



# TENTATIVE AGREEMENT REACHED!

On March 23, 2023, Disney Management made an offer that Union Representatives from all 6 Affiliate Unions agreed to accept. The offer addresses 3 main priorities set by the Committee when the membership of the STCU voted overwhelmingly to reject Disney’s last offer. This offer accomplishes:

- Minimum \$18 per hour in 2023 for existing Cast Members
- Increased total value of Contract
- Restore full retroactivity for the wage adjusted Cast Members (Buses, Culinary, Housekeeping, etc.)

**The Negotiating Committee is recommending a YES vote on Wednesday, March 29.**

## Summary of changes to existing Contract

### Economic Improvements

Wages for existing Cast Members:

Date	Amount	Minimum
Retro to 10/2/22	\$1.00	\$16.00
Ratification	\$1.00	\$17.00
12/3/23	\$1.00	\$18.00
12/1/24	\$0.50	\$18.50
9/28/25	\$1.00	\$19.50
10/4/26	\$1.00	\$20.50

Increase Trainer and Coordinator Premium by \$0.25 per hour within 90 days of ratification.

Increase 3<sup>rd</sup> Shift premium for Custodial from \$1.00 per hour to \$2.00 per hour within 90 days of ratification

Increase Jungle Cruise rate of pay by \$0.50 at ratification

Add Child Bonding Leave: 8 weeks of pay over 12 months after 1 year of employment

Maintain Pension Retirement plan, add 401 (k) option with no match from Employer

Maintain current annual Healthcare Increases and add Consumer Choice plan on cost control

	Employee Only	Employee + Spouse	Employee + Children	Family
Maximum increase per week, per year	\$3	\$10	\$5	\$12

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## Non-Economic Improvements

- Diversity, Equity, and Inclusion Improvements
  - Added language that requires the company to provide employees preferred names when sending reports to the Union.
  - Added improved language regarding the Accommodations process to Article 8 which inserts the Union into the process if the worker needs assistance, and received a Letter of Intent (LOI) committing the company to improving the process and filling roles internally before going externally to hire.
  - Changed all mentions of “he/him/his”, “she/her/hers” and “Host/Hostess” to gender neutral terminology.
  - Received a Letter of Intent (LOI) regarding Diversity, Equity, and Inclusion including language that commits the company to providing annual training on its harassment policy, improving changing areas, improving the translation process for employees who require or request this, improving conditions for pregnant & lactating workers, and improving resources for workers who need assistance with Family & Intimate Partner violence.
  - Received another Letter Of Intent (LOI) regarding reproductive care & gender affirmation care that commits to maintaining current levels for the life of the agreement.
  - Improved language under the Non-Discrimination article, and added language requiring the company to post policies related to this, as well as requiring the Company to provide the union with updates as soon as they are published.
- Improved Sick Care language so that it may be used as soon as it accrues once a worker is past their probationary period, as well as allowing Sick Care to be utilized to cover absences related to child care.
- Increased notice period for involuntary OT from 30 to 60 minutes.
- Added Safety Meeting Language to Labor-Management Committee Article.
- Added language allowing employees to have paid time off to vote.
- Improved Layoff & Recall language, extending rights to 12 months.
- Improved Transfer language to return to 6-month transfers (within classification after 1 year of employment), allows an employee to decline within 72 hours of transfer processing and shortens waiting period if declined within this window.
- Received a Letter Of Intent (LOI) committing the company to improving the Transfer Genie.
- Added language requiring the company to post Coordinator openings in writing in the work location.

Renewed all outstanding non-economic MOUs/LOIs/LONs:

- Union Leaves
- Schedule Bids
- Overpayment LOI
- Grievance/Mediation
- Union Access
- Shift Trade/Blocking
- Posting Schedules
- Statement Redaction/Viewing
- JSC Process
- Documented Discussions
- Subcontracting

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- FT Hours Monitoring
  - PERNR LOI
  - Coord Designation
- Added language allowing a CM to take up to 5 days off for immigration and citizenship-related absences.
  - Added Riviera Resort, Skyliner and Galactic Starcruiser to the scope of the agreement.
  - Limited the ability of the “Roamer” classification to expand beyond the Galactic Starcruiser.
  - Changed language around vacation accrual and ability to bid for vacation based on a CMs bank plus projected accrual.
  - Received a Letter of Clarification regarding vacation hours, vacation requests adjacent to an RDO, and clarified the ADO process:
    - ADOs are now limited to 25 approvals per year
    - Requests for unpaid ADOs will now have to be submitted quarterly on a first come, first serve basis
    - CMs that have an approved ADO will no longer be able to pick up, trade for, or otherwise work on the date of the approved ADO
  - Secured travel time for Jungle Cruise and Typhoon Lagoon Main Entrance Cast to get to an indoor breakroom.
  - Memorialized KSR refueling rate
  - Side Letter Renewed MOUs:
    - Attractions Rest & Lunch Periods
    - Show Observation
    - Scheduling/Bids
    - Custodial Scheduling
  - Secured ability to maintain proficiencies for Attractions cast for 3 months following a transfer.
  - Secured maintaining proficiencies for cast that are on long-term deployments (i.e. Water Parks cast that deploy for winter refurbishments).
  - Improved language around disruptive guest behavior, reporting safety concerns, education around safety topics, and added language around weather safety.
  - Increase night shift differential (3<sup>rd</sup> shift premium) from \$0.60 to \$1.00 for all STCU cast, and doubled the night shift differential for all Custodial cast from \$1.00 to \$2.00.
  - Moved the company to bargain over the Consumer Choice healthcare plan.
  - LOI that covers co-pay rates for Center for Living Well.

## Contract Ratification Vote

Wednesday, March 29

7am – 7pm

The Bargaining Committee is recommending a YES vote!

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