

STCU Contract Language Changes Summary

Wage Increases

Non-Tipped:

- Ratification: \$0.50 per hour retroactive to 9/24/2017 for all hours
- 12/2/2018: \$1.00 per hour or 3%, whichever is greater
- 3/3/2019: \$1.00 per hour or 3%, whichever is greater
- 9/29/2019: \$0.75 per hour or 3%, whichever is greater
- 10/4/2020: \$0.75 per hour or 3%, whichever is greater
- 10/3/2021: \$0.75 per hour or 3%, whichever is greater (\$15.00 per hour minimum)

Tipped:

- Effective 12/30/18 – \$0.15 per hour increase
- Effective 12/29/19 – \$0.15 per hour increase
- Effective 12/27/20 – \$0.15 per hour increase
- Effective 12/26/21 – \$0.15 per hour increase

One-time discretionary bonus of \$1,000 paid in one lump sum

No changes to existing contract language:

Article 1 – Preamble

Article 2 – Purpose

Article 3 – Recognition

Article 6 - Work Stoppages and Lockouts

Article 7 – New Employee Selection

Article 11 – Overtime

Article 15 – Layoffs, Recalls, and Furlough

Article 16 – Interchangeability of Work

Assignments

Article 21 – Vacation

Article 24 – Costumes, Uniforms, and Personal Appearance

Article 26 – Work by Supervisors

Article 27 – Emergency Work and Running Repairs

Article 28 – Bulletin Boards

Article 29 – Subcontracting

Article 30 – Interpretation

Article 31 – Severability

Healthcare costs will not increase more than the following amounts per year:

Employee	Employee + Spouse	Employee + Child	Family
\$3 per week	\$10 per week	\$5 per week	\$12 per week

Contract language changes:

Article 4 – Scope of Agreement: Add Disney Springs

Article 5 – Management Rights: Add language allowing changes to Maingate pass, discounts and perks as long as they are consistent across WDW property.

Article 8 – Non-Discrimination: Add language to include gender identity, gender expression, pregnancy, ancestry, military or veteran status, medical condition, and genetic information.

Article 9 – Union Activity: Allow orientation to be adjusted to any time

Article 10 – Hours of Work: Add new clock in/clock out rule adding pay up to five (5) minutes before/after shift

Article 12 – Job Classifications and Wage Rates: Add up to five (5) days of pay for business disruption (i.e. Hurricanes)

Article 13 – Seniority and Work Status:

Change language to list scheduling methods currently in use

Increase casual utilization by one percentage point each year

Add language allowing extension of probationary period thirty (30) days

Article 14 – Transfers: Change language to allow transfers every twelve (12) months, Change eligibility to 4 attendance points, Change fulfillment order after 1 year, Change qualifying period to forty-five (45) days, Change PT qualifying period to forty-five (45) days

Article 17 – Leaves of Absence: Eliminate pay for admin leave reinstatements

Article 18 – Discipline, Standards of Conduct: Change Call sick free days to begin March 1

Article 19 – Grievance Procedure: Change grievance procedure to streamline Step 3 of the process

Article 20 – Holidays: Change New Year's Day to New Year's Eve, Change observance to actual holiday, Change eligibility to immediate day before/after, Change deduction of holiday if late to actual time late

Article 22 – Jury Duty and Bereavement Leave Pay: Change bereavement leave pay to five (5) days for all occurrences, Add adoptive, step and foster parents to eligible occurrences

Article 23 – Pension and Welfare: Eliminate submittal form language (clean-up)

Article 25 – Safety and Health: Move safety meeting topic to new Article 33 – Labor/Management Meetings

Article 32 – Alcohol and Drug Abuse Policy: Random testing in safety sensitive positions

NEW Article 33 – Labor/Management Operations and Safety Committee: Add meetings to main body language and include safety as a meeting topic

Renumbered Article 34 – Term of Agreement: Both Contract runs through October 1, 2022

To see full details, visit <https://bit.ly/2wwHEgt>