

Memorandum of Understanding
Walt Disney Parks and Resorts U.S.
and
Service Trade Council Union Agreement
I.A.T.S.E. Local 631

This Memorandum of Understanding (“MOU”) is between Walt Disney Parks and Resorts U.S. (“Company”) and I.A.T.S.E. Local 631, a signatory to the Service Trades Council (STCU) Agreement, collectively referred to as “the Parties,” regarding the elimination of positions, effective November 1, 2020 within classifications represented by I.A.T.S.E. Local 631 under the STCU Agreement. The parties agree as follows:

1. Impacted employees in Full Time IATSE represented classifications will be determined by reverse order of global seniority by classification according to the following classification pools:
 - a. Boutique Hostess
 - b. Boutique Hostess Coordinators
 - c. Pirate H/H
 - d. Pirate H/H Coordinators
 - e. Cosmetologist
 - f. Cosmetologist Coordinators
 - g. Hair & Makeup Associate
 - h. Construction Sewing Specialist 2
 - i. Construction Support Specialist
 - j. Combined pool of Costume Assistant 1, Costume Assistant 2, and Costume Assistant 3
 - k. Combined pool of Costume Cam Specialist 1 and Costume Cam Specialist 2
 - l. Costume H/H
 - m. Costume H/H Coordinators
 - n. Combined pool of Costume Specialist Coordinators and Costume Specialist SR Coordinators
 - o. Combined pool of Costume Specialist and Costume Specialist SR
 - p. Costuming First Hand 2
 - q. Combined pool of Garment Cutter 1 and Garment Cutter 2
 - r. Combined pool of Hat Specialist 1, Hat Specialist 2, and Milliner
 - s. Combined pool of Ops Sewing Specialist 1, Ops Sewing Specialist 2, and Ops Sewing Specialist 3
 - t. Combined pool of Entertainment Technician 1, Entertainment Technician 2, Entertainment Technician 3, and Entertainment Technician 4
2. Impacted employees in Part Time IATSE represented classifications will be determined by reverse order of global seniority by classification according to the following classification pools:



- a. Boutique Hostess
 - b. Boutique Hostess Coordinators
 - c. Pirate H/H
 - d. Pirate H/H Coordinators
 - e. Cosmetologist
 - f. Cosmetologist Coordinators
 - g. Hair & Makeup Associate
 - h. Construction Sewing Specialist 2
 - i. Construction Support Specialist
 - j. Combined pool of Costume Assistant 1, Costume Assistant 2, and Costume Assistant 3
 - k. Combined pool of Costume Cam Specialist 1 and Costume Cam Specialist 2
 - l. Costume H/H
 - m. Costume H/H Coordinators
 - n. Combined pool of Costume Specialist Coordinators and Costume Specialist SR Coordinators
 - o. Combined pool of Costume Specialist and Costume Specialist SR
 - p. Costuming First Hand 2
 - q. Combined pool of Garment Cutter 1 and Garment Cutter 2
 - r. Combined pool of Hat Specialist 1, Hat Specialist 2, and Milliner
 - s. Combined pool of Ops Sewing Specialist 1, Ops Sewing Specialist 2, and Ops Sewing Specialist 3
 - t. Combined pool of Entertainment Technician 1, Entertainment Technician 2, Entertainment Technician 3, and Entertainment Technician 4
3. Currently designated Shop Stewards shall have super seniority for purposes of determining seniority by classification pool.
 4. The Parties agree that any exceptions to the above will be only by written mutual agreement, only after both parties meet, discuss and agree.
 5. Prior to implementing impacts, the Company will furnish IATSE Local 631 with a complete list of employees in each classification pool in seniority order, furnished electronically in Excel file format. The list will include name, employee ID number, seniority date, and statused location at least 7 days before any other action is taken by the Company. The Company will clearly indicate the status change on each Employee on the lists. The Union will make its best effort to make the Company aware of any errors in the lists, but the Company is responsible for the lists, and this furnishing of these lists is not a waiver of the right to the grievance procedure.

This Memorandum of Understanding is non-precedent setting and shall not be used as an interpretation of the STCU Agreement.

This MOU expires October 1, 2022.



Christie Sutherland
Director, Labor Relations
Walt Disney Parks and Resorts U.S.



Paul Cox
President
I.A.T.S.E. Local 631