

Attention All International Workers in Attractions!!!

Any Cast Member who is disciplined or discharged should immediately contact their Shop Steward or Union Representative if you have a question about the discipline or believe that the discipline is unfair.

Because of the unique status of International program workers (the requirement to have a visa or limited work authorization and often living in Disney housing) the Union has negotiated special language to protect International program workers in the event you are discharged: the company must put you on an investigatory suspension before discharging you and must immediately notify the Union of any such suspension. The purpose of this provision is to make sure that you are not forced to leave the country until you have a chance to correct the problem that led the company to suspend you (Article 13, section 9 of the contract, at page 17).

IT IS URGENT THAT IF YOU ARE SUSPENDED OR DISCHARGED AND BELIEVE THAT THE COMPANY'S ACTION IS UNFAIR, YOU CONTACT THE UNION IMMEDIATELY SO THAT THE DISCIPLINE CAN BE CHALLENGED. TALK TO YOUR UNION SHOP STEWARD AT WORK, OR CONTACT YOUR UNION REPRESENTATIVE:

Epcot World Showcase Attractions: Contact Debra Clark 407 851 0626 x.26

Animal Kingdom Attractions: Contact Jeremy Yassen 407 851 0626 x.17

Your rights to representation under United States Law:

The U.S. Supreme Court has ruled that the National Labor Relations Act gives workers the right to request Union representation during investigatory interviews by supervisors, security personnel and managerial staff. These are called "Weingarten Rights".

An investigatory interview occurs if 1) management questions you to obtain information; and 2) you have reasonable apprehension that your answers could be used as a basis for discipline or other adverse action.

You must ask for Union representation either at the beginning of or during the interview. Management does not have to remind you of this right.

If your request is refused and management continues asking questions, you may refuse to answer. Your management is then guilty of an Unfair Labor Practice and charges may be filed.

If you are called to a meeting with your management, read the following statement to management:

"If this discussion could in any way lead to my being disciplined or terminated or have any effect on my personal working conditions, I respectfully request that my Union representative, officer, or Steward be present at this meeting. Without representation, I choose not to participate in this discussion."



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