

Town Hall Disney Update

Town Hall

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 - ▶ Pre-Submitted Questions
 - ▶ Use the Q&A Feature to submit your questions

Where did this start?

September 29th

Total Company Wanted To Lay-Off

- ▶ 28,000 Across US Parks
- ▶ 6,700 Non-Union at WDW
- ▶ 5,299 Full Time Across STCU
- ▶ 8,856 Part Time Across STCU

IATSE at WDW

- ▶ About 2100 under the IATSE Crafts

Company Proposed IATSE Layoff

Classification	Full Time	Part Time
BOUTIQUE HOSTESS	89	78
BOUTIQUE HOSTESS COORDINATORS	11	0
PIRATE H/H	9	22
PIRATE H/H COORDINATORS	2	0
COSMETOLOGIST	64	7
COSMETOLOGIST COORDINATORS	0	0
HAIR & MAKEUP ASSOCIATE	3	4
COSTUME H/H	42	143
COSTUME H/H COORDINATORS	27	0

Company Proposed IATSE Layoff Cont.

Classification	Full Time	Part Time
CONSTRUCTION SUPPORT SPECIALIST	6	0
COMBINED POOL OF COSTUME ASSISTANT 1, COSTUME ASSISTANT 2, AND COSTUME ASSISTANT 3	27	0
COMBINED POOL OF COORDINATORS OF COSTUME ASSISTANT 1, COSTUME ASSISTANT 2, AND COSTUME ASSISTANT 3	5	0
COMBINED POOL OF COSTUME CAM SPECIALIST 1 AND COSTUME CAM SPECIALIST 2	40	1
COMBINED POOL OF COSTUME SPECIALIST AND COSTUME SPECIALIST SR	1	0

Company Proposed IATSE Layoff Cont.

Classification	Full Time	Part Time
CONSTRUCTION SEWING SPECIALIST 2	23	0
CONSTRUCTION SEWING SPECIALIST 2 COORD	3	0
COSTUMING FIRST HAND 2	2	0
GARMENT CUTTER 1 & 2	7	0
GARMENT CUTTER COORD	1	0
HAT SPECIALIST 1 & 2 & MILLINER	5	0
OPS SEWING SPECIALIST 1, OPS SEWING SPECIALIST 2, AND OPS SEWING SPECIALIST 3	87	1
COORDINATORS OF OPS SEWING SPECIALIST 1, OPS SEWING SPECIALIST 2, AND OPS SEWING SPECIALIST 3	7	0

Company Proposed IATSE Layoff Cont.

Classification	Full Time	Part Time
ENTERTAINMENT TECH 1,2, AND 3	334	42
TOTALS	795	300
TECH TERPS		24
COSTUMING TERPS		19
BROADCAST TERPS		301

Guiding Principles

- ▶ Preserve Full Time Jobs
- ▶ Extend Rights of Return (FT and PT)
- ▶ Pathway Back “Home”
- ▶ Give Choice
- ▶ Objective Method free of Management Interference

Preserve Full Time Jobs

- ▶ Displacement Transfers
 - ▶ Instead of Layoff
 - ▶ Worker Has the Choice
 - ▶ Work in another classification where there are CP worked until the jobs come back
 - ▶ Company insisted it be Permanent
 - ▶ Unions insisted pathway back
 - ▶ Company projects the need for 5300 FT Jobs before April 2021

Displacement Transfer Projected Opportunities

Job Classification (Addendum A)	Projected FT Opportunities
ATTRACTION H/H	1,390
CHILDREN ACTIVITIES H/H	45
CUSTODIAL H/H	745
CUSTODIAL H/H TCU	330
GONDOLA H/H	75
LIFEGUARD SHALLOW WATER	245
FOOD SERVICE QSR H/H	915
RECREATION H/H	30
SLIDE OPERATOR	30
SALES H/H	1,435
FOOD & BEV H/H	60
---TOTAL---	5,300

Protect Rights To Jobs For All

- ▶ Extend Seniority Rights
- ▶ October 1, 2022
- ▶ 8 Months Longer Than Base Contract
- ▶ 20 Months Longer than Non-Union
- ▶ Stops the Sea World “Game”
- ▶ For Full Time and Part Time

IATSE Lay-off Order

- ▶ Seniority, Seniority, and Seniority
 - ▶ Consecutive Full Time Employment in a STCU Cover Role
 - ▶ Consecutive Regular Part Time Employment in a STCU Cover Role
 - ▶ Tie Breaker last 4 of PNER
- ▶ Objective
- ▶ Large Outcry During Recall About Skills
- ▶ Harder for Management Manipulation
- ▶ Everyone was told during Traditions “If This Day Came...”
- ▶ Ensure Like Classifications Were Put Together in Pools
- ▶ No Perfect System, but Fair and Simple
- ▶ Open and Posted Lists
- ▶ Issues with Seniority email AssistantBA@IATSELocal631.com

MOU Timeline

- ▶ No later than October 13 - Company to provide notice of opportunity to participate in displacement transfer process by conducting one-call to impacted FT employees
- ▶ October 14-18, 2020 - Employees to participate in displacement transfer process on the HUB and schedule Casting appointment
- ▶ October 24, 2020 - Casting appointments to be completed
- ▶ Also October 24, 2020 - Lifeguard swim test due date
- ▶ By October 28, 2020 - Notice to STCU of any impacted PT employees as a result of FT displacement transfer process; 24 hour self-identify period for PT voluntary lay-off begins (unclear of method of notification)
- ▶ November 1, 2020 - impacted FT employees who fail to participate in the displacement bid and impacted Part-Time employees placed on paid 60 day WARN notice period
- ▶ Also November 1, 2020 - FT Displacement Transfers occur
- ▶ December 30, 2020 - Employees on WARN notice period laid off
- ▶ December 30, 2021 - Lay-off extends beyond 1 year; requirement of employees to provide info/interest; begin regular interest period
- ▶ October 1, 2022- Expiration of transfer rights; Expiration of recall rights; expiration of MOU

Above the Line, Below the Line (FULL TIME)

- ▶ Above The Line for FT
 - ▶ On VTT
 - ▶ Stay in Place till Recall via MOU
 - ▶ On Furlough
 - ▶ Stay on Furlough till Recalled via MOU
 - ▶ Active (Already Recalled)
 - ▶ Stay Active
-

- ▶ Below The Line for FT
 - ▶ On VTT
 - ▶ Option to Stay or Lay-Off
 - ▶ On Furlough
 - ▶ Option to DT or Lay-Off
 - ▶ Active (Already Recalled)
 - ▶ Option to DT or Lay-Off

Displacement Transfer Steps

- ▶ By Oct 13 - Notified of Impact
- ▶ Oct 14-18 - Go On HUB Sign Up for Displacement Transfer and Schedule Appointment
- ▶ By Oct 24 - Must Complete Casting Appointment
- ▶ Nov 1st- Transferred- if no work is available in new classification then furlough
- ▶ After Nov 1st - Do Your Transfer Genie if you want to come back
 - ▶ Waiting for clarification on date of posting from Company
- ▶ Oct 1st 2022 - Expire Priority Transfer Rights

Lay-Off Steps

- ▶ By Oct 13- Notified of Impact
- ▶ Nov 1st- WARN Paid Leave
- ▶ Dec 30th- Separated from Company
- ▶ (Recall After interested Displacement Transfers, Transfer Back)
 - ▶ Same Recall Contact Process (Phone Calls and Mail)
- ▶ Dec 30th 2021- Respond to Email if you are still interested
- ▶ Every 60 days after- Respond to Email
- ▶ Oct 1st 2022- Expire Recall Rights

Lay Off Pay

DISLAMER- THIS IS SUBJECT TO CHANGE

Payments are calculated based on the employee's **Effective Hourly Rate** during the period from 9/15/2019 through 3/14/2020 multiplied by **Weekly Hours** during the same period.

For Full Time and Part Time employees, all weeks between 9/15/2019 and 3/14/2020 will be considered. For daily employees (TERPS), only weeks between 9/15/2019 and 3/14/2020 when stasured to a TERP role will be considered.

RATE

To calculate the **Effective Hourly Rate**, the company will divide total earnings between 9/15/2019 and 3/14/2020 by total hours paid during the same period. Then, the company will add any negotiated increases (e.g. common date increases and step increases) that have occurred or are scheduled to occur between 3/15/2020 and 10/31/2020.

If the employee's current base rate plus negotiated increases through 10/31/2020 is greater than the above calculation, that will be used instead.

HOURS

The company will determine **Weekly Hours** by taking the total number of hours paid between 9/15/2019 and 3/14/2020 and dividing it by the number of weeks paid in that same period.

The 32 Hour minimum hours per week will apply for FT Cast represented by STCU

The final weekly payment will be calculated by multiplying the **Effective Hourly Rate** by the **Weekly Hours**.

Recall Order

- ▶ Still Furloughed in Classification or VTT Above Line will be recalled back to their classification first.
- ▶ Interested Displacement Transfers who sign to transfer back will be recalled back to their classification second.
- ▶ Those that chose Lay-off will then be recalled back to their classification next.

Questions

Use the Q&A Feature we will try to Answer

Pre-Submitted Questions

- ▶ When Will We Start the New Job?
 - ▶ Transfer November 1st, be deployed in seniority order, could be placed on furlough
- ▶ When Will we be told what new job we have?
 - ▶ Oct 28th
- ▶ What if I have VTT, can I do something else?
 - ▶ Stay there or choose Lay-Off
- ▶ When will I be contacted about the lay-off?
 - ▶ Before Oct 13th
- ▶ Who Will Call Me?
 - ▶ Global HR One Call
- ▶ How will They Contact Me?
 - ▶ Phone, Email, Mail
- ▶ What if I do not answer the call?
 - ▶ Still Happens, Multiple Contact Methods, Not Excepting Contact does not stop impact.
- ▶ What does it mean if my name is in red?
 - ▶ You are impacted by this reduction in labor
- ▶ Can my seniority date be bridged?
 - ▶ Yes, depending

Pre-Submitted Questions

- ▶ If I want to separate and I am on furlough, can I choose lay-off?
 - ▶ Yes
- ▶ If I'm on VTT would my 60 days pay be at VTT Rate?
 - ▶ No
- ▶ How do I pick up my stuff?
 - ▶ Link to Google Form in Unofficial Group
 - ▶ Email AssistantBA@IATSELocal631.com
- ▶ Do I keep Company benefits if I choose lay off?
 - ▶ December 30th, depends
- ▶ What about Aspire?
- ▶ What about Maingates?
- ▶ I can't sit or stand for long periods of times. Will they work with me?
- ▶ What happens if I want to retire?
 - ▶ Contact Global HR they will walk thru process
 - ▶ 321-939-7000
 - ▶ Be Clear you want to retire on Dec 31st

Pre-Submitted Questions

- ▶ I am Part-Time, will I get paid the 60 days?
- ▶ What About TERPS?
- ▶ How does the Transfer Process work to get back to our original original roles?
- ▶ Do I have to go back to work when they say?
- ▶ Where are these Lists that everyone keeps talking about?
- ▶ Do I keep my promotions, to things like Level 2, Sewing Specialist 1 or 2?
 - ▶ What about Tech 1?
- ▶ How are Recalls Happening if I am still furloughed and above the line?
- ▶ If you are furloughed from Disney, red line, and already have another full-time job. If you take the lay-off, do you have to quit your current full-time job to keep the WARN ACT payment?
- ▶ What if there is an issue with Seniority on a list?
 - ▶ Email AssistantBA@IATSELocal631.com
- ▶ What about Dues? What are the options?

Questions

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