

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

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 Culinary and Stewarding Food and Beverage employees in Banquets recalled from COVID 19 Furloughs.

- 1) Employees 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 and the Memorandum of Understanding between the Company and UniteHere! Local 737 regarding Food and Beverage Recalls.
- 2) For the purposes of recall into Banquets Culinary, the location is the specific Banquet kitchen (i.e. Boardwalk, Contemporary, Coronado, Grand Floridian, Park Event Operations, Yacht and Beach Banquets). The Personnel Area is WDW Conventions, consisting of the banquet kitchens. Global shall consist of the entire WDW property.
- 3) For the purposes of recall for Banquets only, Chef Assistants with specific skills regarding ordering will be recalled based on skill and ability by seniority in accordance to the establish recall order above.
- 4) 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.
- 5) 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. In the event work is necessary to be performed outside the location, current deployment practices will apply. 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.



06/11/20

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

Date



6/11/20

Jeremy Haicken
President, UNITE HERE Local 737

Date