

**Memorandum of Understanding
2020 Walt Disney Parks & Resorts U.S.
And
Service Trades Council Union
Full Time Agreement
Ongoing Voluntary Temporary Transfer Recall Process**

This Memorandum of Understanding (“MOU”) is between Walt Disney Parks and Resorts U.S. (“Company”), and the Service Trades Council Union (“STCU” or “Union”), collectively referred to as the “Parties” with respect to the 2017 Full Time Agreement between the Parties (“Agreement”) regarding an ongoing voluntary temporary transfer recall process.

1. Effective July 26, 2020, the Company will implement an ongoing voluntary temporary transfer recall process.
2. Availability of classifications for voluntary temporary transfer will be based on business need.
3. The Company will call full time furloughed employees to offer available classifications in the following order:
 - Full time employees in other classifications represented by the same STCU affiliate by seniority.
 - Full time employees in the other classifications represented by any other STCU affiliates by global seniority.
4. The Company will call employees using the telephone number recorded in SAP.
5. If a Cast Member does not answer the call or return the call within 30 minutes, the Company will call the next employee by seniority. The employee will remain eligible for subsequent voluntary temporary transfer opportunities.
6. An employee who declines a voluntary temporary transfer opportunity will not be offered a subsequent voluntary temporary transfer to the same classification as the one declined.
7. By volunteering for recall to a classification, the employee is acknowledging that they meet the minimum requirements for the classification and are able to return to work from furlough on the report date which will not be involuntarily less than five days from the date of the call.
8. Employees selected for a voluntary temporary transfer to a different job classification must pass the training for the new classification. In the event the employee fails to pass the required training, the Company will make every effort to identify another temporary role for the employee. If no such roles exist, the employee will not be scheduled hours until their staturesd role becomes available.
9. All existing approved time off/vacation requests will continue to be honored.
10. Employees accepting a voluntary temporary transfer to a new classification for the purpose of recall will receive the wage rate of their new classification while working in that new classification.
11. An employee who accepts a voluntary temporary transfer to a different classification will be returned to their previously staturesd classification within 30 days of when their classification

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becomes available to the employee based on seniority. An Employee who is returned to a position other than their statused position prior to furlough will be returned to the previously statused position when it becomes available based on seniority.

12. The Company will provide a list of all employees who accept a voluntary temporary transfer within 7 days of the employee accepting to all Affiliates of the STCU. This list shall include the employee's name, Perner Number, original bargaining unit, original job classification, temporary bargaining unit, temporary job classification, seniority date, effective recall date, and temporary rate of pay.

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

This ongoing voluntary temporary transfer process will continue weekly until further notice. The Company will provide the Union a minimum of 7 days' notice prior to discontinuing this process.

Signed:



Christie Sutherland
Director Labor Relations

Signed:



Matt Hollis
President Service Trades Council Union