

**Memorandum of Understanding  
2020 Walt Disney Parks & Resorts U.S.  
And  
Service Trades Council Union  
Full Time Agreement  
2020 Recall from COVID 19 Furloughs**

This Memorandum of Understanding (“MOU”) is between Walt Disney Parks and Resorts U.S. (“Company”), and the Service Trades Council Union (“Union”), collectively referred to as the “Parties” with respect to the 2017 Full Time Agreement between the Parties (“Agreement”).

On April 19, 2020, non-essential employees covered by the Agreement were furloughed without pay until further notice. Effective May 17, 2020, the Company will begin recalling full-time employees to support phased reopening of the Walt Disney World Resort.

1. Recall will be by Location/Scheduling Pool starting with the most senior in classification. If positions remain after location/scheduling pool, recall will be by personnel area (e.g. Disney Springs, Magic Kingdom, etc.) and then global seniority. This does not preclude the Company and an individual affiliate from reaching an alternative recall order by classification which is mutually beneficial.

Employees will be notified of recall by telephone with a report date of no less than five days from the telephone call. If an employee discloses on the call they are unable to return to work due to their own health condition or the health condition of a dependent, they will remain on furlough and will remain eligible for recall in future phases.

If the Company is unable to reach an employee by telephone and a minimum 30 minutes have elapsed, a certified letter will be sent to the Employee notifying of recall and a report date of no less than ten days from the certified letter. Upon receipt of the letter if an employee calls at least five days prior to of their report date and indicates they are unable to return to work due to their own health condition or the health condition of a dependent, they will remain on furlough and will remain eligible for recall in future phases.

Once the global seniority list is exhausted an employee unable to return to work when recalled due to their own health condition or the health condition of a dependent shall not remain on furlough but may request a medical leave of absence or Family Medical Leave through the established process.

2. Effective May 17, 2020 and until further notice, employees will be required to complete a health assessment (including taking their temperature), for symptoms related to COVID 19, prior to reporting to work. The parties agree for the period May 17, 2020 through August 1, 2020, if an employee is unable to report for their shift based on their health assessment, no attendance occurrence will be issued. The parties agree to ongoing discussions related to this matter. It is agreed the Parties will meet not less than ten (10) days prior to August 1, 2020 to determine the need for continuation of these terms.

The Company will provide an employee with a thermometer upon request.

**Memorandum of Understanding  
2020 Walt Disney Parks & Resorts U.S.  
And  
Service Trades Council Union  
Full Time Agreement  
2020 Recall from COVID 19 Furloughs**

3. If the Company notifies an employee of the need for self-isolation due to business related exposure to COVID-19, the employee will receive pay for missed shifts during the Company mandated isolation for up to two-consecutive weeks. No attendance infractions will be incurred.
4. Effective May 17, 2020 through August 1, 2020, a full time employee not on furlough who has a confirmed diagnosis of Covid-19 by an appropriate medical entity and provides sufficient medical documentation to the Company will be paid up to 80 hours of sick pay for missed shifts during two consecutive weeks.
5. The Company shall continue to train employees on proper and safe techniques for limiting the spread of COVID 19 when cleaning and interacting with members of the public and others and shall provide employees with appropriate supplies and protective equipment, in accordance with recommendations of Centers for Disease Control and Prevention, the Occupational Safety and Health Administration and/or local public health agencies.

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.

Signed:



05/13/2020

Christie Sutherland  
Director Labor Relations

Signed:



Matt Hollis  
President Service Trades Council Union