

**Memorandum of Understanding  
2020 Walt Disney Parks & Resorts U.S.  
And  
Service Trades Council Union  
Full Time Agreement  
Voluntary Temporary Transfer Return from Furlough**

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”) regarding an option for qualified full time employees to volunteer to accept a temporary transfer to a different job classification for the purposes of recall from furlough.

1. Full time employees will be provided the option to volunteer to be recalled for a temporary transfer to a different job classification through a one-time electronic election process.
2. The classifications that may become available for employees to temporarily transfer into are Attraction Host/Hostess, Costume Host/Hostess, Custodial Host/Hostess, Custodial Host/Hostess TCU, Food & Beverage Host/Hostess, Food Service QSR Host/Hostess, Food Service QSR Host/Hostess MK, Food & Beverage Steward, Parking Host/Hostess, Recreation Host/Hostess, and Sales Host/Hostess.
3. The Company will do a one-call notice at the beginning of the one-time election period. The election period will remain open for a minimum of 72 hours. Employees seeking to volunteer to be recalled for a temporary transfer to a different job classification must complete their election within the election period.
4. By volunteering for recall to a classification, the employee is acknowledging that they meet the minimum requirements for the classification and are able to return to work from furlough within five days of recall.
5. After all full time employees in a classification listed in paragraph 2\* above have been recalled, qualified employees who have volunteered for a temporary transfer to that classification will be considered for recall in the following order:
  - Full time employees in other classifications represented by the same STCU affiliate by seniority.
  - Full time employees in the other classifications represented by other STCU affiliates by seniority.

\* Due to the training requirements for the Attractions Host/Hostess, the Company reserves the right to cap the number of employees offered a voluntary temporary transfer to attractions at five hundred (500) and limit the number assigned per location.

6. If an employee is selected for a voluntary temporary transfer for recall, the Company will contact that employee by telephone to discuss whether that employee can fulfill the requirements of that role. If the employee is qualified, they will be provided a report date no less than five days from the date of the call. Failure on the part of the employee to provide the Company with a valid phone number or to respond/answer the call within 30 minutes will result in that employee not being recalled under the voluntary temporary transfer process.
7. Employees selected for a voluntary temporary transfer to a different job classification must pass the training for the new classification. In the event the employee fails to pass the

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required training, the Company will make every effort to identify another temporary role for the employee. If no such roles exist, the employee will not be scheduled hours until their statused role becomes available.

8. All existing approved time off/vacation requests will continue to be honored.
9. Employees accepting a voluntary temporary transfer to a new classification for the purpose of recall will receive the wage rate of their new classification while working in that new classification.
10. An employee who accepts a voluntary temporary transfer to a different classification will be returned to their previously statused classification when it becomes available. An Employee who is returned to a position other than their statused position prior to furlough will be returned to the previously statused position when it becomes available.

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:



05/26/2020

Christie Sutherland  
Director Labor Relations

Signed:



Matt Hollis  
President Service Trades Council Union