

Memorandum of Understanding
2020 Walt Disney Parks & Resorts U.S.
And
Service Trades Council Union
Full and Part Time Agreements
Selection for Rehire to New Classifications, Return to Location and Part Time Seniority

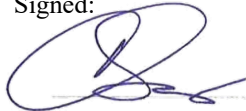
This Memorandum of Understanding (“MOU”) is between Walt Disney Parks and Resorts U.S. (“Company”), and the Service Trades Council Union (“Union”), collectively referred to as the “Parties” with respect to the 2017 Full Time and Part Time Agreements between the Parties (“Agreements”) regarding selection for rehire to new classifications, return to location and Part Time seniority.

1. Full Time and Part Time employees laid off effective December 31, 2020 who apply for rehire into a new classification will be considered for opportunities based on demonstrated skill an ability to perform the specific job. Where qualifications and skills are equal, opportunities will be offered by seniority.
2. Full Time employees who were recalled from furlough or returned from a voluntary temporary transfer to their classification in a location other than the location they were stasured prior to furlough will be returned to their prior location when it becomes available.
3. Part Time employees laid off effective December 31, 2020 who apply for and transferred into a Full Time position in a new classification and subsequently exercise their recall rights to their prior classification in a part time status shall retain their former part time seniority date.

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

This Memorandum shall expire October 1, 2022.

Signed:



Christie Sutherland
Director Labor Relations

01/19/21

Date

Signed:



Matt Hollis
President Service Trades Council Union

01/19/2021

Date