)	17
Disney's Port Orleans (Alligator Bayou)	16
Disney's Wilderness Lodge	16
Disney's Yacht and Beach Club Resort	16
Disney's Pop Century Resort	18
Disney Vacation Club Resorts	420 points

### The Company and the Union agree to meet, discuss and agree on any changes to the guaranteed section assignments prior to implementation

Housekeeping section cleaning responsibilities include:

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- Cleaning all aspects of the interior of a guest room/unit and all aspects of the balcony or patio
- Cleaning and maintaining some aspects of the front entrance area including doors, windows and frames

The Company agrees that these responsibilities do NOT include:

- Changing light bulbs
- Plunging commodes
- Washing pargos
- Spot cleaning carpets for more than two (2) small spots
- Changing or cleaning A/C filters in the room/suites
- Flipping mattresses without assistance
- Cleaning of walls if cleaning cannot be achieved through conventional means
- Moving appliances without casters

**Incentive Room Payment**

1. All Non DVC Rooms will have the ability to offer Housekeepers the option to flex their room section assignments up by one standard room (1) on a daily basis for a six (6) month period and be compensated for the additional rooms. If at any time during the six (6) month period the Company determines the employee's performance is not satisfactory or the employee requests to opt out of the Flex Program the Company will return the employee to their contractual section size. The employee shall be able to re-enroll in the Flex Program after thirty (30) days.

The "Flex-Up" Rates are as follows:

All Non-DVC Rooms	One (1) room = \$1.00 per hour
Disney's Fort Wilderness Resort and Campground and all suites	One (1) room = \$1.50 per hour

2. The pay rate for completion of incentive rooms is as follows:

Single Room Rate: Service - \$9.00      Check-Out - \$13.00  
 Multi-Room Rate: Service - \$16.00      Check-Out - \$22.00

3. Room incentive pay for cleaning DVC guest rooms (which includes "trash & towel" services) and providing "trash & towel" service only.

	Service	Check-Out	Trash & Towel Service ONLY
Studio	\$9.00	\$13.00	\$4.00
1-Bedroom	\$16.00	\$22.00	\$4.00
2-Bedroom	\$25.00	\$35.00	\$8.00

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**Forty five (45) Minute Policy**

- The Company agrees to allow AM Housekeepers who clean rooms and successfully complete their daily section size, with forty-five (45) minutes or less remaining on their shifts, to leave and be compensated for the balance of their shift.
- Housekeepers who are within their first ninety (90) days, or have not cleaned their full contractual section size, or do not clean rooms, are not eligible to utilize the forty-five (45) minute privilege. Eligibility will not be denied for section size reductions due to authorized classes (e.g. ESOL).
- A single occurrence of poor quality work may result in discipline of the Housekeeper and should not result in loss of their forty-five (45) minute privilege.
- Housekeepers cannot be given an option of losing their forty-five (45) minute privilege or receiving discipline.
- The forty-five (45) minute privilege can be removed for two (2) weeks if there is an overall quality issue or a decline in quality in a Housekeepers work area.
- The loss of the forty-five (45) minute privilege can extend beyond the two (2) week period if the Housekeepers quality of work has not improved to a satisfactory level.
- Removal of the forty-five (45) minute privilege is not a component of discipline and is not part of the grievance process.

**Transfers**

~~Housekeepers transferring to a different resort in a Housekeeper role shall be placed upon a twenty-one (21) day qualifying period. If the Company determines during the twenty-one (21) day qualifying period that the employee's performance is not satisfactory, or if the employee requests a return to their previous Housekeeper position within the twenty-one (21) days, the Company will return the employee to his/her prior Housekeeper location. The position will not be backfilled during this time period. Employees returning to their previous location are not guaranteed their same section, section size or days off, and will only be able to exercise this option one (1) time per year.~~

**Deployment**

New Housekeepers will not be eligible to deploy until after five (5) months.

**-Housekeeping Inspectors**

~~Housekeeping Inspectors will be paid one dollar (\$1.00) above the applicable housekeeping rate for all hours worked in this role.~~