

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.

Modified Comprehensive Company Proposal (pass 2)

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

WATERCRAFT

Scheduling

1. Where in person bids are utilized, a Shop Steward will be present during bidding.
2. ★A Shop Steward may request review of hours worked on a quarterly basis.
- 4-3. ★If an employee elects to drop a bid line, they cannot bid on an open line for the duration of the bid.
- 6 4. ★Watercraft employees can request at any time 5th, 6th, and 7th day overtime before others are involuntarily required to perform overtime.
- 7 5. Employees working a paid shift of seven (7) or less hours will not be required to take an involuntary lunch.

Additionally, Scheduling scheduling for all Full Time Seven Seas, and Bay Lake Watercraft Operations work groups, including but not limited to, Grand One and Magical Fireworks Voyages, will be done in the following manner:

- 3 1. ★ Coordinators, Wash Crews, Light Show and Grand One will bid once a year all at the same time (**Magic Kingdom only**). The Company reserves the right to conduct additional bids as needed.
- 5 2. Employees who transfer (excluding those from EPCOT Friendship, Sassagoula/Rivercruise Boat Operations, Monorail Operations, ~~and~~ Seven Seas and Bay Lake Lake Patrol Operations, **and Gondola**) into Seven Seas and Bay Lake Watercraft Operations or Monorail Operations must wait two (2) years prior to exercising their seniority for schedule bid purposes or pool.
- 8 3. 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 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.

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★ This provision only applies to Regular Full Time employees

Company Proposal Provided to TCU
1908:

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MONORAILS

...
Monorail Central Controller

1. The Company will determine the qualifications for employees who are stasused to the Monorail Central Controller classification. **Only non-probationary, regular employees shall be eligible for Monorail Central Controller positions**
3. The Company reserves the right to remove any stasused Monorail Central Controller who is not performing to acceptable standards. If the removal occurs within a one hundred twenty (120) day qualifying period, there will be no recourse to the grievance procedure. **If the Company initiates a removal under this Section, the employee shall be immediately eligible to transfer.**

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Monorail - Scheduling

Scheduling for all Regular Full Time Monorail employees will be done in the following manner:

4. Employees who transfer (excluding those from EPCOT Friendship, Sassagoula/~~Rivercruise~~ **Rivercruise** Boat Operations, Watercraft Operations, ~~and~~ Seven Seas and Bay Lake Lake Patrol Operations, ~~and Gondola~~) into Seven Seas and Bay Lake Watercraft Operations or Monorail Operations must wait two (2) years prior to exercising their seniority for schedule bid purposes or pool.
8. **★Coordinators and Central Controllers will bid once a year all at the same time. The Company reserves the right to conduct additional bids as needed.**

GONDOLA

Scheduling

Scheduling for Regular Full Time Gondola employees will be done in the following manner:

1. **Re-certification – Employees who transfer out of Gondola and/or have not operated a Gondola system for a period of six (6) months or more must be re-certified in Gondola prior to operating the line. This applies to cross-utilization situations and employees returning to the area.**
2. **Skyport Scheduling – Employees trained on Skyport may preference Skyport during schedule bids. The Company will post interest sheets based upon business needs for Gondola employees to volunteer for Skyport training. Training will be assigned in seniority order first from the interest sheets.**

★ This provision only applies to Regular Full Time employees

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Houseperson Host/ess Premium

1. Houseperson Host/ess will receive the forty cents (\$.40) per hour premium pay for all hours worked when operating the specified equipment or performing the specified tasks as outlined in "Custodial Host/ess Utility Premium Pay" in UNITE HERE! Local 362 section of Addendum "B-3."
2. Interchangeability to include "junior qualified Houseperson" when utilizing a Houseperson as a Housekeeper.
3. Job assignments in linen will be assigned on a separate schedule to those who currently do the role. Future openings and call-ins/sicks will be filled with the most junior qualified Houseperson.
4. Guests will be notified that the Company reserves the right to inspect rooms on a daily basis.
5. The Company will adjust the workload based on occupancy, and distribute the work equitably.

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BELL SERVICES

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Communication

1. ~~In~~ On the Company's website under "Guest Services," within the Bell Services/Luggage Assistance section Resort Newsletter (or equivalent directory of service), under the "Luggage" headings, "Gratuity not included" will be added.

Scheduling

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1. ★ Management will calculate the top fifty percent (50%) of Regular Full Time employees excluding graveyard by seniority prior to the scheduling process to determine the number of employees who can select their individual schedule (i.e. cherry pick lines). If an uneven number of people result, Management will round off to the next whole number, e.g., 6.2 = 7. Should an employee in the top fifty percent (50%) ~~select a floater line~~ decline a cherry pick line, then the top senior employee not in the top fifty percent (50%) shall be included in the cherry pick process. No employee will be required to cherry pick. Employees declining a cherry pick must wait to select days off until the cherry pick concludes.

When creating the pool of shifts for employees to select from, Management will include all shifts that are anticipated to be needed on a regular basis until the next schedule bid.

~~In order of seniority, the top fifty percent (50%) of eligible employees in the department will participate in the selection of their individual schedule. Those individuals will select their shifts within the~~ The following parameters apply:

- Employees must select two (2) consecutive days off. In the event that ~~a Cast Member~~ an employee voluntarily requests split days off, it may be granted based on Management discretion and with approval of the Union.

★ This provision only applies to Regular Full Time employees

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- Employees must select all a.m. shifts by day (a.m. is a start time by noon) or all p.m. shifts, by day (p.m. is a start time after noon). ~~In the event that a Cast Member~~ **An employee's** voluntarily requests for a mix of a.m. and p.m. shifts **will not be unreasonably denied**, it may be granted based on Management discretion.

1. ★ After the cherry picks have concluded, fifty percent (50%) of the remaining employees will have the option in seniority order to choose float with set days off from the remaining day off combinations. No employee will be required to select set days off. Should an employee decline to select set days off, the option to choose float with set days off passes to the next senior employee until it reaches the 50% maximum.

Management will then create the remaining lines. The employees will then make their selections in accordance with seniority:

- Fifty percent (50%) of all lines excluding third shift will be cherry pick. If an uneven number of people result, Management will round off to the next whole number, e.g., 6.2 = 7
- Up to twenty five percent (25%) of all lines excluding third shift will be p.m. floats. If an uneven number of people result, Management will round off to the next whole number, e.g., 6.2 = 7
- All remaining lines excluding third shift will be floats consisting of a.m. and/or p.m. shifts.
- Twenty five percent (25%) of the p.m. floats and twenty five percent (25%) of the floater lines will have days off assigned
- ~~In the event that an a.m./p.m. float Cast Member floats into a p.m. line, whoever has the greater seniority will have the preference on the more desired shift~~
- The floater schedule will cover vacation relief.

3. If available, a Regular Part Time employee will be scheduled to cover the third shift in the event the employee who has bid that line is on vacation, a leave of absence, or in the event of any vacancy, for a period not to exceed sixty (60) days **shifts per calendar year**. If a Regular Part Time employee is not available, the least senior available Regular Full Time **Tipped Bell Services** employee will be assigned this shift, for a period not to exceed sixty (60) days **shifts per calendar year**. Once the least senior available employee has worked sixty (60) cumulative days **shifts** in a calendar year, shifts will then be filled by the next least senior available employee.

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★ This provision only applies to Regular Full Time employees

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FRONT OFFICE (CONCIERGE/FSA)

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10. Regular Full-Time and Regular Part-Time Concierge employees will not be mandatorily scheduled into open third shifts more than sixty (60) shifts in a calendar year. Once the least senior available employee has worked sixty (60) cumulative shifts in a calendar year through mandatory scheduling, open third shifts will then be filled by the next least senior available employee.

ADVANCED RESCUE PATROL

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Regular Full Time employees stasured to EPCOT Friendships, Sassagoula/Rivercruise Boat Operations, Seven Seas and Bay Lake Watercraft, Monorail Operations, and Seven Seas and Bay Lake-Lake Patrol, and Gondola will be given priority to transfer to openings within these five (5) operations.

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Spa & Fitness Center Host/ess

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Spa & Fitness Hosts/ess at the Spa locations will be part of a Global scheduling pool whereby, Cast will rotate between the Spa front desk, locker room and Resort Fitness Center at the different Resort Fitness Centers as designated by the Company. **Scheduling will be based on seniority and preferences unless required to deviate for reasons listed in Article 10, Section 5 of the STCU Agreement.**

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Resort Club Level Lounge Premiums

**Memorandum of Understanding
2022 Walt Disney Parks and Resorts U.S.
And**

Transportation Communications International Union/IAM Lodge 1908

This Memorandum of Understanding ("MOU") is between Walt Disney Parks and Resorts, U.S. ("Company"), and Transportation Communications International Union/IAM Lodge 1908 ("Union"), a signatory to the Service Trades Council Union Agreement ("STCU Agreement"), collectively referred to as "the Parties."

During the course of the 2022 negotiations, the Company and TCU Local 1908 mutually met and agree to the following regarding work assignments performed by Hospitality and Resort Concierge in Resort Club Level Lounges within Walt Disney World Resorts.

Employees stated as a Resort Concierge assigned by the Company to perform the primary Resort Club Level Lounge duties including responsibilities above and beyond those performed by the Resort Concierge elsewhere on property will receive a premium of one dollar (\$1.00) per hour for each hour actually assigned and worked in a Resort Club Level Lounge.

Employees stated as a Resort Hospitality assigned by the Company to perform the primary Resort Club Level Lounge duties including responsibilities above and beyond those performed by the Resort Hospitality elsewhere on property will receive a premium of fifty cents (\$.50) per hour for each hour actually assigned and worked in a Resort Club Level Lounge.

In the event a Resort Hospitality that is outside of their probationary/ qualification period and fails to meet or sustain expectations required for the Resort Club Level Concierge Lounge, and a stated role within the same resort and classification is not available, the following process will be followed:

1. The Resort Hospitality will be provided a one-time retraining and opportunity to successfully pass the required training as part of their role.
2. If, after the one-time retraining, the Employee is unable to sustain expectations, the Employee will be directed to partner with Casting to find a transfer opportunity for which they are qualified. The transfer will be processed based on operational need.
3. TCU agrees to allow the Employee to bypass the skill code list for any TCU non-tipped opportunity.
4. If there are any Full Time positions at Casting for which the Employee is qualified, the Employee will be given forty-eight (48) hours to accept the role. If the Employee declines the opportunity for which they are qualified, they will be separated from the Company as a "voluntary" termination.
5. The Employee may choose to accept a Part Time or Casual position. They will be treated like any transfer (i.e. loss of Full Time seniority, transfer guidelines, etc.).

Company Proposal Provided to TCU
1908:

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Company: _____

TCU 1908: _____

**2022 STCU FT Negotiations
TCU Local 1908**

Addendum Company Proposal

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.

6. If there are no Full Time opportunities through the Casting process and the Employee is not interested in a Part Time or Casual opportunity, the Employee will remain in their current position until such a time when they can be placed in a full time role.
7. Once a role becomes available, the Employee will be offered the position. If they decline the position they will be separated from the Company as a "voluntary" termination.

Nothing in this Memorandum, nor any past practice, shall require the Company to assign any minimum number of employees to perform Resort Club Level Lounge duties. The assignment of an Employee to Resort Club Level Lounges is at the sole discretion of the Company.

This Memorandum of Understanding expires at the end of the term of the 2022 Regular Full Time STCU Agreement

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

Staci Bowermeister Shkoler Date
Lead National Field Representative
TCU/IAM Local 1908

Company Proposal Provided to TCU
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Fort Wilderness Luggage Assistance

**Memorandum of Understanding
2022 Walt Disney Parks and Resorts U.S.**

And

Transportation Communications International Union/IAM Lodge 1908

This Memorandum of Understanding ("MOU") is between Walt Disney Parks and Resorts, U.S. ("Company"), and Transportation Communications International Union/IAM Lodge 1908 ("Union"), a signatory to the Service Trades Council Union Agreement ("STCU Agreement"), collectively referred to as "the Parties."

During the course of the 2022 negotiations, the Company and TCU Local 1908 mutually understand the agreement reached between the Company and the Union in regards to Fort Wilderness Luggage Assistance.

- If there are any open shifts, we will allow employees the opportunity to volunteer, in order of seniority, to fill the luggage shifts as part of their normal weekly schedule process. If there are no volunteers, the lowest trained Resort Guest Service will be scheduled in the position. If they are forced into the luggage position, they will be paid at the higher of the two rates.
- All Front Office Cast inclusive of Resort Guest Service, 3rd Shift Resort Guest Service, Concierge and Resort Hospitality will be required to assist as part of their shift with luggage needs as Management directs and business dictates.

This Memorandum of Understanding expires at the end of the term of the 2022 STCU Collective Bargaining Agreement.

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

Staci Bowermeister Shkoler Date
Lead National Field Representative
TCU/IAM Local 1908

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WDW Recreation Fishing Guide Scheduling and Day of Deployment

**Memorandum of Understanding
2022 Walt Disney Parks and Resorts U.S.
And
Transportation Communications International Union/IAM Lodge 1908**

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During the course of the 2022 negotiations, the Company and TCU Local 1908 mutually understand the prior agreement reached between the Company and the Union regarding the scheduling and deployment of Recreation Fishing Guides.

- For weekly scheduling, Full-time Fishing Guides will be scheduled based on their seniority and preferences. Full-time Fishing Guides will not be allowed to bump another Full-time Guide. All Part-time Guides will be scheduled as necessary at any location and can be bumped by any Full-time guide from any location, day of, based on the availability of work.

This Memorandum of Understanding expires at the end of the term of the 2022 Full Time STCU Agreement

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

Staci Bowermeister Shkoler Date
Lead National Field Representative
TCU/IAM Local 1908

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Recreation Classification / Fort Wilderness Ranger Function

**Memorandum of Understanding
2022 Walt Disney Parks and Resorts U.S.
And
Transportation Communications International Union/IAM Lodge 1908**

This Memorandum of Understanding ("MOU") is between Walt Disney Parks and Resorts, U.S. ("Company"), and Transportation Communications International Union/IAM Lodge 1908 ("Union"), a signatory to the Service Trades Council Union Agreement ("STCU Agreement"), collectively referred to as "the Parties."

During the course of the 2022 negotiations, the Company and TCU Local 1908 mutually understand the following regarding the function "Wilderness Ranger" within the Recreation classification at the Bay Lake Region for Fort Wilderness Resort.

- Any Recreation Cast Member within the Bay Lake Region may be considered to perform the Wilderness Ranger function, and will be paid a one dollar (\$1.00) per hour premium for all hours performing the specific function.
- The Company established qualifications for the function include: performance, experience, initiative, dependability, effective communication skills, professional demeanor and guest service oriented.
- Any Bay Lake Region Recreation Cast Members who demonstrate the ability to perform the job functions, based on the above-noted Company qualifications, seniority will prevail.

This Memorandum of Understanding expires at the end of the term of the 2022 Full Time STCU Agreement.

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

Staci Bowermeister Shkoler Date
Lead National Field Representative
TCU/IAM Local 1908

Company Proposal Provided to TCU
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Transportation Placement Assistance for Regular Full Time

**Memorandum of Understanding
2022 Walt Disney Parks and Resorts U.S.**

And

Transportation Communications International Union/IAM Lodge 1908

This Memorandum of Understanding is between Walt Disney Parks and Resorts U.S. ("Company"), and Transportation Communications International Union, Local 1908, ("TCU Local 1908") a signatory to the Service Trades Council Union Agreement.

During the course of the 2022 negotiations, the Company and TCU Local 1908 reached the following agreement regarding placement assistance for Monorail or Watercraft employees.

The following process will be for any Regular Full Time employee who transfers into a Full Time Monorail or Watercraft position and is unable to successfully complete future training after their initial qualification period (i.e. additional watercraft vessels, drive training, etc.). Employees who are newly hired or newly converted to a Full Time Monorail or Watercraft position will follow the existing Probationary Employee language (Article 13 section 5 and Article 14 section 2).

- An employee who is unable to successfully complete future training will be provided a one-time retraining and opportunity to successfully pass the required training as part of their role.
- If unable to pass after this additional retraining, the employee will be directed to partner with the Transportation Casting contact to identify a transfer opportunity.
- An employee will have two weeks from the date of their second failed training to find a placement.
- TCU agrees to allow the employee to bypass the skill code list for any TCU non-tipped opportunity.
- If there are any Full Time positions at Casting and the employee declines the opportunity they will be separated from the Company as a "voluntary" termination.
- The employee may choose to accept a Part Time or Casual position. They will be treated like any transfer (i.e. loss of Full Time seniority, transfer guidelines, etc.).
- If there are no Full Time opportunities through the Casting process and the employee is not interested in a Part Time or Casual opportunity, the employee will remain in their current position until such a time when they can be placed in a full time role.
- Once a role becomes available, the employee will be offered the position. If they decline the position they will be separated from the Company as a "voluntary" termination.

This Memorandum of Understanding expires at the end of the term of the 2022 Regular Full Time STCU Agreement.

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

Staci Bowermeister Shkoler Date
Lead National Field Representative
TCU/IAM Local 1908

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Seniority on Transfer

**Memorandum of Understanding
2022 Walt Disney Parks and Resorts U.S.
And
Transportation Communications International Union/IAM Lodge 1908**

This Memorandum of Understanding is between Walt Disney Parks and Resorts U.S. ("Company"), and Transportation Communications International Union, Local 1908, ("TCU Local 1908") a signatory to the Service Trades Council Union Agreement.

The Company and TCU Local 1908 mutually understand the agreement reached between the Company and the Union in regards to all TCU Local 1908 represented employee's ability to Exercise their STCU Seniority for Preference upon Transfer. This agreement excludes all Seven Seas and Bay Lake Watercraft Operations, Monorail Operations and Bell Services Tipped employees. For these specified locations the waiting periods stipulated in the TCU Addendum B-4 shall apply. For all other employee, the following shall apply:

Employees who transfer into a work location in between schedule bids, will be allowed to submit a "preference sheet", or applicable submittal form, to exercise their seniority for: time of day, hours per week, and location where applicable. This provision does not apply to days off.

This Memorandum of Understanding expires at the end of the term of the 2022 TCU Collective Bargaining Agreement.

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

Staci Bowermeister Shkoler Date
Lead National Field Representative
TCU/IAM Local 1908

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One Time Preference Change

**Memorandum of Understanding
2022 Walt Disney Parks and Resorts U.S.
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The Company and TCU Local 1908 mutually understand the agreement reached between the Company and the Union in regards to all TCU Local 1908 represented employee's ability to adjust their preferences one time during their bid cycle.

1. Employees represented by TCU Local 1908 who are scheduled in accordance with preference scheduling will be given the opportunity to adjust their individual preference, including:
 - Time of day,
 - Hours per week
 - Job/location (if applicable), and
 - Preference order (time of day, hours per week, and job/location).
2. Days off is the only selection employees will not be able to change.
3. This opportunity will be limited to one (1) time per employee between each schedule bid.
4. This process does not guarantee that the employee will be given the schedule of their choice. Schedules may change based on business conditions. The change in preferences will result in schedules being assigned on a Full-Time seniority basis according to the STCU contract.

This Memorandum of Understanding expires at the end of the term of the 2022 STCU Agreement.

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

Staci Bowermeister Shkoler Date
Lead National Field Representative
TCU/IAM Local 1908

Company Proposal Provided to TCU
1908:

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**Premium Service Attendants
Disney's Typhoon Lagoon and Disney's Blizzard Beach Water Parks**

**Memorandum of Understanding
2022 Walt Disney Parks and Resorts U.S.
And
Transportation Communications International Union/IAM Lodge 1908**

This Memorandum of Understanding ("MOU") is between Walt Disney Parks and Resorts, U.S. ("Company"), and Transportation Communications International Union/IAM Lodge 1908 ("Union"), a signatory to the Service Trades Council Union Agreement ("STCU Agreement"), collectively referred to as "the Parties."

The Company and TCU Local 1908 mutually agree to the following tipping practices for Recreation Cast Members working the Premium Service Attendant role at Typhoon Lagoon and Blizzard Beach Water Parks:

- When offered by the Guest, Recreation working the Premium Service Attendant role at Typhoon Lagoon and Blizzard Beach Water Parks will be allowed to accept cash tips only.
- Recreation will still be prohibited from soliciting tips either verbally or non-verbally.
- Recreation will be responsible for determining the method, if any, that they will utilize to fairly distribute cash tips amongst themselves.
- The Company will advise Recreation of the appropriate process and their responsibility for declaring their tips; however, the Recreation will be reasonable for reporting their own tips per IRS guidelines.
- Recreation will not be allowed to discuss or distribute their tips on stage.
- The Company reserves the right to discontinue this program at any point with reasonable notification to and discussion with the Union.

This Memorandum of Understanding is non-precedent setting and shall not be used as an interpretation of the STCU Agreement.

This Memorandum of Understanding expires at the end of the term of the 2022 Regular Full Time STCU Agreement.

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

Staci Bowermeister Shkoler Date
Lead National Field Representative
TCU/IAM Local 1908

Company Proposal Provided to TCU
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TCU 1908: _____

**2022 STCU FT Negotiations
TCU Local 1908**

Addendum Company Proposal

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Date of Ratification

Staci Bowermeister Shkoler
National Field Representative, TCU/IAM Local 1908
6675 Westwood Blvd #140
Orlando FL 32821

Re: Letter of Intent regarding Slip Resistant Shoes

Dear Staci

Pursuant to our conversation during the 2022 TCU Local 1908 Addendum negotiations, the Company, during the term of the 2022 Service Trades Council Union Agreement, will continue the policy requiring employees working in the Resort Hospitality classification in the Club Level Lounge to use slip resistant shoes. In accordance with Article 24, Section 2 of the Agreement, these shoes will be furnished without cost to the employees.

The Company will provide advance notification to the Union in the event this policy is discontinued in the future.

Sincerely,

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

Date

Company Proposal Provided to TCU
1908

Tentative Agreement Date/Time: _____

Date _____

Company: _____

Time _____

TCU 1908: _____

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Date of Ratification

Staci Bowermeister Shkoler
National Field Representative, TCU/IAM Local 1908
6675 Westwood Blvd #140
Orlando, FL 32821

Re: Letter of Clarification Regarding Resort Hospitality Classification

Dear Staci:

During the course of negotiations for the TCU Local 1908 Addendum to the 2022 Service Trades Council Union Agreements, we discussed the various roles performed by employees stasured in the Resort Hospitality Classification. Specifically, the following roles are currently regularly performed:

- Resort Hospitality Luggage/Lane Assistance – provides support to Guest arrival.
- Resort Hospitality Club Level – provides support in the club level lounges.
- Fort Wilderness Luggage Assistance - provides guest assistance including luggage assistance to guests at Fort Wilderness Campground.

The above three positions are in separate locations and as such employees are required to use the normal transfer process to move from one role to another even within the same resort.

The Company will provide advance notification to the Union in the event there are any changes to the roles regularly performed by the Resort Hospitality Classification.

Sincerely,

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

**Company Proposal Provided to TCU
1908:**

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Time: _____

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Modified Company Counter to Union Proposal 2 – Visual Inspections

Houseperson Visual Inspections

Memorandum of Understanding
2022 Walt Disney Parks and Resorts U.S.
And
Transportation Communications International Union/IAM Lodge 1908

This Memorandum of Understanding ("MOU") is between Walt Disney Parks and Resorts, U.S. ("Company"), and Transportation Communications International Union/IAM Lodge 1908 ("Union"), a signatory to the Service Trades Council Union Agreement ("STCU Agreement"), collectively referred to as "the Parties."

As discussed during the 2022 Negotiations, it is the expectation of the Company that Housepersons complete their visual inspections in accordance with the Company's policies and procedures. In the event that an employee fails to perform visual inspections in accordance with these policies and procedures, the Parties agree that the following guidelines apply:

- First instance: Employee will be retrained on visual inspections.
- Second instance: Employee may be disciplined and will be offered the opportunity to transfer to a non-Houseperson role.

The Union has the ability to grieve any discipline arising out of job performance related to visual inspections.

The Company reserves the right to discipline, including separation, outside of the above guidelines for falsification or dishonesty.

This MOU expires at the end of the term of the 2022 Regular Full Time STCU Agreement.

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

Staci Bowermeister Shkoler
Lead National Field Representative
TCU/IAM Local 1908 Date

Company Proposal Provided to TCU
1908:

Date: _____

Time: _____

Tentative Agreement Date/Time: _____

Company: _____

TCU 1908: _____