

**Memorandum of Understanding  
2020 Walt Disney Parks & Resorts U.S.  
And  
Service Trades Council Union  
Full and Part Time Agreements  
Retention of Recall Rights**

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 retention of recall rights for furloughed or laid off employees who apply for and accept transfer or rehire to new classifications.

1. Furloughed Full Time and Part Time employees who apply for and accept a transfer to a new classification in accordance with Article 14 of the Agreements will be provided the opportunity to request to retain recall rights to their former classification in accordance with the existing Furlough and Layoffs MOU’s between the Parties. Exceptions are employees who accept a transfer to the classifications listed below which require one year in role prior to being able to exercise recall rights to their former classification and transfers to Lifeguards which require Cast to remain in the Lifeguard classification until September 11, 2021.

Bus Driver	Chocolatier	Fishing Guide
Friendship/Sassagoula	Ranch (All)	Watercraft
Chef Assistant (All)	Cosmetologist	Costume Construction
Entertainment Tech (All)	Floral Designer (All)	Laundry Advanced roles

2. Full Time and Part Time employees laid off effective December 31, 2020 who apply for and are hired into a new classification will be provided the opportunity to request to retain their recall rights to their former classification in accordance with the existing Layoffs MOU between the Parties. Exceptions are employees who are hired into the classifications listed below which require one year in role prior to being able to exercise recall rights to their former classification and transfers to Lifeguards which require Cast to remain in the Lifeguard classification until September 11, 2021.


Bus Driver	Chocolatier	Fishing Guide
Friendship/Sassagoula	Ranch (All)	Watercraft
Chef Assistant (All)	Cosmetologist	Costume Construction
Entertainment Tech (All)	Floral Designer (All)	Laundry Advanced roles

3. The Company will provide communication to furloughed and laid off employees regarding the opportunity to apply for transfer or rehire to new classifications.

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:



1/07/22

Christie Sutherland  
Director Labor Relations

Date

Signed:



01/07/2021

Matt Hollis  
President Service Trades Council Union

Date