



May 11, 2026

Emily Wilcheck
Director, Disney Labor Relations

Dear Emily,

The UNITE HERE Locals are filing the attached grievance (#1111330) regarding the Company's implementation of the Jewel scheduling system in all job classifications we represent.

It has become clear to us that Jewel regularly violates the seniority and scheduling provisions of our Union contract. These violations can be grouped into at least the following categories:

- CPs are scheduled for more hours than Union workers.
- Workers with more seniority are scheduled for less hours than workers with less seniority.
- Workers with more seniority do not get scheduled for shifts that junior workers get.
- Workers with more seniority do not get their correct shift start times.
- Workers with more seniority are denied their preferred work locations.
- Workers are deployed to a new location out of seniority order.
- The Company is not maximizing the number of 35 to 40 hour schedules.

This list is most likely not complete. We will probably add to it as our investigation into the grievance proceeds. This grievance covers all Jewel violations, including those in the future. We also reserve the right to file an additional individual grievance on behalf of any worker.

We reserve the right to argue that the number and variety of scheduling changes impacting our members mean that Jewel constitutes a new scheduling methodology not permitted under the Union contract. The Company originally assured the STCU that Jewel was merely a technical change that would have seamless application to the "Preference" scheduling methodology. The number of scheduling problems, however, indicates that a more profound change has occurred. This reality became clearer to us in the Company's meeting with the STCU on April 28, 2026. In that meeting, Becky Lesinki explained to the STCU that Jewel uses a "two-step" process whereas the previous GEMS system used a "one-step" process in creating schedules. As we investigate this grievance, we will seek a greater understanding of how and if this difference causes the enormous number of scheduling violations that our members are experiencing weekly.

While we pursue this grievance, we also look forward to continued conversation with the Company about how to improve scheduling. We are available to meet again soon.

Sincerely,

Jeremy Haicken
President, UNITE HERE Local 737

Eric Clinton
President, UNITE HERE Local 362

Service Trades Council Union / Employee Grievance Report

Grievance # 1111330

- Affiliate:** Unite Here Local 737 IATSE Local 631 IBT Local 385
 Unite Here Local 362 UFCW Local 1625 TCU Lodge 1908

EMPLOYEE INFORMATION			
Employee Name (Please Print)	Last	First	MI
All Affected Employees			Perner <u>All</u> Last 4 Digits of SS# <u>All</u>
Job Title	Work Location		Work Status
All	All		<input checked="" type="checkbox"/> FULL TIME <input checked="" type="checkbox"/> PART TIME
Date Grievance Occurred		Employee Contact #/Cell	
Ongoing		-	
Name of Immediate Manager		Phone Number	
-		-	

GRIEVANCE TYPE	
<input type="checkbox"/> Termination	<input type="checkbox"/> One (1) Point Reprimand
<input type="checkbox"/> Two (2) Point Reprimand	<input type="checkbox"/> Discipline resulting in Loss of Status
<input type="checkbox"/> Matrix related Reprimand (e.g., Incident/Accident, Cash Handling, Attendance)	<input checked="" type="checkbox"/> Class Action <input checked="" type="checkbox"/> Other

STEP ONE: AREA MANAGER	DATE	MANAGER NAME
Grievance Presented to Area Manager (Within 14 Calendar Days of Occurrence)	5/11/26	N/A
Article(s) / Section(s) of the Contract Allegedly Violated	Art. 10, Sect. 2 - Sect. 5, Art. 13, Sect. 2,	
Description of How Above Article(s) / Section(s) was Allegedly Violated	Addendum B1, Misc. Tipped point #8 and any others that may apply.	
See attached letter.		
Jewel violates the seniority and scheduling articles of FT and PT Contracts.		
Union Remedy Requested	Make all employees whole in every way, including compound interest.	
Language Assistance Needed (circle): Yes / No Identify Language:		
Signature of Shop Steward / Union Representative Submitting Form	Signature of Employee	
Manager's Response <input type="checkbox"/> Denied <input type="checkbox"/> Granted <input type="checkbox"/> Other <input type="checkbox"/> Non-Precedent Setting		
Manager Comments:		
Manager Signature / Date		

LABOR RELATIONS USE ONLY		
<input type="checkbox"/> SAP	<input type="checkbox"/> Hummingbird	LR Received Date
<input type="checkbox"/> Record Card	<input type="checkbox"/> Statements	