

September 12, 2017

Robbin Almand
Vice President of Labor Relations
Walt Disney Parks & Resorts
Sent via email only

Re: Hurricane Irma

Dear Ms. Almand,

Central Floridians are just now assessing the damage from Hurricane Irma and beginning the recovery. As we hear from Cast Members about how they are dealing with the storm's aftermath, we are hearing not only of property damage, but the economic impact as well. While the storm certainly took a toll on the Company's operations, we know the financial impact may be devastating to our members who generally live paycheck to paycheck. The loss of even a few days' pay can lead to the inability to buy needed supplies or to pay rent. We are afraid that some Cast Members may end up receiving eviction notices – as did some low-wage residents of Houston.

In light of these developments, we are asking that the Company do the following:

1. Pay Cast Members for scheduled shifts missed as a result of the Company's decision to close the parks on Sunday and Monday.
2. Not give attendance points or reprimands to Cast Members who were unable to work scheduled shifts because of the storm. Please keep in mind that various curfews and evacuation orders were in effect across the region.
3. Provide meal coupons to Cast cafeterias to Cast Members who are without power. As you know, power outages are widespread and, as a result, Cast Members are losing thousands of dollars of food that needs refrigeration.
4. Ensure that lost hours of work are not counted against Cast Members' benefit accrual and minimum hours needed to maintain Full-Time status.
5. If Cast Members incur out-of-network medical expenses as a result of the storm, reimburse those expenses as if they were in-network.
6. If the Company's YMCA day care facility remains open, waive fees for the time that schools remain closed. Most school districts closed on Friday and remain closed as of today.

We would like to meet with you as soon as possible to discuss these issues. Please let us know when you are available to meet.

Sincerely,

STCU Principles