

**From:** Sutherland, Christie Christie.Sutherland@disney.com  
**Subject:** Re: Part-Time Authorized Days Off (ADOs)  
**Date:** March 27, 2023 at 8:40 PM  
**To:** Jeremy Haicken jhaicken@unitehere.org  
**Cc:** Matthew Hollis hollism@tcunion.org



Good Evening Jeremy,

Your understanding is correct.

Thank you,

Christie Sutherland  
Director Labor Relations  
Sent from my iPad

On Mar 27, 2023, at 8:03 PM, Jeremy Haicken <jhaicken@unitehere.org> wrote:

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Hi Christie,

I want to confirm our understanding of your Letter of Clarification sent to Matt Hollis earlier today.

Our understanding is that when the Company denies a Part-Time Cast Member's request for a pre-approved ADO, that denial will not count toward's the Cast Member's ten pre-approved ADO's per calendar year. In other words, only a request for a pre-approved ADO that the Company approves will count as one of the ten ADOs for which a Part-Time Cast is eligible per calendar year.

Please let me know if our understanding is correct.

Thank you,

Jeremy