

THIRTEENTH Company Economic Package

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.

THIRTEENTH Company Economic Package

Closure of All Remaining Proposals

Unless referenced herein, all remaining Company and Union proposals not specifically addressed herein are either withdrawn by the respective party or considered to be superseded and controlled by these complete proposals.

Implementation

Unless otherwise indicated, the Company will implement all agreed upon terms within one hundred and eighty (180) days of ratification. Wage rate proposals contained in Addendum A may take up to eight (8) weeks to implement post-ratification but will be effective on the dates contained herein.

WAGES - Addendum A: Non-Tipped Full Time and Part Time Employees

Effective October 2, 2022*:

- Non-tipped employees hired prior to October 2, 2022 receive increases greater of \$1.00 or 4% to their base hourly wage rates

*Effective date is contingent on the execution of a Memorandum of Understanding extending the STCU Full Time Agreement through ratification

Effective Upon Ratification:

- Non-tipped rates increase to a minimum of \$17.00 with differentials as reflected on Addendum A
- Non-tipped employees receive increases greater of bring to minimum, \$1.00 or 4% to their base hourly wage rates

Effective October 1, 2023 – WAGE ADJUSTED CLASSIFICATIONS ONLY (As defined by attached MOU)

- Minimum rates for Wage Adjusted Classifications increase as reflected on Addendum A
- Non-tipped employees in Wage Adjusted Classifications receive increases greater of \$1.00 or 4% to their base hourly wage rates

Effective December 3, 2023: Employees in Classifications other than Wage Adjusted Classifications

- Non-tipped employees in classifications other than Wage Adjusted Classifications receive increases greater of \$1.00 or 4% to their base hourly wage rates

Effective December 1, 2024:

- Non-tipped rates increase to a minimum of \$18.00 with differentials as reflected on Addendum A
- Non-tipped employees receive increases greater of bring to minimum, \$0.50 or 2% to their base hourly wage rates

Effective September 28, 2025:

- Non-tipped rates increase to a minimum of \$19.00 with differentials as reflected on Addendum A
- Non-tipped employees receive increases greater of \$1.00 or 4% to their base hourly wage rates

Effective October 4, 2026:

- Non-tipped rates increase to a minimum of \$20.00 with differentials as reflected on Addendum A Non-tipped employees receive increases greater of \$1.00 or 4% to their base hourly wage rates

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Date: 3/23/23
Time: 10:18am

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

Company: [Signature]

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UFCW 1625: [Signature]

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One-Time Retroactive Wage Payment Employees in Wage Adjusted Classifications

Memorandum of Understanding
2022 Walt Disney Parks and Resorts U.S.
And
Service Trades Council Union | Full Time Agreement

This Memorandum of Understanding ("MOU") is between Walt Disney Parks and Resorts, U.S. ("Company"), and the Service Trades Council Union ("Council" or "Union"), collectively referred to as "the Parties" regarding a one-time lump sum payment to employees stasured as Full Time in one of the classifications listed below ("Wage Adjusted Classifications") on the date of ratification of the 2022 Full Time Agreement ("Eligible Employees").

Wage Adjusted Classifications

- Bus Driver
Bus Driver Dispatcher
Assistant Sous Chef
Assistant Sous Chef Banquets
Assistant Sous Chef Chocolatier
Assistant Sous Chef Pastry/Bakery
Assistant Sous Chef Pastry/Bakery Banquet
Assistant Sous Chef Pastry/Bakery Signature
Assistant Sous Chef Signature Restaurant
Chocolatier
Cook 1
Cook 1 Pastry/Bakery
Cook 1 Pastry/Bakery Signature
Cook 1 Signature Restaurant
Cook 2
Cook 2 Pastry/Bakery
Cosmetologist 1
Cosmetologist 2
Cosmetologist - Barber Shop / Cast Salon
Cosmetology Specialist
Costume Cam Specialist 1
Costume Cam Specialist 2
Costuming First Hand
COT 1 Assistant Sous Chef
COT 2 Bus Driver
Custodial Water Tank/Trash Truck
Entertainment Tech 1
Entertainment Tech 2
Entertainment Tech 3
Entertainment Tech 4
Entertainment Tech Rigger
Food & Bev Steward
Food & Bev Steward PEO
Laundry Systems Operator Sr.
Resort Housekeeping
Resort Houseperson

Upon ratification of the Full Time Agreement, Eligible Employees who receive a bring to minimum increase will receive a one-time lump sum payment of the differential between the employee's rate at ratification and the rate effective October 1, 2022, for all hours paid while stasured Full Time in their Wage Adjusted Classification between October 1, 2022, and the day prior to ratification.

ARTICLE 12 - JOB CLASSIFICATIONS AND WAGE RATES

SECTION 3. NIGHT SHIFT DIFFERENTIAL

If an employee is scheduled to commence work at or after 10:00 p.m. and on or before 4:00 a.m., or more than fifty percent (50%) of his/her their work shift is between midnight and 6:00 a.m., his/her they will be paid a differential of sixty cents (\$0.60) per hour in addition to his/her their straight time rate for his/her their scheduled work day. Effective no later than ninety (90) days post ratification of the Agreement, if an employee is scheduled to commence work at or after 10:00 p.m. and on or before 4:00 a.m., or more than fifty percent (50%) of their work shift is between midnight and 6:00 a.m., they will be paid a differential of one dollar (\$1.00) per hour in addition to their straight time rate for their scheduled work day.

SECTION 8. COORDINATORS

a. Coordinators may be designated by the Company in any of the classifications set forth in Addendum A and will be paid a one dollar and fifty cents (\$1.50) per hour premium for all actual hours worked as a Coordinator. Coordinators stasured by the Company in any of the classifications set forth in Addendum A will be paid a one dollar and fifty cents (\$1.50) per hour premium. Coordinators are responsible for providing leadership and direction to employees in the group, operation or function and may perform the same duties as other

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employees. Duties shall include, but are not limited to, promoting teamwork and assisting the location team in meeting quality and quantity standards. Coordinators have no authority to make personnel decisions such as hiring, terminations, transfers, promotions or disciplinary action. Effective no later than ninety (90) days post ratification of the Agreement, Coordinators will be paid a one dollar and seventy-five cents (\$1.75) per hour premium for all actual hours worked as a Coordinator.

SECTION 9. TRAINERS

Trainers may be designated by the Company in any of the classifications set forth in Addendum A. Trainers will be paid a one dollar (\$1.00) per hour premium for all actual training hours. Effective no later than ninety (90) days post ratification of the Agreement, Trainers will be paid a one dollar and twenty-five cents (\$1.25) per hour premium for all actual training hours.

ARTICLE 17 – LEAVES OF ABSENCE

SECTION. XX. CHILD BONDING LEAVE

Regular Full Time employees who have been continuously employed for twelve (12) months or longer at the time of the birth of their child, or the temporary custody, adoption/surrogacy or foster care placement of a child under the age of eighteen (18) with them are eligible to receive up to eight (8) weeks of paid time off from work during the first twelve (12) months from such birth or placement. Eligible employees may take this leave all at once or intermittently in increments of one week and must request child bonding leave at least thirty (30) days before the start of their leave, or as soon as practicable. This child bonding leave will run concurrently with the time available under any applicable federal, state or local leave programs. Child bonding leave will be paid at the same rate as for vacations pursuant to Article 21 – Vacation, Section 8. Employees are eligible to receive separate child bonding for each child added to their family with a maximum benefit of sixteen (16) weeks paid time in a rolling twelve (12) month period.

ARTICLE 23 – PENSION, RETIREMENT, AND WELFARE


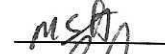





NEW SECTION TBD. RETIREMENT (Hourly 401(k))

1. The Company agrees to provide and implement the Disney Hourly Savings and Investment Plan (“Disney Hourly 401(k) Plan”) on the following basis:
 - a. Eligible employees as defined in paragraph (2) below may contribute up to fifty percent (50%) of their annual hourly straight time wages on a pretax basis, up to the maximum provided by Federal Law.
 - b. There will be no Employer Matching Contributions provided to Eligible employees.
2. All Employees over the age of eighteen (18) and who have completed ninety (90) days of service are eligible to make contributions to the 401(k) Plan in accordance with the Plan documents.
3. The Company reserves and retains the right to administer the 401(k) Plan internally or through the use of an outside administrator, to change or modify the investment choices available to the participants of the Plan, to charge an administrative fee directly to participant accounts, to charge

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transaction fees directly to a participant account (for example, loan setup and ongoing processing fees), to modify the Plan as necessary to remain in compliance with applicable law, and to make any other design decision, change or modification to the Plan deemed appropriate by the Employer, with the exception of vesting requirements, eligibility for participation and Employer matching contributions.

SECTION 2. GROUP INSURANCE

- Effective **01/01/2023** weekly employee contribution rates for the HMO **and Consumer Choice plans** shall not be increased by greater than the following amounts over the **2022** contribution rates:

Employee Only	Employee + Spouse	Employee + Children	Employee + Family
\$3.00 per week	\$10.00 per week	\$5.00 per week	\$12.00 per week

- Effective **01/01/2024** weekly employee contribution rates for the HMO **and Consumer Choice plans** shall not be increased by greater than the following amounts over the **2023** contribution rates:

Employee Only	Employee + Spouse	Employee + Children	Employee + Family
\$3.00 per week	\$10.00 per week	\$5.00 per week	\$12.00 per week

- Effective **01/01/2025** weekly employee contribution rates for the HMO **and Consumer Choice plans** shall not be increased by greater than the following amounts over the **2024** contribution rates:

Employee Only	Employee + Spouse	Employee + Children	Employee + Family
\$3.00 per week	\$10.00 per week	\$5.00 per week	\$12.00 per week

- Effective **01/01/2026** weekly employee contribution rates for the HMO **and Consumer Choice plans** shall not be increased by greater than the following amounts over the **2025** contribution rates:

Employee Only	Employee + Spouse	Employee + Children	Employee + Family
\$3.00 per week	\$10.00 per week	\$5.00 per week	\$12.00 per week

- Effective **01/01/2027** weekly employee contribution rates for the HMO **and Consumer Choice plans** shall not be increased by greater than the following amounts over the **2026** contribution rates:

Employee Only	Employee + Spouse	Employee + Children	Employee + Family
\$3.00 per week	\$10.00 per week	\$5.00 per week	\$12.00 per week

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TCU 1908:

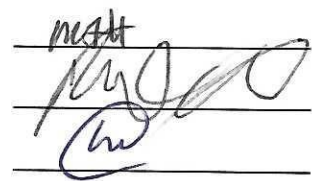
UH 737: 

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Date of Ratification

Matt Hollis
President, Service Trades Council Union
c/o TCU/IAM Local 1908
6675 Westwood Blvd.
Suite 140
Orlando, FL 32821

RE: Letter of Intent: Center For Living Well HMO Co-Pay

Dear Matt,

As discussed during the 2022 STCU Main Table Negotiations, this correspondence documents the Company's intent to continue to provide \$10 office visit copays for employees enrolled in CIGNA HMO, Orlando Health HMO, or Advent Health HMO at the Center for Living Well for the life of the Full-Time STCU Agreement.

Addendum B-1 UNITE HERE! Local 737

Food and Beverage Host/ess (QSR) non-tipped

- 5. Food and Beverage Hosts/esses will be paid forty cent (\$.40) per hour premium for all hours worked as a General Teller. Effective ninety (90) days post ratification of the Agreement, this premium will increase to sixty-five cents (\$.65) per hour premium for all hours worked as a General Teller.
6. Food and Beverage Hosts/esses will be paid forty cent (\$.40) per hour premium for all hours worked as an Assignor. Effective ninety (90) days post ratification of the Agreement, this premium will increase to seventy-five cents (\$.75) per hour premium for all hours worked as an Assignor.

Addendum B-2 INTERNATIONAL BROTHERHOOD OF TEAMSTERS (I.B.T.) Local 385

BUS OPERATIONS (Drivers, Dispatchers and COT)

Scheduling

7. Buses Night Shift Differential

If an employee works any part of a shift between the hours of 12:30 a.m. and 5:00 a.m. and are not otherwise eligible for the night shift differential, as defined in Article 12, Section 3, he/she they will be paid a differential of seventy-cents (\$.70) per hour in addition to his/her their straight time rate for those hours worked within the 12:30

* Under Addendum 'A' the new classification of 'Bus Driver Dispatcher' shall remain included in the 'Bus Driver' classification for the purposes of seniority and transfer between the two groups. Dispatchers will follow all Coordinator Job Classification Language in Article 12. Section 7 8 of the STCU contract.

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a.m. to 5:00 a.m. window. Effective no later than ninety (90) days post ratification of the Agreement, if an employee works any part of a shift between the hours of 12:30 a.m. and 5:00 a.m. and are not otherwise eligible for the night shift differential, as defined in Article 12, Section 3, they will be paid a differential of one dollar (\$1.00) per hour in addition to their straight time rate for those hours worked within the 12:30 a.m. to 5:00 a.m. window.

TEXTILE SERVICES OPERATIONS

Fork Lift Premium

Textile Services employees shall receive a thirty cent (\$.30) premium for hours worked operating the fork lift at the Laundry production facilities only. Effective ninety (90) days post ratification of the Agreement, Textile Services employees shall receive a forty cents (\$.40) premium for hours worked operating the fork lift at the Laundry production facilities only.

WALT DISNEY WORLD CHARACTER DEPARTMENT

PREMIUM PAY

A. RATES

4. Show Characters Premium

\$.50 per hour

Show Premium is only for stage shows (e.g., Fantasmic!, Festival of the Lion King), seasonal shows (e.g., Sparkling Christmas Spectacular), Star Wars: Galactic Starcruiser, puppeteer roles in stage shows and convention stage shows (e.g., Makin' Memories) and shall not be applicable for Special Events, parades, atmosphere or other similar activities.

7. Performance Vehicle and Float Drivers:
(for designated show vehicles only)

Level 1 (highest level)

\$1.00 per hour

Effective ninety (90) days post ratification of the Agreement \$1.50 per hour

Date of Ratification

Walt Howard
President, IBT Local 385
126 N. Kirkman Road
Orlando, FL 32811

RE: Letter of Intent: Magic Kingdom Parades Santa Claus Pay

Dear Walt,

As discussed during the course of the 2022 STCU Full Time Negotiations, the Company intends to compensate Character Performers being utilized in the role of Santa Claus in Mickey's Once Upon a Christmas Time Parade at the Magic Kingdom an additional three dollars and twenty-five cents (\$3.25) per hour for actual hours worked in one (1) hour increments. This pay will not extend beyond the end of the shift.

This Letter of Intent will expire with the 2022 STCU Full Time Agreement.

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2022-2023 STCU FT Negotiations

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Date of Ratification

Walt Howard
President, IBT Local 385
126 N. Kirkman Road
Orlando, FL 32811

RE: Letter of Intent: Magic Kingdom Mickey's Boo to You Parade Flag Corp Pay

Dear Walt,

As discussed during the course of the 2022 STCU Full Time Negotiations, the Company intends to compensate Character Performers being utilized in the role of Flag Corp in Mickey's Boo to You Parade at the Magic Kingdom an additional fifty cents (\$0.50) per hour for actual hours worked in two (2) hour increments as a minimum and in one (1) hour increments thereafter. This pay will not extend beyond the end of the shift.

This Letter of Intent will expire with the 2022 STCU Full Time Agreement.

Addendum B-3 UNITE HERE! Local 362

Attractions Host/ess Trails, and Attraction Artists, and Attraction Jungle Cruise

Employees who request a transfer to the Attractions Host/ess Trails, and Attractions Artists, and Attraction Jungle Cruise positions will be required to complete an interview, and/or audition and/or assessment as part of the selection process.

Employees in the Attractions Host/ess Trails, and Attraction Artists, and Attraction Jungle Cruise positions will participate in a structured training, observation and feedback program that allows for performance based recognition and counseling directly related to subject matter, content and delivery.

Any Employee in the Attractions Host/ess Trails, and Attraction Artists, and Attraction Jungle Cruise positions who receives two reprimands for job performance in a rolling twelve (12) month period will be transferred to an Attractions Host/ess position.

CUSTODIAL

Third (3rd) Shift Differential Pay for Custodial Hosts/esses

In addition to the Night Shift Differential of sixty cents (\$.60) per hour reflected in Article 12, Section 3, third shift Custodial Hosts/esses will receive forty cents (\$.40) per hour third shift differential increase. Effective no later than ninety (90) days post ratification of the Agreement, in addition to the Night Shift Differential of one dollar (\$1.00) per hour reflected in Article 12, Section 3, third shift Custodial will receive one dollar (\$1.00) per hour third shift differential increase.

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UFCW 1625: J. Jenee Honeb

[Handwritten signatures and initials]

THIRTEENTH Company Economic Package

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Addendum B-4 Transportation Communications Union (TCU/IAM) Lodge 1908

WATERCRAFT

Scheduling

8. Night Shift Differential (Magic Kingdom Only)

If an employee works any part of a shift between the hours of 12:30 a.m. and 5:00 a.m. and are not otherwise eligible for the night shift differential, as defined in Article 12, Section 3, he/she they will be paid a differential of seventy cents (\$.70) per hour in addition to their straight time rate for those hours worked within the 12:30 a.m. to 5:00 a.m. window. Effective no later than ninety (90) days post ratification of the Agreement, if an employee works any part of a shift between the hours of 12:30 a.m. and 5:00 a.m. and are not otherwise eligible for the night shift differential, as defined in Article 12, Section 3, they will be paid a differential of one dollar (\$1.00) per hour in addition to their straight time rate for those hours worked within the 12:30 a.m. to 5:00 a.m. window.

Transportation Host/ess Premium

Employees stasured to Monorails and Watercraft will receive thirty cents (\$.30) per hour premium pay when using a gas powered pressure washer, or when operating Genie Lift or Scissor Lift in one (1)-hour increments. Effective ninety (90) days post ratification of the Agreement, Employees stasured to Monorails and Watercraft will receive forty cents (\$.40) per hour premium pay when using a gas powered pressure washer, or when operating Genie Lift or Scissor Lift in one (1)-hour increments.

MONORAILS

Monorail - Scheduling

7. Night Shift Differential (Magic Kingdom Only)

If an employee works any part of a shift between the hours of 12:30 a.m. and 5:00 a.m. and are not otherwise eligible for the night shift differential, as defined in Article 12, Section 3, he/she they will be paid a differential of seventy-cents (\$.70) per hour in addition to their straight time rate for those hours worked within the 12:30 a.m. to 5:00 a.m. window. Effective no later than ninety (90) days post ratification of the Agreement, if an employee works any part of a shift between the hours of 12:30 a.m. and 5:00 a.m. and are not otherwise eligible for the night shift differential, as defined in Article 12, Section 3, they will be paid a differential of one dollar (\$1.00) per hour in addition to their straight time rate for those hours worked within the 12:30 a.m. to 5:00 a.m. window.

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UFCW 1625: J. Dennis [Signature]

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BELL SERVICES

Gratuities

Bell Services Tipped Gratuity Matrix

LUGGAGE	Description	Rate	Rate Effective 90 days post ratification	Rate Effective Oct. 1, 2023	Rate Effective Sept 29, 2024	Rate Effective Sept 28, 2025	Rate Effective Oct 4, 2026
Conventions	Luggage to/from room	\$6.00	<u>\$6.75</u>	<u>\$7.00</u>	<u>\$7.25</u>	<u>\$7.50</u>	<u>\$8.00</u>
In & Out	loading/unloading	\$1.25	\$1.25	\$1.25	\$1.25	\$1.25	\$1.25
Disney Cruise Line (DCL)	Luggage to/from room	\$6.00	<u>\$6.75</u>	<u>\$7.00</u>	<u>\$7.25</u>	<u>\$7.50</u>	<u>\$8.00</u>
In & Out	loading/unloading (when asked)	\$1.25	\$1.25	\$1.25	\$1.25	\$1.25	\$1.25
Disney's Magical Express (DME)	Luggage to/from room	\$6.00	<u>\$6.75</u>	<u>\$7.00</u>	<u>\$7.25</u>	<u>\$7.50</u>	<u>\$8.00</u>
In	loading/unloading (when asked)	\$1.25	\$1.25	\$1.25	\$1.25	\$1.25	\$1.25
Resort Special Activities (RSA)	Luggage to/from room	\$6.00	<u>\$6.75</u>	<u>\$7.00</u>	<u>\$7.25</u>	<u>\$7.50</u>	<u>\$8.00</u>
	loading/unloading (when asked)	\$1.25	\$1.25	\$1.25	\$1.25	\$1.25	\$1.25
No Guest Contact (NGC) Room Changes	luggage to/from room	\$6.00	<u>\$6.75</u>	<u>\$7.00</u>	<u>\$7.25</u>	<u>\$7.50</u>	<u>\$8.00</u>
COMPANY NOTICES							
DCL Luggage Notice – Delivery at, under, or inside the room	Bellmen	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
DME Transportation Notice	Front Office At All Locations	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
ROOM DELIVERY							
Delivery at the Door/ Under the door/ Just inside the door	Bellmen	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
Delivery requiring set up or specific location in the room	Bellmen	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00
Items moved from one location to another (boxes)	Bellmen	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
Package delivery ¹ (per charged for package)	Bellmen	\$1.50	<u>\$2.00</u>	<u>\$2.00</u>	<u>\$2.25</u>	<u>\$2.25</u>	<u>\$2.75</u>
Grocery delivery ² (per charged for complete delivery – not per item/grouping/bag)	Bellmen	\$1.50	<u>\$2.00</u>	<u>\$2.00</u>	<u>\$2.25</u>	<u>\$2.25</u>	<u>\$2.75</u>

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The following will be considered agreed upon definitions related to the grid:

- "When asked" is when asked to perform the work by a leader.
• Note: Rates and guarantees cited will be considered minimums.
• The above grid applies to work performed by tipped employees only
• Include all Tipped Locations

1. "Package Delivery" if subject for any package delivered by a Bellman to a Guest room where the Guest is charged a service fee and is based on the number of charges to the Guest for the delivery.
2. "Grocery Delivery" if subject for any complete grocery delivery delivered by a Bellman to a Guest room where the Guest is charged a service fee.

Addendum B-5 United Food & Commercial Workers International Union (UFCW Local 1625)

SALES HOST/ESS

★ Data Maintenance Pay Premium

It is our mutual agreement that a Sales Host/ess will receive premium pay of one dollar and fifty cents (\$1.50) per hour for performing Data Maintenance work. In order to receive Data Maintenance premium pay, the Sales Host/ess must be performing a Data Maintenance function for sixty (60) consecutive minutes or more:

Requisition merchandise (on an as needed basis only) through use of the designated Inventory System to ensure appropriate inventory levels.

Fork Lift Operator Premium

Sales Hosts/esses will receive thirty (\$.30) cents per hour premium pay for all hours worked in increments of one (1) hour when operating a fork lift. Effective ninety (90) days post ratification of the Agreement, Sales will receive forty cents (\$.40) cents per hour premium pay for all hours worked in increments of one (1) hour when operating a fork lift.

MISCELLANEOUS HOUSEMEN AGREEMENTS

9. Fork Lift Operator Premium

Banquet Facilities Hosts/esses will receive thirty (\$.30) cents per hour premium pay for all hours worked in increments of one (1) hour when operating a fork lift. Effective ninety (90) days post ratification of the Agreement, Banquet Facilities will receive forty cents (\$.40) per hour premium pay for all hours worked in increments of one (1) hour when operating a fork lift.

Company Proposal Provided to STCU:

Date: 3/23/23

Time: 10:10 AM

Tentative Agreement Date/Time: 3/23/23 @ 1:30 PM

Company: TCU-1908:

UH 737: IATSE 631:

UH 362: IBT 385:

UFCW 1625: [Signature]

2022-2023 STCU FT Negotiations

Main Table Company Proposal

THIRTEENTH Company Economic Package

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.

FLORIST

Fork Lift Operator Premium

Florists ~~Host/ess~~ will receive thirty (\$.30) cents per hour premium pay for all hours worked in increments of one (1) hour when operating a fork lift. **Effective ninety (90) days post ratification of the Agreement, Florists will receive forty cents (\$.40) per hour premium pay for all hours worked in increments of one (1) hour when operating a fork lift.**

★ Data Maintenance Pay Premium

It is our mutual agreement that a Floral ~~Host/ess~~ **employee** will receive premium pay of ~~one dollar and twenty-five cents (\$1.25)~~ **one dollar and fifty cents (\$1.50)** per hour for performing Data Maintenance work. In order to receive Data Maintenance premium pay, the Floral ~~Host/ess~~ **employee** must be performing a Data Maintenance function for sixty (60) consecutive minutes or more.

Date of Ratification

Juleeann Jerkovich
 UFCW Local 1625
 705 East Orange Street
 Lakeland, Florida 33801

Letter of Clarification re: POS/SIMBA Coordinator

Dear Juleeann,
 As discussed during the 2022 STCU Negotiations, this correspondence clarifies that the base rate for employees stasued to the role of POS/SIMBA Coordinator will be the Data Maintenance wage rate set forth in Addendum A with the Coordinator premium.

Bibbidi Bobbidi Boutique

The Company and the Union agree that all terms and conditions negotiated in the 2022 IATSE Addendum B-6 re: Travel Policy for Hourly (Non Exempt) Employees represented by I.A.T.S.E. will also apply to UFCW Local 1675 represented Bibbidi Bobbidi Boutique employees.

Classifications	DAILY RATES FOR TRIPS OF LESS THAN SEVEN (7) DAYS						WEEKLY RATES FOR TRIPS OF SEVEN (7) DAYS OR MORE					
	Current	Effective 10/2/2022	Effective 10/1/2023	Effective 9/29/2024	Effective 9/28/2025	Effective 10/4/2026	Current	Effective 10/2/2022	Effective 10/1/2023	Effective 9/29/2024	Effective 9/28/2025	Effective 10/4/2026
Boutique	\$235	\$245	\$255	\$266	\$277	\$289	\$1,065	\$1,108	\$1,153	\$1,200	\$1,248	\$1,298

Company Proposal Provided to STCU:

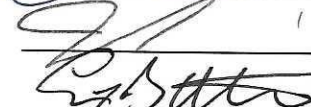
Date: 3/23/23

Time: 10:18am

Tentative Agreement Date/Time: 3/23/23 @ 1:30pm

Company: 

TCU 1908: 

UH 737: 

IATSE 631: 

UH 362: 

IBT 385: 

UFCW 1625: J. Jensen Pinner

THIRTEENTH Company Economic Package

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I.A.T.S.E. Addendum B-6 Entertainment Technicians, Costuming/Cosmetology

~~, Transformation Experience Stores~~

PREMIUM PAY

D. COSTUMING (This section also applies to Casual Regular Employees)

3. Costuming Employees working at the Costume Storage Facility locations (Orange and Lee Vista Facilities, including Character Services) that are certified to operate lift equipment shall receive a thirty cents (\$.30) per hour premium above the Costume Specialist Sr. rate only when operating a forklift or scissor lift at the above mentioned locations. **Effective ninety (90) days post ratification of the Agreement, Costuming Employees working at the Costume Storage Facility locations (Orange and Lee Vista Facilities, including Character Services) that are certified to operate lift equipment shall receive a forty cents (\$.40) per hour premium above the Costume Specialist Sr. rate only when operating a forklift or scissor lift at the above mentioned locations.** Costuming Employees working at the Costume Storage Facility Orange and the Lee Vista Costume Storage Facility will be paid this premium for one-hundred percent (100%) of actual hours worked for each facility. The premium only applies to hours worked at a Costume Storage Facility location.

MEDIA RATES

B. MEDIA PREMIUM RATES – ENTERTAINMENT TECHNICIANS

Level	Classification Examples	Current Rate	Eff. 10/2/2022	Eff. 10/1/2023	Eff. 9/29/2024	Eff. 9/28/2025	Eff. 10/4/2026
Grade Level 1	Camera Operator/Mixer						
Positions generally taking direction from a Director or Production Truck with direct-live feed.	Video Engineer						
	Video Switcher	\$38.83	\$40.39	\$42.01	\$43.70	\$45.45	\$47.27
	Video Editor						
	Production Truck Mixer						

Company Proposal Provided to STCU:

Date: 3/23/23

Time: 10:18am

Tentative Agreement Date/Time: 3/23/23 @ 1:30pm

Company:

TCU 1908:

UH 737:

IATSE 631:

UH 362:

IBT 385:

UFCW 1625:

2022-2023 STCU FT Negotiations

Main Table Company Proposal

THIRTEENTH Company Economic Package

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Grade Level 2 Positions generally in a leadership position of a crew or discipline	Crew Chief, A1, Head Rigger, Moving Light Programmer, Graphics Operator, Lighting Board Operator, Audio Board Operator, Broadcast Ops positions not defined above.	\$31.32	<u>\$32.58</u>	<u>\$33.89</u>	<u>\$35.25</u>	<u>\$36.66</u>	<u>\$38.13</u>
Grade Level 3 All other positions	Crew Members	\$27.91	<u>\$29.03</u>	<u>\$30.20</u>	<u>\$31.41</u>	<u>\$32.67</u>	<u>\$33.98</u>

C. COSTUMING/COSMETOLOGY "PAY UP" RATES

(This section also applies to Casual Regular Employees)

Description	Current Rate	Eff. 10/2/2022	Eff. 10/1/2023	Eff. 9/29/2024	Eff. 9/28/2025	Eff. 10/4/2026
"Pay Up" Rate A Cosmetologist	\$28.97	<u>\$30.13</u>	<u>\$31.34</u>	<u>\$32.60</u>	<u>\$33.91</u>	<u>\$35.27</u>
"Pay Up" Rate C <ul style="list-style-type: none"> Costume Specialist Sr. Costume Assistant I, II Boutique 	\$22.73	<u>\$23.73</u>	<u>\$24.73</u>	<u>\$25.73</u>	<u>\$26.76</u>	<u>\$27.84</u>
"Pay Up" Rate D <ul style="list-style-type: none"> Costume Specialist Costume Costume Assistant III 	\$19.09	<u>\$20.09</u>	<u>\$21.09</u>	<u>\$22.09</u>	<u>\$23.09</u>	<u>\$24.09</u>

Company Proposal Provided to STCU:

Date: 3/23/23

Time: 10:18am

Tentative Agreement Date/Time: 3/23/23 @ 1:30pm

Company: [Signature] TCU 1908: [Signature]

UH 737: [Signature] IATSE 631: [Signature]

UH 362: [Signature] IBT 385: [Signature]

UFCW 1625: J. Venus Porto

2022-2023 STCU FT Negotiations

Main Table Company Proposal

THIRTEENTH Company Economic Package

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TRAVEL POLICY FOR HOURLY (NON EXEMPT) EMPLOYEES REPRESENTED BY I.A.T.S.E.

The following guidelines have been established for payment of hourly employees for time spent in travel and work on Company authorized business trips. These procedures have been developed to specifically apply to travel by employees represented by I.A.T.S.E. as listed in Appendix A, attached hereto.

Classifications	DAILY RATES FOR TRIPS OF LESS THAN SEVEN (7) DAYS						WEEKLY RATES FOR TRIPS OF SEVEN (7) DAYS OR MORE					
	Current	Effective 10/2/2022	Effective 10/1/2023	Effective 9/29/2024	Effective 9/28/2025	Effective 10/4/2026	Current	Effective 10/2/2022	Effective 10/1/2023	Effective 9/29/2024	Effective 9/28/2025	Effective 10/4/2026
Ent. Tech. 1 Assigned Road Show Crew Chief	\$393	\$409	\$426	\$444	\$462	\$481	\$1,775	\$1,846	\$1,920	\$1,997	\$2,077	\$2,161
Entertainment Technician 2	\$337	\$351	\$366	\$381	\$397	\$413	\$1,520	\$1,581	\$1,645	\$1,711	\$1,780	\$1,852
Entertainment Technician 3	\$302	\$315	\$328	\$342	\$356	\$371	\$1,372	\$1,427	\$1,485	\$1,545	\$1,607	\$1,672
Cosmetologist	\$298	\$310	\$323	\$336	\$350	\$364	\$1,350	\$1,404	\$1,461	\$1,520	\$1,581	\$1,645
Costume Specialist Sr.	\$241	\$251	\$262	\$273	\$284	\$295	\$1,081	\$1,125	\$1,170	\$1,217	\$1,266	\$1,317
Costume Specialist	\$236	\$246	\$256	\$267	\$278	\$290	\$1,064	\$1,107	\$1,152	\$1,199	\$1,247	\$1,297
Costume	\$229	\$239	\$249	\$259	\$270	\$281	\$1,029	\$1,071	\$1,114	\$1,159	\$1,206	\$1,255
Costume Assistant I	\$252	\$263	\$274	\$285	\$297	\$309	\$1,113	\$1,158	\$1,205	\$1,254	\$1,305	\$1,358
Costume Assistant II	\$247	\$257	\$268	\$279	\$291	\$303	\$1,116	\$1,161	\$1,208	\$1,257	\$1,308	\$1,361
Costume Assistant III	\$236	\$246	\$256	\$267	\$278	\$290	\$1,070	\$1,113	\$1,158	\$1,205	\$1,254	\$1,305
First Hand	\$393	\$409	\$426	\$444	\$462	\$481	\$1,775	\$1,846	\$1,920	\$1,997	\$2,077	\$2,161
Costume CAM Specialist 1	\$393	\$409	\$426	\$444	\$462	\$481	\$1,775	\$1,846	\$1,920	\$1,997	\$2,077	\$2,161
Costume CAM Specialist 2	\$326	\$340	\$354	\$369	\$384	\$400	\$1,469	\$1,528	\$1,590	\$1,654	\$1,721	\$1,790

Company Proposal Provided to STCU:

Date: 3/23/23


Time: 10:18am

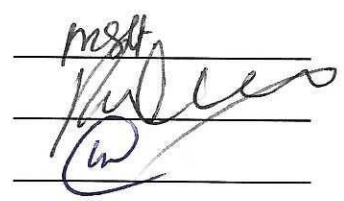
Tentative Agreement Date/Time: 3/23/23 @ 136pm

Company:  TCU 1908:

UH 737:  IATSE 631:

UH 362:  IBT 385:

UFCW 1625: 



THIRTEENTH Company Economic Package

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TEMPORARY EMPLOYEE REFERRAL PROGRAM
FOR HOURLY (NON-EXEMPT) REFERRALS BY I.A.T.S.E.

ARTICLE 6. WAGE RATES

Classification	Current Rate	Effective Upon Ratification	Effective 10/1/2023	Effective 9/29/2024	Effective 9/28/2025	Effective 10/4/2026
Crew Chief	\$1.50 (above base rate)	N/C	N/C	N/C	N/C	N/C
Stagehand 1	\$22.35	<u>\$23.35</u>	<u>\$24.35</u>	<u>\$25.35</u>	<u>\$26.35</u>	<u>\$27.35</u>
Stagehand 2	\$19.10	<u>\$20.10</u>	<u>\$21.10</u>	<u>\$22.10</u>	<u>\$23.10</u>	<u>\$24.10</u>
Wardrobe Referral	\$17.07	<u>\$18.07</u>	<u>\$19.07</u>	<u>\$20.07</u>	<u>\$21.07</u>	<u>\$22.07</u>

A Crew Chief is not required on any call in which referrals are working under the direction of a Technician 1. On a call of six (6) or more stagehands, a Crew Chief will be required except when working under the direction of an Entertainment Technician 1, however, the Company may, in its sole discretion, assign a Crew Chief on any call.

	10/1/2023	9/29/2024	9/28/2025	10/4/2026	10/3/2027
Benefits					
H&W	<u>\$4.45</u>	<u>\$4.55</u>	<u>\$4.65</u>	<u>\$4.75</u>	<u>\$4.85</u>
Annuity	<u>\$3.25</u>	<u>\$3.50</u>	<u>\$3.75</u>	<u>\$4.00</u>	<u>\$4.25</u>

Company Proposal Provided to STCU:

Date: 3/23/23

Time: 10:18am

Tentative Agreement Date/Time: 3/23/23 @ 1:30pm

Company:

TCU 1908:

UH 737:

IATSE 631:

UH 362:

IBT 385:

UFCW 1625:

THIRTEENTH Company Economic Package

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(Pass 2) Modified Company Comprehensive Proposal Addressing Company Proposal #3 and Union Proposals #33, #34, #36

ARTICLE 24 - COSTUMES, UNIFORMS, AND PERSONAL APPEARANCE

SECTION 2. SAFETY AND SANITARY CLOTHING AND EQUIPMENT

The Company will consider applicable safety requirements, fabric, and breathability as part of the design criteria for future themed operational costume development.

Where the Company, for safety purposes, requires the use of protective clothing, shoes, or other safety devices, other than hair nets and headbands, they will be furnished without cost to the employees. The Union agrees to require Regular Full Time employees in those classifications listed in Addendum A to use the devices furnished. Appropriate winter weather gear/equipment (i.e., hats, gloves) will be made available at the employee's request.

ARTICLE 25 - SAFETY AND HEALTH

The Company, the Union, and all employees are committed to providing a safe and healthy work environment.

SECTION 1. COMPANY RESPONSIBILITY

The Company will continue to make reasonable provisions for the safety and health of its employees during the hours of their employment.

All employees shall have access to established methods for reporting safety concerns to the Company. Each concern will be promptly investigated by the Safety Department.

The Company agrees that it will furnish and maintain sanitary toilet facilities, washrooms, lockers and changing quarters for all employees covered by this Agreement.

SECTION 2. EMPLOYEE RESPONSIBILITY

(a) All employees shall obey the Company's safety and health rules.

(TBD) The Company may implement a smoke and tobacco-free policy (including cigarettes, cigars, vaping, e-cigarettes and all forms of smoke-free tobacco). The Company will provide advance notice to the Union and employees prior to any implementation of a smoke and tobacco-free policy. The Company will continue to offer smoke and tobacco-free cessation programs and resources.

SECTION 3. COMPANY UNION COOPERATION

(a) The Company and the Union shall cooperate to further the goal of maintaining safe and sanitary working conditions. The Company may hold safety meetings with required attendance by every employee covered by this Agreement, on work time, as a means of improving safety and educating employees in safe practices. A Union Representative may attend such meetings.

Company Proposal Provided to STCU:

Date: 3/23/23

Time: 10:18 am

Tentative Agreement Date/Time: 3/23/23 @ 1:30 PM

Company: [Signature] TCU 1908: [Signature]

UH 737: [Signature] IATSE 631: [Signature]

UH 362: [Signature] IBT 385: [Signature]

UFCW 1625: [Signature]

THIRTEENTH Company Economic Package

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.

(NEW) SECTION 4. WORKPLACE VIOLENCE

(b) The Company and the Union recognize the importance of a safe and violence free work environment. In this regard, both parties agree to work cooperatively to prevent and address potential work place violence issues.

Incidents of disruptive or aggressive behavior by guests or employees should be immediately reported to leadership and/or Security. Each reported incident will be promptly handled in a manner consistent with the Company's commitment to protect the safety and well-being of employees. Employees have the right to contact and/or speak to law enforcement. For support in such situations involving multiple members of management, an employee may request the presence of an employee of their choice or a shop steward to provide support only, not to be involved in the incident response. Lack of immediate availability of such support shall not delay the response to the incident.

...

(NEW) SECTION TBD. WEATHER CONDITIONS

When working in the heat, employees should hydrate before, during and after their shift. The Company will have refillable water bottles and sunscreen available to employees for use during the workday. Employees working in primarily outdoor positions will have access to electrolytes upon request.

In the case of severe weather, a leader will determine whether operations should be suspended in whole or in part. If a "seek shelter" alert is issued, after assisting with clearing of guests from the area, employees should follow instructions to seek shelter and notify leaders of their location. Leaders will instruct employees when they should return to normal operations.

(NEW) SECTION TBD. EDUCATION AND AWARENESS

The Company will continue to provide ongoing education and awareness to employees on safety topics.

Company Proposal Provided to STCU:

Date: 3/23/23

Time: 10:18am

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

Company:

TCU 1908:

UH 737:

IATSE 631:

UH 362:

IBT 385:

UFCW 1625:

Addendum A

Tipped Classifications

Job Classification	Effective 9/25/2022	Effective 9/24/2023	Effective 9/29/2024	Effective 9/28/2025	Effective 9/27/2026
Banquet Facility (T)	\$7.98	\$8.98	\$9.98	\$10.98	\$11.98
Banquet Service (T) ¹	\$7.98	\$8.98	\$9.98	\$10.98	\$11.98
Beverage Assistant (T)	\$7.98	\$8.98	\$9.98	\$10.98	\$11.98
Beverage Captain (T) ¹	\$7.98	\$8.98	\$9.98	\$10.98	\$11.98
Beverage (T)	\$7.98	\$8.98	\$9.98	\$10.98	\$11.98
Beverage Banquets (T) ¹	\$7.98	\$8.98	\$9.98	\$10.98	\$11.98
Food & Bev Assistant (T)	\$7.98	\$8.98	\$9.98	\$10.98	\$11.98
Food & Bev Captain (T) ¹	\$7.98	\$8.98	\$9.98	\$10.98	\$11.98
Food & Bev Dinner Show Server (T) ¹	\$7.98	\$8.98	\$9.98	\$10.98	\$11.98
Food & Bev Service (T)	\$7.98	\$8.98	\$9.98	\$10.98	\$11.98
Golden Oak Server/Bartender (T)	\$7.98	\$8.98	\$9.98	\$10.98	\$11.98
Resort Bell Services (T)	\$7.98	\$8.98	\$9.98	\$10.98	\$11.98
Special Service (T)	\$7.98	\$8.98	\$9.98	\$10.98	\$11.98

¹ Cast Members meeting criteria defined in FLSA Section 7(i) may be designated as 7(i) exempt.

Non-tipped rates for Cast Members in Tipped classifications:

Vacation, Sick, Holiday, Bereavement, Jury Duty	Food & Beverage Steward rate of pay
Training (Resort Bell Services only):	Resort Hospitality rate of pay
Investagory Suspension (excluding Banquets and Dinner Shows):	Chef Assistant rate of pay
Investagory Suspension (Banquets and Dinner shows only):	Tipped rate plus estimated lost gratuities

The Company may continue and/or implement the following hiring and/or retention initiatives including, but not limited to, hiring and/or retention bonus payments, hiring referral program incentives, relocation assistance, and any other incentive and/or retention initiative deemed appropriate by the Company to meet hiring and retention needs.

TA³ 3/23/23 @ 130 PM

Handwritten signatures and initials, including a circled 'TA' and various scribbles, located at the bottom of the page.