

**Memorandum of Understanding  
2017 Walt Disney Parks and Resorts U.S.  
And  
Service Trade Council Union Agreements  
UniteHere! Local 737  
Tipped Cast Member Return to Location**

This Memorandum of Understanding is between Walt Disney Parks and Resorts U.S. (“Company”), and UniteHere! Local 737, (“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 tipped employees represented by Local 737 impacted by displacement or layoffs effective November 1, 2020 (“Impacted Tipped Employees”) in accordance with the Memorandum of Understanding between the Company and the Service Trades Council Union regarding Layoffs and Displacement Transfer Process.

- 1) Impacted Tipped Employees include full time and part time Beverage H/H (T), Food and Beverage Assistant, 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)
- 2) During the term of this Memorandum of Understanding, Impacted Tipped Employees who subsequently transfer or are recalled back to their prior tipped classification will be returned automatically to their previous location when it becomes available.
- 3) This MOU supersedes paragraph 5 of the October 8, 2020 Memorandum of Understanding of between the Company and Local 737 regarding Layoffs and Displacement Transfer Process. The remainder of the MOU remains in effect.

Additionally, the Company and Local 737 agree that the recall provisions contained in the Memorandum of Understanding between the Company and Local 737 regarding Food and Beverage dated May 28, 2020 shall continue through October 1, 2022 for employees in tipped classifications who have returned or will in the future return from furlough.

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, 2022.



1/12/21

Christie Sutherland  
Director, Labor Relations  
Walt Disney Parks and Resorts U.S.

Date



1/19/21

Jeremy Haicken  
President, UNITE HERE Local 737

Date