

TENTATIVE AGREEMENT

DISNEYLAND PARK AND DISNEY CALIFORNIA ADVENTURE – JULY 24, 2024

ECONOMIC DETAILS

DURATION: 3 YEARS

Disneyland Park: **June 17, 2024 through June 16, 2027**
Disney California Adventure: **October 1, 2024 through September 30, 2027**

WAGE INCREASES AND LONGEVITY PAY

EFFECTIVE 6/17/2024*

All current Regular employees will go to new negotiated classification starting wage rate **or \$2.00 increase, whichever is higher.**

For Cast Members currently earning \$19.90, the new classification wage rate will be **\$24.00**, and higher rates will increase by the same amount **(\$4.10)**.

EFFECTIVE 6/17/2025

\$1.00 individual wage increase and increase to classification wage rates

EFFECTIVE 06/17/2026

\$1.00 individual wage increase and increase to classification wage rates

Retroactive wage increase **CONTINGENT on first vote ratification by 7/31/2024.*

***Does not include tipped employees*

The complete table of classification start rates appears on page 3.

LONGEVITY INCREASES

Disney has agreed to **historic** Longevity pay to recognize the long service of senior Cast Members with increases to their base wage and NOT one-time bonuses!

Upon completion of **ten (10)** years: **\$0.50** above regular wage rate

Upon completion of **twenty (20)** years: **\$2.00** total above regular wage rate
(\$1.50 in addition to the \$0.50 at 10 years)

These increases will take effect on 6/17/2024 for Cast Members who already have ten (10) or twenty (20) years of service, and upon completion of those years of service for others. Longevity increases will be permanent once Cast Members reach those levels and will NOT be subject to "pyramiding" limits with Premiums.

NEWLY HIRED AND TRANSFERRED EMPLOYEES: see note below Wage Chart. This does NOT apply to any current Full-Time or Casual Regular Cast Member in Master Services.

ADDITIONAL NOTES ON WAGES: Truck Driver (Bobtail and Semi) rates only apply when driving Company vehicle off property; Valet Runner is currently paid minimum wage and will be adjusted based on any future changes in applicable state, local or federal minimum wage; Casual Temporary (CT) employees will be paid 90% of the minimum start rate for their classification; rates may be increased periodically by the Employer to meet hiring needs.

PREMIUMS: no change to basic premiums (3rd Shift, Working Lead, Trainer, etc.). **New classification premiums** for individual Unions will be presented to the members of each Union.

HOLIDAYS: add **Juneteenth National Independence Day (June 19)** as paid holiday (effective in 2024 for Full-Time, effective after 3 years for Casual Regular).

VACATION AND PDO: maintain all current Vacation (for Full Time) and Paid Days Off (for Casual Regular) benefits; **PDO benefits for CRs** will now be covered in the Vacation section.

SICK LEAVE: Full-Time sick leave will accrue based on all hours worked **AND** paid in active status, up to a maximum of eighty (80) hours in one year (which is based on California law that unions sponsored) and can be used at any time. Sick Leave for Full-Time employees accrues to a maximum of two hundred (200) hours. Disney also confirmed that Casual Regular sick leave will be accrued based on worked and paid hours.

OTHER BENEFITS: no change to any economic benefits not mentioned.

SCHEDULE A - CLASSIFICATION WAGE CHART

Classification Title	Current		Eff 6/17/2024 (if ratified on 1 st Vote by 7/31/24)*		Eff 6/17/2025		Eff 6/17/2026*	
	Start	Max	Start	Max	Start	Max	Start	Max
Attractions	\$19.90	\$29.88	\$24.00	\$30.78	\$25.00	\$31.71	\$26.00	\$32.67
Candy Maker	\$19.90	\$31.25	\$26.45	\$32.19	\$27.45	\$33.16	\$28.45	\$34.16
Children's Matron	\$19.90	\$29.88	\$24.00	\$30.78	\$25.00	\$31.71	\$26.00	\$32.67
Costume Entertainment	\$19.90	\$29.88	\$24.00	\$30.78	\$25.00	\$31.71	\$26.00	\$32.67
Costume Operations	\$19.90	\$29.88	\$24.00	\$30.78	\$25.00	\$31.71	\$26.00	\$32.67
Costume Laundry Att	\$19.90	\$29.88	\$24.00	\$30.78	\$25.00	\$31.71	\$26.00	\$32.67
Costume Dresser Advanced	\$19.90	\$31.72	\$24.75	\$32.68	\$25.75	\$33.67	\$26.75	\$34.69
Costume Specialist	\$19.90	\$30.97	\$25.00	\$31.90	\$26.00	\$32.86	\$27.00	\$33.85
Costume Support Asst I	\$19.90	\$30.97	\$25.00	\$31.90	\$26.00	\$32.86	\$27.00	\$33.85
Costume Support Asst II	\$21.30	\$33.43	\$27.50	\$34.44	\$28.50	\$35.48	\$29.50	\$36.55
Costumer Asst	\$19.90	\$31.25	\$25.50	\$32.19	\$26.50	\$33.16	\$27.50	\$34.16
Crush/Academy Artist	\$19.90	\$31.79	\$25.85	\$32.75	\$26.85	\$33.74	\$27.85	\$34.76
Custodial	\$19.90	\$29.88	\$24.00	\$30.78	\$25.00	\$31.71	\$26.00	\$32.67
Custodial 3rd Shift	\$19.90	\$29.88	\$24.00	\$30.78	\$25.00	\$31.71	\$26.00	\$32.67
Custodial Marine	\$19.90	\$29.88	\$24.00	\$30.78	\$25.00	\$31.71	\$26.00	\$32.67
Custodial Windows	\$19.90	\$29.88	\$24.00	\$30.78	\$25.00	\$31.71	\$26.00	\$32.67
Main Entrance Receptionist	\$19.90	\$29.88	\$24.00	\$30.78	\$25.00	\$31.71	\$26.00	\$32.67
Merchandise	\$19.90	\$29.88	\$24.00	\$30.78	\$25.00	\$31.71	\$26.00	\$32.67
Merchandise Marker	\$19.90	\$29.88	\$24.00	\$30.78	\$25.00	\$31.71	\$26.00	\$32.67
Messenger	\$19.90	\$29.88	\$24.00	\$30.78	\$25.00	\$31.71	\$26.00	\$32.67
Milliner	\$19.90	\$30.70	\$24.80	\$31.63	\$25.80	\$32.58	\$26.80	\$33.56
Seamstress-Fitter	\$19.90	\$30.15	\$26.45	\$31.06	\$27.45	\$32.00	\$28.45	\$32.96
Seamstress-Fitter II	\$19.90	\$30.70	\$26.95	\$31.63	\$27.95	\$32.58	\$28.95	\$33.56
Sewing Machine	\$19.90	\$30.15	\$24.30	\$31.06	\$25.30	\$32.00	\$26.30	\$32.96
Shipping/Receiving	\$20.05	\$31.79	\$28.00	\$32.75	\$29.00	\$33.74	\$30.00	\$34.76
Stable Attendant	\$19.90	\$30.21	\$24.50	\$31.12	\$25.50	\$32.06	\$26.50	\$33.03
Sublimation I	\$22.30	\$34.43	\$28.50	\$35.47	\$29.50	\$36.54	\$30.50	\$37.64
Sublimation II	\$22.80	\$34.93	\$29.00	\$35.98	\$30.00	\$37.06	\$31.00	\$38.18
Truck Driver - Bobtail ⁽¹⁾	\$24.05	\$36.16	\$29.00	\$37.25	\$30.00	\$38.37	\$31.00	\$39.53
Truck Driver - Dist Services	\$19.90	\$31.79	\$26.00	\$32.75	\$27.00	\$33.74	\$28.00	\$34.76
Truck Driver - Semi ⁽²⁾	\$29.05	\$38.90	\$32.00	\$40.07	\$33.00	\$41.28	\$34.00	\$42.52
Vacation Planner	\$19.90	\$29.88	\$24.00	\$30.78	\$25.00	\$31.71	\$26.00	\$32.67
Valet Runner ⁽³⁾	\$19.90	NA	\$19.90	NA	\$19.90	NA	\$19.90	NA

*Regular employees hired or transferred from outside a Master Services bargaining unit on or after ratification will be paid at 90% of the minimum start rate for their first 52 weeks of continuous employment and will not receive any additional wage increases during that time period. If the 52-week period is interrupted by any Leave(s) of Absence, it will automatically extend that period by the same number of days as the Leave(s) of Absence. Upon completion of the 52-week period, the employee will move to the minimum start rate for their classification.

MAJOR CHANGES IN NON-ECONOMIC LANGUAGE

Seniority and Full-Time Positions

- **Full-Time positions will be based on seniority** if the Cast Member's skill, ability, qualifications, work record and demonstrated performance meet the requirements of the job (removed statement that it is at the discretion of the Company).
- **Verbal warnings** in last 6 months will not disqualify a Cast Member from Full-Time.
- **Casual Regular employees in the same classification will have preference for Full-Time positions** (first those who have averaged 30 hours per week during the previous 12 months, then all other CRs) over Full-time and CR employees from different classifications.
- Disney will maintain at least 2700 Full-Time positions (650 with 40 hours per week).

Work Hours and Breaks

- At least 50% of opening shifts (first shift of day) over a **3 month period** in each classification will be at least 8 hours (previously was 6 months – harder to enforce).
- Employees who **cannot return from 15-minute breaks** on time due to external circumstances won't be disciplined if they notify the lead/manager as soon as possible.

Attendance: improvements to help Cast Members

- **2 unpaid Sick Days per year** for Full-Time and CR employees which will be considered "excused", awarded on January 15 and must be used by November 15.
- **More Shift Trades To Off:** 12 per year for Full-Time, 8 per year for CRs.
- **One-time reduction of attendance discipline** for employees who have no further attendance discipline for 6 months after Ratification, for example active written warning will be reduced to active verbal warning; this will NOT reverse terminations.
- **Verbal warnings** for attendance issues will be invalid for further discipline **after 6 months** if the employee has no further attendance discipline for 6 months.

Other Non-Economic Items

- Management will make reasonable efforts to give the Union **at least 30 days' notice** of major operational changes (previously was no time limit).
- Updated Union Bulletin Board location and list of Arbitrators.
- **Renewed other MOUs** including: Working Leads, CR Health Benefits, Political Action Committee fund, Benefit Rate Time Calculation, and others. Disney did not agree to renew the MOU suspending the College Program.
- **Disney will investigate complaints** of abusive or disruptive behavior by guests toward Cast Members, and employees can contact law enforcement in those cases.
- Disney will modify operations in case of unsafe weather or environmental conditions.

TEAMSTERS LOCAL UNION 495

SECTION 36. PREMIUMS – Forty Cents (.40¢)

E. Attractions assigned to Premium Designated Attraction – Grizzly River Run, Incredicoaster, Goofys Sky School, Guardians of the galaxy-BREAKOUT, Indiana Jones Adventure, Big Thunder Mountain Railroad, Matterhorn Bobsleds, Space Mountain, Radiator Springs Racers, Rafts (including shuttle and river driver), Monorail, Red Car Trolley, Main Street Vehicles , Star Wars ;

Rise of the Resistance

MEMORANDUM OF UNDERSTANDING (MOU)

***Stable Attendant Off Property Truck and Trailers Drivers** – (2) Only the assigned driver(s) of the vehicle will be paid at the “**Truck Driver -Bobtail**” rate

***Turtle Talk /Academy Artist** - (3) Assignment to fill the role of Crush/Academy Artist which require heavy spieling shall alternate with other positions throughout the employees shifts to provide appropriate vocal/performance relief , and the employee shall not be required to perform the heavy spieling roles for more than three(3) hours in one (1) day. The actual rotation of assignments may vary due to changing business needs. **Employees will be provided performance related feedback as requested.** The vocal performance relief position is specific to the Crush/Academy Artist classification and/or job knowledge.