



DISNEYLAND ULP STRIKE VOTE FREQUENTLY ASKED QUESTIONS

What is an unfair labor practice (ULP)?

A ULP is when the company interferes with, restrains, coerces, or discriminates against workers for their union activities. **This violates federal labor law.** Examples of a ULP include not allowing you to wear buttons, filming or keeping an eye on you at union actions, or otherwise retaliating against you for union activity. On June 10th we filed Unfair Labor Practice Charges against Disney for their actions around Cast Members wearing buttons.

What is a ULP strike?

A ULP strike is when workers walk off the job and/or do not go to work per their scheduled shift to protest their employer's unfair labor practices. Strikes are most effective when all employees in a struck location refuse to go to work.

Could I be permanently replaced if I go on a ULP strike?

Employees who strike to protest an unfair labor practice committed by their employer are called unfair labor practice strikers. When the strike ends, unfair labor practice strikers, absent serious misconduct on their part, are **entitled to have their jobs back even if employees hired to do their work have to be discharged.** (source: <https://www.nlr.gov/strikes>). That is, unfair labor practice strikers **cannot** be permanently replaced.

What are examples of serious picket line misconduct that could cause me to lose my job?

Threats, physical violence and assaults, property destruction, or blocking entrances or exits to buildings, parking lots, driveways, or other structures.

What has to happen for us to go on strike?

Three steps must be taken before we can legally strike:

1. The contract must expire or otherwise not be in effect
2. A certain threshold of workers in the bargaining unit who participate in the vote must vote to authorize negotiators to call a strike
3. The negotiators (union leaders and workers on the bargaining committee) must decide **WHEN** to strike in order to make it most effective.
 - a. A Union representative will notify workers if and when it is time to walk out on the line.

AGAIN: DO NOT WALK OUT UNTIL YOUR UNION NOTIFIES YOU. If you walk out before that, you could be disciplined and/or fired by your employer.

How is an unfair labor practice strike different from an economic strike?

A strike that is not in protest of unfair labor practices – for example a strike that is solely to win higher wages or improve working conditions – is classified as an “economic strike.” Striking to protest unfair labor practices (unlike an economic strike) means that workers **cannot** be permanently replaced.

How will the strike work?

When the Union calls a strike, Disneyland Park Cast Members will be notified by your union representative or business agent in person, by phone, and/or via text. If you are working you will clock out and meet your picket captain at a designated area to begin picketing. You should continue to picket the remainder of your shift.

If you are not working, you will receive a message and it will also be posted on social media. We would ask that you report at your regularly scheduled time but rather than clocking in you will report to the picket line.

You are free to bring family and friends to walk the picket line with you.

Will we receive pay while on strike?

The union has a strike fund that pays a benefit to striking workers.

Would I lose my benefits/insurance if we go on strike? What about other benefits that Disney provides?

If you are full time you will continue to receive your health benefits. Other benefits such as child care may not be provided for the time you are on strike. If you do not have alternate child care we encourage you to bring your children to the picket line.

If we go on strike, how long would we be on strike?

Nobody can predict how long we would be on strike. ULP strikes can be for a set period of time. If we go on strike, our union leaders and bargaining committee will determine the length that is most strategic for us.

What will happen if Disneyland strikers cross the picket line during a strike?

Strikes are hard on everyone, but they're only effective when ALL cast members remain united and demand that the companies treat their employees with dignity and respect. When employees cross the picket line, they are letting the company know cast members are divided. Ultimately this would make it harder to get the company to stop its unfair labor practices and result in a weaker contract.

Your union's executive board has the authority to determine if and what lawful actions may be taken against scabs.

What happens if cast members simply stay home? (Don't walk the picket line but don't go to work)

Again, strikes are most effective when ALL workers remain united and show the company our power. When workers don't walk the picket line that sends a message to the company that we are not united, would make it harder to get the company to stop its unfair labor practices, and may result in a weaker contract.

Can they legally fire us?

No. Disney may threaten this as a scare tactic to discourage workers from going on strike. **This is a violation of national labor law.** The right to strike is explicitly protected by federal law.

When I strike, will it be counted against my attendance?

The company cannot count you striking as an attendance infraction. A ULP strike is protected activity under the law. Management cannot even threaten or mention to cast members that striking can affect their attendance because that is illegal as well.

The Disney attendance policy states: Section (Excused Missed Time) - "Any other type of absence protected from discipline by law."

A strike is protected activity by law.

Do I keep my same job classification and pay once a strike is over and I go back to work?

A ULP strike would not affect your job classification or pay. You are entitled to be returned to your former position at the end of a ULP strike.

What if I have more questions?

There are many questions cast members will have throughout this process. Stay in touch with your steward, bargaining team member, or union representative or business agent throughout this process. The most important factor in winning a strong contract is our power and our solidarity. Staying informed is critical to staying united.