

Memorandum of Understanding
2017 Walt Disney Parks and Resorts U.S.
And
Service Trade Council Union Agreements
UniteHere! Local 737
Housekeeping

This Memorandum of Understanding is between Walt Disney Parks and Resorts U.S. (“Company”), and UniteHere! Local 737, (“UniteHere! Local 737”) a signatory to the Service Trades Council Union Agreements.

The terms of this MOU will apply to Housekeeping employees recalled from COVID 19 Furloughs.

- 1) Housekeepers will be recalled by seniority in accordance with Memoranda of Understanding between the Company and the Service Trades Council Union regarding 2020 Recall from COVID 19 Furloughs.
- 2) In Resorts where there is not a separate scheduling pool for employees assigned to Furniture/Warehouse and/or Housekeeping Base/Lost and Fund a certain number of employees will be recalled to those positions from the pool of Housekeeping Hosts who were scheduled in those positions prior to closure based on skills and abilities will be required.
- 3) Before recalling employees to any location, the Company will furnish the Union with a complete list of employees in each job classification. The list will include name, employee ID number, phone number, seniority date, and stasured location prior to furlough. The Union will make its best effort to make the Company aware of any errors in the list of employees prior to recall.
- 4) Recalled employees will be scheduled *as needed* during the first week of work, subject to the 32-hour minimum contained in Article 10. Once recalled, employees will be scheduled according to seniority, based on preference for days off, hours of work, and time of day. This will be a temporary scheduling arrangement due to the phased reopening.

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

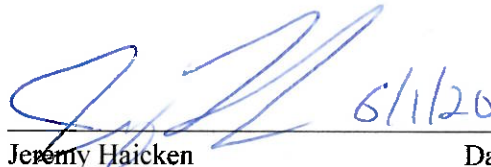
This Memorandum of Understanding expires upon the conclusion of the full-time furlough period and recall process.



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

06/01/20

Date



Jeremy Haicken
President, UNITE HERE Local 737

6/1/20

Date