

Contract Update

The 2010 Contract Negotiations News Bulletin of UNITE HERE! Local 362

September 18, 2010

AGREEMENT REACHED ON SIDE LETTERS

The Local 362 Side Letter bargaining committee reached a unanimously recommended tentative agreement with Disney management regarding job specific issues on September 17, 2010. After 11 days of bargaining, roughly 300 different rank-and-file members attending, collective action by the entire membership and members directly speaking with Disney Executives, we were able to gain improvements in the wages and working conditions while preventing take-a-ways from the Company.

All of Local 362's members will benefit from this agreement because of improved Labor/Management language to be able to address workplace issues, improved representation rights and Safety language.

The Custodial Side Letter will contain improvements around scheduling, adding equipment to the Utility premium, transfers to the same job classification and the incident/accident policy. Additionally, Custodial workers required to use rappelling methods for work will gain a fifty cent (\$0.50) per hour premium, the utility premium will be increased to forty cents (\$0.40) in the second year of the contract and the creation of an Environmental Services position at the Magic Kingdom with a one dollar and fifty cents (\$1.50) premium. All Custodial workers will be provided with work shoes starting in 2011 at no cost to the employees.

Attractions Cast Members gained improvements around scheduling and transfers. Academy Artists in the Attractions LOB achieved a forum to address specific issues related to their jobs. All Attractions workers won a ten cent (\$0.10) wage adjustment in the second year of the contract in addition to any wage increases negotiated at the Main Table by the STCU.

Auto Plaza, Ticketing and Vacation Planning all restructured their agreements as it relates to cash handling and Operating Guideline errors. Ticketing increased the premium for Ticket Sales to forty cents (\$0.40) per hour at Cirque Du Soleil, Disney Quest, the Sports Complex and Water Parks. Both Auto Plaza and Ticketing separated cash handling and Operating Guideline discipline from the general discipline matrix.

All of these improvements represent a major victory for the Local 362 members. There is still tremendous work to do around the overall package at the Main Table, but all Local 362 members should feel proud of the progress made in this agreement. Main Table Negotiations are scheduled over the next two weeks each Tuesday, Wednesday and Thursday. In the very near future, a vote over the Company's proposal will be scheduled and all members are needed to mobilize for this action. The contract expires on October 2, 2010.

Make a difference for all Disney workers!

Attend Main Table Negotiations to support the Bargaining Committee's proposals!

Tuesday, September 21, 2010 • Wednesday, September 22, 2010 • Thursday, September 23, 2010

Sessions generally start at 10am and end around 6pm

Meetings are held at the Buena Vista Palace Hotel in Islander Room located near the pool area

Organize Here! Win Here!

UNITE HERE! Local 362

1255 La Quinta Drive, Suite 212, Orlando, FL 32809

Phone: (407) 851-0626 or (800) 468-0626

Go online: www.uniteherelocal362.org

www.uniteherelocal362.blogspot.com

Bargaining Hotline: (407) 851-0626, extension 29



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