

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

Modified Company Proposal #1 and Counter to Union Proposal # 3 (pass 4)

Addendum B-1
UNITE HERE! Local 737

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Culinary and Stewarding (Heart of the House)

...

8. Transfers for Culinary Employees

- (a) ~~(b)~~ Culinary employees who transfer to Victoria and Albert's, and Golden Oak will be required to participate in an interview with location management. The final hiring decision remains within management's discretion.
- (b) ~~(a)~~ All ~~Chef Assistants~~ Assistant Sous Chefs interested in a transfer to a different location must go through an overview in the new location prior to the offer being made. Except as noted in paragraph (a) above, the senior qualified employee on the skill code list will be transferred into open culinary positions in the following order:

(1) Assistant Sous Chef:

- Full-time Assistant Sous Chef (including all Assistant Sous Chef classifications) from any location.
- Full-time Cook 1 (including all Cook 1 classifications) from the same location.
- Full-time Cook 1 (including all Cook 1 classifications) from any location.
- Part-time Assistant Sous Chef (including all Assistant Sous Chef classifications) from any location.
- Full-time employees represented by Local 737
- Part-time employees represented by Local 737
- Other qualified full-time employees represented by STCU
- Other qualified part-time employees represented by STCU

Employees new to any Assistant Sous Chef classification will be placed on a sixty (60) day qualifying period. If the Company determines during the sixty (60) day qualifying period that the employee's performance is not satisfactory or if the employee requests a return within sixty (60) days, the Company will return the employee to their prior job classification and location.

(2) Cook 1:

- Full-time Cook 2 (including all Cook 2 classifications) from the same location
- Full-time Cook 1 (including all Cook 1 classifications) from any location
- Full-time Cook 2 (including all Cook 2 classifications) from any location
- Part-time Cook 1 (including all Cook 1 classifications) from the same location
- Part-time Cook 1 (including all Cook 1 classifications) from any location
- Full-time employees represented by Local 737
- Part-time employees represented by Local 737
- Other qualified full-time employees represented by STCU

Company Proposal Provided to UH 737: Tentative Agreement Date/Time: 3/23/2023 @ 1:36 pm

Date: _____

Company: _____

Eng. Wilches

Time: _____

UH 737: _____

ISAIE Marc 3/24/2023

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

- Other qualified part-time employees represented by STCU

(3) Cook 2:

- Full-time Cook 2 (including all Cook 2 classifications) from any location
- Full-time Stewarding from the same location
- Full-time Stewarding from any location
- Part-time Cook 2 (including all Cook 2 classifications) from the same location
- Part-time Cook 2 (including all Cook 2 classifications) from any location
- Full-time employees represented by Local 737
- Part-time employees represented by Local 737
- Other qualified full-time employees represented by STCU

- Other qualified part-time employees represented by STCU

Modified Company Counter Proposal to Union Proposal #4 – Overtime

Culinary and Stewarding (Heart of House)

...

3. All available Regular Full Time Culinary and Stewarding employees within the location will be offered all hours of work prior to scheduling any non-Culinary or non-Stewarding labor. Scheduled overtime hours will be offered by seniority in the classification and location to employees who have indicated their desire to work scheduled overtime using the established electronic process. For extensions, if all else is equal, the Company will endeavor to offer overtime to the most senior employee.

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Company Proposal Provided to UH 737:

Tentative Agreement Date/Time: 3/23/2023 @ 1:36 pm

Date: _____

Company: Enf. Waldner

Time: _____

UH 737: Isaie Marc

3/24/2023

2

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

Modified Company Counter Proposal to Union # 7 – Scheduling Pass 3

**Memorandum of Understanding
Walt Disney Parks and Resorts U.S.
And
Service Trades Council Union
2022 Full Time Agreement
UNITE HERE! Local 737 Addendum**

This Memorandum of Understanding ("MOU") is between Walt Disney Parks and Resorts, U.S. ("Company"), and UNITE HERE! Local 737 ("Union"), a signatory to the Service Trades Council Union Agreement ("STCU Agreement"), collectively referred to as "the Parties."

The Parties have met and agreed on the below terms with regards to the scheduling of: Assistant Sous Chef, Assistant Sous Chef Pastry/Bakery, Assistant Sous Chef Signature Restaurant, Cook 1, Cook 1 Pastry/Bakery, Cook 1 Signature Restaurant, Cook 2, Cook 2 Pastry Bakery, Food & Beverage Steward Coordinators, and Food & Beverage Stewards:

1. During the scheduling bid process, employees in the classifications listed above (excluding Banquets) will bid on days off and AM, PM or Float. There will be a reasonably equitable distribution of days off and shifts based on operational needs.
 - AM shifts will be scheduled to begin prior to 12 Noon
 - PM shifts will be scheduled to begin on or after 12 Noon
2. Food Handlers will bid for days off.
3. The Company will commence a schedule bid no later than one hundred and twenty (120) days post ratification.
4. All other sections of Article 10 – Hours of Work, Section 5 Work Week and Article 13– Seniority and Work Status, Section 2 Principles of Seniority shall remain.

This Memorandum of Understanding expires at the end of the term of the 2022 Full Time STCU Agreement.

Emily Wilcheck
Senior Manager, Labor Relations
Walt Disney Parks and Resorts, U.S.

Date

Isaie Marc 3/24/2023
Isaie Marc
Director
UNITE HERE! Local 737

Date

Company Proposal Provided to UH 737:

Tentative Agreement Date/Time: 3/23/2023 @ 1:36 pm

Date: _____

Company:

E J Wilcheck

Time: _____

UH 737:

ISAIE Marc 3/24/2023

3

**2022 STCU FT Negotiations
Unite Here Local 737**

Addendum Company Proposal

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

Disney Springs Ganachery

**Memorandum of Understanding
2022 Walt Disney Parks and Resorts U.S.
And
UNITE HERE! Local 737**

This Memorandum of Understanding ("MOU") is between Walt Disney Parks and Resorts, U.S. ("Company"), and UNITE HERE! Local 737 ("Union"), a signatory to the Service Trades Council Union Agreement ("STCU Agreement"), collectively referred to as "the Parties."

During the course of the 2022 negotiations, the Company and Unite Here Local 737 mutually agree to renew the 2017 Memorandum of Understanding regarding the Ganachery at Disney Springs.

- All open positions will require a secondary interview to be considered for transfer.
- All Assistant Sous Chef Chocolatier and Chocolatiers will be required to successfully complete all training and assessments required by the Company.
- In the event a Cast Member cannot adequately complete the training and/or assessments, the Company may at its sole discretion:
 - a) Require immediate transfer back to their previous classification during the qualifying period (see below); or
 - b) Terminate (applies only to new hires outside the Company)
- The Company agrees to review the assessment with Unite Here Local 737.
- All Cast Members utilized in the Ganachery, including transfers, shall be placed on a ninety (90) day qualifying period. If the Company at its sole discretion determines during the ninety (90) day qualifying period that the Cast Member's performance is not satisfactory, or if the employee requests a return within ninety (90) days, the Company will return the employee to his/her prior job classification.
- In the event that the Cast Member was a new hire, the Cast Member may be referred to casting to find a new role and/or separated from the Company.

The Company and the Union agree that this agreement is non-precedent setting and agree that this Memorandum of Understanding will expire at the conclusion of the 2022 Service Trades Council (STCU) Agreement.

Should this reflect your understanding of our agreement, please signify by signing below

 Emily Wilcheck Date
 Sr. Manager, Labor Relations
 Walt Disney Parks and Resorts, U.S.

Isaie Marc *3/24/2023*
 Isaie Marc Date
 Director
 UNITE HERE! Local 737

Company Proposal Provided to UH 737: **Tentative Agreement Date/Time: 3/23/2023 @ 1:36 pm**

Date: _____ Company: *EJ Wilcheck*
 Time: _____ UH 737: *ISAIE Marc 3/24/2023*

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

Modified Company Comprehensive Package (pass 5) – Food and Beverage Tipped

Addendum B-1
UNITE HERE! Local 737

MODIFIED COMPANY COUNTER TO UNION PROPOSALS 10, 12 AND 15 (a) (b) and (c)

Transfers for Food and Beverage Tipped Employees

1. A Food and Beverage tipped employee interested in transferring to a new location must:
 - (a) Have twelve (12) months of previous employment in a Food and Beverage tipped classification.
 - (b) Fill out a Food and Beverage tipped transfer form once a year. The employee may indicate on this form a maximum of ~~five (5)~~ **ten (10)** restaurants where ~~he/she~~ **they** may wish to transfer.

2. Regular Full Time Server positions

In order to be considered for an open Regular Full Time Server position, the employee must be on the Casting skill code list at the time the requisition is opened. The employee selected for the position will be notified by Casting and automatically transferred to the open position. The position will be filled by eligible Cast in the following order:

- Regular Full Time Food and Beverage Service Host/ess* (T), by seniority.
- Regular Part Time Food and Beverage Service Host/ess* (T), stasued to the restaurant with the opening, by seniority.
- **All other Regular Part Time Food and Beverage Service Host/ess* (T), by seniority.**
- All Regular Full Time Food and Beverage Assistants (T), stasued to the restaurant with the opening, by seniority.
- All other Regular Full Time (UNITE HERE Local 737), tipped employees, by seniority.
- All other Regular Part Time (UNITE HERE Local 737), tipped employees, by seniority.
- **All Regular Full-Time Food & Beverage H/H, by seniority.**
- All Regular Full Time non-tipped Food and Beverage employees.
- **All Regular Part-Time Food & Beverage H/H, by seniority.**
- **All other Regular Part-Time non-tipped Food and Beverage employees.**
- All other Regular Full Time Service Trades Council Union (STCU) employees.
- All other Regular Part Time STCU employees.
- All Non-STCU employees.

***Including Special Service (e.g. Victoria & Albert's and In Room Dining), Dinner Show Servers, and Server Bartender (Golden Oak) for this provision only.**

Server Assistant Positions

Company Proposal Provided to UH 737:

Tentative Agreement Date/Time: 3/23/2023 @ 1:36 pm

Date: _____

Company:

Time: _____

UH 737:

EJ Natchez
John Farnel 3/24/2023

**2022 STCU FT Negotiations
Unite Here Local 737**

Addendum Company Proposal

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

In order to be considered for an open Regular Full Time Server Assistant position, the employee must be on the Casting skill code list at the time the requisition is opened. The employee selected for the position will be notified by Casting and automatically transferred to the open position. The position will be filled by eligible Cast in the following order:

- Regular Full Time Food and Beverage Server Assistant (T), by seniority.
- Regular Part Time Food and Beverage Server Assistant (T), stated to the restaurant with the opening, by seniority.
- All other Regular Part Time Food and Beverage Server Assistant (T), by seniority.
- All other Regular Full Time (UNITE HERE Local 737), tipped employees, by seniority.
- All other Regular Part Time (UNITE HERE Local 737), tipped employees, by seniority.
- All Regular Full-Time Food & Beverage H/H, by seniority.
- All Regular Full Time non-tipped Food and Beverage employees.
- All Regular Part-Time Food & Beverage H/H, by seniority.
- All other Regular Part-Time non-tipped Food and Beverage employees.
- All other Regular Full Time Service Trades Council Union (STCU) employees.
- All other Regular Part Time STCU employees.
- All Non-STCU employees.

Bartender Positions

In order to be considered for an open Regular Full Time Bartender position, the employee must be on the Casting skill code list at the time the requisition is opened. The employee selected for the position will be notified by Casting and automatically transferred to the open position. The position will be filled by eligible Cast in the following order:

- Regular Full Time Food and Beverage Bartender, by seniority.
- Regular Part Time Food and Beverage Bartender, stated to the restaurant with the opening, by seniority.
- All other Regular Part Time Food and Beverage Bartender, by seniority.
- All other Regular Full Time (UNITE HERE Local 737), tipped employees, by seniority.
- All other Regular Part Time (UNITE HERE Local 737), tipped employees, by seniority.
- All Regular Full-Time Food & Beverage H/H, by seniority.
- All Regular Full Time non-tipped Food and Beverage employees.
- All Regular Part-Time Food & Beverage H/H, by seniority.
- All other Regular Part-Time non-tipped Food and Beverage employees.
- All other Regular Full Time Service Trades Council Union (STCU) employees.
- All other Regular Part Time STCU employees.
- All Non-STCU employees.

Company Proposal Provided to UH 737:

Tentative Agreement Date/Time: 3/23/203 @ 1:36 pm

Date: _____

Company:

Time: _____

UH-737:

E. J. Wilchuck
J. P. Pasqua 3/24/2023

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

3. ~~Should an employee decline a position, they will be required to wait twelve (12) months before being eligible to post for another transfer.~~

When an employee declines a transfer within seventy-two (72) hours of receiving notification of the transfer, the employee will be eligible to transfer again after six (6) months from the date the position is declined. Any employee who declines a transfer more than seventy-two (72) hours from receiving notification of the transfer will be eligible to transfer again after twelve (12) months from the date the position is declined.

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MODIFIED COMPANY COUNTER TO UNION PROPOSAL 14

Transfers for Food and Beverage Tipped Employees

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7. Tipped employees transferring in the same classification from a Regular Full Time status to Regular Part Time status or Regular Part Time to Regular Full Time status shall be placed on a forty-five (45) qualifying period. If the Company determines during the forty-five (45) day qualifying period that the employee's performance is not satisfactory or if the employee requests a return within the forty-five (45) days, the Company will return the employee to their prior job classification and location with their former Part Time or Full Time seniority date.

MODIFIED COMPANY COUNTER TO UNION PROPOSALS 20 AND 21

Miscellaneous Tipped Food and Beverage:

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11. When Regular Part-Time tipped employees are involuntary assigned, reassigned or transferred to the same classification in a different location or a different job classification in accordance with Article 15 of the Part-Time STCU Agreement, the work will be assigned to the junior, available, qualified, on-shift employee.

MODIFIED COMPANY COUNTER TO UNION PROPOSAL 22 UNION PROPOSAL 23

Table Service

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4. ~~With the exception of Signature Restaurants, Servers will be required to present a tip card with the Guest's check. In Signature Restaurants, presentation of the tip card will be at the discretion of the Server~~ Guest checks will include suggested tip amounts of 18%, 20% and 22%.

Company Proposal Provided to UH 737:

Tentative Agreement Date/Time: 3/23/2023 @ 1:36 pm

Date: _____

Company:

Time: _____

UH 737:

E. J. Wilchuck
Judith Pasqual 3/24/2023

**2022 STCU FT Negotiations
Unite Here Local 737**

Addendum Company Proposal

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

Tipped Food & Beverage Employee Recall

**Memorandum of Understanding
2022 Walt Disney Parks and Resorts U.S.
And
UNITE HERE! Local 737 Addendum**

This Memorandum of Understanding ("MOU") is between Walt Disney Parks and Resorts, U.S. ("Company"), and UNITE HERE! Local 737 ("Union"), a signatory to the Service Trades Council Union Agreement ("STCU Agreement"), collectively referred to as "the Parties."

During the course of the 2022 negotiations, the Company and the Union mutually agree to the following regarding the recall rights of Tipped Food & Beverage employees:

- Furloughed and Laid-off Tipped Food & Beverage employees who were recalled to their pre-furlough statused classification but have not returned to their pre-furlough statused location will automatically transfer into their pre-furlough statused location in seniority order when a position becomes available.
- The above shall not apply to Tipped Food & Beverage employees who have transferred to a new location through transfer genie, a displacement bid or settlement agreement.

This Memorandum of Understanding expires at the end of the term of the 2022 STCU Collective Bargaining Agreement.

Emily Wilcheck Date
Senior Manager, Labor Relations
Walt Disney Parks and Resorts, U.S.

Judith Pascual Date
Director
UNITE HERE! Local 737

Company Proposal Provided to UH 737: Tentative Agreement Date/Time: 3/23/203 @ 1:36 pm

Date: _____

Time: _____

Company:

UH 737:

EJ Wilcheck
Judith Pascual *3/24/2023*

**2022 STCU FT Negotiations
Unite Here Local 737**

Addendum Company Proposal

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

Date of Ratification

Judith Pascual
Director, UNITE HERE Local 737
7800 Southland Blvd., Unit 157
Orlando, Florida 32809

Re: **Letter of Intent Regarding Vacation Qualifications for Food & Beverage Tipped Cast Members**

Dear Judith:

As we discussed in our conversation during the 2022 UNITE HERE Local 737 Addendum negotiations the Company reiterates the Company's intent regarding Vacation Qualifications for Food & Beverage Tipped employees:

- During the vacation bid process, Tipped Food & Beverage employees will be permitted to designate the total number of vacation hours they are entitled to based on their longevity/continuous Company service.
- Any remaining approved hours will be honored as unpaid time off if the employee has not accrued enough vacation hours at the time of the vacation. Additionally, this unpaid time off will be calculated toward the 30-hour Full-Time benefit threshold requirements.
- Any vacation requests submitted outside of the Vacation Bid process:
 - Will be evaluated based on operational business needs
 - Approved on a first-come, first-serve basis
 - Unpaid approved time off will not be calculated toward the 30-hour Full Time Benefit threshold requirements.

This Letter of Intent will expire at the end of the 2022 STCU Collective Bargaining Agreement. Thank you.

Sincerely,

Emily Wilcheck
Senior Manager, Labor Relations
Walt Disney Parks and Resorts, U.S.

Company Proposal Provided to UH 737: Tentative Agreement Date/Time: 3/23/2023 @ 1:36 pm

Date: _____

Company: _____

Time: _____

UH 737: _____

**2022 STCU FT Negotiations
Unite Here Local 737**

Addendum Company Proposal

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

Date of Ratification

Judith Pascual
Director, UNITE HERE Local 737
7800 Southland Blvd., Unit 157
Orlando, Florida 32809

Re: **Letter of Intent Regarding Tipped Food and Beverage Server and Server Assist. Schedule Bids (Theme Parks)**

Dear Judith:

As discussed in the 2022 UNITE HERE Local 737 Addendum negotiations, the Company intends to implement the following for Tipped Food & Bev Service and Tipped Food & Bev Assistant schedule bids following ratification:

In restaurant locations at the Theme Parks that will offer all three (3) Breakfast, Lunch, and Dinner meals periods during the bid cycle, Tipped Servers and Server Assistants will bid for days off by AM and PM lines.

This Letter of Intent will expire at the end of the 2022 STCU Collective Bargaining Agreement.

Sincerely,

Emily Wilcheck
Senior Manager, Labor Relations
Walt Disney Parks and Resorts, U.S.

Company Proposal Provided to UH 737: Tentative Agreement Date/Time: 3/23/2023 @ 1:36 pm

Date: _____

Company: Emily Wilcheck

Time: _____

UH 737: Judith Pascual 3/24/2023

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

Company Counter to Union Proposal 8

Part Time Server Scheduling Pilot

**Memorandum of Understanding
2022 Walt Disney Parks and Resorts U.S.
And
UNITE HERE! Local 737 Addendum**

This Memorandum of Understanding ("MOU") is between Walt Disney Parks and Resorts, U.S. ("Company"), and UNITE HERE! Local 737 ("Union"), a signatory to the Service Trades Council Union Agreement ("STCU Agreement"), collectively referred to as "the Parties."

During the course of the 2022 negotiations, the Parties discussed the concept of a pilot project concerning the scheduling methodology for Regular Part Time tipped Food and Beverage employees.

The Parties intend to meet to discuss this pilot within 90 days of ratification of the 2022 Part Time STCU contract. Possible subjects to discuss include, but are not necessarily limited to, the following:

- Equitable distribution and seniority-based scheduling
- Scheduling outside of "core" days of availability

Locations to be included in the pilot will be mutually agreed upon in writing. No pilot will begin without mutual written agreement between the Union and the Company.

This Memorandum of Understanding expires at the end of the term of the 2022 STCU Collective Bargaining Agreement.

Emily Wilcheck Date
Senior Manager, Labor Relations
Walt Disney Parks and Resorts, U.S.

Judith Pascual Date
Director
UNITE HERE! Local 737

Company Proposal Provided to UH 737: Tentative Agreement Date/Time: 3/23/2023 @ 1:36 pm

Date: _____

Company: _____

Time: _____

UH 737: _____

E. J. Wilcheck
Judith Pascual 3/24/2023

**2022 STCU FT Negotiations
Unite Here Local 737**

Addendum Company Proposal

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

Company Counter Proposal to Union Proposals 9, 17, 18, 19, 21 and 26

Date of Ratification

Judith Pascual
Director, UNITE HERE Local 737
7800 Southland Blvd., Unit 157
Orlando, Florida 32809

Re: Letter of Intent Regarding Food and Beverage Tipped

Dear Jeremy:

As discussed during the 2022 UNITE HERE Local 737 Addendum negotiations, the Company commits to implement the following upon ratification of the Full Time STCU Agreement:

Proficiencies and Cross-Training

The Company intends to remove proficiencies of tipped food and beverage employees after 45 days of transferring out of a location. The Company further intends to limit cross-training of tipped employees from outside of the location to where appropriate to support operational needs. Cross-training opportunities will be posted by property, with the intent that cross-training will be focused on tipped employees stationed to locations within that specific property.

The Company will perform a semi-annual audit of proficiencies outside of the location to determine if the proficiencies should be continued based on operational needs.

Day-of Coverage Adjustments

It is the Company's intent to first contact tipped employees stationed to the location to fill day-of coverage needs.

Sincerely,

Emily Wilcheck
Sr. Manager, Labor Relations
Walt Disney Parks and Resorts, U.S.

Company Proposal Provided to UH 737:

Tentative Agreement Date/Time: 3/23/203 @ 1:36 pm

Date: _____

Company: Emily Wilcheck

Time: _____

UH 737: Judith Pascual 3/24/2023

**2022 STCU FT Negotiations
Unite Here Local 737**

Addendum Company Proposal

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

Date of Ratification

Jose Castro
Director, UNITE HERE Local 737
7800 Southland Blvd., Unit 157
Orlando, FL 32809

Re: Letter of Clarification on Housekeeping Topics

Dear Jose:

As discussed in the 2022 UNITE HERE Local 737 Housekeepers Addendum negotiations, the Company provides the following clarification regarding the following Housekeeping topics:

Deployment

Housekeeping employees who have been deployed and arrived at a second resort will not be re-deployed to a third resort that day. For example, a Housekeeper at All Star who is deployed to Coronado Springs will not then be re-deployed to Old Key West after arriving at Coronado Springs.

Deep Cleans, General Cleans

Deep Clean, General Clean, and Special Project assignments are not part of a Housekeeper's standard board. Special Project assignments do not include areas of focus identified as part of the Housekeeper's standard duties.

"Rush" Rooms

There will be no expectation that a Housekeeper "rush" rooms. The use of the term "rush" within the HotSOS application only identifies priority for the next room assignment on the Housekeeper's board. It is not the intent to have Housekeepers stop after they have started a clean of a guest room for the purpose of cleaning another room unless specifically directed by a leader.

Sincerely,

Emily Wilcheck
Sr. Manager, Labor Relations

Company Proposal Provided to UH 737:

Tentative Agreement Date/Time: 3/23/2023 @ 1:36 pm

Date: _____

Company:

Time: _____

UH 737:

Handwritten signatures and dates in blue ink:
Signature of E. Wilcheck
Signature of UH 737 representative
Date: 3-24-2023 12:47pm

**2022 STCU FT Negotiations
Unite Here Local 737**

Addendum Company Proposal

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

Date of Ratification

Jose Castro
President, UNITE HERE Local 737
7800 Southland Blvd
Unit 157
Orlando, Florida 32809

Re: **Letter of Intent Regarding Resort Housekeeping Pre-Approved Authorized Days Off**

Dear Jose:

As discussed in the 2022 UNITE HERE Local 737 Housekeepers Addendum negotiations, the following clarifies the Company's intent regarding pre-approved authorized days off ("ADO") for Housekeeping employees:

Housekeeping employees will not be eligible for more than five (5) pre-approved ADOs per calendar year in the first come, first served process. Employees may submit for additional ADOs, which may be approved at the time of schedule production **after employees' RDOS and** after all other employees' requested benefited time off. After schedule posting, additional ADOs may be approved by local leadership based upon operational need.

Employees are prohibited from working on the date of a pre-approved ADO including picking up a shift or shift trading. Bartering of shifts is never permitted.

This Letter of Intent will expire at the end of the 2022 STCU Collective Bargaining Agreement.

Sincerely,

Emily Wilcheck Date
Senior Manager, Labor Relations
Walt Disney Parks and Resorts, U.S.

Company Proposal Provided to UH 737: Tentative Agreement Date/Time: 3/23/2023 @ 1:36 pm

Date: _____

Time: _____

Company: *E. J. Wilcheck*

UH 737: *[Signature]*

3-24-2023 - 12:47pm

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

Resort Housekeeping Pilot: Modified Housekeeping Boards

**Memorandum of Understanding
2022 Walt Disney Parks and Resorts U.S.
And
UNITE HERE! Local 737**

This Memorandum of Understanding ("MOU") is between Walt Disney Parks and Resorts, U.S. ("Company"), and UNITE HERE! Local 737 ("Union"), a signatory to the Service Trades Council Union Agreement ("STCU Agreement"), collectively referred to as "the Parties."

In November of 2019, the Parties agreed to a Memorandum of Understanding rolling out Modified Housekeeping Boards ("2019 Modified Housekeeping Boards MOU") for all WDW Resorts (excluding all DVC resorts/buildings/floors/rooms). The implementation of the 2019 Modified Housekeeping Boards MOU was placed on hiatus with the 2020 closure and subsequent reopening with "enhanced cleaning protocols." The Company intends to end "enhanced cleaning protocols" no later than January 15, 2023. Accordingly, the Parties agree to return to methodology of the 2019 Modified Housekeeping Boards MOU as follows:

1. Housekeepers' section assignments (known as "boards") will be assigned only according to the below Check Out Maximums based on the category of Resort. The Company will explore eliminating from the Housekeeper's view in HotSOS all references to points and minutes in non-DVC Resorts:

Value Resorts (Pop Century, All Star Sports, All Star Music, All Star Movies, Art of Animation)

- No more than 10 checkouts

Moderate Resorts (Caribbean Beach, Coronado Springs, Port Orleans French Quarter, Port Orleans Riverside)

- No more than 9 checkouts

Port Orleans- Alligator Bayou

- No more than 8 checkouts

Deluxe Resorts (Grand Floridian, Animal Kingdom Lodge, Boardwalk, Contemporary, Polynesian, Wilderness Lodge, Yacht and Beach)

- No more than 7 checkouts

All Suite Section (Art of Animation)

- No more than 7 checkouts

Fort Wilderness Cabins (Fort Wilderness)

- No more than 6 checkouts

2. The full modified board make up (showing the number of stayover rooms for each checkout amount) for each specific property/grouping are detailed in Attachment 1.
3. Art of Animation Family Suites are addressed in Attachment 1. Each bay in suites at other resorts will count as a room in accordance with Attachment 2.
4. The Company agrees to reduce a section by one (1) room when a housekeeper is assigned to clean one (1) or more rooms on three (3) or more floors of a building.
5. The Company agrees to reduce one (1) room when a housekeeper is assigned to clean one (1) or more rooms in another building and has a full board. A *building is defined as multiple Guest rooms contained under the same structure. (*Excludes Guest Units, e.g. Fort Wilderness Cabins and Tree House Villas.) If a housekeeper is assigned to clean one (1) or more rooms in more than two (2) buildings, one additional room will be removed for each additional building. For example, if assigned to clean one (1) or more rooms in three (3) buildings, two (2) rooms will be removed from a housekeeper's full board.
6. It is not the Company's intention to regularly require traveling back and forth between floors and/or buildings.

Company Proposal Provided to UH 737: Tentative Agreement Date/Time: 3/23/203 @ 1:36 pm

Date: _____

Company: 

Time: _____

UH 737: 

3-24-2023

1:03 pm

**2022 STCU FT Negotiations
Unite Here Local 737**

Addendum Company Proposal

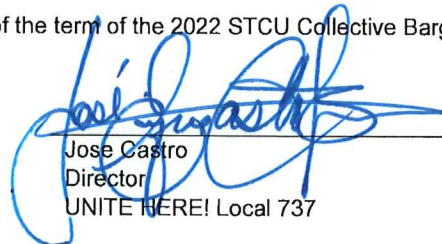
The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

7. No additional cleaning will be required of a VIP room unless directly assigned by a leader. If a leader assigns a Housekeeper additional duties related to a VIP room, the Housekeeper will receive either additional cleaning support from another employee or an appropriate adjustment to their board. Additional duties do not include de minimis tasks (e.g. adding amenities to the room). When additional cleaning is more than de minimis, a leader will meet the Housekeeper in the room to provide detailed instructions.
8. If a housekeeper has completed their assigned section, they shall not be required to work beyond their scheduled departure time due to a room that has a DND service. For example, a Housekeeper with a scheduled shift time of 8:00 am – 4:30 pm that is eligible for the Forty-Five (45) Minute Policy will depart at 3:45 pm.
9. If a housekeeper is required to re-clean an occupied room that later becomes a checkout, the Company will compensate the Cast Member the "buying" rate for a room when a housekeeper has cleaned all rooms on their board within their assigned section. The Company reserves the right to assign such a room to another housekeeper. Housekeepers will not be compensated if the entire section has not been cleaned (e.g. DND, no service).
10. The announcement to the Cast Members about the relaunch will be done jointly by the Union and the Company during a regular morning breakout meeting or other acceptable agreed upon time for each resort. The parties commit to work together in a positive manner to make the relaunch as successful as possible.
11. The Company and Union will schedule monthly Housekeeping Labor Management Committee (LMC) Meetings for a period of six (6) months starting in May 2023 to discuss any learnings, concerns and questions related to the relaunch as well as other housekeeping topics as brought by the parties.
12. Upon request of either party, the Company and Union agree to meet following any renovation, rehab or modification at any resort to discuss the impacts of such changes including any potential board/make up changes (increase or decrease) for that specific property. Any changes to the above modified boards would require agreement of the parties.
13. The parties will adhere to all existing contract language, side letters, letters of intent, etc. during the life of the agreement.
14. Housekeepers' section assignments (known as "boards") will be assigned only according to the attached charts based on the category of Resort.
15. This agreement shall not set any precedent for any future resorts.

This Memorandum of Understanding expires at the end of the term of the 2022 STCU Collective Bargaining Agreement.

Emily Wilcheck
Senior Manager, Labor Relations
Walt Disney Parks and Resorts, U.S.

Date



Jose Castro
Director
UNITE HERE! Local 737

3-24-2023

Date

Company Proposal Provided to UH 737:

Tentative Agreement Date/Time: 3/23/2023 @ 1:36 pm

Date: _____

Company: 

Time: _____

UH 737: 

3-24-2023

1:03 pm

**2022 STCU FT Negotiations
Unite Here Local 737**

Addendum Company Proposal

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

Attachment 1

Balanced Board Resort Details					
Deluxe Standard (excluding Grand) – Max 16 Rooms			Deluxe Concierge Rooms (excluding Grand) – Max 14 Rooms		
Check Outs	Stayovers	Total Rooms	Check Outs	Stayovers	Total Rooms
0	16	16	0	14	14
1	15	16	1	13	14
2	14	16	2	12	14
3	13	16	3	11	14
4	12	16	4	10	14
5	9	14	5	9	14
6	7	13	6	7	13
7	5	12	7	4	11
8	3	11			
No more than 8 7 check outs			No more than 7 6 check outs		
Grand Floridian Standard – Max 14 Rooms			Grand Floridian Concierge Rooms – Max 12 Rooms		
Check Outs	Stayovers	Total Rooms	Check Outs	Stayovers	Total Rooms
0	14	14	0	12	12
1	13	14	1	11	12
2	12	14	2	10	12
3	11	14	3	9	12
4	10	14	4	8	12
5	9	14	5	7	12
6	7	13	6	6	12
7	5	12	7	4	11
8	3	11			
No more than 8 7 check outs			No more than 7 6 check outs		

Company Proposal Provided to UH 737:

Tentative Agreement Date/Time: 3/23/2023 @ 1:36 pm

Date: _____

Company: *E. J. W. Schick*

Time: _____

UH 737: *[Signature]*

3-24-2023 1:03pm

**2022 STCU FT Negotiations
Unite Here Local 737**

Addendum Company Proposal

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

Art of Animation Suites – Max 9 Rooms		
Hard Surface		
Check Outs	Stayovers	Total Rooms
0	9	9
1	8	9
2	7	9
3	6	9
4	5	9
5	4	9
6	2	8
7	0	7
No more than 7 check outs		
Fort Wilderness Cabins – Max 10 Rooms		
Check Outs	Stayovers	Total Rooms
0	10	10
1	8	9
2	7	9
3	5	8
4	3	7
5	1	6
6	0	6
No more than 6 check outs		


Company Proposal Provided to UH 737:

Tentative Agreement Date/Time: 3/23/203 @ 1:36 pm

Date: _____

Company: 

Time: _____

UH 737: 

3-24-2023 1:03pm

**2022 STCU FT Negotiations
Unite Here Local 737**

Addendum Company Proposal

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

Balanced Board Resort Details					
Value Resorts (All Star, Art) – Max Rooms 18					
Hard Surface			Carpet		
Check Outs	Stayovers	Total Rooms	Check Outs	Stayovers	Total Rooms
0	18	18	0	18	18
1	17	18	1	17	18
2	16	18	2	16	18
3	15	18	3	15	18
4	14	18	4	14	18
5	13	18	5	13	18
6	12	18	6	12	18
7	10	17	7	11	18
8	8	16	8	10	18
9	6	15	9	9	18
10	4	14	10	8	18
No more than 10 check outs			No more than 10 check outs		
Pop Century – Max 18 Rooms					
Check Outs	Stayovers	Total Rooms			
0	18	18			
1	17	18			
2	16	18			
3	15	18			
4	13	17			
5	11	16			
6	9	15			
7	7	14			
8	5	13			
9	3	12			
10	1	11			
No more than 10 check outs					

Company Proposal Provided to UH 737:

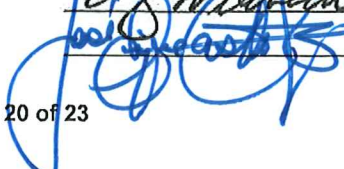
Tentative Agreement Date/Time: 3/23/2023 @ 1:36 pm

Date: _____

Company: 

Time: _____

UH 737:

 3-24-2023 1:03 PM

**2022 STCU FT Negotiations
Unite Here Local 737**

Addendum Company Proposal

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

Balanced Board Resort Details						
Moderate (CB, CS, Port) – Max 17 Rooms						
Hard Surface				Carpet		
Check Outs	Stayovers	Total Rooms		Check Outs	Stayovers	Total Rooms
0	17	17		0	17	17
1	16	17		1	16	17
2	15	17		2	15	17
3	14	17		3	14	17
4	12	16		4	13	17
5	10	15		5	12	17
6	8	14		6	11	17
7	6	13		7	9	16
8	4	12		8	6	14
9	2	11		9	4	13
No more than 9 check outs				No more than 9 check outs		
Alligator Bayou – Max 16 Rooms						
Hard Surface				Carpet		
Check Outs	Stayovers	Total Rooms		Check Outs	Stayovers	Total Rooms
0	16	16		0	16	16
1	15	16		1	15	16
2	13	15		2	14	16
3	11	14		3	12	15
4	9	13		4	12	16
5	7	12		5	9	14
6	5	11		6	7	13
7	2	9		7	5	12
8	0	8		8	3	11
No more than 8 check outs				No more than 8 check outs		

Company Proposal Provided to UH 737:

Tentative Agreement Date/Time: 3/23/203 @ 1:36 pm

Date: _____

Company: 

Time: _____

UH 737: 

3-24-2023 1:03 pm

**2022 STCU FT Negotiations
Unite Here Local 737**

Addendum Company Proposal

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

Attachment 2

Room Category	Room Category	Bays
Animal Kingdom Lodge	1 Bedroom Suite	2
Animal Kingdom Lodge	Royal Kuba VP Suite	4
Animal Kingdom Lodge	2 Bedroom Suite	3
Animal Kingdom Lodge	Royal Asante Presidential	5
Beach Club	1 Bedroom Suite	2
Beach Club	Nantucket VP Suite	4
Beach Club	2 Bedroom Suite	3
Beach Club	Newport Presidential Suite	6
Boardwalk Inn	Garden Room - Outer Building	2
Boardwalk Inn	2 Bedroom Suite - Club Level	3
Boardwalk Inn	2 Bedroom Suite - CL - Wheelchair Accessible	3
Boardwalk Inn	Sonora VP Suite - Club Level	4
Boardwalk Inn	Steeplechase Presidential Suite	5
Contemporary	Garden Wing - Deluxe Room	2
Contemporary	Garden Wing - HS - Wheelchair Accessible	3
Contemporary	Garden Wing - Hospitality Suite Access	3
Contemporary	Theme Park View - 1 Bedroom Suite - Club	3
Contemporary	Garden Wing - 1 BR Suite Access	2
Contemporary	Bay Lake View - 1 Bedroom Suite - Club	3
Contemporary	VP Suite - Bay Lake View	6
Contemporary	Bay Lake View - 2 Bedroom Suite - Club	5
Contemporary	Presidential Suite - Theme Park View	6
Contemporary	Theme Park View - 2 Bedroom Suite - Club	5
Coronado	Junior Suite - King	2
Coronado	Junior Suite	2
Coronado	Tower - Executive Suite	3
Coronado	1 Bedroom Suite - King	3
Coronado	Casitas - 1 Bedroom Suite	3
Coronado	Casitas - Executive Suite	4
Coronado	Tower - Presidential Suite	5
Coronado	Tower - Presidential Suite - Wheelchair Accessible	5
Grand Floridian	Deluxe Room - 2 Queens & Sofa	1
Grand Floridian	Deluxe Room - Main Building	1
Grand Floridian	One Bedroom Suite - Main Building	2
Grand Floridian	Victorian Suite - Main Building	2

Company Proposal Provided to UH 737:

Tentative Agreement Date/Time: 3/23/2023 @ 1:36 pm

Date: _____

Company: _____

Time: _____

UH 737: _____

[Handwritten Signature]
[Handwritten Signature] 3-24-2023 1:03 pm

**2022 STCU FT Negotiations
Unite Here Local 737**

Addendum Company Proposal

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

Room Category	Room Category	Bays
Grand Floridian	One Bedroom Suite - Park View, Outer Building	2
Grand Floridian	One Bedroom Suite - Outer Building, Sugar Loaf	2
Grand Floridian	Two Bedroom Suite - Main Building	3
Grand Floridian	Two Bedroom Suite - Sugar Loaf	3
Grand Floridian	Disney Suite - Main Building	3
Grand Floridian	Two Bedroom Suite - Outer Building, Park View	4
Grand Floridian	Grand Suite - Main Building	3
Polynesian	1 Bedroom Suite	2
Polynesian	Princess Suite	3
Polynesian	Ambassador VP Suite	3
Polynesian	King Kamehameha Suite	3
Wilderness Lodge	Deluxe Room - Club Level Access	2
Wilderness Lodge	Yosemite VP Suite - Club Level	2
Yacht Club	2 Bedroom Suite	3
Yacht Club	Commodore VP Suite	3
Yacht Club	Turret Suite	3
Yacht Club	Admiral Suite	3
Yacht Club	Presidential Suite	6
Yacht Club	Captain's Deck Suite	6

Company Proposal Provided to UH 737:

Tentative Agreement Date/Time: 3/23/2023 @ 1:36 pm

Date: _____

Company: E & M. K. K. K.

Time: _____

UH 737: [Signature]

3-24-2023 1:03 pm

**2022 STCU FT Negotiations
Addendum B-1 UNITE HERE! 737
Tentative Agreement**

**September 26, 2022
4:00 pm**

September 26, 2022

Isaac Cropp
Director, UNITE HERE Local 737
7800 Southland Blvd., Unit 157
Orlando, FL 32809

Re: Letter of Intent Regarding Utilization of Food and Beverage Stewards in Quick Service Restaurant (QSR) Locations

Dear Isaac:

Pursuant to our conversation during the 2022 UNITE HERE Local 737 Addendum negotiations the Company agrees to utilize the Food & Beverage Steward H/H classification in QSR locations where a three (3) compartment sink area is in continual (not intermittent) use throughout operational hours. If Food & Beverage Steward H/H positions remain unfilled, or as daily staffing levels require adjustment, the Company reserves the right to fill vacant shifts with available Food & Beverage QSR H/H's based on operational need. The Food & Beverage QSR locations where the Company will utilize the Food & Beverage Steward H/H classification will include at least the following:

Disney's Hollywood Studios
Sunset Ranch Market
Backlot Express

Epcot
Regal Eagle Smokehouse
Connections Eatery

Magic Kingdom
Tomorrowland Terrace (when operated as seasonal QSR location)
Pecos
Pinocchio Village Haus

This Letter of Intent will expire at the end of the 2022 STCU Collective Bargaining Agreement.

Sincerely,

Emily Wilcheck Date
Senior Manager, Labor Relations
Walt Disney Parks and Resorts, U.S.

Company Proposal Provided to UH 737:

Tentative Agreement Date/Time: _____

Date: _____

Company: Emily Wilcheck 9/26/2022

Time: _____

UH 737: [Signature] 9/26/2022

**2022 STCU FT Negotiations
Addendum B-1 UNITE HERE! 737
Tentative Agreement**

**September 26, 2022
4:00 pm**

September 26, 2022

Isaac Cropp
Director, UNITE HERE! Local 737
7800 Southland Blvd., Unit 157
Orlando, FL 32809

Re: Letter of Intent Regarding Slip Resistant Shoes

Dear Isaac:

Pursuant to our conversation during the 2022 UNITE HERE! Local 737 Addendum negotiations, the Company during the term of the 2022 Service Trades Council Union Agreement will continue a policy requiring employees working in Food and Beverage roles to use slip resistant shoes. In accordance with Article 24, Section 2 of the Agreement, these shoes will be furnished without cost to the employees.

This Letter of Intent will expire at the end of the 2022 STCU Collective Bargaining Agreement.

Sincerely,

Emily Wilcheck Date
Sr. Manager, Labor Relations
Walt Disney Parks and Resorts, U.S.

Company Proposal Provided to UH 737:

Tentative Agreement Date/Time: _____

Date: _____

Company:

Time: _____

UH 737:

Emily Wilcheck 9/26/2022
Isaac Cropp 9/26/2022

General Teller (GT) and Assignor

Memorandum of Understanding
2022 Walt Disney Parks and Resorts U.S.
And
UNITE HERE! Local 737

This Memorandum of Understanding ("MOU") is between Walt Disney Parks and Resorts, U.S. ("Company"), and UNITE HERE! Local 737 ("Union"), a signatory to the Service Trades Council Union Agreement ("STCU Agreement"), collectively referred to as "the Parties."

During the course of the 2022 negotiations, the Company and UNITE HERE Local 737 mutually understand the agreement reached between the Company and UNITE HERE Local 737 on General Tellers and Assignors.

1. In each location, the Company will first offer GT and Assignor training to Full Time Cast Members that have expressed interest.
2. The training will be offered to Full-Time Cast Members by seniority and within a reasonable period of time following a Cast Member's request.
3. Senior trained and qualified Full-Time Cast Members will be assigned shifts and hours associated with GT and Assignor premiums. In assigning GT and Assignor shifts and hours, the Company will follow the scheduling methodology in place in each location.
4. If shifts and hours associated with GT and Assignor premiums have not been filled by Full-Time Cast Members following Steps 1-3 above, the Company may fill the shifts and hours using the same process for Part-Time Cast Members on a seniority basis.
5. After the Company has exhausted Steps 1-4, the Company may fill the shifts and hours with non-bargaining unit Cast Members (example: CTs or CPs).
6. If, due to operational need, the Company moves a Cast Member from a GT or Assignor position who is scheduled to that position according to steps 1-4 above and the position is reassigned, the Company will pay the Cast Member the appropriate premium rate for all hours worked.

This Memorandum of Understanding expires at the end of the term of the 2022 Full Time STCU Agreement.

Company Proposal Provided to UH 737:

Date: _____

Time: _____

Tentative Agreement Date/Time: _____

Company:

UH 737:

Ey Mulchade 9/26/2022
[Signature] 9/26/2022

Company Counter to Union Proposal #29

Addendum B-1
 UNITE HERE! Local 737

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Food and Beverage Cash Handling Discipline Matrix

Points	
3 Notations in any 30 days	= One (1) Point Reprimand
6 Notations in any 90 days	= One (1) Point Reprimand
9 Notations in any 180 days	= One (1) Point Reprimand
12 Notations in any 365 days	= One (1) Point Reprimand

- **Cash Handling reprimands will be issued separately from the general five (5) point disciplinary system in Article 18, Section 6.**
- Upon receipt of the 2nd reprimand for a cash handling violation, mandatory retraining in cash handling is required.
- Upon receipt of the third (3rd) point for a cash handling violation and at the employee's request, the employee shall be transferred to a non-cash handling position. Should the employee decide to remain in a cash handling position and reach the fifth (5th) point, the employee will be involuntarily terminated.
- A cash non-procedural variance of seventy-five dollars (\$75.00) or more will result in a two (2) point reprimand.

...

Company Proposal Provided to UH 737: Tentative Agreement Date/Time: _____

Date: _____

Company: *Ex. Meldeck 9/26/2022*

Time: _____

UH 737: *[Signature] 9/26/2022*

**2022 STCU FT Negotiations Addendum Company Proposal
Unite Here Local 737**

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

Benefits Threshold for Full-Time Tipped Employees


**Memorandum of Understanding
2022 Walt Disney Parks and Resorts U.S.
And
UNITE HERE! Local 737**

Memorandum of Understanding ("MOU") is between Walt Disney Parks and Resorts, U.S. ("Company"), and UNITE HERE! Local 737 ("Union"), a signatory to the Service Trades Council Union Agreement ("STCU Agreement"), collectively referred to as "the Parties."

During discussion in the 2022 STCU UNITE HERE! Local 737 addenda negotiations regarding the thirty (30) hour benefits threshold for Full-Time tipped employees who work less than thirty (30) hours per week, the parties agree to continue the following:


- When Food and Beverage tipped employees are notified by the Company that they will be converted to Part Time, they will have an opportunity, through their leaders, to request an exception. All exception requests will be reviewed.
- All approved leaves of absence (including, but not limited to medical, disability, Workers' Compensation and union business leaves) shall be excluded from the calculation.
- Tipped Cast Members who are early released from their scheduled shift by Management due to changes in guest demand, will be given credit towards the thirty (30) hour benefit threshold for the remainder of their scheduled shift.
- For Dinner Show Servers, if released from a show by Management due to changes in guest demand, the Dinner Show Server will be given credit towards the thirty (30) hour benefit threshold for their scheduled time related to the missed show.
- Shift giveaways are not included in this provision.

If the above accurately reflects your understanding of our agreement, please signify by signing below. In addition, this Memorandum of Understanding will expire at the end of the 2022 Collective Bargaining Agreement.



Emily Wicheck
Senior Manager, Labor Relations
Walt Disney Parks and Resorts, U.S.

9/21/2022
Date



Judith Pascual
Director
UNITE HERE! Local 737

9/21/2022
Date

Company Proposal Provided to UH 737

Tentative Agreement Date/Time: 9/21/2022 6:16 pm

Date: _____

Company: E. Wicheck 9/21/2022

Time: _____

UH 737: Judith Pascual 9/21/2022

**2022 STCU FT Negotiations Addendum Company Proposal
Unite Here Local 737**

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

Company Counter to Union Proposal 11- New Property Openings

**Addendum B-1
UNITE HERE! Local 737**

Transfers for Food and Beverage Tipped Employees

(NEW) 6. For new property openings, if a tipped employee requests a return within the forty-five (45) day qualifying period, the Company will return the employee to their prior job classification, status, location and seniority date

Company Proposal Provided to UH 737

Tentative Agreement Date/Time: 9/21/2022 6:00pm

Date: _____

Company: E. J. K. K. K.

Time: _____

UH 737: John K. K.

3/24/2023