

Tentative Agreement reached on August 15, 2014

Summary of Union Negotiations with Disney for Part Timers

TERM OF AGREEMENT

March 30, 2014 through September 21, 2019

The Union and Company agreed to a wage re-opener in September of 2017. If no agreement is reached on wages within 30 days, the entire contract will expire.

WAGES

Non-Tipped Employees at the Max of the Range - "Topped-Out"

8/17/2014	5/24/2015	7/31/2016
\$0.35	\$0.35	\$0.35

Non-Tipped Employees within the Range (hired after 12/12/1998)

8/17/2014	5/24/2015	7/31/2016
\$0.50	\$0.50	\$0.50

Minimum rate for new hires

8/17/2014	5/24/2015	7/31/2016
\$9.00 per hour	\$9.50 per hour	\$10.00 per hour

Tipped Employees

12/28/2014	12/27/2015	1/1/2017
\$0.15	\$0.15	\$0.15

Wage increases for non-tipped employees will become active on Sunday, August 17, 2014 but will not be paid out until early September.

PAID TIME OFF

Effective January 1, 2016, Part Time Employees who have worked for the Company for at least 2 years and have worked 1250 hours in the previous calendar year, will be granted 2 paid days off per year. They must be used in full day increments (8 hours) and can be carried over from year to year. They cannot be paid out at termination or transfer outside of Part Time status.

RETIREMENT

Maintain Pension Plan

TIPPED

Increase average hours allowed to be worked for Part Time Tipped workers from less than 25 to less than 30.

Tentative Agreement reached on August 15, 2014

PART TIME LANGUAGE CHANGES

1. Medical Leaves of Absences will not count towards Attendance Matrix
2. Unpaid time off for Bereavement (3 consecutive days in state/ 5 consecutive days out of state)
3. Renew Part Time priority for scheduling and grandfather of less than 3 days of availability
4. Establish that Part Time Employees can request unpaid time off
5. Renew most Memorandums and Letters from Full Time negotiations

FT LANGUAGE CHANGES FOR PART TIMERS

6. Right to visit health services on paid time when injured at work
7. New Medical Leave of Absence (MLOA) language
8. Notice of 30 minutes to workers when a force extension is required and ability to make a phone call for personal arrangements
9. Walk time increased to 20 minutes when parking at a remote location (i.e. DHS parking at Epcot)
10. New standards on coach/counselings
11. Eliminate practice of blocking employees from trading shifts

SCHEDULING IMPROVEMETS

12. Cast Members will have the ability to view complete location schedules on paper

REPRESENTATIONAL CHANGES

13. Improve member's access to the grievance procedure
14. Improve Shop Stewards abilities to represent their co-workers
15. Adjust dues check-off language

FYI

16. Adjust transfers process
17. New standard for time to call-in sick to work before your shift
18. Cast Members can request FMLA hours available from their Manager or Time Team until access to this information is available on the HUB

LETTERS OF UNDERSTANDING

19. Employee ID card price
20. Union Representative's ability to be on property
21. Company Investigations
22. Mediation process in grievance procedure

Contract vote will take place on Friday, August 22, 2014. The vote will take place at the Contemporary Resort from 7am to 7pm. The Union is recommending a "YES" vote.

2014 STCU PT Negotiations

Main Table Company Counter Proposal August 15, 2014

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Council and the Employees.

Company Counter to Union 2 and Union 5

ARTICLE 25 – PAID TIME OFF/SICK PAY

Effective January 1, 2016, and each January 1 thereafter during the term of this Agreement, all Part Time employees with two (2) or more years of continuous Regular Part Time service who have been paid a minimum of 1250 hours during the prior calendar year will be granted two (2) days paid time off/sick pay.

The following provisions apply to the paid time off/sick pay:

- (a) Must be used in whole day increments
- (b) May be carried over year to year
- (c) Will not be paid out at time of termination or transfer out of a Part Time STCU position
- (d) Pay in lieu of unused paid days off/sick pay shall not be granted

Addendum A Effective Dates

Sunday following tentative agreement Ra

First Increase – ~~Sunday following ratification~~
Second Increase – May 24, 2015
Third Increase – July 31, 2016

8/17/14 Ra

Non-tipped rates for Cast Members in Tipped classifications:

<u>Paid Time Off/Sick Pay</u>	<u>Food & Beverage Steward rate of pay</u>
Training (Resort Bell Services only):	Resort Hospitality H/H rate of pay
Investigatory Suspension (excluding Banquets and Dinner Shows):	Food Handler rate of pay
Investagory Suspension (Banquets and Dinner shows only):	Tipped rate plus estimated lost gratuities

Page 1 of 1

Company Proposal Provided to STCU

Date: 8/15/14

Time: 7:15 pm

Tentative Agreement Date: 8/15/14
Company: Arbba Roman
UH 737: [Signature]
IBT 385: [Signature]
UH 362: [Signature]
TCU 1908: Matt Heller
UFCW 1625: Julianne M. Wilson
IATSE 631: Barry Gantor


eco

UNITE HERE Local 737
2014 STCU PT Negotiations – Addendum B-1 Proposal

Add to Addendum B-1:

WORK STATUS AND UTILIZATION OF REGULAR PART TIME TIPPED EMPLOYEES

Tipped employees will be considered Part Time if they customarily work less than thirty (30) hours per week on an ongoing basis, or if they customarily work thirty (30) hours per week or more but less than seven (7) months per year. The aforementioned definition supersedes the definitions negotiated in the Main Body of both the 2014 Regular Full Time and Regular Part Time Service Trades Council agreements.

Tentative Agreement
DATE: 8/15/14 Time: 6:21pm
Company: Ba Tan
UH 737 

Tipped

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Council and the Employees.

Company Counter to Union 1 and Union 4

ARTICLE 16 - DISCIPLINE, STANDARDS OF CONDUCT AND DISCHARGE

SECTION 8. ABSENTEEISM AND TARDINESS STANDARD

Tardiness:

A tardiness of more than two (2) hours will count as one (1) absence. A tardiness of two (2) hours or less will count as one-half (1/2) an absence.

(a) Procedures:

1. The following items shall not be counted as absences:

- a. Work incurred injuries;
- b. Authorized Medical or Personal Leaves of Absence;
- c. Release of shift for medical reasons;
- d. Subsequent consecutive call-ins for the same illness or injury will not count as an additional occurrence;
- e. Up to three (3) consecutive days (in-state) or five (5) consecutive days (out-of-state) off to travel to and from the funeral location and attendance at the funeral for a member of the immediate family household, such as spouse, qualified same sex domestic partner, child (step or natural), mother, father, brother, sister, mother-in-law, father-in-law, grandparent or grandchild.

Page 1 of 1

Company Proposal Provided to STCU

Date: 8/14/14

Time: 5 pm

Tentative Agreement Date: 8/14/14

Company: Arbe Aemel

UH 737: [Signature]

IBT 385: [Signature]

UH 362: [Signature]

TCU 1908: [Signature]

UFCW 1625: [Signature]

IATSE 631: [Signature]

1 & 2

Part Time Availability

Memorandum of Understanding

2014 Walt Disney Parks and Resorts U.S.

And

Service Trades Council Union Agreement

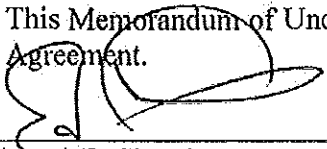
Regular Part Time

This Memorandum of Understanding is between Walt Disney Parks and Resorts U.S. ("Company"), and the Service Trades Council Union ("Council"), collectively referred to as "the Parties."

During the course of the 2014 Part Time negotiations the Company and Council agree to continue its practice of providing Regular Part Time (PT) employees priority for scheduling before Seasonal/Temporary employees, exclusive of College Program, unless required to deviate for reasons of availability, dependability, skill, abilities, and experience of employees and/or for the orderly and uninterrupted operation of the Company.

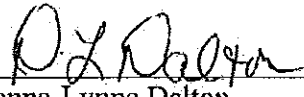
PT employees hired on or before April 21, 2011, with less than three (3) full days of availability will not be involuntarily required to increase their availability (see attached list). Such employees will be eligible to transfer to vacant PT positions provided they meet transfer eligibility guidelines in accordance with Article 14 of the PT STCU Agreement.

This Memorandum of Understanding expires at the end of the term of the 2014 Part Time STCU Agreement.




Edward K. Chambers
Service Trades Council President
United Food & Commercial Workers, Local 1625

8/14/14
Date



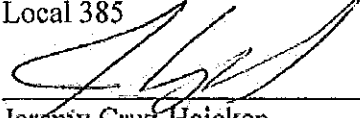
Donna-Lynne Dalton
Service Trades Council Secretary Treasurer
International Brotherhood of Teamsters,
Local 385

8/14/14
Date



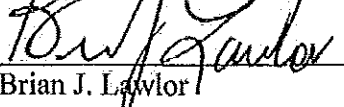
Eric Clinton
Service Trades Council Vice President
UNITE HERE! Local 362

8/14/14
Date



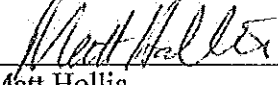
Jeremy Cruz-Haicken
Service Trades Council Vice President
UNITE HERE! Local 737

8/14/14
Date



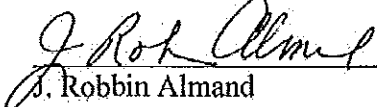
Brian J. Lawlor
Service Trades Council Vice President
International Alliance of Theatrical Stage
Employees, Local 631

8/14/14
Date



Matt Hollis
Transportation Communications Union/IAM
Lodge 1908

8/14/14
Date



J. Robbin Almand
Vice President, Labor Relations
Walt Disney Parks and Resorts U.S.

8/14/14
Date

8/15/14
OK

Date of PT Ratification

Ed Chambers
Council President, Service Trades Council Union
705 East Orange Street
Lakeland, FL 33801

RE: Letter of Intent Regarding STCU Part Time Requests for Unpaid Time Off

Dear Ed,

Pursuant to conversations during the 2014 Part Time Service Trades Council Union, this correspondence documents the Company's intent regarding Part Time requests for unpaid time off.

Following the Full Time annual vacation bid, any Cast Member, including Part Time Cast Members, may request time off which will be considered on a first come, first serve basis based on business need.

cc: International Alliance of Theatrical Stage Employees Local 631
International Brotherhood of Teamsters Local 385
Transportation Communications Union/IAM Lodge 1908
UNITE HERE! Local 362
UNITE HERE! Local 737
United Food and Commercial Workers Local 1625

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2014 STCU PT Negotiations

Main Table Company Counter Proposal

August 15, 2014

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Council and the Employees.

Company Counter Proposal to Union Proposal # 6

The Company and the Union agree that the following 2014 Full Time Service Trades Council Union Agreement Memorandums of Understanding (MOU) and Letters of Intent (LOI) shall apply to the 2014 Part Time Service Trades Council Union Agreement:

Memorandums of Understanding

- ~~Lost Stolen or Damaged Identification (ID) Cards~~ (Already included per the header of the MOU)
- Article 17- Medical Leave Absences Exceeding One (1) Year
- ~~Schedule Bids~~
- ~~Article 19- Grievance Procedure (Monthly Review Meetings)~~ (Already included per the header)
- Article 19- Grievance Procedure / Mediation
- Article 18- EEO and Harassment Policy Investigation Pay
- Access of Union Representatives
- Documented Discussions
- ~~Subcontracting~~
- ~~Union Leaves~~
- Statement Redaction & Viewing

Letters

- Cast Member Access to FML Bank
- Clarification Regarding Posting Schedules
- Blocking of Shift Trades/Shift Give Aways

Page 1 of 1

Company Proposal Provided to STCU

Date: 8/15/14

Time: 11:38 AM

Tentative Agreement Date: 8/15/14

Company: Rosh Almal

UH 737: [Signature]

IBT 385: [Signature]

UH 362: [Signature]

TCU 1908: [Signature]

UFCW 1625: [Signature]

IATSE 631: [Signature]

(22), (5), (7), (10), (11), (12), (14), (18), (19), (20), (21)

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Council and the Employees.

Company Counter to Union's Verbal Counter to Clean-up from Full Time STCU Agreement to Part Time STCU Agreement

ARTICLE 1 - PREAMBLE

THIS AGREEMENT entered into this 3rd day of October 2010 [DATE], by and between Walt Disney Parks and Resorts U.S., hereinafter called "COMPANY" and the SERVICE TRADES GOUNCIL UNION, on behalf of signatory International and Local Unions, whose names are subscribed hereto and who have, through its duly authorized officers, executed this Agreement, hereinafter called "UNION."

ARTICLE 3 - RECOGNITION

The Company recognizes the Service Trades Council Union as the sole and exclusive collective bargaining representative of all of the Company's Casual Regular Part Time employees who are in the classification of work listed in Addendum A at the Walt Disney World Resort in Lake Buena Vista, Florida, but excluded are all other employees, Security and supervisors as defined in the Labor Management Relations Act of 1947, as amended.

ARTICLE 4 - SCOPE OF AGREEMENT

SECTION 1. AREAS INCLUDED IN AGREEMENT

This Agreement relates only to the Walt Disney World Resort comprising the "Magic Kingdom" Theme Park; Disney's Polynesian Resort; Disney's Contemporary Resort; Disney's Grand Floridian Resort and Spa; Disney's Caribbean Beach Resort; Disney's Beach Club Resort; Disney's Port Orleans Resort; Disney's Old Key West Resort; Disney's Saratoga Springs; Disney's Pop Century Resort; Disney's Art of Animation; Disney's Yacht Club Resort; Downtown Disney and Leased Retail Operations; Typhoon Lagoon; Disney's Wilderness Lodge; Disney's All-Star Resorts; Disney's Boardwalk Resort; ESPN Wide World of Sports; Disney's Coronado Springs Resort; Disney's Animal Kingdom; Disney's Animal Kingdom Lodge; Disney's Blizzard Beach; Disney's Hollywood Studios; Textile Services; WDW Golf Operations; the Main Entrance Complex; Fort Wilderness; Tri-Circle D Ranch; Mickey's Retreat recreation facilities; Bay Lake and Seven Seas Lagoon; Epcot; Disney Event Group (DEG), Warehouses; Lee Vista and Orange, Maingate Office Complex; and roadways, employee entrances, parking lots, guest/employee transportation facilities, vehicles and boats which directly service the above-referenced theme parks and resort properties.

Those employees of the Company in the classifications set forth in Addendum A come within the Scope of this Agreement, excluding the following:

1. World Fellowship Program
2. Specialty students/employees in such disciplines as agriculture and oceanography

Page 1 of 23

Company Proposal Provided to STCU

Date: 8/15/14

Time: 11:30 AM

Tentative Agreement Date: 8/15/14
 Company: Gregor Carmel 4:11 PM
 UH 737: [Signature]
 IBT 385: [Signature]
 UH 362: [Signature]
 TCU 1908: [Signature]
 UFCW 1625: [Signature]
 IATSE 631: [Signature]

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Council and the Employees.

- 3. Concessionaires as defined in Article 6, Section 4, who operate with his/her their own employees, including concessionaires who terminate any existing or future staffing agreement with the Company in order to operate with his/her their own employees
- 4. WALT DISNEY WORLD College Program students Project Future, Rising Stars, Rising Tides and Bridges High School students

ARTICLE 7 – NONDISCRIMINATION

SECTION 4. LANGUAGE DISCLAIMER

For purposes of this Agreement, references to employees in the masculine gender shall be deemed to apply equally and without distinction or discrimination to the female gender.

ARTICLE 8 – UNION ACTIVITY AND CHECK-OFF

SECTION 3. UNION ACCESS PROCEDURES

- (a) Union Orientation. The Company agrees that it will allow a Union Representative access to new Casual Regular Part Time bargaining unit employees at orientation for twenty (20) minutes to introduce their organization and distribute Union literature. The Company will provide the Union with a room of adequate size to accommodate the group, equipped with sufficient tables and chairs. The Company will reserve this room on a priority basis for the Union's use. Storage space will also be provided for the Union. Any change in the scheduling of Union Orientation will be discussed with the Union in advance. However, the time allotted for Union access will not be at the end of an orientation day.
- (b) Conversion to Casual Regular Part Time. The Union will be allowed access to those casual Seasonal temporary employees who convert to Casual Regular Part Time status. The names and work locations of individuals or small groups who convert to Casual Regular Part Time status will be made available to the Union on a monthly basis, upon conversion, to allow access through the "one-on-one" procedure. When large numbers of employees are converted to Casual Regular Part Time status and operating efficiency permits, the Union may conduct a group orientation meeting in lieu of the "one-on-one" procedure. These meetings will be held in the respective operating areas.

SECTION 4. SHOP STEWARD OR ALTERNATE

- (c) The Company agrees to notify the affiliated Union in the event a Shop Steward is placed on investigatory suspension or transferred to a different work area/location. In the event of discharge of a Shop Steward, the Company will notify the Union Office Affiliate Union Designee in advance of the termination lay-off or discharge. Failure of the Union to provide the Company with an up-to-date listing of Stewards will relieve the Company's obligation of notification to the Stewards as provided in this Section 4.

Page 2 of 23

Company Proposal Provided to STCU

Date: _____

Time: _____

Tentative Agreement Date: 8/15/14

Company: J. Robert Arnold

UH 737: [Signature]

IBT 385: [Signature]

UH 362: [Signature]

TCU 1908: Scott Hall

UFCW 1625: [Signature]

IATSE 631: [Signature]

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Council and the Employees.

SECTION 5. CHECK-OFF

The Company agrees to withhold from the wages on each payroll week uniform weekly membership dues, initiation fees and/or service charges for each employee who signs and submits an authorization card. The Company shall forward such dues to the certified financial secretary or other properly designated official of the Union on or before the third week following the last week in the month in which the dues are deducted. The Company shall also forward an electronic check-off report which lists employee name, social security number, stasured origin/department/location and the amount of the deduction. The Union will give the Company a written statement no later than January 31st each year, identifying the amount of dues and/or initiation fees to be withheld. Additionally, the Union will provide written notice of changes to these dues and/or fees. The Company will implement such changes within ninety (90) days of receipt of written notice.

The Union agrees to indemnify and save the Company harmless against any and all claims, suits or other forms of liability arising out of the deduction of money for Union dues from employees' pay. The Union assumes full responsibility for the disposition of the monies so deducted once they have been turned over to the certified financial secretary or other properly designated official of the Union.

In the event the term of this Agreement expires, the Company's obligation to provide the dues/fees collection and remission services (hereinafter referred to as the "Services") set out in Article 9, Section 5 will terminate if the Union does not accept the Company's offer of an extension which includes the following:

- (a) Retroactive payment to Regular Part Time employees of any subsequently negotiated increases to base hourly wage rates during the term of the extension;
- (b) Subsequently negotiated increases to base hourly wage rates shall be effective the day following sixty (60) days from the ratification of the Full Time STCU contract through the term of the extension;
- (c) Payment of retroactive base hourly wage increases shall be based on each Regular Part Time employee's hours paid between the the day following sixty (60) days from the ratification of the Full Time STCU contract and through the term of the extension (precise method of calculation subject to negotiation);

In the event a successor agreement is ratified, the Company is under no obligation to collect and/or remit retroactive dues/fees for the period of time that the Services were terminated.

Page 3 of 23
Company Proposal Provided to STCU
Date: _____
Time: _____

Tentative Agreement Date: 8/15/14
 Company: Bob L. Demml
 UH 737: [Signature]
 IBT 385: [Signature]
 UH 362: [Signature]
 TCU 1908: Matt Ralce
 UFCW 1625: [Signature]
 IATSE 631: [Signature]

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The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Council and the Employees.

ARTICLE 9 - HOURS OF WORK

SECTION 1. PAYROLL WEEK

A payroll week is a period of seven (7) days starting at 12:00 a.m. (midnight) 3:30 a.m. on each Sunday and ending at 11:59 p.m. 3:29 a.m. the following Saturday Sunday. The Payroll Week may be changed once during the term of the Agreement, by the Company giving two (2) weeks' notice to the Union, so long as it starts on a Sunday or Saturday with no more than an eight (8) hour change from midnight on Sunday.

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SECTION 5. TRAVEL TIME

(a) Employees at Magic Kingdom (excluding employees assigned or stasured to Transportation and Ticket Center/Main Entrance areas), will receive ten (10) minutes per shift paid travel/walk time. Employees will be released ten (10) minutes prior to the end of their shifts to compensate them for this travel/walk time allowance.

(b) With the exception of the ten (10) minutes per shift paid travel/walk time set forth above, it is the understanding of the parties that an employee will not receive dress and/or travel/walk time pay because the employee is not required to dress on property. Whenever operational necessity dictates that employees be required to park at distant locations other than their assigned parking areas, and are required to take Company provided transportation, the employees will be paid twenty (20) minutes per shift, or will be released from their shift twenty (20) minutes prior to the end of their shift.

ARTICLE 10 - OVERTIME

Overtime pay for Casual Regular Part Time employees will be in accordance with the Company's existing practice as ratified in the Regular Full Time 2010 2014 Agreement between Walt Disney World Co. and the Service Trades Council. Any change or changes in overtime pay agreed to by the parties in that Agreement will automatically be incorporated into this Agreement and will apply to the Casual Regular Part Time employees for the duration of the 2010 2014 Casual Regular Part Time Agreement. The Company and the Union agree that the Company will not be obligated to engage in any bargaining, whether over effects, impact or otherwise, over any such change or changes in overtime compensation or over the implementation thereof.

SECTION 3. INVOLUNTARY OVERTIME

Junior, qualified, available, on-shift employee(s) will be required to work involuntary overtime. The Company will make every effort to give the employee as much notice as reasonably possible of the involuntary overtime. Additionally, no employee will be required to work involuntarily more than fourteen (14) consecutive days.

When Management has at least ninety (90) minutes' notice that a shift is going to be extended, it shall notify employees required to remain beyond their scheduled shift at least thirty (30) minutes prior to the end of the employees' shift. The Company will provide access to a phone in the event of a required extension.

Page 4 of 23
Company Proposal Provided to STCU
Date:
Time:

Tentative Agreement Date: 8/15/14
Company: Robbin Almond
UH 737:
IBT 385:
UH 362:
TCU 1908: Matt Halter
UFCW 1625:
IATSE 631: Ben Paulo

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The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Council and the Employees.

ARTICLE 11 – HOLIDAY PREMIUM FOR HOURS WORKED

CR Regular Part Time employees, who work on the following designated dates, will be paid at time and one half for all hours worked up to 14 hours.

- o Thanksgiving
o Christmas Day (December 25th)
o New Year's Eve (December 31st)
o Easter Sunday
o Memorial Day

In addition to the designated dates above, Casual Regular employees with two (2) years of continuous service, who work on the following holidays will be paid at time and one half for all hours worked up to fourteen (14) hours:

- o Martin Luther King Jr. Day (Effective January 1, 2012)
o Labor Day

Casual Regular Part Time employees who would have already been paid time and a half on an aforementioned holiday will be paid at a double-time rate.

Casual Regular Part Time Tipped Employees Holiday Premium rate:

Casual Regular Part Time Tipped employees will be paid at the following stipulated Holiday Premium rate for the aforementioned Holidays:

- o Aligns with the FT STCU Food/Beverage H/H Host/ess Steward rate range (\$7.80-\$12.83); applied based on the CR PT employee's longevity within the rate range
o Calculated at time and a half for all hours worked on the designated Holidays
o Double time pursuant to the STCU CR PT Contract, Article 10. Overtime does not apply to CR PT Tipped employees receiving the Holiday Premium rate of pay.

ARTICLE 12 - JOB CLASSIFICATIONS AND WAGE RATES

SECTION 6. PAY FOR DAY WHEN INJURED

In the event an employee incurs an a-serious occupational illness or injury and Health Services excuses the employee from further work on that day, he/she shall be paid the unworked balance of his/her scheduled straight-time or overtime shift. Pay for the unworked balance of his/her shift due to an occupational injury shall be considered as time worked for purposes of computing overtime.

Page 5 of 23

Company Proposal Provided to STCU

Date: _____

Time: _____

Tentative Agreement Date: 8/15/14
Company: Bob Adams
UH 737: [Signature]
IBT 385: [Signature]
UH 362: [Signature]
TCU 1908: Matt Hillier
UFCW 1625: [Signature]
IATSE 631: [Signature]

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The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Council and the Employees.

SECTION 7. COORDINATORS

- a) Coordinators may be designated by the Company in any of the classifications set forth in Addendum A and will be paid a one dollar and fifty cents (\$1.50) per hour premium for all actual hours worked as a Coordinator. Effective October 2, 2011, the premium will increase to one dollar and twenty-five cents (\$1.25) per hour for all actual hours worked as a Coordinator. Effective September 30, 2012 the premium will increase to one dollar and fifty cents (\$1.50) per hour for all actual hours worked as a Coordinator.
b) Coordinators are responsible for providing leadership and direction to employees in the group, operation or function and may perform the same duties as other employees. Duties shall include, but are not limited to, promoting teamwork and assisting the location team in meeting quality and quantity standards. Coordinators have no authority to make personnel decisions such as hiring, terminations, transfers, promotions or disciplinary action.

ARTICLE 13 - SENIORITY AND WORK STATUS

SECTION 5. WORK STATUS AND UTILIZATION OF CASUAL REGULAR PART TIME EMPLOYEES

- (a) Casual Regular Part Time Employees. Employees will be considered casual Regular Part Time if they customarily work less than twenty-five (25) hours per week on an ongoing basis, or who customarily work twenty-five (25) hours per week or more but less than seven (7) months per year. The aforementioned definition is subject to any and all changes subsequently negotiated in the Regular Full Time 2010 2014 Service Trades Council Union agreement.
(b) Probationary Employee. All new Casual Regular Part Time employees shall be considered probationary employees for a period of ninety (90) calendar days. Where a newly hired employee is transferred into a new job classification or to a new location within the first ninety (90) days, the employee shall serve an additional ninety (90) day probationary period in the new job/location. The Company reserves the right to terminate their employment for any reason until they have completed any such probationary period. However, probationary employees shall be entitled to utilize the Grievance Procedure to grieve any matter which could be grieved by any other employee except termination within the probationary period.
(c) Any Regular Full Time or Casual Regular Part Time employee who has completed the ninety (90) calendar day probationary period and subsequently converts status (Regular Full Time to Casual Regular Part Time or Casual Regular Part Time to Regular Full Time) will not have to complete another probationary period but will receive a new bargaining unit seniority date as of the date of the conversion. An employee's disciplinary record shall not be affected by the change in status.

Page 6 of 23
Company Proposal Provided to STCU
Date:
Time:

Tentative Agreement Date: 8/15/14
Company: Robbin Allen
UH 737:
IBT 385:
UH 362:
TCU 1908: Matt Miller
UFCW 1625: Melissa M. Jackson
IATSE 631: Ben Zando

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Council and the Employees.

SECTION 8. TRANSFER TO REGULAR FULL TIME STCU

- (a) Employees transferring to a Regular Full Time STCU status in a different job classification shall be placed upon a forty-five (45) day qualifying period. If the Company determines during the forty-five (45) qualifying period that the employee's performance is not satisfactory or if the employee requests a return within the forty-five (45) days, the Company will return the employee to his/her prior job classification, CR PT status, and location.
(b) Employees who are involuntarily returned to a CR PT status within the forty-five (45) day qualifying period shall retain their previous CR PT seniority date. Employees who voluntarily return to a CR PT status within the forty-five (45) day qualifying period, shall return with a new seniority date effective the date of their return to a CR PT position.

ARTICLE 14 - TRANSFERS

SECTION 1. TRANSFER PROCEDURES

Recasting

- 1. All Full-Time and part-time vacancies shall be submitted to the Company's Casting office. Employees interested in a transfer shall fill out the appropriate paperwork and may need to interview at Casting to determine skills and ability. Positions eligible for transfer will be provided on the Company's intranet along with the requirements for the position. An employee interested in a transfer may will be provided the opportunity to identify a minimum of two (2) areas of interest for transfer.
2. Upon receiving notice of an STCU vacancy, in filling Regular Part Time vacancies, the Company Casting shall identify and transfer the eligible employee who has completed the appropriate paperwork, met the criteria outlined in Section 2 or 3 below, and has identified the area of the vacancy as one of their two (2) preferences, in the following order by seniority (after eligible Regular Full Time employees within same classification):
i. Top senior Regular Part Time part-time employee stasured to the job classification and property (e.g. Magic Kingdom, Contemporary) of the vacancy
ii. Top senior part-time employee stasured to the job classification of the vacancy
ii. Top senior Regular Full Time employee from another classification
iii. Top senior part-time employee stasured to the property of the vacancy
iv. iii. Top senior Regular Part Time part-time employee from another classification

Page 7 of 23
Company Proposal Provided to STCU
Date:
Time:

Tentative Agreement Date: 8/15/14
Company: Robba Amiel
UH 737:
IBT 385:
UH 362:
TCU 1908: Matt Reutter
UFCW 1625: Julian M. Neau
IATSE 631: Ben J. Lander



The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Council and the Employees.

- 3. The vacancy will then be filled in accordance with Sections 2 or 3 as prescribed below (except as noted in 5 below).
- 4. Employees who have not updated their phone number with the Company will be bypassed after attempting to contact them.
- 5. Employees shall not be eligible for voluntary transfer until after (90) ninety days of Regular Part Time part-time employment with the Company within the bargaining unit, excluding any probationary period recasting.
- 6. Any employee who declines a transfer will be eligible to transfer again after six (6) months from the date the position is declined.

SECTION 2. TRANSFERS TO THE SAME JOB CLASSIFICATION AND/OR DIFFERENT JOB CLASSIFICATION

- (a) The Company agrees that in granting transfers to different locations and/or different job classifications, seniority shall prevail when candidates possess the following qualifications:
 - 1. Length of service:
 - a. Six (6) months employment
 - b. Minimum of six (6) months in work location
 - 2. Dependability:
 - a. Employee's Record Card may have no more than five (5) attendance entries within the last six (6) months (not including early release or authorized days off)
 - b. No more than one (1) reprimand in the last six (6) months
 - 3. Skills and Ability:
 - a. Demonstrated skill and ability necessary to perform the specific job
- (b) Employees transferring to a different job classification shall be placed upon a thirty (30) ~~forty-five (45)~~ day qualifying period. If the Company determines during the thirty (30) ~~forty-five (45)~~ day qualifying period that the employee's performance is not satisfactory or if the employee requests a return within the thirty (30) ~~forty-five (45)~~ days, the Company will return the employee to his/her prior job classification and location. If the Company initiates the return under this section, and the employee shall be immediately eligible to transfer again.

Page 8 of 23
 Company Proposal Provided to STCU
 Date: _____
 Time: _____

Tentative Agreement Date: 8/15/14
 Company: Robb Olson
 UH 737: [Signature]
 IBT 385: [Signature]
 UH 362: [Signature]
 TCU 1908: Matt Valle
 UFCW 1625: William M. Venner
 IATSE 631: Barry Zander

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The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Council and the Employees.

SECTION 3. TRANSFERS TO NEW PROPERTY/ATTRACTIONS OPENINGS

- (a) The parties agree that in granting transfers to different locations and/or different job classifications in the opening of a new resort property or attractions, the following guidelines shall apply:
 1. Minimum of six (6) months employment
 2. Employee's Record Card may have no more than four (4) attendance entries within the last six (6) months (not including early shift releases or authorized days off); no more than one (1) reprimand within the last six (6) months
 3. Essential qualifications and skills as determined through record notations and a personal interview
 4. All of the above being equal, seniority shall prevail
- (b) Employees transferring to a different job classification shall be placed upon a thirty (30) day qualifying period. If the Company determines during the thirty (30) day qualifying period that the employee's performance is not satisfactory, the Company will return the employee to his/her prior job classification and location and the employee shall be immediately eligible to transfer again.

ARTICLE 16 - DISCIPLINE, STANDARDS OF CONDUCT AND DISCHARGE

SECTION 8. ABSENTEEISM AND TARDINESS STANDARD

Absences:

Beginning with 3 in any 30 days	=	reprimand
Beginning with 6 in any 90 days	=	reprimand
Beginning with 9 in any 180 days	=	reprimand
Beginning with 12 in any 365 days	=	reprimand

Tardiness:

A tardiness of more than two (2) hours will count as one (1) absence. A tardiness of two (2) hours or less will count as one-half (1/2) an absence.

(a) Procedures:

- 1) The following items shall not be counted as absences:
 - a) Work incurred injuries;
 - b) Release of shift for medical reasons;
 - c) Subsequent consecutive call-ins for the same illness or injury will not count as an additional occurrence;

Page 9 of 23
 Company Proposal Provided to STCU
 Date: _____
 Time: _____

Tentative Agreement Date: 8/15/14
 Company: Bob L. Almond
 UH 737: _____
 IBT 385: M. St...
 UH 362: PTB...
 TCU 1908: Matt Hiller
 UFCW 1625: William M. Venable
 IATSE 631: Bob J. Lumb...

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Council and the Employees.

2) An employee's failure to notify the Company of his/her absence a minimum of thirty (30) minutes prior to the start of his/her shift shall be recorded as a No Call No Show.

(b) The disciplinary progression shall be three (3) reprimands prior to termination within a twenty-four (24) month period. Any twelve (12) month period free from discipline will result in beginning again at first step of progressive discipline. The Company agrees to provide to employees information regarding the FMLA with any attendance reprimand issued.

ARTICLE 17 - GRIEVANCE PROCEDURE

Grievance procedure for Casual Regular Part Time employees will be in accordance with the Company's existing practice under the Regular Full Time Service Trades Council Union Agreement as ratified in the Regular Full Time 2010 2014 Agreement between Walt Disney World Co. and the Service Trades Council Union. Any change or changes to the grievance procedure agreed to by the parties in that Agreement will automatically be incorporated into this Agreement and will apply to the Casual Regular Part Time employees for the duration of the 2010 2014 Casual Regular Part Time Agreement. The Company and the Union agree that the Company will not be obligated to engage in any bargaining, whether over effects, impact or otherwise, over any such change or changes in the grievance procedure or over the implementation thereof.

SECTION 1. GRIEVANCES SETTLED ACCORDING TO PROCEDURE

The parties to this Agreement agree that any grievance arising out of the interpretation or application of the terms of this Agreement, with the exception of terminations, discipline based on the Company's policies of Equal Employment Opportunity and Harassment¹ and policy grievances which will be expedited to Step 3 2, shall be settled promptly in accordance with the following procedure:

SECTION 2. DEFINITIONS

(a) Grievance: A grievance, within the meaning of this procedure, is defined as a dispute or difference of opinion between the parties concerning the meaning, interpretation, application or alleged violation by the Company of this Agreement.

(b) Time Limits: The parties recognize that it is important that grievances be processed and resolved as rapidly as possible; therefore, the number of days indicated at each step of the grievance procedure should be considered as a maximum, and every effort should be made to expedite the process. All termination grievances will be given priority for processing. The time limits specified may be extended by mutual agreement as evidenced by a waiver in writing signed by an authorized representative of the Company and the Union; otherwise, the grievance shall be regarded as withdrawn.

¹ The Union may request a meeting with a representative of Human Resources Compliance Employee Relations prior to the 3rd step 2nd grievance meeting or as part of the 3rd or 4th step 2nd or 3rd step grievance meeting to facilitate timely processing of the grievance.

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Company Proposal Provided to STCU
Date: _____
Time: _____

Tentative Agreement Date: 8/15/14
Company: Bobh O'Connell
UH 737: [Signature]
IBT 385: [Signature]
UH 362: [Signature]
TCU 1908: [Signature]
UFCW 1625: [Signature]
IATSE 631: [Signature]

14

17

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Council and the Employees.

(c) Recording Devices: The parties agree that no recording devices of any kind shall be permitted to be utilized during Step 1, 2, or 3, or 4 of the grievance procedure.

(d) Back-pay Awards: The parties agree that any Joint Standing Committee or Arbitrator award of back pay shall be lessened by unemployment compensation or any other compensation received by the grievant during the period of termination prior to reinstatement.

(1) Back-pay awards for those employees in tipped classifications, with the exception of Banquets and Dinner Shows, will be paid at the appropriate non-tipped rate of pay as referenced in Addendum A.

(e) Information Requests: The Company responding party will make every reasonable effort to provide any requested, relevant information regarding grievances to the Union requesting party within seventy-two (72) hours. In circumstances where the Company responding party is unable to provide information within seventy-two (72) hours, the Union requesting party will be provided with an estimate of the time of provision.

(f) Any employee, believing that they have suffered a grievance, may discuss the matter with his/her immediate Guest Service Manager prior to initiating the formal Grievance Procedure in SECTION 3. The employee may choose whether to discuss the matter with their Guest Service Manager with or without the assistance of their Union representative.

SECTION 3. GRIEVANCE PROCEDURE

Step 1. Any employee, believing that he/she has suffered a grievance, shall discuss the matter with his/her immediate Guest Service Manager. The employee may choose whether to discuss the matter with his/her Guest Service Manager with or without the assistance of his/her Union representative.

In order to be deemed timely, a grievance must be discussed by the employee with his/her immediate Guest Service Manager within fourteen (14) calendar days after its occurrence, or within fourteen (14) calendar days after the employee has had a reasonable opportunity to become aware of the occurrence, whichever is later. The employee must indicate that his/her discussion with the Guest Service Manager is a grievance. Failure to observe the aforementioned time limitation shall be deemed as a waiver and the grievance will be regarded as abandoned.

The immediate Guest Service Manager shall give an oral reply within three (3) calendar days after submission of the grievance. If the immediate Guest Service Manager fails to give an oral reply within the time limits provided, the grievance may be appealed to the next Step of the grievance procedure.

Step 1 2. If the grievance shall not have been adjusted under Step 1 informally with the immediate Guest Service Manager, then within seven (7) calendar days after the reply given under Step 1, or after the date under which a reply should have been given under Step 1, the grievance shall be reduced to writing upon the accepted Grievance Form which shall set forth the relevant information concerning the grievance, including a short description of the alleged grievance, the date on which the grievance occurred, and an identification of the section of the Agreement alleged to have

Page 11 of 23
Company Proposal Provided to STCU
Date: _____
Time: _____

Tentative Agreement Date: 8/15/14
Company: Robert Almend
UH 737: _____
IBT 385: M. St...
UH 362: E. D. ...
TCU 1908: Matt Bell
UFCW 1625: Juliana M. Venue
IATSE 631: Barry Gaudin

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The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Council and the Employees.

been violated, and shall be submitted to the employee's Area Manager, who shall immediately forward copies to Labor Relations.

In order to be deemed timely, a grievance must be filed at Step 1 within fourteen (14) calendar days after its occurrence or within fourteen (14) calendar days after the employee has had a reasonable opportunity to become aware of the occurrence, whichever is later.

The Area Manager or his/her designated representative and the Union representative or his/her designated representative shall meet within seven (7) calendar days after invocation of Step 1 in an attempt to settle the grievance. It shall be incumbent upon the Union Representative to request such meeting. The Area Manager or his/her designated representative shall provide the employee and the Union representative with a written reply within five (5) calendar days after the parties have met. If the Area Manager fails to give a written reply within the time limits provided, the grievance may be appealed to the next Step of the grievance procedure.

Step 3.

Step 2. If the grievance shall not have been adjusted under Step 2 Step 1, then within seven (7) calendar days from the date of the Area Manager's written decision or a date when the decision should have been submitted by the Area Manager, the grievance shall be presented in writing to the Labor Relations office.

A grievance meeting with the General Manager/Director or his/her designee, Labor Relations Representative, and the employee's Union Business Representative or his/her designee shall be held within twenty-one (21) calendar days of the grievance being recorded, in an attempt to resolve the grievance. The General Manager/Director or his/her designee shall provide the Union Business Representative or his/her designee with a written reply within five (5) calendar days after the parties have met. If the General Manager/Director or his/her designee fails to give a written reply within the time limit provided, grievance may be appealed to the next Step of the grievance procedure.

Step 4. Step 3. If the grievance shall have been submitted but not adjusted under Step 3 Step 2, either party may within seven (7) calendar days after receipt of the written reply request in writing that the grievance be submitted to a Joint Standing Committee, which shall meet within fourteen (14) calendar days of the appeal, unless extended by mutual agreement of the Company and the Union.

The Joint Standing Committee shall consist of one (1) representative of the Company and one (1) representative of the affiliated Union(s).

The Joint Standing Committee shall meet at least twice per month to investigate, review, and if necessary, conduct a hearing of all outstanding grievances referred to it. Decisions of the Joint Standing Committee shall be final and binding upon all parties at interest. The Joint Standing Committee shall provide a written determination of all cases reviewed within three (3) calendar days after it has met. If the Joint Standing Committee is unable to resolve a grievance before it, the grievance may be appealed to the next Step of the grievance procedure.

Page 12 of 23

Company Proposal Provided to STCU

Date: _____

Time: _____

Tentative Agreement Date: 8/15/14

Company: Robb Edmund

UH 737: [Signature]

IBT 385: [Signature]

UH 362: [Signature]

TCU 1908: Matt Hill

UFCW 1625: [Signature]

IATSE 631: [Signature]

14

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Council and the Employees.

The parties agree that upon notification of the Labor Relations Executive or their designee and the President of the Service Trades Council Union, Step 4 Step 3 of the grievance procedure may be waived and grievances addressing institutional issues, affecting either the Company or the Council, may be expedited to Step 5 Step 4.

Step 5.

Step 4. If the grievance shall have been submitted but not adjusted under Step 4 Step 3, either party may within seven (7) calendar days after receipt of the written reply request in writing that the grievance be submitted to an Arbitrator selected from a panel of seven (7) Arbitrators furnished by the Federal Mediation and Conciliation Service. The moving party shall be responsible for requesting the list from the Federal Mediation and Conciliation Service within seven (7) days of the request for Arbitration. At this point, the parties have a maximum of fourteen (14) calendar days from the date the list is received, to strike the panel or mutually agree to an Arbitrator. The Rules for the Federal Mediation and Conciliation Service shall govern the selection of an Arbitrator and the conduct of the arbitration hearing. Unless agreed upon in writing by both parties, the Arbitration hearing must be scheduled to occur within thirty (30) days from selection of the Arbitrator. The Arbitrator shall not have the authority to alter, amend, change, modify, add to or subtract from or reform any provision, Article or language of this Agreement. The Decision of the Arbitrator shall be final and binding on all parties with no further appeal, except for reasons of setting aside an Arbitrator's Award, as set forth in applicable Federal and Florida Statutes. Any joint expense incidental to or arising out of the arbitration shall be borne equally by the Company and the appropriate Union. Only one grievance shall be before a specific Arbitrator at one time.

SECTION 4. GRIEVANCE PROCEDURE

A grievance having been settled at any step of the grievance procedure will be affected no more than seven (7) calendar days after the date of the settlement agreement.

ARTICLE 18 - COSTUMES, UNIFORMS, AND PERSONAL

SECTION 2. SAFETY AND SANITARY CLOTHING AND EQUIPMENT

Where the Company, for safety purposes, requires the use of protective clothing, shoes, or other safety devices, other than hairnets and headbands, they will be furnished without cost to the employees. The Union agrees to require Casual Regular Part Time employees in those classifications listed in Addendum A to use the devices furnished.

ARTICLE 19 - SAFETY AND HEALTH

SECTION 4. EXAMINATIONS

(c) Employees may be required by the Company to submit to a medical or psychological examination at the Company's expense in the following situations:

1. When the Company needs to determine whether an employee is able to perform the essential functions of a position with or without accommodation and/or whether the employee can perform the essential functions of a position, with or without reasonable accommodation, without directly threatening his/her health or safety or that of others;

Page 13 of 23
Company Proposal Provided to STCU
Date: _____
Time: _____

Tentative Agreement Date: 8/15/14
 Company: Rob L. Almond
 UH 737: _____
 IBT 385: _____
 UH 362: P.T. Carter
 TCU 1908: Matt Keller
 UFCW 1625: William M. Veale
 IATSE 631: Don Paulov

14

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Council and the Employees.

- 2. When the Company concludes that it must determine whether reasonable accommodation is required or where an employee has requested accommodation, including the nature and extent of such accommodation;
- 3. When the Company concludes it must acquire medical advice to determine whether a local, state or federal health or safety standard can be satisfied;
- 4. When the Company is obligated by law to assess, monitor and/or maintain a record of an employee's health status.
- 5. Upon an employee's request, an employee shall be provided an opportunity to visit Health Services on the day of his/her injury and on paid time.

(f) Employees enrolled in the Limited-Work Transitional Duty Program shall continue to be covered by the provisions of this Agreement.

ARTICLE 24 - PENSION

Pension for eligible Casual Regular Part Time employees will be in accordance with the Company's existing defined benefit Pension Plan with the ratification of the Regular Full Time 2007 Agreement between Walt Disney World Co. and the Service Trades Council Union. Any change or changes in that defined benefit pension plan agreed to in or in connection with that Agreement will automatically be incorporated into this Agreement and will apply to the Casual Regular Part Time employees for the duration of the 2007 Casual Regular Part Time Agreement. The Company and the Union agree that the Company will in any such event not be obligated to engage in any bargaining over effects, impact or otherwise, over any such change or changes in the defined benefit Pension Plan or over the implementation thereof.

SECTION 2. 401(K) PLAN CONTRIBUTIONS

The Company will make available payroll deduction for voluntary participation in the Florida-Multi-Employer 401(k) plan, subject to approval by the plan trustees.

Page 14 of 23
 Company Proposal Provided to STCU
 Date: _____
 Time: _____

Tentative Agreement Date: 8/15/14
 Company: Bob Adams
 UH 737: [Signature]
 IBT 385: [Signature]
 UH 362: [Signature]
 TCU 1908: Mark Holten
 UFCW 1625: [Signature]
 IATSE 631: Ben Zandov

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The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Council and the Employees.

ARTICLE 29 - TERM OF AGREEMENT

SECTION 1. TERM

This Agreement and any further amendment or supplement hereto shall be in full force and effect from October 3, 2010, [DATE] and from year to year thereafter, subject to the right of either party to terminate the same at the anniversary of March 30, 2014 upon the giving of written notice of termination not later than sixty (60) days next preceding the effective date of such termination. Subsequently, the CR PT STCU Contract will automatically extend for sixty (60) days from the ratification of the Regular Full Time STCU Contract. Additionally, the parties agree that the Regular Full Time STCU negotiated economics and effective dates (applicable to the GR PT STCU Contract) will apply to the CR PT STCU Employees.

SECTION 2. COMPLETE AGREEMENT

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties, after the exercise of that right and opportunity, are set forth in this Agreement. Therefore, the Company and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement, except as provided specifically in Section 2 or 3 of this Article, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

SECTION 3. LIMITED REOPENER

The parties agree to reopen the contract upon written notice no later than sixty (60) days preceding September 24, 2017 solely to negotiate wage increases in accordance with Article 12, Section 1 and Addendum A. If the parties are unable to reach agreement regarding wages, thirty (30) days after September 24, 2017, the Agreement shall expire unless mutually extended by the parties.

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Company Proposal Provided to STCU
Date: _____
Time: _____

Tentative Agreement Date: 8/15/14
Company: Robbin Almond
UH 737: _____
IBT 385: _____
UH 362: Chris...
TCU 1908: Matt Hill
UFCW 1625: William M. Veker
IATSE 631: Ben J. Lindor

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Council and the Employees.

**Addendum A
Non-Tipped Classifications**

Job Title	TBD ⁶		TBD ⁶		TBD ⁶	
	Min	Max	Min	Max	Min	Max
ACADEMY ARTIST	\$9.50	\$14.90	\$10.00	\$15.25	\$10.50	\$15.60
ATTRACTION H/H	\$9.00	\$13.92	\$9.50	\$14.27	\$10.00	\$14.62
ATTRACTION H/H KSR ¹	\$10.00	\$14.92	\$10.50	\$15.27	\$11.00	\$15.62
ATTRACTION H/H TRAILS ¹	\$9.50	\$14.42	\$10.00	\$14.77	\$10.50	\$15.12
BANQUET FACILITY HIGH RATE OVERRIDE	\$9.55	\$14.98	\$10.05	\$15.33	\$10.55	\$15.68
BOUTIQUE HOSTESS	\$9.90	\$14.35	\$10.40	\$14.70	\$10.90	\$15.05
BUS DRIVER	\$11.65	\$17.46	\$12.15	\$17.81	\$12.65	\$18.16
BUS DRIVER DISPATCHER ¹	\$13.15	\$18.96	\$13.65	\$19.31	\$14.15	\$19.66
CHARACTER ATTENDANT	\$9.00	\$13.94	\$9.50	\$14.29	\$10.00	\$14.64
CHARACTER CAPTAIN	\$11.45	\$16.34	\$11.95	\$16.69	\$12.45	\$17.04
CHARACTER PERFORMER	\$10.10	\$14.66	\$10.60	\$15.01	\$11.10	\$15.36
CHEF ASSISTANT	\$12.95	\$17.97	\$13.45	\$18.32	\$13.95	\$18.67
CHEF ASSISTANT BANQUETS ¹	\$13.45	\$18.47	\$13.95	\$18.82	\$14.45	\$19.17
CHEF ASSISTANT PASTRY/BAKERY	\$12.95	\$17.97	\$13.45	\$18.32	\$13.95	\$18.67
CHEF ASSISTANT SIGNATURE RESTAURANT ¹	\$13.45	\$18.47	\$13.95	\$18.82	\$14.45	\$19.17
CHILDREN ACTIVITIES H/H	\$9.00	\$14.20	\$9.50	\$14.55	\$10.00	\$14.90
CONSTRUCTION SEWING SPECIALIST 1	\$9.75	\$15.10	\$10.25	\$15.45	\$10.75	\$15.80
CONSTRUCTION SEWING SPECIALIST 2	\$9.53	\$14.90	\$10.03	\$15.25	\$10.53	\$15.60
CONSTRUCTION SEWING SPECIALIST 3	\$9.10	\$14.35	\$9.60	\$14.70	\$10.10	\$15.05
CONSTRUCTION SUPPORT SPECIALIST	\$10.50	\$16.08	\$11.00	\$16.43	\$11.50	\$16.78
CONVENTION GUIDE	\$9.15	\$13.80	\$9.65	\$14.15	\$10.15	\$14.50
COOK 1	\$11.95	\$16.61	\$12.45	\$16.96	\$12.95	\$17.31
COOK 1 PASTRY/BAKERY	\$11.95	\$16.61	\$12.45	\$16.96	\$12.95	\$17.31
COOK 2	\$10.40	\$14.90	\$10.90	\$15.25	\$11.40	\$15.60

Page 16 of 23
 Company Proposal Provided to STCU
 Date: _____
 Time: _____

Tentative Agreement Date: 8/15/14
 Company: Bob's Alm
 UH 737: _____
 IBT 385: M. J. A.
 UH 362: E. J. B. C. S.
 TCU 1908: Matt Hutto
 UFCW 1625: Jeannette M. Deane
 IATSE 631: Benjamin Lumbor

2014 STCU PT Negotiations

Main Table Company Proposal

August 15, 2014

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Council and the Employees.

COOK 2 PASTRY/BAKERY	\$10.40	\$14.90	\$10.90	\$15.25	\$11.40	\$15.60
COSMETOLOGIST	\$11.90	\$17.85	\$12.40	\$18.20	\$12.90	\$18.55
COSTUME ASSISTANT 1	\$9.75	\$15.10	\$10.25	\$15.45	\$10.75	\$15.80
COSTUME ASSISTANT 2	\$9.50	\$14.90	\$10.00	\$15.25	\$10.50	\$15.60
COSTUME ASSISTANT 3	\$9.05	\$14.35	\$9.55	\$14.70	\$10.05	\$15.05
COSTUME CAM SPECIALIST 1	\$16.10	\$23.01	\$16.60	\$23.36	\$17.10	\$23.71
COSTUME CAM SPECIALIST 2	\$13.05	\$19.18	\$13.55	\$19.53	\$14.05	\$19.88
COSTUME H/H	\$9.00	\$13.80	\$9.50	\$14.15	\$10.00	\$14.50
COSTUME SPECIALIST	\$9.10	\$14.20	\$9.60	\$14.55	\$10.10	\$14.90
COSTUME SPECIALIST SR	\$9.20	\$14.47	\$9.70	\$14.82	\$10.20	\$15.17
COSTUMING FIRST HAND 1	\$16.10	\$23.01	\$16.60	\$23.36	\$17.10	\$23.71
COSTUMING FIRST HAND 2	\$13.05	\$19.18	\$13.55	\$19.53	\$14.05	\$19.88
COT 1 CHEF ASSISTANT	\$14.30	\$19.78	\$14.80	\$20.13	\$15.30	\$20.48
COT 2 BUS DRIVER	\$13.15	\$18.57	\$13.65	\$18.92	\$14.15	\$19.27
COT 3 LIFEGUARD/MONORAIL/WATERCRAFT	\$11.85	\$17.19	\$12.35	\$17.54	\$12.85	\$17.89
COT 4	\$11.35	\$16.68	\$11.85	\$17.03	\$12.35	\$17.38
COT 5 FRIENDSHIP/SASSAGOULA	\$12.00	\$17.30	\$12.50	\$17.65	\$13.00	\$18.00
COT 6 MONORAIL/WATERCRAFT	\$12.50	\$17.81	\$13.00	\$18.16	\$13.50	\$18.51
COT 7 CHARACTERS	\$11.45	\$16.68	\$11.95	\$17.03	\$12.45	\$17.38
CUSTODIAL CAMPGROUND H/H ¹	\$9.65	\$14.45	\$10.15	\$14.80	\$10.65	\$15.15
CUSTODIAL H/H	\$9.00	\$13.80	\$9.50	\$14.15	\$10.00	\$14.50
CUSTODIAL H/H TCU	\$9.00	\$13.80	\$9.50	\$14.15	\$10.00	\$14.50
CUSTODIAL UTILITY H/H ¹	\$9.40	\$14.20	\$9.90	\$14.55	\$10.40	\$14.90
CUSTODIAL UTILITY H/H TCU ¹	\$9.40	\$14.20	\$9.90	\$14.55	\$10.40	\$14.90
CUSTODIAL WATER TANK/TRASH TRUCK ¹	\$11.05	\$16.39	\$11.55	\$16.74	\$12.05	\$17.09
DATA MAINTENANCE ¹	\$10.25	\$15.17	\$10.75	\$15.52	\$11.25	\$15.87
DATA MAINTENANCE FLORAL ¹	\$10.25	\$15.19	\$10.75	\$15.54	\$11.25	\$15.89
ENTERTAINMENT TECH 1	\$15.25	\$21.95	\$15.75	\$22.30	\$16.25	\$22.65
ENTERTAINMENT TECH 2	\$13.40	\$19.90	\$13.90	\$20.25	\$14.40	\$20.60

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Company Proposal Provided to STCU

Date: _____

Time: _____

Tentative Agreement Date: 8/15/14

Company: Robbin Palmer

UH 737: _____

IBT 385: _____

UH 362: _____

TCU 1908: Mert Halter

UFCW 1625: Jelena M. Velek

IATSE 631: Ben Zandov

2014 STCU PT Negotiations

Main Table Company Proposal

August 15, 2014

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Council and the Employees.

ENTERTAINMENT TECH 3	\$12.00	\$18.23	\$12.50	\$18.58	\$13.00	\$18.93
ENTERTAINMENT TECH 4	\$10.65	\$16.44	\$11.15	\$16.79	\$11.65	\$17.14
ENTERTAINMENT TECH RIGGER ¹	\$18.25	\$24.95	\$18.75	\$25.30	\$19.25	\$25.65
ENVIRONMENTAL RECYCLING H/H ¹	\$10.50	\$15.30	\$11.00	\$15.65	\$11.50	\$16.00
FISHING GUIDE H/H	\$9.00	\$13.80	\$9.50	\$14.15	\$10.00	\$14.50
FLORAL DESIGNER 1	\$10.80	\$16.44	\$11.30	\$16.79	\$11.80	\$17.14
FLORAL DESIGNER 2	\$9.30	\$14.47	\$9.80	\$14.82	\$10.30	\$15.17
FLORAL H/H	\$9.00	\$13.94	\$9.50	\$14.29	\$10.00	\$14.64
FLORAL SALES H/H	\$9.15	\$14.39	\$9.65	\$14.74	\$10.15	\$15.09
FOOD & BEV H/H	\$9.15	\$13.80	\$9.65	\$14.15	\$10.15	\$14.50
FOOD & BEV STEWARD	\$9.00	\$13.85	\$9.50	\$14.20	\$10.00	\$14.55
FOOD & BEV STEWARD PEO	\$10.00	\$14.85	\$10.50	\$15.20	\$11.00	\$15.55
FOOD HANDLER	\$9.55	\$14.94	\$10.05	\$15.29	\$10.55	\$15.64
FOOD SERVICE QSR H/H	\$9.15	\$14.35	\$9.65	\$14.70	\$10.15	\$15.05
FOOD SERVICE QSR H/H MK ¹	\$9.90	\$15.10	\$10.40	\$15.45	\$10.90	\$15.80
FOOD SERVICE QSR SPEC BEV H/H ¹	\$9.45	\$14.65	\$9.95	\$15.00	\$10.45	\$15.35
FOOD SERVICE QSR SPEC BEV H/H MK ¹	\$10.20	\$15.40	\$10.70	\$15.75	\$11.20	\$16.10
FRIENDSHIP/SASSAGOULA H/H 1	\$9.20	\$14.43	\$9.70	\$14.78	\$10.20	\$15.13
FRIENDSHIP/SASSAGOULA H/H 2 ²	\$10.20	\$15.52	\$10.70	\$15.87	\$11.20	\$16.22
GARMENT CUTTER 1	\$10.50	\$16.08	\$11.00	\$16.43	\$11.50	\$16.78
GARMENT CUTTER 2	\$9.50	\$14.90	\$10.00	\$15.25	\$10.50	\$15.60
HAIR & MAKEUP ASSOCIATE	\$10.80	\$16.44	\$11.30	\$16.79	\$11.80	\$17.14
HAT SPECIALIST 1	\$10.05	\$15.51	\$10.55	\$15.86	\$11.05	\$16.21
HAT SPECIALIST 2	\$9.50	\$14.90	\$10.00	\$15.25	\$10.50	\$15.60
INNOVENTIONS PRESENTER H/H ¹	\$10.00	\$14.92	\$10.50	\$15.27	\$11.00	\$15.62
LAUNDRY ADVANCED ASSISTANT	\$9.20	\$14.20	\$9.70	\$14.55	\$10.20	\$14.90
LAUNDRY ASSISTANT	\$9.00	\$13.94	\$9.50	\$14.29	\$10.00	\$14.64
LAUNDRY DRY CLEAN/VALET SPECIALIST	\$10.80	\$16.44	\$11.30	\$16.79	\$11.80	\$17.14
LAUNDRY DRY CLEAN/VALET/SPOTTER SPEC	\$12.45	\$18.52	\$12.95	\$18.87	\$13.45	\$19.22

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 Company Proposal Provided to STCU
 Date: _____
 Time: _____

Tentative Agreement Date: 8/15/14
 Company: Robbin Allen
 UH 737: _____
 IBT 385: _____
 UH 362: _____
 TCU 1908: Mark Hallin
 UFCW 1625: Jermaine M. Venen
 IATSE 631: Benj Zambor

2014 STCU PT Negotiations

Main Table Company Proposal

August 15, 2014

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Council and the Employees.

LAUNDRY HELPER	\$9.00	\$13.80	\$9.50	\$14.15	\$10.00	\$14.50
LAUNDRY PRESSER	\$9.40	\$14.47	\$9.90	\$14.82	\$10.40	\$15.17
LAUNDRY SPECIALIST	\$9.40	\$14.47	\$9.90	\$14.82	\$10.40	\$15.17
LAUNDRY SPECIALIST SR	\$9.50	\$14.90	\$10.00	\$15.25	\$10.50	\$15.60
LAUNDRY SYSTEMS OPERATOR	\$10.25	\$15.78	\$10.75	\$16.13	\$11.25	\$16.48
LAUNDRY SYSTEMS OPERATOR SR	\$10.80	\$16.44	\$11.30	\$16.79	\$11.80	\$17.14
LAUNDRY VALET SPECIALIST	\$9.50	\$14.90	\$10.00	\$15.25	\$10.50	\$15.60
LIFEGUARD ADVANCED RESCUE PATROL	\$10.65	\$15.45	\$11.15	\$15.80	\$11.65	\$16.15
LIFEGUARD DEEP WATER	\$10.25	\$15.21	\$10.75	\$15.56	\$11.25	\$15.91
LIFEGUARD SHALLOW WATER	\$9.25	\$14.47	\$9.75	\$14.82	\$10.25	\$15.17
MILLINER	\$11.90	\$17.85	\$12.40	\$18.20	\$12.90	\$18.55
MONORAIL CENTRAL CONTROLLER	\$12.70	\$19.43	\$13.20	\$19.78	\$13.70	\$20.13
MONORAIL H/H 1	\$9.45	\$15.09	\$9.95	\$15.44	\$10.45	\$15.79
MONORAIL H/H 2 ²	\$9.90	\$15.52	\$10.40	\$15.87	\$10.90	\$16.22
MONORAIL H/H 3 ³	\$10.30	\$15.90	\$10.80	\$16.25	\$11.30	\$16.60
MONORAIL H/H 4 ⁴	\$10.45	\$16.14	\$10.95	\$16.49	\$11.45	\$16.84
OPS SEWING SPECIALIST 1	\$9.53	\$14.90	\$10.03	\$15.25	\$10.53	\$15.60
OPS SEWING SPECIALIST 2	\$9.35	\$14.47	\$9.85	\$14.82	\$10.35	\$15.17
OPS SEWING SPECIALIST 3	\$9.10	\$14.20	\$9.60	\$14.55	\$10.10	\$14.90
PARKING H/H	\$9.00	\$13.80	\$9.50	\$14.15	\$10.00	\$14.50
PARTY FACILITATOR H/H	\$9.00	\$14.20	\$9.50	\$14.55	\$10.00	\$14.90
PIRATE H/H	\$9.90	\$14.35	\$10.40	\$14.70	\$10.90	\$15.05
POOL ATTENDANT	\$9.10	\$14.47	\$9.60	\$14.82	\$10.10	\$15.17
RANCH HAND	\$9.85	\$15.16	\$10.35	\$15.51	\$10.85	\$15.86
RANCH HAND HELPER	\$9.00	\$14.35	\$9.50	\$14.70	\$10.00	\$15.05
RANCH HAND SR	\$11.30	\$16.44	\$11.80	\$16.79	\$12.30	\$17.14
RECREATION H/H	\$9.00	\$13.80	\$9.50	\$14.15	\$10.00	\$14.50
RESORT BELL SERVICES DISPATCHER	\$9.50	\$13.80	\$10.00	\$14.15	\$10.50	\$14.50
RESORT CONCIERGE H/H	\$10.35	\$15.00	\$10.85	\$15.35	\$11.35	\$15.70

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Company Proposal Provided to STCU

Date: _____

Time: _____

Tentative Agreement Date: 8/15/14

Company: Robbin Almond

UH 737: _____

IBT 385: _____

UH 362: _____

TCU 1908: _____

UFCW 1625: Jelena M. Jensen

IATSE 631: Don J. Lantz

2014 STCU PT Negotiations

Main Table Company Proposal

August 15, 2014

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Council and the Employees.

RESORT FRONT DESK ADVISOR ¹	\$11.35	\$15.97	\$11.85	\$16.32	\$12.35	\$16.67
RESORT GUEST SERVICE H/H	\$9.85	\$14.47	\$10.35	\$14.82	\$10.85	\$15.17
RESORT HOSPITALITY H/H	\$9.00	\$13.80	\$9.50	\$14.15	\$10.00	\$14.50
RESORT HOUSEKEEPING H/H	\$9.50	\$14.17	\$10.00	\$14.52	\$10.50	\$14.87
RESORT HOUSEPERSON	\$9.15	\$14.17	\$9.65	\$14.52	\$10.15	\$14.87
RESORT SPA & FITNESS H/H	\$9.85	\$14.47	\$10.35	\$14.82	\$10.85	\$15.17
RESORT THEMED DOORMAN	\$9.00	\$13.80	\$9.50	\$14.15	\$10.00	\$14.50
SALES H/H	\$9.00	\$13.92	\$9.50	\$14.27	\$10.00	\$14.62
SALES H/H PERSONALIZATION ¹	\$9.50	\$14.42	\$10.00	\$14.77	\$10.50	\$15.12
SLIDE OPERATOR	\$9.00	\$13.92	\$9.50	\$14.27	\$10.00	\$14.62
VACATION GREETER	\$9.00	\$13.80	\$9.50	\$14.15	\$10.00	\$14.50
VACATION PLANNER	\$9.41	\$14.66	\$9.91	\$15.01	\$10.41	\$15.36
VACATION PLANNER FULFILLMENT ¹	\$9.91	\$15.16	\$10.41	\$15.51	\$10.91	\$15.86
WATERCRAFT H/H 1	\$9.90	\$15.52	\$10.40	\$15.87	\$10.90	\$16.22
WATERCRAFT H/H 2 ²	\$10.50	\$15.90	\$11.00	\$16.25	\$11.50	\$16.60
WATERCRAFT H/H 3 ⁵	\$10.85	\$16.40	\$11.35	\$16.75	\$11.85	\$17.10

- ¹ Premium pay is included ~~Stated as an independent classification (no longer a premium version of another classification)~~.
- ² After one year of transportation experience
- ³ After two years of transportation experience
- ⁴ After five years of transportation experience
- ⁵ After five years WDW Boat experience
- ⁶ Cast Members who are stated to a CR PT STCU role on the day prior to the effective dates listed above will be eligible to receive the designated Common Date Annual Increase for their stated classification

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Company Proposal Provided to STCU

Date: _____

Time: _____

Tentative Agreement Date: 8/15/14

Company: Bob L. Almond

UH 737: [Signature]

IBT 385: [Signature]

UH 362: [Signature]

TCU 1908: Mark Hollis

UFCW 1625: Jessica M. Jones

IATSE 631: Bob Taylor

2014 STCU PT Negotiations

Main Table Company Proposal

August 15, 2014

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Council and the Employees.

Where applicable, independent Coordinator classifications may also exist at a rate \$1.50 above the relevant classification used as a basis.

The Company may continue and/or implement the following hiring and/or retention initiatives including, but not limited to, hiring and/or retention bonus payments, hiring referral program incentives, relocation assistance, and any other incentive and/or retention initiative deemed appropriate by the Company to meet hiring and retention needs.

Wage rates may be periodically increased for any Classification, but the Company agrees that in such instances, the Company will notify the Union and discuss proposed increases prior to implementation. If the minimum rate is increased above the wage rate of any current Employees in the same classification, the current Employee's rate would be automatically adjusted to at least the new min. rate.

Tipped Classifications

Tipped employees hired prior to October 30, 1988 and who have remained in a tipped classification

Job Classification	Effective TBD	Effective TBD	Effective TBD
Banquet Facility H/H (T)	\$6.45	\$6.60	\$6.75
Banquet Service H/H (T)	\$5.10	\$5.25	\$5.40
Banquet Service H/H (T) 7(i)	\$5.10	\$5.25	\$5.40
Beverage Captain (T)	\$6.65	\$6.80	\$6.95
Beverage Captain (T) 7(i)	\$6.65	\$6.80	\$6.95
Beverage H/H (T)	\$6.95	\$7.10	\$7.25
Beverage H/H Banquets (T)	\$6.30	\$6.45	\$6.60
Beverage H/H Banquets (T) 7(i)	\$6.30	\$6.45	\$6.60
Food & Bev Assistant (T)	\$6.30	\$6.45	\$6.60
Food & Bev Captain (T)	\$5.75	\$5.90	\$6.05
Food & Bev Captain (T) 7(i)	\$5.75	\$5.90	\$6.05
Food & Bev Dinner Show Server (T)	\$5.10	\$5.25	\$5.40
Food & Bev Dinner Show Server (T) 7(i)	\$5.10	\$5.25	\$5.40
Food & Bev Service H/H (T)	\$5.10	\$5.25	\$5.40
Golden Oak Server/Bartender (T)	\$6.30	\$6.45	\$6.60
Resort Bell Services H/H (T)	\$5.25	\$5.40	\$5.55
Special Service H/H (T)	\$5.45	\$5.60	\$5.75

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Company Proposal Provided to STCU

Date: _____

Time: _____

Tentative Agreement Date: 8/15/14
 Company: Robb Almond
 UH 737: [Signature]
 IBT 385: [Signature]
 UH 362: [Signature]
 TCU 1908: Matt Fuller
 UFCW 1625: Debra M. Vellez
 IATSE 631: [Signature]

2014 STCU PT Negotiations

Main Table Company Proposal

August 15, 2014

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Council and the Employees.

Tipped employees hired on or after 10/30/1988 or employees hired before 10/30/1988 who did not remain in a tipped classification

Job Classification	Effective TBD	Effective TBD	Effective TBD
Banquet Facility H/H (T)	\$6.09	\$6.24	\$6.39
Banquet Service H/H (T)	\$5.10	\$5.25	\$5.40
Banquet Service H/H (T) 7(i)	\$5.10	\$5.25	\$5.40
Beverage Assistant (T)	\$5.60	\$5.75	\$5.90
Beverage Captain (T)	\$5.95	\$6.10	\$6.25
Beverage Captain (T) 7(i)	\$5.95	\$6.10	\$6.25
Beverage H/H (T)	\$6.25	\$6.40	\$6.55
Beverage H/H Banquets (T)	\$5.60	\$5.75	\$5.90
Beverage H/H Banquets (T) 7(i)	\$5.60	\$5.75	\$5.90
Food & Bev Assistant (T)	\$6.30	\$6.45	\$6.60
Food & Bev Captain (T)	\$5.10	\$5.25	\$5.40
Food & Bev Captain (T) 7(i)	\$5.10	\$5.25	\$5.40
Food & Bev Dinner Show Server (T)	\$5.10	\$5.25	\$5.40
Food & Bev Dinner Show Server (T) 7(i)	\$5.10	\$5.25	\$5.40
Food & Bev Service H/H (T)	\$5.10	\$5.25	\$5.40
Golden Oak Server/Bartender (T)	\$6.30	\$6.45	\$6.60
Resort Bell Services H/H (T)	\$5.10	\$5.25	\$5.40
Special Service H/H (T)	\$5.10	\$5.25	\$5.40

Rates indicate a \$0.15 increase. Wage rates may be periodically increased for any Classification, but the Company agrees that in such instances, the Company will notify the Union and discuss proposed increases prior to implementation.

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 Company Proposal Provided to STCU
 Date: _____
 Time: _____

Tentative Agreement Date: 8/15/14
 Company: Robbin Almond
 UH 737: _____
 IBT 385: _____
 UH 362: W.B. Clifton
 TCU 1908: Matt Heeler
 UFCW 1625: Gregory M. Keller
 IATSE 631: Bob Santor

2014 STCU PT Negotiations

Main Table Company Proposal

August 15, 2014

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Council and the Employees.

Non-tipped rates for Cast Members In Tipped classifications:

Training (Resort Bell Services only):	Resort Hospitality H/H rate of pay
Investagory Suspension (excluding Banquets and Dinner Shows):	Food Handler rate of pay
Investagory Suspension (Banquets and Dinner shows only):	Tipped rate plus estimated lost gratuities

The Company may continue and/or implement the following hiring and/or retention initiatives including, but not limited to, hiring and/or retention bonus payments; hiring referral program incentives, relocation assistance, and any other incentive and/or retention initiative deemed appropriate by the Company to meet hiring and retention needs.

Page 23 of 23

Company Proposal Provided to STCU

Date: _____

Time: _____

Tentative Agreement Date: 8/15/14
Company: Robbin Alm
UH 737: [Signature]
IBT 385: [Signature]
UH 362: [Signature]
TCU 1908: Mark Hellen
UFCW 1625: William M. Vance
IATSE 631: Bob J. Zambor