



## MASTER SERVICES JOINT COUNCIL

June 23, 2020

Mr. Bill Pace, Sr. Manager Labor Relations  
Ms. Victoria Pearce, Sr. Labor Relations Manager  
Disneyland  
P.O. Box 3232  
Anaheim, CA 92803

Dear Bill and Victoria:

We are pleased that we have reached agreement on the recall process. We believe that through hard negotiations we have been able to develop a system that best protects the cast members.

As we have stated, the Union currently believes that further safety measures need to be resolved before the opening of the Resort. These include testing on premises and paid time off without attendance points for anyone who has been told by a medical professional to self-isolate.

We also request discussions on who will enforce the guest mask policy at the Resort (including downtown Disney), how cast members will be advised when confronted with an irate guest who refuses to wear a mask and the extra cleaning protocols Disney will follow whenever an employee tests positive.

We believe that for the health and safety of all cast members and guests, further issues on these subjects should occur before any opening.

We are available to continue our discussions at your earliest convenience.

Sincerely,

Andrea Zinder, President  
UFCW Local 324

Jim Lennox, Coordinator  
Teamsters Local 495  
IBT- Industrial Trades  
Division Representative

David Huerta, President  
SEIU-USWW

Karrie Setters  
Financial Secretary/Treasurer  
BCTGM

cc: Mark Sharwood