

# Contract Update

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

February 11, 2011

## Disney management states economic offer - Summary

On February 11, 2011, the Walt Disney Company made another offer to the FT workers on economics. Below is a summary:

### Term of Agreement

42 Month Contract – October 3, 2010 through March 29, 2014

### Wages

#### Workers hired before 12/12/1998 – “Topped-out”

4/3/2011	4/1/2012	3/31/2013
2% wage increase	2.25% wage increase	2.5% wage increase

#### Workers hired after 12/12/1998 – “In-range”

4/3/2011	4/1/2012	3/31/2013
3% wage increase	3% wage increase	3% wage increase

Minimum wage increase of \$0.25 for “in-Range” wage scale

### Bonus Payment

All Full-Time employees (non-tipped) as of 10/2/10 making more than \$8.51 per hour receive \$550

All Full-Time employees (non-tipped) as of 10/2/10 making less than \$8.50 per hour receive \$650

All Full-Time employees on the day of the vote receive an additional \$100 if vote passes

### Health Insurance

HMO Medical plan increases (based on 40 hours per week)

	Single		Employee + Spouse		Employee + Child		Family	
	Increase per week	Cents per hour increase	Increase per week	Cents per hour increase	Increase per week	Cents per hour increase	Increase per week	Cents per hour increase
1/1/2011	\$3	\$0.08	\$7	\$0.18	\$5	\$0.13	\$8	\$0.20
1/1/2012	\$3	\$0.08	\$8	\$0.20	\$5	\$0.13	\$9	\$0.23
1/1/2013	\$3	\$0.08	\$9	\$0.23	\$5	\$0.13	\$10	\$0.25
1/1/2014	\$3	\$0.08	\$9	\$0.23	\$5	\$0.13	\$11	\$0.28
<b>TOTAL</b>	<b>\$12</b>	<b>\$0.32</b>	<b>\$33</b>	<b>\$0.84</b>	<b>\$20</b>	<b>\$0.52</b>	<b>\$38</b>	<b>\$0.96</b>

This does not include any potential increases to Dental or Vision coverage

### Retirement

No change in current benefits

### Holidays and Vacation benefits

No change in current benefits

### Random Alcohol and drug testing

Ability to test driving roles, but only with agreement from the Union

While tremendous progress was made for the Disney Cast Members throughout negotiations on work rules and job-specific issues, this offer falls short of addressing the needs of the employees as it relates to economics. A contract vote has been scheduled for **Friday, February 25, 2011** from **7am to 7pm** at the **Contemporary Resort**.

**REJECT THIS OFFER AND SEND THE COMPANY BACK TO THE BARGAINING TABLE.**

## Vote NO on Friday, February 25, 2011

# Disney CAN DO BETTER!