

**Memorandum of Understanding
2017 Walt Disney Parks and Resorts U.S.
And
Service Trade Council Union Agreements
UniteHere! Local 737
Food and Beverage**

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 Food and Beverage employees 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.
- 2) For the purposes of recall which results in recalling by global seniority, the seniority list for Food and Beverage QSR Host/Hostess and Food and Beverage QSR Host/Hostess Magic Kingdom will be combined. Existing pay practices will continue.
- 3) For the purposes of recall only, the seniority list for Food and Beverage Steward and Food and Beverage Steward PEO will be combined. Existing pay practices will continue.
- 4) For the recall of only, Cast Members in the Chef Assistant TA position will be included in the Chef Assistant Classification seniority. However, Cast Members in the Chef Assistant TA position will be recalled after all staturesd Chef Assistant Cast Members.
- 5) For purposes of recall only, the following classifications will be combined at the level of personnel area and global seniority: Food and Bev Dinner Show Server, Food & Bev Service H/H, Special Service H/H, except that the Special Services H/H positions at Victoria’s and Albert will be limited to Cast Members staturesd to that position.
- 6) After the order of recall described in paragraph 1 above is exhausted for a tipped classification, the order of recall shall be:
 - a) Full-Time workers in a different Local 737 tipped classification from the same location.
 - b) Full-Time workers in a different Local 737 tipped classification from a different location in the same personnel area.
 - c) Full-Time workers in a different Local 737 tipped classification from different locations globally.
 - d) Part-Time workers in the same Local 737 tipped classification from the same location.
 - e) Part-Time workers in the same Local 737 tipped classification from a different location in the same personnel area.
 - f) Part-Time workers in the same Local 737 tipped classification from different locations globally.
 - g) Part-Time workers in a different Local 737 tipped classification from the same location.
 - h) Part-Time workers in a different Local 737 tipped classification from a different location in the same personnel area.
 - i) Part-Time workers in a different Local 737 tipped classification from different locations globally.
- 7) All recalls to a different location and/or classification are temporary until the worker’s original classification and/or location are opened.

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- 8) For the purposes of a reopening and until such time that the Company is able to resume normal staffing, employees who do not meet the culturally authentic theming at EPCOT may be temporarily assigned to work in positions which are otherwise reserved for Cultural Representatives in accordance with Article 13 (9).
- 9) Employees recalled to a new classification or location will be given adequate training. If an employee is unable to pass an assessment, they will be provided additional training. If an employee remains unable to assess, the Company will make all efforts to assign the employee available non-tipped work. If such work is unavailable, the employee will not be scheduled and will remain eligible to be transferred back to their classification and or location when available. If an employee is not scheduled hours in accordance with this paragraph, the time will not be counted against the monitoring period in Article 13 Section 5 of the 2017 Full Time Service Trades Council Union Agreement.
- 10) 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.
- 11) 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. 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.

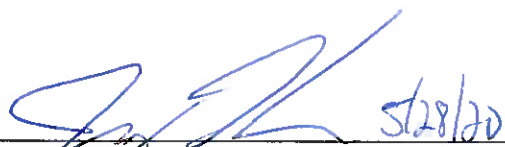
This Memorandum of Understanding expires upon the conclusion of the full-time furlough period and recall process.



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

05/28/2020

Date



Jeremy Haieken
President, UNITE HERE Local 737

5/28/20
Date