

A G R E E M E N T

BETWEEN

WALT DISNEY WORLD CO.

AND

NORTH AMERICA'S BUILDING AND TRADES UNIONS

AND

CRAFT MAINTENANCE COUNCIL

EFFECTIVE OCTOBER 2, 2016 THROUGH APRIL 2, 2022

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**WALT DISNEY WORLD CO.
MAINTENANCE LABOR AGREEMENT
EFFECTIVE OCTOBER 2, 2016**

THIS AGREEMENT entered into this 2nd day **October 2016**, by and between Walt Disney World Co., hereinafter called "Company," and the North America's Building and Trades Unions and Craft Maintenance Council, the Walt Disney World Craft Maintenance Council, the International Unions and Local Unions, whose names are subscribed hereto, and who have, through their duly authorized officers, executed this Agreement hereinafter collectively called "Union."

ARTICLE 1 - PURPOSE

SECTION 1. Whereas the maintenance of the Company's facilities will require a large number of employees and the orderly and uninterrupted maintenance of the facilities of the Company is of significant interest to the economy of the State of Florida and of mutual interest to the parties hereto, and it is the purpose of this Agreement that all work shall proceed efficiently, without interruption, and with due consideration of the protection of labor standards, wages, benefits, and working conditions.

SECTION 2. Therefore, the parties hereto have entered into this Agreement to establish fair wages, working conditions, and benefits and to put into practice effective and binding methods for the settlement of all misunderstandings, disputes, or grievances that may arise between the parties hereto to the end that the Company is assured complete continuity of operation and that labor management peace is maintained.

ARTICLE 2 - RECOGNITION

The Company recognizes the Union as the exclusive collective bargaining representative of the Maintenance employees in the job classifications listed in Addendum "A" at Walt Disney World Resort in Bay Lake, Florida, but excluded are other employees, computer programmers, data processors, draftsmen, engineers, office employees, nurses, professional employees, guards, and supervisors, as defined in the Labor Management Relations Act, 1947, as amended.

ARTICLE 3 - SCOPE OF THE AGREEMENT

SECTION 1. AREAS INCLUDED IN THE AGREEMENT This agreement relates only to the Walt Disney World Resort comprising:

MAGIC KINGDOM, EPCOT, Disney's Hollywood Studios, Disney's Yacht & Beach Club Resorts, Disney's Caribbean Beach Resort, Disney's Contemporary Resort, Disney's Fort Wilderness Resort, Disney's Wilderness Lodge, Disney's Grand Floridian

Beach Resort, Disney's Port Orleans Resort, Disney's Polynesian Resort, Disney's All-Star Resorts, Typhoon Lagoon, **Disney Springs**, Reedy Creek Energy Services, Distribution Services, WDW Central Shops, North Service Area Laundry, the Linen Laundry Facility, **Fourth Laundry Operation**, Blizzard Beach, Disney's Coronado Springs Resort, Disney's Boardwalk Resort, Disney's Animal Kingdom, and ESPN Wide World of Sports Complex, Disney's Animal Kingdom Lodge, Disney's POP Century Resort, Disney's Saratoga Springs Resort and Disney's Art of Animation Resort.

SECTION 2. AREAS EXCLUDED FROM THE AGREEMENT This agreement does not apply to or in any way effect: concessionaires; lessees; Reedy Creek Improvement District and its facilities, roadways and bridges; or any operation, facility, division or subsidiary of the Walt Disney World Resort, or its parent, unless specifically set forth in Section 1 of this Article.

ARTICLE 4 - MANAGEMENT RIGHTS

SECTION 1. Except as expressly and clearly limited by the terms of this Agreement, the Company reserves and retains exclusively all of its normal and inherent rights with respect to the management of the business, including but not limited to: **the ability to create, add, amend, and/or rescind any or all employee discounts, complimentary admission, Main Entrance Passes, recognition awards, celebrations and similar type privileges and perks as long as uniformly applied on the same basis to all employees of the Company, including non- bargaining unit employees and salaried employees;** its rights to **hire, select, determine qualifications, direct, supervise, and control the manner, means and details by which employees perform their work duties as well as the ends to be accomplished;** to determine the size of the work force, including the number of employees assigned to any particular classification of work; **to operate the business, including both establishing and making changes to the direction, promotion, transferring of employees, and hours of operation;** to subcontract work; to establish and change work schedules and assignments; to lay off, terminate, or otherwise release employees from duty for lack of work or other just cause; to make and enforce rules for personal grooming and the maintenance of discipline; to discontinue conduct of its business or operations in whole or part; to institute technological changes; **to determine the appropriate equipment, supplies, methods** and otherwise to take such measures as management may determine to be necessary to the orderly efficient, and economical operation of the business. Any dispute arising out of an interpretation of this Article will be subject to the provisions of Article 7.

SECTION 2. BUSINESS SEGMENT DISCONTINUATION/SALE OR LEASE OF ASSETS

- (a) The Company may discontinue business segments or sell/lease physical assets which include the operations without notification to or bargaining with the Union regarding the decision to discontinue, sell or lease. The

parties agree and understand that the sale or lease of a physical asset may result in the continuance of operations by the third party at the Walt Disney World Resort and that such continuance of operations associated with the asset does not constitute subcontracting as defined in Article 5.

Should such discontinuation/sale/lease affect any positions covered by this Agreement, the Company will provide the Union with at least sixty (60) days' notice prior to the completion of the transaction and, upon request, meet and negotiate in good faith with the Unions to the full extent required by law with regard to the effect of the transaction on employees covered by this Agreement, including, but not limited to severance conditions, transfer within the unit, and/or the potential for continued employment with the purchaser. It is understood however, that agreement between the parties as a result of such negotiations is not a prerequisite to the completion of the transaction at any time after the sixty (60) days have elapsed.

- (b) Should the Company subsequently re-acquire and begin to operate a business segment previously discontinued, sold, or leased pursuant to 2(a) above, such business segment shall automatically be included within the Scope of the Agreement defined in Article 3, Section 1.

ARTICLE 5 - SUBCONTRACTING

SECTION 1. During the term of this Agreement, the Company agrees that it will not subcontract work for the purpose of evading its obligations under this Agreement. However, it is understood and agreed that the Company shall have the right to subcontract:

- (a) Where such work is required to be sublet to maintain a legitimate manufacturer's warranty; or
- (b) Where the subcontracting of work will not result in the termination or layoff of any Regular Full Time employee qualified and classified to do the work within the stated business unit, i.e. Parks, Resorts, Central Shops, Reedy Creek Energy Services, Regional Areas, Recreation and Sports. Furthermore, the parties agree that the Company may subcontract maintenance work while employees in the affected classifications are on layoff provided that the specific subcontract does not directly result in additional employees being laid off, or
- (c) Where the employees of the Company lack the skills or qualification or the Company does not possess the requisite equipment for carrying out the work; or where

- (d) Because of size, complexity, or time of completion, it is impractical or uneconomical to do the work with Company equipment and personnel.

SECTION 2. When the Company exercises its contractual right to subcontract work pursuant to the terms above, it will consider Buena Vista Construction Company first whenever practical and economical. If Buena Vista Construction Company is selected as the subcontractor, the decision to subcontract that work shall not be subject to the provisions of Article 7 of this Agreement.

The decision as to whether Buena Vista Construction Company is selected as the subcontractor, however, is at the Company's sole discretion, but will be discussed with the affected Unions upon request.

SECTION 3.

- (a) Whenever the Company exercises its contractual right to subcontract work pursuant to this Article, and where such decision is primarily, if not exclusively, based upon the economic rates and/or working conditions which would apply to such subcontracted work had it been done under this Agreement, the Company will advise the Union of its intent prior to the decision being final. The Company will review and consider any proposals or positions which the Union wishes to put forward as to the willingness and ability of employees under this Agreement to undertake the subcontracted work on revised terms. Such review and consideration will be undertaken by the Company in good faith, with due appreciation for the continued employment of persons represented by the Union under this Agreement; however, the final decision is at the Company's sole discretion.
- (b) The Company shall notify the Unions annually of the Company's planned work schedule and work which shall be contracted on an open purchase-order or "sole source" basis. The purpose of such meeting shall be to inform the Unions of available work opportunities which the Unions may encourage union contractors to pursue.
- (c) The administration of this Section will be governed by a Side Letter of Agreement which will address such details as: the type of work covered, response time periods, and process specifics.

ARTICLE 6 - WORK STOPPAGES AND LOCKOUTS

SECTION 1. During the existence of this Agreement, there shall be no strikes, picketing, work stoppages, or disruptive activity by the Union or by any employee, and there shall be no lockout by the Company.

SECTION 2. Failure of any Union or employee to cross any picket line established at Walt Disney World Resort is a violation of this Agreement.

SECTION 3. The Union shall not sanction, aid or abet, encourage or condone a work stoppage, strike or disruptive activity at Walt Disney World Resort and shall undertake all possible steps to prevent or to terminate any strike, work stoppage, or disruptive activity. No employee shall engage in activities that violate this Article. Any employee who participates in or encourages any activities which interfere with the normal operation of Walt Disney World Resort shall be subject to disciplinary action, including discharge. The Union shall not be liable for acts of employees for which it has no responsibility. The failure of the Company to exercise this right in any instance shall not be deemed a waiver of this right in any other instances, nor shall the Company's right to discipline all employees for any other cause be in any way affected by this Section.

SECTION 4. Disputes between the Unions, parties hereto and any concessionaire operating in Walt Disney World Resort shall be so handled as not to interfere with the Company's business or the business of any other concessionaire not a party to such disputes. No picketing or concerted action against any one or more of the concessionaires will be conducted at Walt Disney World Resort or near or around the entrance or exit of Walt Disney World Resort.

"Concessionaire" as used herein, includes a concessionaire and also a licensee, exhibitor, participant, sponsor, contractor, or subcontractor, but it is not intended that concessionaires shall engage in regular maintenance work as defined by this Agreement. In the event any other organization pickets at or near Walt Disney World Resort, the Unions signatory hereto agree that such picket line so far as they and the employees they represent are concerned shall not affect the operations of the Company or concessionaires who are not involved in the dispute.

SECTION 5. Any party to this Agreement may institute the following procedure in lieu of or in addition to any other action at law or equity, when a breach of this Article is alleged.

- (a) The party invoking this procedure shall notify Roger Abrams, whom the parties agree shall be the permanent Arbitrator under this proceeding. In the event the permanent Arbitrator is unavailable, he/she shall appoint his/her alternate. Notice to the Arbitrator shall be by the most expeditious means available, with notice to the Business Manager of the Union

alleged to be in violation of the Agreement, and a copy to the Union Co-chairman of the Walt Disney World Grievance Arbitration Committee.

- (b) Upon receipt of said notice, the Arbitrator named above or his/her alternate shall set and hold a hearing within twenty-four (24) hours.
- (c) The Arbitrator shall notify the parties of the place and time he/she has chosen for this hearing. Said hearing shall be completed in one session, with appropriate recesses at the Arbitrator's discretion. A failure of any party or parties to attend said hearing shall not delay the hearing of evidence or issuance of an Award by the Arbitrator.
- (d) The sole issue at the hearing shall be whether or not a violation of this Article has in fact occurred and the Arbitrator shall have no authority to consider any matter in justification, explanation, or mitigation of such violation or to award damages, which issue is reserved for court proceedings, if any. The Award will be issued in writing within three (3) hours after the close of the hearing, and may be issued without an Opinion. If any party desires an Opinion, one shall be issued within fifteen (15) days, but its issuance shall not delay compliance with, or enforcement of the Award. The Arbitrator may order cessation of the violation of this Article and other appropriate relief, and such Award shall be served on all parties by hand or registered mail upon issuance.
- (e) Such Award may be enforced by any court of competent jurisdiction upon the filing of this Agreement and all other relevant documents referred to hereinabove, in the following manner. Notice of the filing of such enforcement proceedings shall be given to the other party. In the proceeding to obtain a temporary Order enforcing the Arbitrator's Award as issued under Section 5 (d) of this Article, all parties waive the right to a hearing and agree that such proceedings may be ex parte. Such Agreement does not waive any party's right to participate in a hearing for a final Order of Enforcement. The Court's Order or Orders enforcing the Arbitrator's Award shall be served on all parties by hand or by delivery to their last known address or by registered mail.
- (f) Any rights treated by the Statute or Law governing arbitration proceedings inconsistent with above procedure, or which interfere with compliance thereof, are hereby waived by the parties to whom they accrue.
- (g) The fees and expenses of the Arbitrator shall be divided equally between the moving party or parties and the party or parties' respondent.

ARTICLE 7 - GRIEVANCE 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 and policy grievances which will be expedited to Step 2, shall be settled promptly in accordance with the following procedure:

SECTION 1. 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 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. The term "working days" is interpreted to mean days other than weekends and holidays. 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.

- (c) **Company Grievances:** Should the Company believe that a signatory Union is not complying with the terms of this Agreement, the Company may initiate and process a grievance concerning the meaning, interpretation, or application of this Agreement. Company grievances will be commenced at Step 2.

SECTION 2. PROCEDURE.

Step 1. Any employee, believing that he/she has suffered a grievance, shall discuss the matter with his/her immediate Supervisor. The employee may choose whether to discuss the matter with his/her Supervisor with or without the assistance of his/her Steward. If a satisfactory resolution is not reached, the employee may initiate Step 2 below.

Step 2. In order to be deemed timely, a grievance must be submitted in writing to Labor Relations within five (5) working days after its occurrence, or within five (5) working days after the employee has had a reasonable opportunity to become aware of the occurrence, whichever is later. The grievance 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 been violated. The Union shall immediately forward copies to the Craft Maintenance Council Chairman and the Administrator, North American Building Trades Union. The Labor Relations Department shall immediately forward

copies to the employee's Division Director/General Manager. The Division Director/General Manager or his/her designated representative, the employee's Steward, the Business Representative, the Administrator, North American Building Trades Union, and the Labor Relations Representative shall meet within five (5) working days after invocation of Step 2 in an attempt to settle the grievance. It shall be incumbent upon the parties to schedule a meeting within five (5) working days. The Company shall provide the applicable union with a written reply from the Division Director/General Manager or his/her designee, within five (5) working days after the parties have met. If the Company fails to give a written reply within the time limits provided, the grievance will automatically be appealed to the next step of the Grievance Procedure.

Step 3.

- (a) A Step 3 grievance is timely if submitted in writing to Labor Relations within seven (7) working days from the Step 2 decision.
- (b) If the grievance was submitted but not adjusted under Step 2, either party may within five (5) calendar days after receipt of the written reply request in writing that the grievance be submitted to a Joint Standing Committee. The Joint Standing Committee shall consist of one representative of the Company and one representative of the signatory Union(s).
- (c) The Joint Standing Committee shall meet periodically 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 five (5) 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.
- (d) Either party may elect to appeal the grievance directly to Step 4.

Step 4

- (a) If the grievance has been submitted, but not adjusted, under Step 3, the Company or Union may submit the grievance to Arbitration.
- (b) All termination related grievances must be submitted in writing for arbitration to Labor Relations within seven (7) working days from the Step 3 decision to be deemed timely.
- (c) The moving party is responsible for the scheduling of the arbitration within 30 days of being submitted.
- (d) Any grievance, with the exception of termination related grievances, shall be deemed to be waived or abandoned if not resolved within one (1) year

from the date of the Step 2 grievance being filed with Labor Relations unless all the Steps and time limits are properly invoked within the period specified unless otherwise mutually agreed upon. In case of default by the Company within the one (1) year timeframe, the grievance will be granted. In case of default by the Union within the one (1) year timeframe, the grievance will be considered withdrawn, waived or abandoned.

- (e) In the event an arbitrator cannot be mutually agreed upon within five (5) working days after the written demand for arbitration has been served the following shall apply. There shall be a permanent panel of four (4) arbitrators, Donald Crane, Martin Holland, Marsha Murphy, and James Odom to hear and determine the specific grievance. The arbitrators shall serve on a rotating basis in alphabetical order by last name. An Arbitrator will be passed in rotation and the parties will proceed to select the next Arbitrator on the list if: the Arbitrator is unable or unavailable to conduct the hearing within thirty (30) days of being selected, unless the Company and Union mutually agree to waive the time limit; or an assigned case is settled at any time prior to the Arbitrator rendering a decision. The Arbitrator shall be the sole arbitrator to hear and determine the matter. 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.
- (f) A new panel of Arbitrators may be selected every two (2) years if mutually agreed upon by the Company and the Union.
- (g) Only one grievance shall be before a specific Arbitrator at one time, except by mutual agreement of the parties.
- (h) The Arbitrator must submit the decision to the parties within thirty (30) calendar days of the hearing date or the date on which post hearing briefs are submitted to the Arbitrator, whichever is later.

SECTION 3. GRIEVANCE SETTLEMENTS

A grievance having been settled at any step of the grievance procedure will be effected no more than five (5) working days after the date of the settlement agreement.

SECTION 4. GRIEVANCE PROCEDURE REPRESENTATIVES

The parties agree that Company and Union representatives involved in the grievance procedure shall be vested with the authority to reach a binding resolution of the grievance.

ARTICLE 8 - DISCIPLINE AND DISCHARGE

SECTION 1. STANDARD OF CONDUCT: High standards of conduct are necessary to preserve the Company's public image and to insure a safe, harmonious, and productive working atmosphere. The Company shall administer the sections of this Article with due consideration for the employee. Such consideration shall include length of service, work record, and seriousness of violation.

SECTION 2. DISCIPLINE: Discipline must be for just cause. The employee has the right, upon request, to have the presence and advice of his/her Union Representative before any disciplinary action, or questioning for the purpose of such action, is taken. The employee has the right to the presence and advice of his/her steward at the time of disciplinary action. In any formal questioning by supervision and/or Security that could lead to disciplinary action, the employee will be informed of the purpose of the questioning and that he/she has a right to a steward's presence.

SECTION 3. DISCIPLINARY PROGRESSION: The disciplinary progression will be verbal, verbal, written, termination.

SECTION 4. DISCIPLINARY DURATION: Verbal reprimands, written reprimands, and suspensions shall not be considered as a basis for further disciplinary action after six (6) months from the date of issue, with the exception of attendance discipline which shall be twelve (12) months in accordance with Section 8.

SECTION 5. REPRIMANDS:

- (a) Verbal Reprimand(s). A verbal reprimand will be issued for less serious violations. A verbal reprimand should indicate that a reprimand is being administered relative to a specific subject or subjects and the employee will receive a written record of the fact that such reprimand has been given and will acknowledge receipt by signing a file copy.
- (b) Written Reprimand(s). Written reprimand(s) may be given to an individual after two (2) verbal reprimand(s) for the same type of offense or upon a single occurrence when the offense is of a more serious nature but not serious enough to warrant immediate dismissal or suspension. Whenever the Company reduces a reprimand to writing, it shall be signed by the Supervisor who will present and discuss the reprimand with the employee. It shall also be signed by the employee, not in admission of the offense, but in acknowledgment that a copy of the reprimand has been received by the employee.
- (c) Reprimands will be issued verbally or in writing on a specific subject or subjects and will be administered by the Supervisor who will present it and discuss it with the employee. Reprimands will be presented and discussed within fifteen (15) calendar days after the occurrence, or within fifteen (15)

days after the immediate supervisor has had a reasonable opportunity to become aware of and complete an investigation of the occurrence, whichever is later, unless prevented by the absence of the employee or extenuating circumstances beyond the control of the Company. These time limits shall not apply to discipline based on attendance, clocking or discipline as a result of a HR Compliance investigation.

SECTION 6. SUSPENSIONS: An employee may be suspended without pay for up to two (2) weeks in lieu of termination. A suspension may be issued based on a single occurrence or may be part of a disciplinary progression. The parties recognize, however, that the use of a suspension is not a mandatory component of the disciplinary progression. All disciplinary suspensions shall be approved by the General Manager/Director or above.

SECTION 7. DISCHARGE: Any employee may be discharged for just cause, which includes, but is not limited to the following:

- (a) Dishonesty.
 - 1. Dishonesty is defined as "disposition to defraud or deceive." Examples of dishonesty as a reason for termination include, but are not limited to: theft of Company property, theft of another employee's property, falsification of time documents.
- (b) Misconduct that is detrimental to the Company.¹
- (c) Using, being under the influence of, or in possession of narcotics, intoxicants, drugs, or hallucinatory agents at any time during the work shift or reporting for work in such condition.
- (d) Fighting or provoking a fight on Company premises.
- (e) Using profane language in the presence of guests or discourtesy to a guest.
- (f) Willful insubordination.
- (g) Violation of operating rules and procedures furnished to the employee or posted.
- (h) Repeated violation of the grooming policy.
- (l) Three (3) consecutive working days of unreported absence.

¹ High standards of conduct are necessary and expected so as to preserve the Company's public image. It is considered just cause for termination for any employee to display inappropriate conduct while off duty on Company property, subject to the grievance process.

- (j) Willful defacing, destroying, or misuse of Company furnished costumes and equipment.
- (k) Intentional falsification of Company records, such as but not limited to, medical forms, maintenance records, or employment applications.
- (l) Conviction, plea of guilty, or acceptance of pre-trial diversion, or other similar resolution to a felony or serious misdemeanor, such as but not limited to child abuse, lewd and lascivious behavior, or sale/distribution of controlled substances.
- (m) Sleeping while on duty.
- (n) Sexual harassment.
- (o) Possession of dangerous or unauthorized materials such as explosives, firearms, or other similar items on Company property.

**SECTION 8. WALT DISNEY WORLD ABSENTEEISM AND TARDINESS
STANDARD:**

- (a) Absences:

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

- (b) Tardiness:

A tardiness of more than one (1) hour will count as one absence. A tardiness of one (1) hour or less will count as one-half (½) an absence.

- (c) Procedures:

1. The following items shall not be counted as occurrences in Section 8(a) Absences:

- a) Work incurred injuries;
- b) Medical leaves;
- c) Release of shift for medical reasons²

² Release of shift for medical reasons shall include physical therapy which cannot be scheduled outside the employee's normal shift.

- d) ADO³
- e) Scheduled personal leaves where the Company agrees in advance to the leave
- f) Subsequent consecutive call-ins for the same illness or injury will not count as an additional occurrence
- g) The first six (6) call-in or call-sick days, paid or unpaid, per rolling twelve (12) month period, will not count against the attendance matrix providing the employee meets the following criteria:
 - (1) The employee must not have received attendance discipline in the prior twelve (12) months.

The Company reserves the right to discipline outside of this matrix when an employee habitually abuses the medical leave and/or medical release of shift provisions of this Article.

- 2. An Employee's failure to notify the Company of his/her absence prior to the start of his/her shift may be subject to disciplinary action not excluding termination for poor judgment.
- 3. Any twelve (12) month period free from discipline will result in beginning again at the first step of progressive discipline.
- 4. All references to time periods in this Article refer to continuous work periods specifically excluding any leaves of absence.
- 5. Must be employed by the Company and working under the Craft Maintenance Agreement for a period of one (1) year in order to be eligible for the Call Free Days.

SECTION 9. CLOCK IN/CLOCK OUT STANDARD

Failure to either Clock in or Clock out:

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

³ An ADO is defined as an "authorized day off" and utilized exclusively to reduce labor hours. ADO's may not be given to accommodate an employee request.

Tracking:

Failure to clock in for the start of shift = ½ point

Failure to clock out for the end of shift = ½ point

Failure to clock in and out for same shift = 1 point

Clocking in more than fifteen (15) minutes before the start of the shift = ½ point

Clocking out more than fifteen (15) minutes after the end of the shift = ½ point

Procedures:

Employees must utilize the time recording clock to which they are assigned unless otherwise directed by Management.

It is the responsibility of the Employee to inform Management of a lost or stolen ID card before the end of his or her shift.

- (a) Failure to clock as a result of a lost, stolen, or damaged ID card is considered one-half (½) point. (During the time it takes the Employee to replace a lost, stolen, or damaged ID card [maximum seven (7) days], the clock infractions will not be counted toward this point matrix system for disciplinary purposes.)
- (b) The disciplinary progression; three (3) reprimands prior to termination. Any twelve (12) month period free from discipline will result in beginning again at the first step of progressive discipline.
- (c) All references to time periods in this standard refer to continuous work periods specifically, excluding any leaves of absence.
- (d) The Company reserves the right to discipline outside this matrix when an Employee habitually loses possession of or damages his/her ID card.
- (e) Falsification of hours worked and/or the use of your ID card by anyone other than yourself may result in disciplinary action, not excluding termination.

ARTICLE 9 - ACCESS OF UNION REPRESENTATIVES

SECTION 1. Representatives of the signatory Unions, designated in writing to the Company by the Union concerned, shall be permitted to enter the Walt Disney World Resort area for the purpose of determining that this Agreement is being complied with by the Company and for the presentation and handling of grievances. Such representatives, who shall not be more than four (4) in number for each Local Union, shall comply with the Union access regulations of the Company, and attempt to notify the appropriate Supervisor prior to entering a work area, and shall not unnecessarily interrupt the performance of employee work assignments. Requests for additional representatives will be considered by the Company on an individual basis.

SECTION 2. It is agreed that neither the Union, its representatives, nor the employees they represent will solicit members or engage in organizing activities during the work time of the employees.

ARTICLE 10 - STEWARDS

SECTION 1. Each Union signatory to this Agreement may designate, in writing, one Steward and one alternate Steward on each shift per department. Stewards shall have the right to receive, but not to promote, complaints or differences and to discuss and assist in adjustment of the same with the appropriate Supervisor (as provided in Article 7, "Grievance Procedure" and Article 8, "Discipline and Discharge"). Stewards shall be permitted reasonable time to investigate, present, and process grievances on the Company property without loss of time or pay during their regular working hours. Stewards will not leave their working areas without first notifying their Supervisor, or his/her designee, as to their intent, the reason therefore, and the estimated time they will be gone. The Company will not discriminate against the Stewards, in the proper performance of their Union duties, provided that such duties do not unreasonably interfere with their regular work or with the work of other employees. The Union recognizes the right of the Company to impose reasonable conditions on such Stewards in the methods of performance of their duties during working hours. A copy of such written conditions will be furnished to the Union.

SECTION 2. The Company will consult with the appropriate Union prior to changing a Steward's schedule or transferring, or discharging a Steward.

SECTION 3. The Steward shall promote harmonious relations between the Company and the employees. The Supervisor shall immediately introduce all new employees to the appropriate Steward and shall document said introduction on the employee's personnel records.

ARTICLE 11 - CHECK-OFF

The Company agrees to withhold from the first pay of each month, an amount equal to the dues of the appropriate Union for each employee who signs a written authorization for such deduction and to withhold an amount equal to the initiation fee in not more than four (4) equal deductions. A copy of the acceptable form of authorization shall be furnished by the Company to the Union. The Union will give the Company a written statement of the amount of its dues and initiation fees and 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 monies pursuant to this Article from the employees' pay.

The Union will provide the Company with a written statement no later than January 31st each year, identifying the amount of dues or initiation fees to be withheld.

The Union may advise the Company of dues or initiation fee changes at any point during the life of the Agreement. The Company will implement the changes as quickly as administratively possible, but will not exceed one-hundred and twenty (120) days from receipt of written notice.

In the event this Agreement expires, and no extension is agreed upon, the Company's obligations under Article 11 will terminate if the Company's offer of an extension includes the following terms:

- (a) Retroactive payment to Regular Full 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 the original date of expiration of the Agreement through the term of the extension; and**
- (c) Payment of retroactive base hourly wage increases shall be based on each Regular Full Time employee's hours paid between the original date of expiration of the Agreement 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 dues collection was suspended.

ARTICLE 12 - BULLETIN BOARDS

The Company shall provide bulletin boards in areas designated by the Company, which are frequented by employees for the posting of official Union notices. The board shall be covered with glass and under lock. The key shall remain in the possession of a Department Head and additional keys will be available through the Division Director's office. These boards shall be used for the display of official Union notices and any Company issued information. It is agreed that no Union matter of any kind shall be posted in and about the premises of Walt Disney World Resort except on said boards. It is agreed by the Union and Management that it is the responsibility of each employee to be knowledgeable of notices posted. The Union agrees not to post material of a derogatory nature regarding the Company or its personnel. Following notice to the local Representative of the North America's Buildings Trades Unions and Craft Maintenance Council, the Company may remove such materials from the bulletin boards.

ARTICLE 13 - NONDISCRIMINATION AND NON-RETALIATION

The Company and the Union agree there shall be no discrimination against any employee or prospective employee due to race, color, creed, sex, age, national origin, religion, marital status, or disability as provided in federal and state legislation and further agree to support affirmative action efforts.

Non-retaliation – The Company and the Union agree there shall be no retaliation against an individual who has made a good faith complaint about violation of the Company's Equal Employment Opportunity and Harassment policies, or has cooperated with an investigation into a complaint of violation of these policies. Employees who believe they have been harassed, discriminated against or retaliated against, in violation of the above stated policies should promptly report the facts of the incident and the name of the person involved to their Human Resources, Labor Relations Department or Union Representative.

The parties further agree to support affirmative action efforts and to foster compliance with the Americans with Disabilities Act, as amended by the American with Disabilities Act Amendments Act (hereinafter "ADAAA"). In this regard, the Company and the Union commit to meet to resolve conflicts between the ADAAA and this Agreement. Thus, nothing in this Agreement shall be construed as being inconsistent with or as requiring the parties to behave in any manner inconsistent with federal or state law.

ARTICLE 14 - NEW EMPLOYEE SELECTION

SECTION 1. The Company agrees to notify the appropriate Union of all Walt Disney World Maintenance unit needs for employees and will give the Union an equal opportunity to provide applicants for such jobs. The Company will request referrals by specifying the type of qualifications and tools required.

SECTION 2. Union will be given seventy-two (72) hours' notice to refer employees on a non-discriminatory basis.

SECTION 3. The Company will, in writing, notify the Union as to the hires or rejections.

SECTION 4. The Company will give the Union exclusive seventy-two (72) hours' notice, and more if possible, of the Company's intent to add Craft Support Personnel.

SECTION 5. Applicants may be subject to skills testing prior to employment.

SECTION 6. The Company supports the North America's Building Trades Unions and Craft Maintenance Council Helmets to HardHats Program.

SECTION 7. The Union will provide referrals for Company retiree utilization.

ARTICLE 15 - ALCOHOL AND DRUG ABUSE POLICY

For purposes of this Agreement, the terms "drug" or "drug tests" shall include both drugs and alcohol, as appropriate. The terms of this provision have no application to an employee's voluntary utilization of the Employee Assistance Program.

SECTION 1. Bargaining unit employees will be subject to drug and alcohol testing under the following circumstances:

- (a) Where there is an objective reasonable basis that an employee has an in-system presence of any illegal drug, controlled substance or alcohol, hereinafter referred to as "substances," while on duty or on Company property immediately preceding or following the work shift. For purposes of this Agreement, the terms "employee" or "bargaining unit employee" includes not only persons employed in positions covered by the Union collective bargaining agreement, but also persons being recalled into such positions.
- (b) As part of a post-accident investigation in cases where:
 - 1. The individual(s) subject to testing is directly linked to the accident.
 - 2. The accident resulted in death, injury requiring medical treatment other than basic first aid, or property damage estimated to exceed \$4,500.00.Testing associated with an accident will take place as soon as possible, under the circumstances.
- (c) A government agency duly concerned with Walt Disney World Resort (i.e., Department of Transportation, etc.) advises the Company that employees in specified classifications will be required to undergo job certification physical examinations, including drug tests as a condition of future employment. In such instances, the Union shall be given immediate written notice of any such requirement or proposed requirement. Such testing shall be conducted in accordance with the government regulations and the procedures established by this Agreement and shall not commence until the Union and the Company have had a reasonable opportunity to discuss the impact of the government directive.
- (d) All employees will be subject to random drug testing.
- (e) Random testing as a part of follow-up rehabilitation supervised by Florida Psychiatric Association.

SECTION 2. An employee will not be tested under Section 1(a) above unless his/her actions and/or conduct or other related circumstances provide an objective reasonable basis to believe that the employee may have ingested drugs or alcohol and/or is suffering from impairment that will in some way adversely affect his/her alertness, coordination, reaction, response, safety, or the safety of others, while on duty or on Company property. Such observation will be confirmed by another member of management wherever possible and will be documented. Employees will not be subject to such testing without the express consent of a senior member of management different from the observation supervisors, which shall be documented within 24 hours or the next business day (Monday thru Friday), and prior notification to Labor Relations. Random testing will be permitted only as a follow-up to rehabilitation and only for a reasonable period of time after rehabilitation, not to exceed one year.

SECTION 3. Any employee directed for testing shall be informed of his/her right to the presence of a Shop Steward in pre-test meetings with management. Provided a Shop Steward has been requested and is available, no specimen will be collected until the Shop Steward can discuss the matter with management. The Union agrees that this section shall not operate in a manner that will impede timely collection of a biological specimen. Refusal to provide a biological specimen will result in immediate discharge without an opportunity at a later date to reconsider/retract the refusal.

SECTION 4. Any employee who tests negative to any drug test under this Agreement (other than random tests as a follow-up to rehabilitation) shall be compensated for all lost time, at the appropriate wage rate. Time lost under such circumstances shall be treated as time worked for purposes of overtime premium eligibility.

SECTION 5. Specimen collection for a drug test will be accomplished in a manner compatible with employee dignity and privacy. There will be no strip searches or opposite sex observation. In the usual case, the Company will not observe specimen production, but the Union agrees that specimen production may be closely monitored in those cases where the Company has a specific objective reason to believe that the employee may attempt to contaminate a test specimen. Any evidence of any form of tampering, altering, or diluting of a specimen will result in discharge.

SECTION 6. Test specimens shall be sent only to **laboratory facilities certified by the U.S. Department of Health and Human Services under the National Laboratory Certification Program and designated by the Employer.** The drug test laboratory and the specimen collection facility must establish and maintain a forensically acceptable chain of custody. It will be the burden of the Company to establish, in any case arising from a positive test result, that the appropriate chain of custody has been maintained.

The laboratory(s) selected must, upon request, identify the drugs tested for, the methods used, the manufacturers of the test, the analytical limits and levels used, the

methods of reporting results and the chain of custody procedures used to produce forensically acceptable test results.

To be qualified under this section, the laboratory must participate in a program of "blind proficiency" testing where they analyze samples sent by an independent party.

SECTION 7. The drug test will be performed utilizing urinalysis to screen for the following substances:

- Amphetamines
- Cocaine
- Marijuana
- Opiates
- Phencyclidine

If the employee has a medical reason certified by his/her primary care physician that prevents a urine specimen collection, an alternate method may be used for the screening.

The initial test shall use an immunoassay that meets the requirements of the Food and Drug Administration for Commercial Distribution.

All specimens identified as positive in the initial test will be confirmed by a second procedure. Gas chromatography/mass spectrometry or an equivalent scientifically acceptable method of confirmation will be used. All confirmed positive test results will be verified by a Medical Review Officer prior to release to the Company.

The Medical Review Office, upon written request from the employee, will report test results to the Craft Maintenance Council **Chairman. Specimen collection shall be accomplished at laboratory facilities certified by the U.S. Department of Health and Human Services under the National Laboratory Certification Program and designated by the Employer.**

SECTION 8. The initial drug test levels and confirmatory drug test levels shall be those contained in the, **U.S. Department of Transportation's Procedures for Transportation Workplace Drug and Alcohol Testing Programs**, and may be modified to incorporate any changes it makes to the testing levels and/or the substances for which testing is performed.

In the event that the Company elects to utilize tests other than the EMIT screen or the GC/MS Confirmation, the Company will give the Union written notice of the test methodology used and the threshold levels employed.

- (a) Positive thresholds for any other test methodologies will be reviewed with the Union before they are applied. Any dispute over the acceptability of

such alternative test methodologies or the positive test threshold to be applied shall be resolved by arbitration.

- (b) It will be the burden of the Company to establish the acceptability of the test and the reasonableness of the threshold.

SECTION 9. The laboratory shall preserve a sufficient aliquot specimen as to permit independent confirmatory testing by the employee and follow-up re-analysis at the request of the Union or the employer. Any re-analysis performed will be done on the original sample provided. The Medical Review Officer shall endeavor to notify the employer and the employee of positive test results within five (5) working days after receipt of the specimen. The employee may request, in writing, a re-analysis within three (3) working days from notice of positive test result. Additionally or as an alternative, the employee may have the sample tested at a certified laboratory of his/her choice. Should this test result be negative, the test results will be considered negative.

SECTION 10. Initial tests and re-analysis requested by the Company will be paid by the Company; costs of re-analysis for reconciliation will be split between the employee and the Company. In the event the initial test is proven to be a false positive the employee shall be reimbursed for the cost of test procedures paid for by the employee.

SECTION 11.

- (a) The Company will test the employee through an evidentiary alcohol breath analyzer which conforms to the same standards as cited below. The parties agree that use of an evidentiary alcohol breath analyzer, which is properly calibrated and which is operated by a certified technician, shall be conclusive proof of the accuracy of the results.
- (b) Where employees elect under this policy to submit blood samples for alcohol testing, the samples will be taken in an appropriate collection facility. The collection facility and laboratory will use the same or equivalent chain of custody procedures and exercise the same or an equivalent level of professional care and scientifically accepted standards and procedures in the collection and testing of blood samples for the presence of alcohol as with urine samples for the presence of drugs.
- (c) If a test reveals the presence of alcohol at a level greater than 0.00% but less than 0.04%, the employee shall not be permitted to work for the remainder of the day. In this situation, the employee will be released from their shift (unpaid). Upon returning to duty, the employee is subject to a second alcohol test. If the second test finds any detectable alcohol concentration, the employee may be subject to disciplinary action, up to and including termination.

An employee found to have any alcohol level of less than 0.04% twice within a six (6) month period may be subject to disciplinary action, up to and including termination.

If a test reveals the presence of alcohol at a level of 0.04% or more by weight, it shall be presumed that the employee has a positive test and has violated this policy.

- (d) The Company reserves the right, prior to implementation of this policy, to abandon completely blood samples in favor of the alcohol breath analyzer referenced above, with the exception of employee-requested blood tests subsequent to a positive breathalyzer test.

SECTION 12.

- (a) No employee shall be discharged solely as the result of a positive drug or alcohol test pursuant to Section 1(a) or 1(b) above, so long as he/she agrees to participate in an EAP, the cost of which will be covered by the Company provided health insurance to the extent provided under the plan terms. Failure to seek and receive EAP assistance and failure to abide by the terms and conditions of the prescribed treatment will be grounds for discharge. In instances where it is necessary, a leave of absence may be granted for treatment or rehabilitation through the EAP on the same basis it is granted for other medical conditions.
- (b) If the conduct of an employee who has tested positive is independently subject to discipline pursuant to the terms of the collective bargaining agreement, discipline will be judged by the contractual just cause standard, but use of drugs and/or alcohol shall not be a defense.
- (c) A positive random test after referral to the EAP shall be conclusive proof of just cause for termination.

SECTION 13. Test results shall be communicated by the Medical Review Officer, or the designated Company representative. The Company shall be responsible for maintaining confidentiality of test records and test results will be communicated to job site management strictly on a "need to know" basis. Employee drug test records shall not be released outside the Company medical department unless required by administrative action initiated by the employee or the Union. The employee shall be entitled to written notification of positive drug test results. Copies of such reports will be provided to the Union when authorized by the affected employee.

SECTION 14. Except to the extent the employee withholds consent as to particular documents personal to him/her, the Company agrees to provide the Union, in advance, with whatever documentation or information the Union reasonably requires to process the grievance and/or arbitration. By establishing this policy, neither the

Company nor the Union waives any legal rights. The parties agree that this drug policy shall not diminish the rights of individual employees under state or federal law relating to drug testing.

SECTION 15. The Company shall provide education for management personnel regarding observation techniques, the availability and desirability of the Employee Assistance Programs and the need for observing strict confidentiality. Supervisors will be provided guidelines for maintaining confidentiality of all drug-related information and referring employees who may have a problem to appropriate counseling. The Company and the Union will provide for all personnel, on Company time, an orientation program prior to implementation of the policy and will answer questions posed by employees regarding the policy's application.

SECTION 16. The Company agrees that it shall indemnify and hold the Union harmless against any and all complaints, claims, judgments, or demands that may arise out of, or in any way are related to, the Union's negotiation or participation in the foregoing drug policy applicable to bargaining unit employees and applicants, or the Company's activities in carrying out this drug testing program.

ARTICLE 16 - SENIORITY

SECTION 1.

- (a) The principles of seniority shall be observed in layoffs and recalls. The parties hereto recognize that there may be certain deviations from these principles. The Company agrees in such instances to discuss proposed deviations from the applications of the seniority principle with the appropriate Union Representative. Unless required to deviate for reasons of employee qualifications necessary for the efficient operation of the Company, the Company shall adhere to seniority for layoffs, recalls, transfers, days off, vacation selection, and in establishing work schedules by central or area location. Any deviation from seniority in these areas will be discussed with the Union prior to implementation. The determination of an employee's qualifications shall be made by the Company, but any dispute arising under this Section shall be subject to the Grievance Procedure. The Company will make every effort to reassign as quickly as is practical, employees exercising their seniority under this provision.
- (b) New employees hired in the Central Shops after October 5, 1997, will have no bumping rights when affected by layoff except within the departments of the Central Shops. In an ongoing effort to remain competitive and drive efficiency in the Central Shops, the Company and the Union agree to allow cooperative work to take place between the trades. This cooperative work will allow craftworkers to perform work outside their trade no more than ten percent (10%) of the time as measured on a quarterly basis.

- (c) Effective April 1, 1994, Lake Buena Vista employees shall be subject to the terms and conditions of Articles 16 and 18, prospectively, with respect to layoffs.
- (d) The Company shall schedule an annual bid for shifts and days off by department. **The Company shall endeavor to post bids in the department two (2) weeks prior to the employees' submission of their choice.**

SECTION 2. All job bids will be posted on the Hub (Portal) for a period of five (5) working days (excluding weekends and holidays) and the most senior employee will automatically be transferred into the new job. An interview process may be desirable. An employee who refuses that job, will forfeit his/her eligibility to bid for another (6) six months. An employee may exercise his/her seniority in connection with a lateral transfer not more than once in a (12) twelve month period. Employees successfully bidding into the positions of Area Mechanic, Attractions Mechanic (Carpenters) or Area Ride and Show Technicians, Computer Ride and Show Technicians (Electricians) will be required to remain in their new positions for a period of not less than two (2) years, prior to being allowed to bid to another Department. Exceptions would only be by mutual agreement of the parties. The Company may designate positions, which require extensive training or are in new project openings, which will be posted with a required commitment of one year continuous service prior to eligibility for a subsequent lateral transfer. A new hire employee may exercise his/her seniority in connection with a lateral transfer as outlined above upon completion of one year continuous service.

SECTION 3. It is further agreed that the seniority principle as herein outlined shall be by job classification.

SECTION 4. Any dispute on the application of the seniority principle shall be subject to the Grievance Procedure.

SECTION 5. All new employees shall be considered probationary employees until they have worked ninety (90) calendar days. **Any probationary period interrupted by any leave of absence(s) will automatically extend by the same number of days as such leave of absence(s).** The Company reserves the right to terminate their employment for any reason, except those specified in Article 13 (Nondiscrimination), until they have completed such probationary period and any employee terminated under this provision shall have no recourse to the Grievance Procedure unless a violation of Article 13 is alleged.

- (a) When an employee, other than a temporary employee, completes ninety (90) calendar days from his/her most recent date of hire he/she shall be credited with all continuous service retroactive to his/her most recent date of hire.

- (b) A probationary employee shall not be entitled to holiday benefits until he/she has completed thirty (30) calendar days of work from his/her most recent date of hire.
- (c) When an employee is hired as a journeyman for a Regular Full Time job opening, he/she may be employed on any shift for purposes of orientation and supervision provided he/she does not displace a Regular Full Time employee from that shift.
- (d) A Temp/Recurring employee who is terminated, and is subsequently rehired within six (6) consecutive calendar days, will have his/her seniority bridged. The date of termination and rehire shall be inclusive in computing the six (6) days.

SECTION 6. Temp/Recurring employees shall be defined as those who are hired to accommodate a specific period of expanded activity, i.e., peak seasons, holidays, or for work on a specific project for a short period (not to exceed one hundred eighty (180) days). The Company will notify the respective Union in writing of the nature of the job opening and the approximate length of time the job will last.

- (a) An employee hired on a temporary status does not participate in Company benefits, such as vacations and holidays, except that when he/she has completed thirty (30) days of work from his/her most recent date of hire he/she shall be entitled to receive holiday benefits for which he/she has otherwise qualified.
- (b) The Company shall have full selectivity relative to the layoff and rehire of a temporary employee.
- (c) A temporary employee who is converted to Regular Full Time status shall receive a seniority date which is identical to his/her most recent date of hire as a Temp/Recurring employee, and shall receive credit for all straight time hours worked from his/her seniority date, for longevity wage increases, vacation accrual, or any other benefits, where accrued hours may be a factor.
- (d) If prior to the expiration of the one hundred eighty (180) day temporary work period the Company determines that a Regular Full Time opening(s) exists in a particular job classification, the Company shall notify the Union of this opening in accordance with Article 14 of this Agreement prior to the time that any Temp/Recurring employee is promoted to this job opening.

SECTION 7. The Company agrees that Sections 5 and 6 will not be utilized to evade the purposes of this Agreement.

SECTION 8. Classification seniority may be maintained by an employee who is transferred to another classification or promoted out of the bargaining unit. In the case where an employee is transferred back into the position held prior to transfer, seniority may be maintained for six (6) consecutive months, and in the case where an employee is transferred back into the position held prior to promotion, seniority may be maintained for twelve (12) consecutive months, except that an employee who is transferred to another classification within the bargaining unit, and thereafter is laid off, may exercise his/her seniority to the extent of his/her length of service in any prior job classification to return to that classification irrespective to the period of time away from the employee's prior classification.

SECTION 9. Classification seniority may be maintained for a period of two (2) years by an employee who is transferred/promoted out of the bargaining unit to a position in The Walt Disney Company, outside of the continental United States. The parties agree to limit the provisions of this section to a maximum of twenty-five (25) employees at any one time.

ARTICLE 17 - TRAINING PROGRAM

SECTION 1. The Union and the Company recognize that, for many reasons the maintenance of the Walt Disney World Resort facilities is unique. It is agreed that a maintenance training program may be required for certain classifications of work. Thus, training programs may be developed by the Company to train employees in the skills needed, both manual and technical. The time required for training these employees may differ according to the ability and background of the trainees and the classification of work for which they are being trained. The trainee shall be rotated through each phase of the classification within the particular seniority unit, to ensure basic Journeyman training. Trainee rates are listed in Addendum "A" attached. The Company will consult with the Union involved concerning modification or establishment of new training programs and a copy of the program will be given to the Union prior to implementation.

SECTION 2. Each training Committee will have at least one (1) Union Representative from the Craft Union involved.

SECTION 3. Trainees will, whenever possible, work under a Journeyman.

SECTION 4. Trainees will not be scheduled overtime work when Journeymen are available and desire the overtime assignment. However, where the extension of a regularly scheduled workday is required due to continuation of specific work started during such workday, the trainee assigned to the job shall be offered the overtime with the Journeyman.

SECTION 5.

- (a) Areas that install or otherwise assume the maintenance of new equipment or systems or update existing equipment or systems with new technology

will offer employees in the appropriate job classification(s) practical and technical training necessary to maintain employee proficiency.

- (b) Training shall first be offered to the most senior employees and the employee's acceptance/rejection of such training shall be documented in the employee's personnel records. Failure to accept training as provided in this section may result in the lay-off of a more senior employee who has refused said training.
- (c) It is the express understanding of the parties that the Company has no obligation to train existing employees for new job classifications which are established by the Company in accordance with the provisions of Article 20, Section 15, provided that no employees in related job classifications are laid off as a direct result.
- (d) It is understood by the parties that Sections 1 through 4 prescribe the agreement for the training of non journeyman trainees, whereas Section 5 is designed for the sole purpose of prescribing how journeymen will be trained.

SECTION 6. Employees will be required to maintain regulated certifications by attending scheduled classes. Performing a task without required certification will result in discipline not excluding termination.

SECTION 7. Employees who fail any classification progression testing three (3) times will be required to complete skill enhancement training to be eligible to retake the test. The content of the training will be mutually agreed by the Company and the Union.

ARTICLE 18 - LAYOFF

SECTION 1. The affected Union(s) and the Craft Maintenance Council Chairman will be notified as far in advance as possible of impending layoffs. An employee shall be laid off in accordance with the seniority provisions of this Agreement and shall be given, whenever possible, one (1) week advance notice of such layoff but in no event less than two (2) days' notice except due to conditions beyond the control of the Company, such as fire, flood, hurricane, or other acts of God, and civil disturbances.

SECTION 2.

- (a) Any employee with one (1) year or more of seniority and who is laid off shall retain re-employment rights for twelve (12) months.
- (b) Any employee who has less than one (1) year of seniority and who is laid off shall retain re-employment rights for the length of time employed.

- (c) Employees who are recalled will maintain their seniority date and continuous service date for purposes of Company benefits.

SECTION 3. A laid-off employee shall be notified of his/her recall by telephone at least seven (7) days prior to the date he/she is required to report. If employee cannot be reached by telephone, he/she shall be notified by certified mail to the address on record with the Company, mailed at least fourteen (14) days prior to the date on which he/she is required to report. A copy of any such written notice shall be mailed to the appropriate Union. The employee shall notify the Company within forty-eight (48) hours of recall notification as to his/her intent to return to work. Failure to do so shall result in loss of seniority.

SECTION 4. It is the responsibility of the employee to have his/her current address and telephone number on record in the Personnel Department and the union office.

SECTION 5. An employee who fails to report for work as scheduled on recall from layoff shall be considered to have voluntarily terminated his/her employment unless such employee has notified the Company of illness or a death in the family, prior to the date he/she was scheduled to report to work.

ARTICLE 19 - LEAVES OF ABSENCE

SECTION 1. TEMPORARY LEAVES OF ABSENCE

- (a) An employee request for a leave of absence not to exceed thirty (30) days will be granted for good cause, if the employee's services can reasonably be spared. All leaves of absence will be granted in writing. No leave of absence will be extended beyond thirty (30) days except for a compelling reason.
- (b) In the event that a non-medical leave exceeds sixty (60) days, continuation of the employee's health care coverage will be subject to COBRA.
- (c) Employees who are on temporary leave of absence will receive credit toward scheduled step increases.
- (d) An employee who returns from temporary leave of absence within thirty (30) days or less will be assigned to the same department and shift that he/she was assigned to prior to the leave.

SECTION 2. NON-OCCUPATIONAL MEDICAL LEAVE

- (a) An employee requesting a non-occupational medical leave of absence must provide a written statement from their personal physician documenting the reason for the leave and the beginning date and

estimated duration of the medical leave. Failure to comply with this provision may jeopardize the employee's eligibility for a medical leave of absence.

- (b) An employee who is granted a medical leave of absence shall retain and accumulate seniority during such leave. If eligible, an employee may request payment of earned sick leave and vacation benefits.
- (c) An employee who returns from medical leave of absence within forty-five (45) days or less will be assigned to the same department and shift that he/she was assigned to prior to the leave.
- (d) An employee who fails to return from medical leave of absence or to seek a release to return to work from the medical leave of absence will be considered to have voluntarily terminated.

Employees who are on a non-occupational medical leave of absence will receive credit toward scheduled step increases.

SECTION 3. MEDICAL LEAVES THAT EXCEED ONE YEAR.

Those employees whose time on medical leave of absence exceeds twelve (12) consecutive months will have their employment with the Company terminated.

No Regular Full Time employee shall be granted leaves of absence that total more than fifteen (15) months in any twenty-four (24) month period.

SECTION 4. EMPLOYEE MEDICAL INFORMATION.

An employee who has a medical condition or requires medication of any type or which may affect his/her ability to perform required duties must provide a written statement from his/her personal physician documenting the reason for the medication/condition, estimated duration and any work restrictions. Failure to provide such information on a timely basis may result in the employee's termination.

SECTION 5. OCCUPATIONAL MEDICAL LEAVES

- (a) Any employee on medical leave as a result of an on-the-job compensable injury shall retain and accrue seniority during such leave.
- (b) Upon being released for return to work, if the employee has been off forty-five (45) days or less, he/she will be assigned to the same department and shift that he/she was assigned to prior to the leave. If the employee has been off for more than forty-five (45) days, he/she will be placed in the same department to which he/she was assigned prior to the leave, provided he/she has the necessary seniority.

- (c) Employees who are on leave of absence for an occupational injury will receive credit toward scheduled step increases.

SECTION 6. Continuous service accrues during a leave for purpose of benefit eligibility, provided that such leave does not exceed thirty (30) days or authorized extension thereto, and provided that the employee returns to work at the conclusion of the authorized leave.

SECTION 7. No payment will be made for a holiday which occurs during an employee's leave. If the employee's leave terminates on the holiday or the day after, he/she will be eligible for holiday pay if he/she is available for work on his/her first (1st) scheduled shift after the holiday.

SECTION 8. JURY DUTY. All Regular Full Time employees are eligible for jury duty pay provided that they have completed their ninety (90) day probationary period.

- (a) The Company will pay an employee for his/her regularly scheduled shift, while serving on jury duty, provided such time shall not exceed eight (8) hours in any day or forty (40) hours in any pay period week. Employees who are normally scheduled to work second (2nd) or third (3rd) shifts should be temporarily rescheduled to the first (1st) shift for the duration of the jury duty, but will be paid the appropriate shift differential. Employees shall not be eligible to receive more than twenty (20) days of jury duty pay in any calendar year. Deductions of jury duty fees will not be made unless service on the jury exceeds one (1) week. Jury duty will not count towards the computation of overtime.
- (b) If an employee is released from jury duty and four (4) or more hours remain in his/her scheduled shift, he/she is required to return to work that day.
- (c) The Company reserves the right to petition the court to excuse any eligible employee for jury service when such employee's services are needed by the Company because qualified replacements are not available or the employee's absence would result in a hardship to the Company.

SECTION 9. BEREAVEMENT LEAVE

- (a) Employees bereaved by the death of a member of their immediate family are granted time off with pay.
- (b) (The deceased must be a spouse, domestic partner, child, step-child, grandchild, parent (**biological, adoptive, step or foster**), parent-in-law, grandparent or sibling of the employee. If an employee was especially close to or had responsibility for a relative other than these, bereavement

leave may be granted by the Area Executive. **The relationship of the deceased must be noted in the request for bereavement pay status.**

- (c) Bereavement leave shall be paid **a minimum of three (3) days** up to a maximum of five (5) days **for each occurrence. Payment is available only for scheduled work shifts which the individual misses and will be based on the employee's current rate.** Additional unpaid time may be granted where appropriate.
- (d) Bereavement leave benefits may not be accumulated, nor will any employee be paid in lieu of any unused bereavement leave. An employee, who is on a leave of absence to care for a relative covered above, will be eligible for bereavement pay in the event of the death of that relative. Bereavement leave will not count towards the computation of overtime.

SECTION 10. LEAVE FOR UNION BUSINESS. An employee accepting a Regular Full time position with the Union shall be entitled to a leave of absence for a period not to exceed one (1) year without pay from the date of accepting such position during which time he/she shall retain and accumulate seniority. In the event that a union business leave exceeds sixty (60) days, continuation of the employee's health care coverage will be subject to COBRA.

SECTION 11. FAMILY AND MEDICAL LEAVE ACT OF 1993. The Company and the Union acknowledge that the provisions of the Family and Medical Leave Act of 1993 apply to the employees working under this Agreement. Thus, nothing in this Agreement shall be construed as being inconsistent with the requirements of the Act. In this regard, the Company and the Union commit to meet to resolve potential conflicts between the Family and Medical Leave Act of 1993 and this Agreement. An employee taking Family Medical Leave (FML) for the care of qualifying family members must apply any accrued/unused vacation in accordance with the Company's Employee Policy Manual.

ARTICLE 20 - WAGE RATES, HOURS OF WORK, AND OVERTIME

SECTION 1. Attached is Addendum "A" which lists the job classifications, wage rates, and special conditions relative to them.

SECTION 2. PAYROLL WEEK. A payroll week is a period of seven (7) days starting at **3:30** a.m. on each Sunday and ending at **3:30** a.m. on the same day in the following week. The Payroll Week may be changed once during the term of this agreement by the Company upon giving two (2) weeks' notice to the Union.

SECTION 3. WORKWEEK. Individual employee workweeks shall consist of forty (40) hours in the seven (7) day period commencing at the start time of the first five (5) scheduled workdays and ending at the same time on the eighth (8th) calendar day following. This does not constitute a guaranteed workweek for pay purposes. The

standard forty (40) hour work week will not be changed unless mutually agreed upon by both the Company and the Union. Employees may be offered individual opportunities to work voluntarily reduced hours workweek schedules.

SECTION 4. WORKDAY. A regularly scheduled workday shall consist of eight (8) hours.

SECTION 5. SCHEDULES.

- (a) An individual employee will be assigned any combination of two (2) consecutive days off within a seven (7) consecutive day period.
- (b) The Company may change an employee's shift provided the employee is given five (5) days' notice. If less than five (5) days' notice is provided, the employee will be paid one and one-half (1½) times the regular straight time rate for those hours worked outside of the regularly scheduled shift. A temporary shift change must be for five (5) consecutive days.
- (c) The Company may change an employee's shift start time up to two (2) hours, without notice or penalty, when the necessity for the change is the result of extreme weather conditions or conventions/special events scheduling.
- (d) When the Company requires an employee to change the employee's shift on a temporary basis, the employee shall receive the shift premium for the shift the employee is moved to or the shift premium of the employee's regular shift, whichever is higher.

SECTION 6.

- (a) The Company shall pay time and one-half (1½) for all consecutive hours worked in excess of eight (8) hours beginning at the start of any regularly scheduled shift.
- (b) The Company will pay double time for all hours commencing with the seventeenth (17th) cumulative hour when an employee has worked more than sixteen (16) consecutive hours.

SECTION 7. Employees shall be paid one and one-half (1½) times their regular straight time hourly rate for all hours worked in excess of forty (40) straight time hours in any one workweek, or such other applicable overtime rate as specified in the following sections of this Article. Vacation and holidays will count towards computing overtime.

SECTION 8. Employees who work on the first of their two (2) scheduled days off will be paid at the rate of time and one-half (1½) their regular straight time rate, and employees who work on the second of their two (2) days off will be paid at double their regular straight time rate provided such employees have worked each of their five (5)

scheduled workdays in the workweek if work is available to them unless prevented from doing so by occupational injury and/or occupational illness. The employee must also work the first day of his/her next regular scheduled shift unless the employee's failure to work such shift was due to personal illness, injury, or death in the immediate family and the employee satisfies the Company in this respect.

SECTION 9. Where two (2) or more premium rates apply to the same hour of work, the higher will be paid, and there will be no pyramiding of any premium rates.

SECTION 10. In the event an employee incurs a serious occupational illness or injury and the Medical Department excuses the employee from further work on that day, he/she shall be paid the unworked balance of his/her regularly scheduled shift.

SECTION 11. A one-half ($\frac{1}{2}$) hour unpaid lunch period as near the midpoint of the shift as practical will be assigned each employee.

SECTION 12.

- (a) The Company shall schedule starting times, shifts, and days off in accordance with the needs of the operation.
- (b) Any shift which begins at or after 4:00 p.m. and before 10:00 p.m. will be paid a shift premium of twenty-five cents (\$0.25) per hour. If more than fifty percent (50%) of his/her work shift is between 4:00 p.m. and midnight, he/she will be eligible for twenty-five cents (\$0.25) per hour.
- (c) Employees regularly scheduled to commence work at or after 10:00 p.m. and at or before 4:00 a.m. will be paid a premium of, one dollar twenty cents (\$1.20) per hour in addition to their straight-time rate for their scheduled workday. In addition, if more than fifty percent (50%) of his/her work shift is between midnight and 6:00 a.m., he/she will be eligible for the one dollar twenty cents (\$1.20) per hour.

SECTION 13. New job classifications and wage rates for such new job classifications will be established by the Company. Prior to the implementation of any new or substantially changed job classification or work operation, the Company will discuss such action with the appropriate Union. If the Union does not agree with the rate for the job classification, the Union shall submit a written grievance at the third (3rd) step of the Grievance Procedure within five (5) calendar days after installation of the new rate. In the event any higher rate is agreed upon through the Grievance Procedure or arbitration, it shall be effective retroactively as of the date the job classification was installed.

SECTION 14.

- (a) Overtime will be distributed as equitably as possible over a twelve (12) month period among all qualified employees by shift, department, and classification.
- (b) Overtime rosters will be posted in each department and the steward and supervisor assigned to such area shall jointly review the roster on a quarterly basis. These rosters shall include both overtime hours worked and charged by employee.
- (c) Employees do not have the right to arbitrarily refuse to perform overtime work except where they have a compelling reason why they are unable to work overtime.
- (d) If emergency overtime is required, all employees are expected to respond. If an insufficient number accept the assignment, the least senior qualified employee(s) shall be assigned the work.

SECTION 15. EQUALIZATION.

- (a) Equitable overtime equalization shall be defined as follows:
 - 1. Rosters with a maximum of eighty (80) hours where all employees are within sixteen (16) hours of the highest amount.
 - 2. Rosters with a maximum in excess of eighty (80) hours where all employees are within thirty-three percent (33%) of the highest amount.
- (b) An employee will not be charged on the overtime roster for the following reasons:
 - 1. When working overtime while on loan to another department;
 - 2. When out sick, on jury duty, or any leave for five (5) days or less;
 - 3. While on vacation for five (5) days or less;
 - 4. When given two (2) hours or less notice to work overtime and does not work.
 - 5. Rideout crews, provided the principles of seniority are maintained in the selection of participants for the crews.
- (c) An employee will be charged on the overtime roster for the following reasons:

1. When refusing to work on either of his/her scheduled day off, continuation of shift, or recall. The hours charged will be the maximum hours worked by anyone in the crew;
2. When working overtime, the hours charged will be based on the appropriate rate, i.e. straight time (1 for 1), time and one-half (1½ for 1) or double time (2 for 1);
3. When working more than seven and one-half (7½) hours while on third shift;
4. When returning to work from a leave of absence or layoff. The hours charged will be the average of overtime worked while he/she was on leave or layoff;
5. When the employee is working a shift that includes scheduled overtime, and he/she leaves early, he/she will be charged for the overtime he/she would have worked:
6. When released by management while working overtime, employee will be charged only for actual hours worked. Otherwise, he/she will be charged the maximum amount of hours worked;
7. When attending a grievance meeting after their scheduled shift;
8. When out sick, on jury duty or any leave for more than five (5) days;
9. While on vacation for more than five (5) days;
10. Employees who accept an overtime assignment and fail to report to work will be charged twice the number of hours which would have been paid; after one (1) occurrence per year will be charged an absence on the attendance matrix.
11. An employee offered overtime within two (2) hours from the end of his/her shift who refuses such overtime will not be charged for the time he/she would have worked, unless the need for the overtime was caused by weather conditions, attraction 101, critical equipment failure, or employee call-in occurring within the last two (2) hours of the shift.
12. The following employees entering a department or changing shifts during the calendar year/equalization period, shall be credited with the average number of hours worked in such department:
 - Employees transferring to a new department/shift
 - Employees returning from layoff status

- Employees returning from leave of absence
 - Temp/Recurring employees converting to Regular Full Time
- (a) The equalization provisions of this section have no application to new hires until the first of the calendar year following employment.
 - (b) No rights to equalization exist unless the employee is on the active payroll as a Regular Full Time employee as of December 31st.
 - (c) An employee who has equalization rights and is discharged or voluntarily terminates loses all rights to equalization.
 - (d) Working Foremen shall be included on the overtime rosters. Legitimate qualifications may justify deviation from equalization.
 - (e) The equalization provisions of this section have no application to fourth quarter emergency overtime resultant from such events as hurricane coverage/clean-up.

ARTICLE 21 - PAYDAY

Employees shall be paid weekly and their pay will not be delayed more than six (6) days from the end of each payroll week, providing, however, that if a payday falls on an employee's regularly scheduled day off or a paid holiday, he/she shall receive his/her paycheck on his/her next regularly scheduled workday. An employee shall receive vacation pay on his/her last payday of work prior to the commencement of his/her vacation.

ARTICLE 22 - REPORT PAY

SECTION 1. Each employee shall keep the Personnel Department and the Division Office informed of his/her current address and telephone number.

SECTION 2. Employees who report for work and who were not given prior notice not to report, and who are not put to work will be given two (2) hours pay.

SECTION 3. Employees who report for work and are put to work will be given four (4) hours work.

SECTION 4. Employees who report for work and are put to work and who work in excess of four (4) hours will be permitted to complete their regular scheduled shift for that day.

SECTION 5. No reporting pay will be due an employee if work is not available for him/her, due to conditions beyond the control of the Company, such as fire, flood, hurricane, or other acts of God, civil disturbances, and threats of harm.

ARTICLE 23 - CALLBACK PAY

SECTION 1. Callback pay shall apply to that period of time starting after an employee leaves work following completion of his/her regular shift within his/her workday.

SECTION 2. An employee who, during such period of time, is called back to work, shall be paid a minimum wage equal to four (4) hours at time and one-half (1½) his/her regular straight time hourly rate.

ARTICLE 24 - WORKING FOREMAN AND PLANNED WORK SPECIALIST

SECTION 1. WORKING FOREMAN

- (a) Working Foremen may be designated by the Company in any classification set forth in Addendum "A." No employee will be designated as Working Foreman with less than twelve (12) months seniority in the bargaining unit.

The assignment or performance related removal of a Working Foreman status shall be at the sole discretion of the Company and shall not be subject to the provisions of Article 7 of this Agreement. However, the removal of a Working Foreman status for disciplinary reasons shall be for just cause and will be subject to the provisions of Article 7. Temporary Working Foreman shall be stasured as Regular Full Time Working Foreman after thirty (30) continuous days of temporary Working Foreman status.

- (b) Working Foremen have authority over a group of workers, a particular operation, or a section of a plant and lead and give directions to employees. They are responsible for the efficient performance of all employees assigned to their crew, and are responsible for the quality of work for all non-journeymen, irrespective of craft, and journeymen in their primary craft. Working Foremen have no authority to make personnel decisions such as hiring, terminating, transfers, promotions, or disciplinary action.
- (c) Direct supervision will be responsible for actions taken by a Working Foreman that are inconsistent with any Article of this Agreement.

- (d) Status as a Working Foreman will not be utilized as a factor for the Company to deviate from the principles of seniority in a lay-off. Working Foremen may be assigned to the requisite shift and/or days off based on operational requirements. The Business Agent will be given advance notification of any seniority scheduling deviations.

SECTION 2. PLANNED WORK SPECIALIST

- (a) Planned Work Specialists may be designated by the Company in any classification set forth in Addendum "A." All employees designated as Planned Work Specialist will have previously worked a minimum of twelve (12) months in the bargaining unit. Such bargaining unit work is not required to be contiguous to the assignment as a Planned Work Specialist. The Company reserves the right to start an employee at any point in the rate range contained in Addendum "A."
- (b) The Company will determine the qualifications for employees who are placed in the Planned Work Specialist classification. Job duties and qualifications may vary from department to department, and may include working with tools. Such cumulative time, working with tools, shall not exceed one (1) hour of any eight (8) hour shift, except for work performed in accordance with Article 27, Emergency Work and Running Repairs.
- (c) Planned Work Specialists will perform their duties for multi-crafts, and may lead and give direction to worker(s) and/or a Working Foreman. Planned Work Specialists have no authority to make personnel decisions such as hiring, terminating, transfers, promotions, or disciplinary action.
- (d) The Company reserves the right to remove any employee from the Planned Work Specialist classification who is not performing to acceptable standards, without recourse to Article 7, Grievance Procedure.
- (e) The following Articles of this Agreement do not apply to the Planned Work Specialist job classification:
 - 1. Article 10 - Planned Work Specialists will not be appointed as stewards.
 - 2. Article 14 - The Company reserves the right to unilaterally select the individuals who go into this classification. No posting will be required and the applicant may or may not be chosen from existing craft workers.
 - 3. Article 16 - The principles of seniority will not apply to this classification. However, any employee who is promoted to a Planned Work Specialist from a unit classification will retain and continue to

accrue seniority in that particular classification and will be treated as an extension of that classification for seniority purposes. This seniority may be exercised by the individual in the event of a reduction.

4. Article 18 - The provisions of this Article applies with the exception of seniority provisions.
5. Article 20 - Planned Work Specialists will not be included in the overtime roster for any purpose. The Company reserves the right to change the Planned Work Specialist shift as to start time and days off with no prior notification and with no payment penalty.
6. Article 24 - Working Foreman.
7. Article 24 - Area Mechanic.
8. Article 26 - Planned Work Specialists may, at times, perform the same work as selected salaried personnel.
9. Article 31 - The provisions of this Article apply with the exception of the requirement for safety shoes.
10. Article 32 - The provisions of this Article apply, however, the Company does not intend to provide costumes to Planned Work Specialists and will not allow dress and travel time.

ARTICLE 25 - AREA MECHANIC CLASSIFICATION

SECTION 1. The Area Mechanic classification shall consist of employees who are skilled in more than one (1) craft. The Company shall determine the skills required in the Area Mechanic classification and shall designate the Unions which are generally accepted as representing these skills.

SECTION 2. Designation of the employees to the classification shall be made by the Company. Employees transferred to the Area Mechanic classification shall retain their seniority in their prior classification.

SECTION 3. Employees classified as Area Mechanics will be assigned work in their primary craft a majority of the time on a quarterly basis.

SECTION 4. Open positions for the Area Mechanic classification will be identified as such on the posting for the opening. The primary craft will be identified in the classification title, and the secondary craft(s) will be identified in the description. A majority of the qualifications required will pertain to the primary craft. Secondary craft(s),

as identified by a classification in Addendum A, will not be used to exempt employees from the seniority principles outlined in Article 16.

SECTION 5. Where the amount of work available in a particular area warrants the hiring of a particular Craft, the Area Mechanic classification will not be utilized to avoid hiring the appropriate Craft.

ARTICLE 26 - WORK BY SUPERVISORS

It is recognized that the duties of a Supervisor are as the designation implies, largely of a supervisory nature. Accordingly, supervisors shall not normally perform manual labor, such as that performed by the employees as herein defined, except:

- (a) For emergency purposes.
- (b) In the instruction and training of employees or Supervisors.
- (c) Work of an experimental nature.
- (d) Testing materials and production.
- (e) Start-up operations but not routine or regular start-up of existing operations.
- (f) To protect Company property and/or to insure the safety of employees.

ARTICLE 27 - EMERGENCY WORK AND RUNNING REPAIRS

SECTION 1. Any employee may be requested to perform emergency work, which includes any situation endangering other persons or which might result in significant property damage.

SECTION 2. Running repairs may be performed by any employee and are generally defined as minor repairs, resets, or adjustments which can be done without a cessation of normal operations, or where such repairs, resets, or adjustments can restore such equipment or unit to operation without an extended shutdown.

ARTICLE 28 - HOLIDAYS

SECTION 1. There will be seven (7) core holidays and three (3) personal holidays.

- (a) The core holidays are:
 - (1) New Year's Day
 - (2) Martin Luther King Jr. Day
 - (3) Memorial Day
 - (4) Independence Day
 - (5) Labor Day
 - (6) Thanksgiving Day
 - (7) Christmas Day
- (b) The three (3) personal holidays may be used on dates mutually agreed to by Management and the employee.

SECTION 2.

- (a) Each employee (except as provided in Article 16, Section 5) will receive holiday pay at the employee's regular straight time rate for each such holiday not worked, providing he/she works his/her scheduled shift prior to and the first scheduled workday immediately following such holiday. If the employee's failure to work his/her regularly scheduled shifts immediately before and the first scheduled workday after the holiday was due to personal illness, injury, or death in the immediate family and the employee satisfied the Company in this respect, he/she shall be eligible to receive holiday pay. Permanent employees will be offered any opportunity to work on a holiday, prior to probationary or Temp/Recurring employees. Employees on an authorized leave of absence of six (6) days or longer are not eligible for holiday pay.
- (b) All Regular Full Time employees are eligible for holiday pay after working thirty (30) calendar days of continuous service, providing they work their scheduled shifts prior to and immediately following such holiday.

Personal holidays shall require two (2) weeks advance notice for scheduling and shall be granted consistent with operational requirements. In the event all requests for a particular day cannot be approved due to operational requirements, seniority shall prevail in granting the holiday. Disapproval must come from Director level and above.

Personal holidays will be scheduled and taken within the following provisions:

- (a) Must be taken within the calendar year;
- (b) May not be carried over from year-to-year, or paid off at time of termination;
- (c) Do not effect the use of sick leave days for personal time off;
- (d) Will be considered as time worked for the computation of overtime;
- (e) May only be taken in one (1) full shift increment.
- (f) Employees with less than one (1) year of service as a Regular Full Time employee on January 1 will be credited with one personal holiday on each of the following posting dates: March 1st, June 1st, and September 1st. An employee must be stasured as a Regular Full Time employee on the posting date to receive the personal holiday. (This would apply to any employee hired January 1, 2001 or after.)

SECTION 4.

- (a) Each employee (other than a Temp/Recurring employee as defined in Article 16, Section 5) who works on a recognized holiday, and who works his/her scheduled shifts prior to and immediately following the holiday worked, shall receive his/her holiday pay plus his/her straight-time rate for all hours worked in his/her scheduled shift.
- (b) Double time the employee's regular rate shall be paid for hours worked in excess of eight (8) hours on a paid holiday.
- (c) Double time the employee's regular rate shall be paid for hours worked on the holiday outside his/her normal shift.

SECTION 5. Pay for a holiday not worked shall be considered as time worked for purposes of computing overtime, unless the holiday falls on one of the employee's two (2) regularly scheduled days off or when a holiday falls during a vacation period.

SECTION 6. Should a holiday fall during the period of an employee's vacation, the employee shall be paid an extra day's pay or may elect one of the following options:

- (a) Receive Vacation Pay and Holiday Pay; or
- (b) Receive Holiday Pay only and elect to take another day off (vacation) in lieu of receiving Vacation Pay on the Holiday. For example, if the employee was on vacation for five (5) days Monday through Friday and the Holiday was on Monday, the employee could elect not to receive the Vacation Pay and request to take the following Monday off as a vacation day.

SECTION 7. Recognized holidays shall be observed on the date designated for observance by the Federal Government, except in the case of personal holidays and New Year's Day, which shall be observed on January 1st, Independence Day, which shall be observed on July 4th, and Christmas, which shall be observed on December 25th.

SECTION 8. An employee who is regularly scheduled to work on a recognized holiday and who does not work shall not receive holiday pay.

SECTION 9. If a holiday worked falls on one of an employee's two (2) regular days off, he/she shall receive straight time holiday pay for his/her regular scheduled shift, plus the rate he/she would have received if it had not been a holiday. If a holiday worked falls on one (1) of the employee's two (2) regular days off, he/she shall receive straight time holiday pay plus double time for the hours worked outside his/her normal shift.

SECTION 10. For the purpose of computing pay for work on a holiday, the twenty-four (24) hour holiday period shall commence at the start of the regular scheduled shift.

SECTION 11. Holiday work shall be divided equally, where feasible, among all employees otherwise scheduled to work that day for each shift per location. The Company will make every effort to schedule as many employees off on the holiday as possible, consistent with operational requirements. The Company agrees not to schedule employees to work on a holiday to avoid paying overtime on the sixth (6th) workday. Upon request, supervision will review the holiday work schedule with the area steward two weeks prior to the holiday.

ARTICLE 29 - VACATION PAY

SECTION 1. ELIGIBILITY, REGULAR FULL TIME EMPLOYEES

All Regular Full Time employees shall accrue vacation based on the number of hours **paid** (straight time and overtime hours exclusive of the overtime premium) up to a maximum of 1800 hours, from date of hire to the end of the calendar year in which hired, and for each succeeding calendar year thereafter, based upon the conditions set forth in this Article.

SECTION 2. VACATION EARNED IN THE FIRST CALENDAR YEAR

Vacation earned in the first (1st) calendar year of service may not be used until nine (9) months of continuous service have elapsed from date of hire.

SECTION 3. VACATION HOURS ACCRUED

- (a) Vacation hours accrued shall become available to be taken by the employee during the calendar year in which they are accrued, per the accrual of vacation time formula listed below.
- (b) An employee reclassified from Temp/Recurring status to Regular Full Time status shall receive credit for the number of hours **paid** from his/her most recent date of hire as a Temp/Recurring employee, provided that he/she complies with the eligibility requirements in (a) above.

SECTION 4. VACATION ACCRUAL

- (a) Two (2) Week Vacation Accrual Formula:

Hours paid in calendar year	Paid vacation hours earned
1800	80
1620	72
1440	64
1260	56
1080	48
900	40
720	32
540	24
360	16
180	8

- (b) Employees will be eligible to **accrue** three (3) weeks of vacation on January 1st of the calendar year in which the fifth (5th) anniversary of continuous service will occur. For example, an employee whose fifth (5th) anniversary is on October 1, 2013, will begin accruing three (3) weeks of vacation on January 1, 2013 based on the vacation accrual formula listed in (c) below.

- (c) Three (3) Week Vacation Accrual Formula:

Hours paid in calendar year	Paid vacation hours earned
1800	120
1680	112
1560	104
1440	96
1320	88
1200	80
1080	72

960	64
840	56
720	48
600	40
480	32
360	24
240	16
120	8

(d) Employees will be eligible to accrue four (4) weeks of vacation on January 1st of the calendar year in which the seventeenth (17th) anniversary of continuous service occurs. For example, an employee whose seventeenth (17th) anniversary is on October 1, 2013, will begin accruing four (4) weeks of vacation on January 1, 2013 based on the vacation accrual formula listed in (e) below.

(e) Four (4) Week Vacation Accrual Formula:

Hours paid in calendar year	Paid vacation hours earned
1800	160
1710	152
1620	144
1530	136
1440	128
1350	120
1260	112
1170	104
1080	96
990	88
900	80
810	72
720	64
630	56
540	48
450	40
360	32
270	24
180	16
90	8

SECTION 5. VACATION ACCRUAL

- (a) Employees shall not accumulate more than two (2) times their current annual vacation hours. For example, if an employee is currently accruing eighty (80) hours of vacation, he/she may accumulate a maximum of one hundred-sixty (160) hours of vacation; if currently accruing one hundred-twenty (120) hours of vacation, he/she may accumulate a maximum of two hundred-forty (240) hours of vacation; and if currently accruing one hundred-sixty (160) hours of vacation, he/she may accumulate a maximum of three hundred-twenty (320) hours of vacation.
- (b) When the vacation cap is reached (two (2) times their current annual vacation hours), an employee will cease to accrue any additional vacation time until vacation hours are taken. An employee will again begin to accrue vacation only after he/she is below his/her cap. Vacation accrual is not retroactive to the date on which the accrual ceased.

SECTION 6. PAY RATE FOR VACATIONS

Vacations will be paid at the straight-time rate in effect at the time the vacation is taken. An employee will be paid his/her stated straight-time hourly rate plus any appropriate stated shift premium or Working Foreman differential being received by him/her immediately prior to the time he/she takes his/her vacation. This rate should be the same base rate which is used in computing overtime.

SECTION 7. VACATION SCHEDULING

- (a) Due to the nature of the Company's operations and requirement for specified skills, vacations will be scheduled by the Company. Consideration will be given to requested time by the employee whenever possible. The employees with greater length of classification seniority will be given preference in the event of a conflict of dates affecting two (2) or more employees.
- (b) Employees must have their requested vacation submitted to supervision by December 31 of the previous year. Any vacation time that is requested in contiguous weeks will be considered as one choice. Vacation schedules will be posted during the month of January for the respective calendar year.
- (c) **Vacation request(s) received outside of the regular vacation schedule will be answered as soon as reasonably practical no later than sixty (60) days prior to the start date of the requested vacation.**

SECTION 8. TERMINATION

- (a) All Regular Full Time employees who have been continuously on the payroll for nine (9) months or longer and who terminate their employment shall receive payment for all unused vacation hours based on the number of straight-time hours worked in accordance with the foregoing applicable formula.

- (c) Employee will not lose pro-rata vacation allowance in the case of termination except if terminated for drunkenness, dishonesty, or illegal use or possession of controlled substances.

ARTICLE 30 - RETIREMENT AND WELFARE

SECTION 1. DEFINED BENEFIT

- (a) All employees hired prior to April 2, 2006 will be eligible to participate in the Disney Associated Companies' Retirement Plan. During the term of this Agreement the employee's portion of contribution to the Retirement Plan shall be seven cents (\$0.07) per hour for all hours worked, not to exceed forty (40) hours per week. Contributions will be for the second (2nd) through and including the fifth (5th) year of participation. While this Agreement is in effect, the Company agrees to keep in effect its presently existing Disney Associated Companies' Retirement Plan. The Plan is and shall continue to be qualified under the Employee Retirement Income Security Act of 1974, as amended, and shall otherwise conform to applicable laws. However, nothing contained herein shall constitute or be considered a waiver or forfeiture of any right, power or discretion which the Company may have, notwithstanding such laws, rules or regulations. The Company will pay the complete contribution for employees in the first (1st) year of participation and for all years after five (5) credited years of participation in the Plan. Vesting requires five (5) credited years of service. Copies of the Disney Associated Companies' Retirement Plan will be furnished to the Union.

- (b) See Addendum E for schedule.

- (c) The Disney Associated Companies' Retirement Plan ("Retirement Plan") provides for health benefits for certain retired employees. Employees with an original hire date after April 2, 1994, shall not be eligible for Retiree Health Benefits. Employees with a rehire date after April 2, 1994, also will not be eligible for Retiree Health Benefits, except in very limited circumstances provided below.

Any employee hired prior to April 2, 1994, will be eligible for Retiree Health Benefits commencing at age sixty-five (65), if he/she meets the Service

Criterion and retires on or after age fifty-five (55). The Service Criterion is twenty (20) Credited years of service and thirty-thousand (30,000) Credited hours of service earned under the Retirement Plan (or under the Disney Salaried Retirement Plan, the Disneyland and Associated Companies' Retirement Plan, or the Walt Disney Productions and Associated Companies Retirement Plan). In order to be eligible for Retiree Health Benefits, an employee must also be at least age fifty-five (55) and actually employed by the Company at the time he/she terminates his employment with eligibility for either early or normal retirement under the Plan. The age fifty-five (55) requirement will not apply to an employee whose termination of employment occurs on account of death or who terminated employment on account of a disability, which entitles him/her to disability benefits under the Social Security Act. The Retiree Health Benefits provided will be those provided on the same basis as current active employees. Retiree Health Benefits will also be provided to the retiree's or deceased employee's eligible dependents in accordance with the health plan's rules.

Any employee who will have twenty (20) or more years Credited service by December 31, 1994, but is not fifty-five (55) years of age, may terminate his/her employment no later than April 30, 1995, and remain eligible for Retiree Health Benefits at age sixty-two (62). Any employee covered under this paragraph who does not terminate his/her employment prior to May 1, 1995, will be eligible for Retiree Health Benefits if he/she meets the Criterion in the above paragraph.

An employee who is at least age sixty (60) prior to May 1, 1995, and completes the Service Criterion thereafter, will receive his/her Retiree Health Benefits commencing at the later age of sixty-two (62) or at the time he/she elects to take either early or normal retirement under the Retirement Plan. An employee who met the Service Criterion prior to April 30, 1995, will also receive his/her Retiree Health Benefits commencing at the later age of sixty-two (62) or at the time he/she elects to take either early or normal retirement under the Retirement Plan, provided that such an eligible employee who is under age sixty (60) on May 1, 1995, must terminate employment with the Company before May 1, 1995. Any employee covered by this paragraph who is rehired on or after May 1, 1995, and prior to his fifty-fifth (55th) birthday, will not be entitled to Retiree Health Benefits pursuant to the provisions of this paragraph. Eligibility, if any, for the Retiree Health Benefits will be dependent upon fulfilling the requirement of the second paragraph of this Section, subject to the rehire provisions of the following paragraph. Any employee covered by this paragraph who is rehired on or after his/her fifty-fifth (55th) birthday will remain entitled to retiree Health Benefits, under the provisions of this paragraph upon his/her subsequent retirement.

In general, any employee who terminates employment with the Company and is rehired on or after May 1, 1995, will not be eligible for Retiree Health Benefits upon subsequent retirement. However, a rehire date which occurs on or after May 1, 1995, will be ignored for purposes of the preceding rule, if the employee satisfies the

requirements of Subsection (1) below and the requirements of either Subsection 2 or Subsection 3 below.

- (a) The employee has completed the Service Criterion prior to his/her rehire date; and,
- (b) The employee has reached his/her fifty-fifth (55th) birthday prior to or coincidental with his/her rehire date; or,
- (c) The employee fulfilled all of the following conditions:
 - 1. The employee has only one rehire date which occurs on or after May 1, 1995, and prior to his/her fifty-fifth (55th) birthday.
 - 2. The employee's period of termination of employment immediately prior to the rehire date is less than three hundred sixty-six (366) days.
 - 3. The employee's period of reemployment following his/her rehire date is at least 365 consecutive days during which he/she is credited with at least 750 Hours of Service under the Retirement Plan.

For purposes of the above rehire rules, an employee shall not be deemed to have a termination of employment and shall not be deemed to have a rehire date that occurs on or after May 1, 1995, if the employee's termination of employment is on account of a disability defined in the Retirement Plan and the employee returns to employment upon recovery from the disability, or if the employee is laid-off and recalled within twelve (12) months of the layoff. In such cases and for the purposes of this Section, such employee shall be treated as if there was no interruption in the continuity of employment. However, a layoff in excess of twelve (12) months is deemed a termination of employment as of the first (1st) day of layoff.

SECTION 2. 401K Plan

- (a) The Company agreed to provide and implement the Disney Hourly 401(k) Plan on January 1, 2013.
- (b) Eligible employees as defined in paragraphs (c) and (d) below may contribute up to fifty percent (50%) of their annual hourly straight time wages on a pretax basis, up to the maximum provided by Federal Law. **Effective through December 31, 2017**, the Employer will make a matching contribution equal to seventy-five percent (75%) of the first four (4%) percent of the employee contribution, for a maximum Employer contribution of three percent (3%) of straight time wages up to the IRS maximum. The Employer matching funds may be invested by the

employee in any of the investment option(s) available under the Disney hourly 401(k) plan.

Eligible employees as defined in paragraphs (c) and (d) below may contribute up to fifty percent (50%) of their annual hourly straight time wages on a pretax basis, up to the maximum provided by Federal Law. **Effective January 1, 2018**, the Employer will make a matching contribution equal to seventy-five percent (75%) of the first four (4%) percent of the employee contribution **and twenty-five percent (25%) for each additional one percent (1%), beyond four (4%), up to eight percent (8%). The maximum employer matching contribution is four percent (4%).** The Employer matching funds may be invested by the employee in any of the investment option(s) available under the Disney hourly 401(k) plan.

- (c) All Employees over the age of eighteen (18) are eligible to make contributions to the 401(k) plan.
- (d) Employees eligible to begin to receive the matching contribution from the Company, as outlined above, are defined as bargaining unit employees covered by this Agreement and will automatically be vested in the matching Employer contribution.
- (e) The Company reserves and retains the right to administer the Plan internally or through the use of an outside administrator, to change or modify the investment choices available to the participants of the Plan, to charge an administrative fee directly to participant accounts, to charge transaction fees directly to a participant account (for example, loan setup and ongoing processing fees), to modify the Plan as necessary to remain in compliance with applicable law, and to make any other design decision, change or modification to the Plan deemed appropriate by the Employer, with the exception of vesting requirements, eligibility for participation and Employer matching contributions.
- (f) Effective January 1, 2013, all new hires will be automatically enrolled in the Disney Hourly 401(k) Plan, with an automatic employee weekly contribution rate of one percent (1%) of the employee's base salary. The new hire employee will be provided with one-hundred and twenty (120) days from the date of hire to opt out of the Plan.

SECTION 3. HEALTH AND WELFARE

- (a) During the term of this Agreement, the Company will **offer** Group Insurance coverage and Signature Plan coverage to all eligible employees, on the same basis as provided to non-bargaining unit employees (including salaried employees) at the Company. It is

understood that all employees in this unit who participate in any Company sponsored plans(s) do so on the same basis as non-bargaining unit employees (including salaried employees) generally and that, therefore, future changes in such plans which are applicable to non-bargaining unit employees (including salaried employees) generally shall apply equally and automatically to employees covered under this Agreement. By way of example, but not limitation, changes in such plan(s) may include termination in accordance with the plan terms, substitution of, or merger with, another plan or part thereof, improvements and modifications in the plan(s), creation of new plan(s), adjustment in contributions, etc...; all subject to the condition that where the changes apply equally to non-bargaining unit employees (including salaried employees) generally, the Company will not be obligated to bargain with the Union. Entitlement to pension and group insurance benefits shall be determined exclusively by the plan terms and laws governing those benefits and not by arbitration under this Agreement.

(b) Notwithstanding (a) above:

Effective January 1, 2017 annual employee contribution rates for the **current HMO** shall not be increased in weekly dollar amounts greater than the following:

Employee Only	Employee + Spouse	Employee + Children	Employee + Family
\$5.00 per week	\$14.00 per week	\$7.00 per week	\$12.50 per week

Effective January 1, 2018 annual employee contribution rates for the **current HMO** shall not be increased in weekly dollar amounts greater than the following:

Employee Only	Employee + Spouse	Employee + Children	Employee + Family
\$5.00 per week	\$15.00 per week	\$8.00 per week	\$13.50 per week

Effective January 1, 2019 annual employee contribution rates for the **current HMO** shall not be increased in weekly dollar amounts greater than the following:

Employee Only	Employee + Spouse	Employee + Children	Employee + Family
\$5.00 per week	\$15.00 per week	\$8.00 per week	\$13.50 per week

Effective January 1, 2020 annual employee contribution rates for the **current HMO** shall not be increased in weekly dollar amounts greater than the following:

Employee Only	Employee + Spouse	Employee + Children	Employee + Family
\$5.00 per week	\$15.00 per week	\$9.00 per week	\$14.50 per week

Effective January 1, 2021 annual employee contribution rates for the **current HMO** shall not be increased in weekly dollar amounts greater than the following:

Employee Only	Employee + Spouse	Employee + Children	Employee + Family
\$5.00 per week	\$15.00 per week	\$9.00 per week	\$15.00 per week

Effective January 1, 2022 annual employee contribution rates for the current HMO shall not be increased in weekly dollar amounts greater than the following:

Employee Only	Employee + Spouse	Employee + Children	Employee + Family
\$5.00 per week	\$15.00 per week	\$9.00 per week	\$15.00 per week

- (c) Eligible employees shall be defined as employees whose employment status is Regular Full Time and who work an average of thirty (30) hours or more per week. Eligible employee's coverage shall become effective the first (1st) day of the month following completion of ninety (90) days continuous service.

Effective January 1, 1993, when the Company's Benefit Plan is secondary, the benefit payable under the Company's Benefit Plan, when added to the benefit payable under the outside Primary Plan (e.g. spouse insurance, school insurance, Medicare, etc.), shall not exceed the amount that would have been provided by the Company's Benefit Plan alone for that covered expense.

The cost of optional insurance which includes additional Life Insurance and Long Term Disability shall be that of the employee.

- (d) Sick Leave: The following formula shall apply for the accumulation of paid sick leave hours each calendar year:

Hours paid in calendar year	Earned sick leave hours
1800	48
1500	40
1200	32
900	24
600	16
300	8

The maximum amount of sick leave that may be earned in one (1) calendar year is forty-eight (48) hours. All hours **paid (straight time plus overtime exclusive of the overtime premium)** will be used in computing eligibility for sick leave. Unused sick leave may be accumulated up to a maximum of **two-hundred (200)** work hours. At the beginning of each calendar year, after employee has completed the eligibility requirement, sick leave shall be made available for his/her use during that calendar year based on the above noted hour formula in the prior calendar year. Sick leave shall be paid at the rate of pay in effect at the time sick leave is requested by the employee. In order to be paid sick leave, the employee must file a request for payment on the appropriate form and submit the

form to his/her supervisor. This must be done within three (3) days after the employee returns to work. In the event that three (3) or more consecutive scheduled shifts of sick leave are applied for, the Company may request a written statement from a physician certifying as to the nature and length of employee's illness. However, the Company may require proof of illness in any case if desired and an employee not furnishing such proof will not be entitled to sick leave pay. Employees will not be entitled to sick leave during vacation or on days on which they were not scheduled to work. In the event the employee incurs a non-occupational illness while at work and is released from the completion of his/her scheduled shift by the medical department, the employee may apply for sick leave covering the unworked balance of that shift in amounts of one (1) hour. An employee who reports for work after the start of his/her scheduled shift due to personal illness shall not be entitled to apply for sick leave pay covering the period between the start of his/her scheduled shift and the time the employee actually started to work.

- (e) Sick Leave: With reasonable notice, Regular Full Time employees may request the use of up to six (6) days of sick leave per calendar year as personal leave days, without regard to the number of days remaining in the sick bank. Approval of the request shall be at the discretion of the employer based on a consideration of operating efficiency.
- (f) **Upon the request of an eligible Regular Full Time employee, the Employer will provide payment of all accrued Sick Leave in excess of ninety-six (96) hours, on an annual basis. Such requests for payment of accrued Sick Leave will be accepted two (2) times per calendar year during any payroll week of the calendar year.**

ARTICLE 31 - SANITATION AND SAFETY

SECTION 1. The Company agrees that it will furnish and maintain sanitary toilet facilities, washrooms, lockers, and changing quarters for all employees covered by this Agreement.

SECTION 2. Representatives of the Company and the Union shall cooperate in the enforcement of all rules and practices to further safe and sanitary working conditions. It shall be the responsibility of the Company to ensure safe working conditions for its employees in the workplace and compliance by the employees with any safety rules. A Steward appointed under this Agreement shall be present at all times when representatives of the Company make locker inspections. The Company shall hold safety meetings with required attendance by every employee covered by this Agreement, on work time, as a means of improving safety and educating employees in safe practices.

SECTION 3. The Union recognizes the need for employees to wear the safety equipment and clothes required and agree that the Company may make this a condition of employment. The Union will cooperate with the Company in obtaining compliance with this provision by the employees it represents. Safety shoes shall be a condition of employment. Safety equipment (except safety glasses and safety shoes) will be furnished by the Company. Walt Disney World Resort safety standards shall apply to all third-party contractor/vendors contracted to perform work on Walt Disney World Resort property by a business unit covered by this Agreement.

SECTION 4. Consistent with the ADAAA, the Company reserves the right to require post-offer, conditional-employment medical examinations of applicants and job-related medical examinations of existing employees. Examinations will be conducted by a licensed physician designated and paid for by the Company.

ARTICLE 32 - COSTUMES AND PERSONAL APPEARANCE

SECTION 1. If the Company requires any employee to wear a work costume (except shoes, even if uniformity is required), it will be furnished at the Company's expense.

SECTION 2. The cost of cleaning or laundering the clothing furnished under this Article shall be paid by the Company. Such clothing and other equipment will at all times remain the property of the Company and the employee who is issued any of these items will be fully responsible for seeing that they are properly cared for.

SECTION 3. Employees working under the terms of this Agreement who are required to wear costumes will be furnished when needed at least two (2) changes of Company costumes to wear in the performance of their work assignments. Such costumes shall consist of either, coveralls, overalls, pants and shirt, shop coat, or similar costume, whichever in the judgment of the Company best suits the employee's classification of work for safety, efficiency, and show purposes.

SECTION 4. Each employee shall be required to sign an authorization for the Company to deduct from wages the amount of money necessary to replace the employee's company-furnished costume in the event the costume is not returned when required, or is defaced or is willfully damaged, except if the employee can prove that it was stolen without his/her fault. An unreturned or lost locker key will result in a wage deduction in the amount necessary to replace the lock on an employee's locker. An employee who willfully defaces, destroys, or misuses a company-furnished costume is subject to disciplinary action, including dismissal.

SECTION 5. It is recognized that the Company may make and enforce rules relating to the personal appearance which must be set forth in writing.

SECTION 6. Company furnished clothing is not to be worn off Walt Disney World Resort premises outside of employee's working hours, however, it is an understanding

of the parties that the Company may elect to allow certain employees to wear Company issued clothing off Walt Disney World Resort property.

SECTION 7. Dress and Travel is voluntary across Walt Disney World Resort property and is not available at Disney's Animal Kingdom, Disney's Wide World of Sports Complex, Disney's BoardWalk Resort, or Disney's Coronado Springs Resort. Prospectively, if Cast Zooming is available in a given area, newly hired employees will not be allowed, or have the option to volunteer to participate in the Dress and Travel provisions referred to in Article 32 of this Agreement. Any limiting of Dress and Travel by this Agreement is not a limitation of legitimate clean-up when certain jobs are performed, if approved by Management.

ARTICLE 33 - INTERPRETATION

The parties hereto may interpret, alter, or amend this Agreement by mutual action in writing, and no individual employee shall have cause to complain therefore, it being understood that any interpretation or arrangement mutually satisfactory to the parties hereto shall be binding upon all individual employees, whether such action be prospective or retroactive.

ARTICLE 34 - SEVERABILITY

It is not the intent of either party hereto to violate any laws or any rulings or regulations of any governmental authority or agency having jurisdiction of the subject matter of this Agreement and the parties hereto agree that in the event any provision of this Agreement is held or constituted to be void as being in contravention of any such laws, rulings, or regulations, nevertheless, the remainder of the Agreement shall remain in full force and effect, unless the parts so found to be void are wholly inseparable from the remaining portion of this Agreement.

ARTICLE 35 - DURATION OF THE AGREEMENT

SECTION 1. This Agreement and any amendment or supplement hereto shall be in full force and effect from **October 2, 2016 through April 2, 2022** and from year-to-year thereafter, subject to the right of either party to terminate the same at any anniversary of **April 3, 2022**, following **April 2, 2022**, upon the giving of written notice of termination not later than sixty (60) days next proceeding the effective date of such termination. If agreement is not reached for a renewal of this Agreement by midnight of the December 31st next following after such sixty (60) day notice, both parties shall then be free to engage in a lawful strike or lawful lockout, as the case may be, until agreement is reached.

SECTION 2. 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, 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.

IN WITNESS WHEREOF, the parties have caused this Agreement between Walt Disney World Resort and the Walt Disney World Craft Maintenance Council to be ratified **November 15, 2016** and in full force and effect through **April 2, 2022**.

FOR THE COMPANY

 8/10/17

Robbin Almand Date

Vice President, Labor Relations
Walt Disney Parks and Resorts

 8/10/17

Trevor Larsen Date

Senior Vice President – FOS US Parks
Walt Disney Parks & Resorts

Bill Dinger
Bill Pace
Dave Harris
Doug Wagner
Erin Hunt
Grace Guichardo
Mark Todd
Matt Demchak
Ron Mills
Torrey Bielick

FOR THE WALT DISNEY WORLD CRAFT MAINTENANCE COUNCIL

 8/10/17

Brent Booker Date

Secretary-Treasurer
North American Building Trades Union

Scott From
Administrator
North American Building Trades Union

Doug Foote
Chairman – Craft Maintenance Council

Sean McGarvey
President – North American Building Trades Union

FOR THE SIGNATORY UNIONS

International Union of
Bricklayers & Allied Craftworkers

Bricklayers Local Union #1

United Brotherhood of Carpenters
& Joiners of America

Carpenters Local Union #1820

International Brotherhood of
Electrical Workers

Electrical Local Union #606

Laborers International
Union of North America

Laborers Local Union #517

International Union of
Operating Engineers

Operating Engineers Local #673

International Union of
Painters and Allied Trades

District Council –Florida #78

United Association of
Journeymen and Apprentices
of the Plumbing and
Pipefitting Industry of the
United States and Canada

Plumbers Local Union #803

International Brotherhood of
Teamsters, Chauffeurs,
Warehousemen and Helpers of
America

Teamsters Local Union #385

**ADDENDUM A
OF
AGREEMENT BETWEEN WALT DISNEY WORLD RESORT
AND
NORTH AMERICA’S BUILDING TRADES UNIONS AND
CRAFT MAINTENANCE COUNCIL**

- A. Effective October 2, 2016 the Company may implement the following if mutual agreement is reached with the Union:**
- 1) Start an employee at any point in the rate range contained in Addendum "A."**
 - 2) Periodically increase start rates for any classification to meet hiring needs.**
- B. The Company retains, in its sole discretion, the ability to implement, continue, and/or discontinue 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.**

Effective October 2, 2016 Tier 1 is eliminated from Addendum A. Addendum A will represent the remaining wage scale and any reference to “Tier 2” will be removed from the contract.

WAGES [Addendum “A”]:

Cast at Max

Years of Service	Effective 10/02/16	Effective 10/01/17 – 09/29/18	Effective 09/30/18 – 09/28/19	Effective 09/29/19 – 10/03/20	Effective 10/04/20 – 04/02/22 (18 Mths)
< 15 years	\$1,400	3.0% wage increase	3.0% wage increase	3.0% wage increase	3.0% wage increase
15 to 20 years	\$1,800	3.0% wage increase	3.0% wage increase	3.0% wage increase	3.0% wage increase
>20 years	\$2,500	3.0% wage increase	3.0% wage increase	3.0% wage increase	3.0% wage increase

Cast at Start Rates

- Effective October 2, 2016 – 2% Wage Increase to all classifications, except for the specific classifications below
- Effective October 1, 2017 and each date thereafter corresponding with max rate increase dates: 2% Wage Increase to all classifications, including specific classifications below

- Cast continue to receive existing step increases

Cast within Range

- Effective October 2, 2016: Cast continue to receive existing step increases, except for the specific classifications below
- Effective October 1, 2017 and each date thereafter corresponding with max rate increase dates: 2% Wage Increase to all classifications, including specific classifications below
 - In addition, Cast continue to receive existing step increases
- Effective 10/01/16: Increase adjustment to specific classifications below

Affiliate	Job Title	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
Laborers	ARBORIST	\$17.84	\$19.16	\$20.72	\$22.41	\$22.88		
Electricians	AREA MECH ELECTRICIAN	\$17.84	\$19.16	\$20.72	\$22.41	\$24.17	\$25.93	\$27.68
Electricians	AREA MECH FACILITY INDST TECH	\$22.13	\$25.33	\$28.52				
Plumbers	AREA MECH HVAC REFRIG EMS TECH	\$25.06	\$28.40	\$31.74				
Plumbers	AREA MECH HVAC REFRIG KITCHEN TECH	\$22.13	\$25.33	\$28.52				
Plumbers	AREA MECH HVAC REFRIG TECH	\$17.84	\$19.16	\$20.72	\$22.41	\$24.17	\$25.93	\$27.68
Plumbers	AREA MECH KITCHEN	\$17.84	\$19.16	\$20.72	\$22.41	\$24.17	\$25.93	\$27.68
Electricians	AREA MECH MONORAIL SYSTEM SPEC	\$25.06	\$28.40	\$31.74				
Plumbers	AREA MECH PLUMBER	\$17.84	\$19.16	\$20.72	\$22.41	\$24.17	\$25.93	\$27.68
Electricians	AREA RIDE SHOW TECH	\$22.13	\$25.33	\$28.52				
Carpenters	ASSOCIATE WELDER	\$17.75	\$18.82	\$20.33	\$22.00			
Bricklayers	BRICKLAYER FACILITIES SUPPORT CRFTWKR	\$10.67	\$11.61	\$12.64	\$13.76	\$14.97	\$16.84	\$18.71
Carpenters	CARPENTER FACILITIES SUPPORT CRFTWKR	\$10.67	\$11.61	\$12.64	\$13.76	\$14.97	\$16.84	\$18.71
Carpenters	CNC MACHINE OPERATOR	\$13.41	\$14.21	\$15.06	\$15.96	\$16.91	\$18.73	\$20.54
Electricians	COMPUTER RIDE SHOW TECH	\$25.06	\$28.40	\$31.74				
Electricians	COMPUTER SYSTEM TECH	\$25.06	\$28.40	\$31.74				
Teamsters	DISTRIBUTION LAUNDRY DRIVER	\$14.95	\$15.50	\$16.35	\$17.50	\$20.73		
Electricians	ELECTRICAL FACILITIES SUPPORT CRFTWKR	\$10.67	\$11.61	\$12.64	\$13.76	\$14.97	\$16.84	\$18.71
Electricians	ELECTRICAL QC INSPECTOR	\$19.70	\$21.56	\$23.59	\$26.49	\$29.38		
Electricians	ELECTRICIAN	\$17.84	\$19.16	\$20.72	\$22.41	\$24.17	\$25.93	\$27.68
Electricians	ELECTRICIAN AREA PROJECTIONIST	\$22.13	\$25.33	\$28.52				
Electricians	ELECTRICIAN AREA PROJECTIONIST IMAX	\$22.13	\$25.33	\$28.52				
Electricians	ELECTRICIAN SYSTEMS TECH	\$22.13	\$25.33	\$28.52				
Laborers	IRRIGATION SPEC	\$17.84	\$19.16	\$20.72	\$22.41	\$22.88		
Teamsters	MATERIAL HANDLER	\$10.70	\$11.65	\$12.34	\$13.25	\$14.23	\$15.86	\$17.49
Carpenters	MECHANICAL QC INSPECTOR	\$19.70	\$21.56	\$23.59	\$26.49	\$29.38		
Carpenters	METALWORKER QC INSPECTOR	\$19.70	\$21.56	\$23.59	\$26.49	\$29.38		
Op Eng.	OPERATOR SOLID WASTE EQUIPMENT	\$14.95	\$16.00	\$17.13	\$18.33	\$22.45		
Painters	PAINTER FACILITIES SUPPORT CRFTWKR	\$10.67	\$11.61	\$12.64	\$13.76	\$14.97	\$16.84	\$18.71
Laborers	PEST CONTROL OPERATOR	\$14.49	\$15.44	\$16.45	\$17.53	\$18.68	\$19.81	\$20.93
Plumbers	PLUMBER FACILITIES SUPPORT CRFTWKR	\$10.67	\$11.61	\$12.64	\$13.76	\$14.97	\$16.84	\$18.71
Teamsters	SUPPLY & DIST DRIVER A	\$14.95	\$15.50	\$16.35	\$17.50	\$20.73		
Electricians	TECHNICAL SUPPORT CRFTWKR	\$10.67	\$11.61	\$12.64	\$13.76	\$14.97	\$16.84	\$18.71

Carpenters	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
AREA MECH MECHANICAL	\$15.47	\$16.39	\$17.84	\$19.16	\$20.72	\$22.41	\$27.68
AREA MECH METALWORKER	\$15.47	\$16.39	\$17.84	\$19.16	\$20.72	\$22.41	\$27.68
AREA MECH WOODWORKER	\$15.47	\$16.39	\$17.84	\$19.16	\$20.72	\$22.41	\$27.68
CARPENTER FACILITIES SUPPORT CRAFTWORKER	\$10.67	\$11.61	\$12.64	\$13.76	\$14.97	\$16.84	\$18.71
CNC MACHINE OPERATOR	\$13.41	\$14.21	\$15.06	\$15.96	\$16.91	\$18.73	\$20.54
DECORATOR	\$13.42	\$15.10	\$16.12	\$17.00	\$18.18	\$19.92	\$25.03
DRAPERY UPHOLSTERY SPECIALIST	\$13.42	\$15.10	\$16.12	\$17.00	\$18.18	\$19.92	\$25.03
MECHANIC	\$15.47	\$16.39	\$17.84	\$19.16	\$20.72	\$22.41	\$27.68
METALWORKER	\$15.47	\$16.39	\$17.84	\$19.16	\$20.72	\$22.41	\$27.68
PARADE SUPPORT TECH	\$13.42	\$15.10	\$16.12	\$17.00	\$18.18	\$19.92	\$25.03
WOODWORKER	\$15.47	\$16.39	\$17.84	\$19.16	\$20.72	\$22.41	\$27.68
APPRENTICE CARPENTER	\$11.05	\$11.93	\$13.14	\$14.47	\$15.94	\$20.04	
APPRENTICE CARPENTER QC INSPECTOR	\$11.05	\$11.93	\$13.14	\$14.47	\$15.94	\$20.04	
APPRENTICE MECHANICAL	\$11.05	\$11.93	\$13.14	\$14.47	\$15.94	\$20.04	
APPRENTICE METALWORKER	\$11.05	\$11.93	\$13.14	\$14.47	\$15.94	\$20.04	
AREA MECH FLEET C	\$11.21	\$11.90	\$12.88	\$13.94	\$15.09	\$18.74	
DECORATOR CRAFT SUPPORT	\$11.17	\$11.80	\$12.71	\$13.69	\$14.75	\$18.25	
FLOOR COVERING INSTALLER	\$14.98	\$15.92	\$17.51	\$19.44	\$22.71	\$26.70	
MATERIAL ATTENDANT	\$12.93	\$13.55	\$14.15	\$15.16	\$16.24	\$19.93	
CNC MECHANIC SHEET METAL ¹	\$17.59	\$18.91	\$20.74	\$22.75	\$28.37		
CNC SPECIALIST 1 ¹	\$17.02	\$18.34	\$20.17	\$22.18	\$27.68		
CNC SPECIALIST 2 ¹	\$17.59	\$18.91	\$20.74	\$22.75	\$28.37		
CNC SPECIALIST 3 ¹	\$17.89	\$19.21	\$21.05	\$23.06	\$28.74		
LOCKSMITH MASTER	\$18.13	\$19.19	\$20.72	\$22.37	\$27.68		
LOCKSMITH ³	\$13.89	\$15.32	\$17.27	\$20.52	\$24.28		
MECHANIC GAS CERTIFIED TECH ^d	\$18.02	\$18.84	\$20.16	\$21.72	\$28.68		
MECHANICAL QC INSPECTOR	\$19.70	\$21.56	\$23.59	\$26.49	\$29.38		
METALWORKER QC INSPECTOR	\$19.70	\$21.56	\$23.59	\$26.49	\$29.38		
PRE-APPRENTICE CARPENTER	\$10.78	\$11.46	\$12.43	\$13.49	\$16.85		
PRE-APPRENTICE MECHANICAL	\$10.78	\$11.46	\$12.43	\$13.49	\$16.85		
PLANNED WORK SPECIALIST CARPENTER	\$18.85	\$20.16	\$22.00	\$24.00	\$30.05		
PLANNED WORK SPECIALIST METALWORKER	\$18.85	\$20.16	\$22.00	\$24.00	\$30.05		
ASSOCIATE WELDER	\$17.75	\$18.82	\$20.33	\$22.00			
CARPENTER QC INSPECTOR CRAFT SUPPORT	\$12.93	\$13.89	\$16.02	\$18.74			
MECHANIC CRAFT SUPPORT	\$12.93	\$13.89	\$16.02	\$18.74			
MECHANICAL QUALITY AUDITOR	\$20.64	\$21.83	\$23.55	\$29.20			
METALWORKER CRAFT SUPPORT	\$12.93	\$13.89	\$16.02	\$18.74			
WOODWORKER CRAFT SUPPORT	\$12.93	\$13.89	\$16.02	\$18.74			
AREA MECH FLEET A ¹	\$21.20	\$23.24	\$29.81				
AREA MECH FLEET B ¹	\$20.09	\$22.13	\$28.52				
CARPENTER ASSEMBLY MECHANIC ¹	\$20.09	\$22.13	\$28.52				
CNC EQUIPMENT PROGRAMMER	\$20.72	\$23.10	\$30.05				
MECHANIC ATTRACTIONS ¹	\$20.09	\$22.13	\$28.52				
TRANSPORTATION MAINTENANCE MECHANIC	\$20.09	\$22.13	\$28.52				

Carpenters	Flat
AREA MECH CONTAINMENT SPEC	\$25.03
AREA MECH DECORATOR	\$27.68
AREA MECH FLOOR COVERING	\$27.68
AREA MECH WELDER 2 ¹	\$29.34
DECORATOR SR	\$27.68
DESIGN MECHANIC	\$29.22
DRAPERY UPHOLSTERY SPEC SR	\$27.68
FLOOR COVERING INSTALLER SR	\$27.68
WELDER 2	\$29.34

¹ Only available after successful completion of testing requirements

² Floor Covering Installer shall receive automatic progression to Floor Covering Installer Sr. after 6 years as Floor Covering Installer

³ Locksmith shall receive automatic progression to Master Locksmith after 6 months at maximum rate

^d \$1.00 premium pay included

Electricians	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
AREA MECH ELECTRICIAN	\$17.84	\$19.16	\$20.72	\$22.41	\$24.17	\$25.93	\$27.68
AREA MECH LAUNDRY	\$15.47	\$16.39	\$17.84	\$19.16	\$20.72	\$22.41	\$27.68
AREA MECH OFFICE MACHINE SYSTEMS	\$15.47	\$16.39	\$17.84	\$19.16	\$20.72	\$22.41	\$27.68
ELECTRICAL FACILITIES SUPPORT CRAFTWORKER	\$10.67	\$11.61	\$12.64	\$13.76	\$14.97	\$16.84	\$18.71
ELECTRICIAN	\$17.84	\$19.16	\$20.72	\$22.41	\$24.17	\$25.93	\$27.68
LAUNDRY SYSTEM MECHANIC JR	\$15.47	\$16.39	\$17.84	\$19.16	\$20.72	\$22.41	\$27.68
TECHNICAL SUPPORT CRAFTWORKER	\$10.67	\$11.61	\$12.64	\$13.76	\$14.97	\$16.84	\$18.71
APPRENTICE ELECTRICIAN	\$11.05	\$11.93	\$13.14	\$14.47	\$15.94	\$20.04	
ELECTRICAL QUALITY AUDITOR	\$18.77	\$19.63	\$20.94	\$22.34	\$23.83	\$29.20	
ENTERTAINMENT SYSTEM TECH	\$21.11	\$22.17	\$23.76	\$25.46	\$27.28	\$33.57	
ELECTRICAL QC INSPECTOR	\$19.70	\$21.56	\$23.59	\$26.49	\$29.38		
ELECTRICAL QUALITY AUDITOR CRST ⁶	\$21.60	\$22.75	\$24.45	\$26.28	\$32.44		
PRE-APPRENTICE ELECTRICIAN	\$10.78	\$11.46	\$12.43	\$13.49	\$16.85		
PWS ELECTRICIAN	\$18.85	\$20.16	\$22.00	\$24.00	\$30.05		
ELECTRICIAN CRAFT SUPPORT	\$12.93	\$13.89	\$16.02	\$18.74			
LAUNDRY CRAFT SUPPORT	\$12.93	\$13.89	\$16.02	\$18.74			
AREA MECH FACILITY INDST TECH	\$22.13	\$25.33	\$28.52				
AREA MECH MONORAIL SYSTEM SPEC	\$25.06	\$28.40	\$31.74				
AREA RIDE SHOW TECH ¹	\$22.13	\$25.33	\$28.52				
COMPUTER RIDE SHOW TECH ¹	\$25.06	\$28.40	\$31.74				
COMPUTER SYSTEM TECH ¹	\$25.06	\$28.40	\$31.74				
ELECTRICIAN AREA PROJECTIONIST	\$22.13	\$25.33	\$28.52				
ELECTRICIAN AREA PROJECTIONIST IMAX	\$22.13	\$25.33	\$28.52				
ELECTRICIAN SYSTEMS TECH	\$22.13	\$25.33	\$28.52				
POWER DISTRIBUTION TECH	\$25.71	\$26.97	\$33.19				

Electricians	Flat
ELECTRICAL INSTRUMENT & CONTROL TECH ¹	\$33.80
ELECTRICIAN POWER SYSTEM	\$29.91
ELECTRONIC LOCK SPEC	\$29.96
LAUNDRY SYSTEM MECHANIC ¹	\$29.96

Plumbers	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
AREA MECH HVAC REFRIGERATION TECH	\$17.84	\$19.16	\$20.72	\$22.41	\$24.17	\$25.93	\$27.68
AREA MECH KITCHEN	\$17.84	\$19.16	\$20.72	\$22.41	\$24.17	\$25.93	\$27.68
AREA MECH PLUMBER	\$17.84	\$19.16	\$20.72	\$22.41	\$24.17	\$25.93	\$27.68
PLUMBER FACILITIES SUPPORT CRAFTWORKER	\$10.67	\$11.61	\$12.64	\$13.76	\$14.97	\$16.84	\$18.71
APPRENTICE PLUMBER	\$11.05	\$11.93	\$13.14	\$14.47	\$15.94	\$20.04	
AREA MECH GAS CERTIFIED TECH WELDER ^{1,e}	\$19.02	\$19.84	\$21.16	\$22.72	\$29.68		
AREA MECH GAS CERTIFIED TECH ^{1,d}	\$18.02	\$18.84	\$20.16	\$21.72	\$28.68		
AREA MECH INDST PIPE CERTIFIED WELDER ^{1,e}	\$19.02	\$19.84	\$21.16	\$22.72	\$29.68		
AREA MECH INDST PIPE FITTER ^{1,d}	\$18.02	\$18.84	\$20.16	\$21.72	\$28.68		
PRE-APPRENTICE PLUMBER	\$10.78	\$11.46	\$12.43	\$13.49	\$16.85		
PWS PLUMBER	\$18.85	\$20.16	\$22.00	\$24.00	\$30.05		
AREA MECH HVAC REFRIG EMS TECH ¹	\$25.06	\$28.40	\$31.74				
AREA MECH HVAC REFRIG KITCHEN TECH ¹	\$22.13	\$25.33	\$28.52				

¹ Only available after successful completion of testing requirements

⁶ Must be stauted as a Computer Ride Show Tech or Computer Systems Tech before moving to this role

^d \$1.00 premium pay included

^e \$2.00 premium pay included

Painters	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
AREA MECH PAINTER	\$15.47	\$16.39	\$17.84	\$19.16	\$20.72	\$22.41	\$27.68
PAINTER	\$15.47	\$16.39	\$17.84	\$19.16	\$20.72	\$22.41	\$27.68
PAINTER FACILITIES SUPPORT CRAFTWORKER	\$10.67	\$11.61	\$12.64	\$13.76	\$14.97	\$16.84	\$18.71
PAINTER PAINT BODY	\$15.47	\$16.39	\$17.84	\$19.16	\$20.72	\$22.41	\$27.68
APPRENTICE PAINTER	\$11.05	\$11.93	\$13.14	\$14.47	\$15.94	\$20.04	
AREA MECH PAINTER II	\$14.79	\$15.23	\$15.99	\$16.79	\$19.28		
PAINTER PAINT BODY II	\$14.79	\$15.23	\$15.99	\$16.79	\$19.28		
PRE-APPRENTICE PAINTER	\$10.78	\$11.46	\$12.43	\$13.49	\$16.85		
PWS PAINTER	\$18.85	\$20.16	\$22.00	\$24.00	\$30.05		
CHARACTER CRAFTWORKER	\$13.43	\$14.55	\$16.30	\$19.84			
CRAFT SUPPORT PAINTER	\$12.93	\$13.89	\$16.02	\$18.74			
CRAFT SUPPORT ASSISTANT PAINTER	\$13.24	\$14.21	\$16.39	\$19.19			
CRAFT SUPPORT SIGN PAINTER	\$12.93	\$13.89	\$16.02	\$18.74			

Painters	Flat
CHARACTER CRFTWKR TOOLMAKER	\$27.68
PAINTER COMPUTER GRAPHIC	\$21.44
PAINTER CRAFT SUPPORT SR	\$20.09
PAINTER SHOW FINISHER	\$27.68
PAINTER SIGN	\$27.68

Bricklayers	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
AREA MECH BRICKLAYER PLASTER	\$15.47	\$16.39	\$17.84	\$19.16	\$20.72	\$22.41	\$27.68
BRICKLAYER FACILITIES SUPPORT CRAFTWORKER	\$10.67	\$11.61	\$12.64	\$13.76	\$14.97	\$16.84	\$18.71
BRICKLAYER STAFF CRFTWKR	\$15.47	\$16.39	\$17.84	\$19.16	\$20.72	\$22.41	\$27.68
APPRENTICE BRICKLAYER	\$11.05	\$11.93	\$13.14	\$14.47	\$15.94	\$20.04	
PRE-APPRENTICE BRICKLAYER	\$10.78	\$11.46	\$12.43	\$13.49	\$16.85		
PWS BRICKLAYER	\$18.85	\$20.16	\$22.00	\$24.00	\$30.05		
BRICKLAYER SUPPORT STAFF CRFTWKR	\$12.93	\$13.89	\$16.02	\$18.74			

Laborers	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr	7-Yr	8-Yr
GARDENER	\$11.89	\$12.42	\$12.94	\$13.49	\$13.96	\$14.71	\$15.50	\$16.33	\$19.73
HAZARDOUS WASTE ASST	\$12.73	\$13.34	\$14.36	\$15.25	\$16.30	\$17.43	\$21.36		
LABORER	\$12.48	\$12.94	\$13.75	\$14.50	\$15.35	\$16.25	\$19.73		
PEST CONTROL OPERATOR	\$14.49	\$15.44	\$16.45	\$17.53	\$18.68	\$19.81	\$22.88		
UTILITY SPECIALIST ⁵	\$14.52	\$15.66	\$16.90	\$18.23	\$19.66	\$21.21	\$22.88		
ENVIRONMENTAL RECYCLER	\$14.52	\$15.15	\$16.12	\$17.16	\$18.26	\$22.35			
ARBORIST	\$17.84	\$19.16	\$20.72	\$22.41	\$22.88				
IRRIGATION SPECIALIST	\$17.84	\$19.16	\$20.72	\$22.41	\$22.88				
LABORER SPECIALIST ⁴	\$14.52	\$15.30	\$16.45	\$17.69	\$21.83				
LANDSCAPE TRAFFIC COORD	\$18.85	\$20.16	\$22.00	\$24.00	\$30.05				
PLAN WORK SPEC LABORER	\$18.85	\$20.16	\$22.00	\$24.00	\$30.05				
GARDENER SPECIALIST ¹	\$15.97	\$17.25	\$21.83						

Laborers	Flat
ABATEMENT TECH	\$26.47
HAZARDOUS WASTE TECH	\$26.47

¹ Only available after successful completion of testing requirements

⁴ Laborer shall receive automatic progression to Laborer Specialist after 5 years as a Laborer

⁵ Effective 4/2/2017 per Memorandum of Understanding

Operating Engineers	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
OPERATOR HEAVY EQUIPMENT	\$15.47	\$16.39	\$17.84	\$19.16	\$20.72	\$22.41	\$27.68
UTILITY LOCATOR	\$15.47	\$16.39	\$17.84	\$19.16	\$20.72	\$22.41	\$27.68
AREA MECH ENERGY SYSTEMS ¹	\$18.27	\$19.12	\$20.42	\$21.80	\$23.28	\$28.52	
OPERATOR COGEN ^{1, f}	\$21.27	\$22.12	\$23.42	\$24.80	\$26.28	\$31.52	
OPERATOR ENERGY SYSTEM ¹	\$18.27	\$19.12	\$20.42	\$21.80	\$23.28	\$28.52	
AREA MECH INDUSTRIAL MECH CERT WELDER ^{1, e}	\$19.02	\$19.84	\$21.16	\$22.72	\$29.68		
AREA MECH INDUSTRIAL MECHANIC ^{1, d}	\$18.02	\$18.84	\$20.16	\$21.72	\$28.68		
OPERATOR SOLID WASTE EQUIPMENT	\$14.95	\$16.00	\$17.13	\$18.33	\$22.45		
PLANNED WORK SPECIALIST OPERATING ENG	\$18.85	\$20.16	\$22.00	\$24.00	\$30.05		

Operating Engineers	Flat
OP ENG INSTRUMENT & CONTROL TECH ¹	\$33.80
OPERATOR HEAVY EQUIPMENT CCO ^d	\$28.68
OPERATOR HEAVY EQUIPMENT LANDFILL	\$27.91
OPERATOR SANITATION SYSTEM CLASS A ¹	\$27.91
OPERATOR SANITATION SYSTEM CLASS B ¹	\$24.88
OPERATOR SANITATION SYSTEM CLASS C ¹	\$23.24

Teamsters	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
DISTRIBUTION WAREHOUSE WORKER	\$12.48	\$12.94	\$13.75	\$14.50	\$15.35	\$16.25	\$19.73
MATERIAL HANDLER	\$10.70	\$11.65	\$12.34	\$13.25	\$14.23	\$15.86	\$17.49
MATERIAL HANDLER TICKET ROOM ^d	\$11.70	\$12.65	\$13.34	\$14.25	\$15.23	\$16.86	\$18.49
SUPPLY & DISTRIBUTION WORKER	\$12.48	\$12.94	\$13.75	\$14.50	\$15.35	\$16.25	\$19.73
SUPPLY & DISTRIBUTION WORKER AUTO ^a	\$12.73	\$13.19	\$14.00	\$14.75	\$15.60	\$16.50	\$19.98
SUPPLY & DISTRIBUTION WORKER COOLER ^c	\$13.28	\$13.74	\$14.55	\$15.30	\$16.15	\$17.05	\$20.53
DISTRIBUTION LAUNDRY DRIVER ^d	\$14.95	\$15.50	\$16.35	\$17.50	\$20.73		
PLANNED WORK SPECIALIST TEAMSTER	\$18.85	\$20.16	\$22.00	\$24.00	\$30.05		
SUPPLY & DISTRIBUTION DRIVER A ^d	\$14.95	\$15.50	\$16.35	\$17.50	\$20.73		
SUPPLY & DISTRIBUTION DRIVER B ^b	\$14.45	\$15.00	\$15.85	\$17.00	\$20.23		

Teamsters	Start	2-Yr	4-Yr	6-Yr	8-Yr
MATERIAL HANDLER TEMP REF	\$10.51	\$10.88	\$11.43	\$12.04	\$14.64
DISTRIBUTION WAREHOUSE WORKER TEMP REF	\$12.80	\$13.25	\$13.81	\$16.68	
SUPPLY & DIST WORKER AUTO TEMP REF ^a	\$13.05	\$13.50	\$14.06	\$16.93	
SUPPLY & DIST WORKER COOLER TEMP REF ^c	\$13.60	\$14.05	\$14.61	\$17.48	
SUPPLY & DIST WORKER TEMP REF	\$12.80	\$13.25	\$13.81	\$16.68	

Teamsters	Flat
SUPPLY & DIST DRIVER A TEMP REF ^d	\$14.25

¹ Only available after successful completion of testing requirements

^a \$0.25 premium pay included

^b \$0.50 premium pay included

^c \$0.80 premium pay included

^d \$1.00 premium pay included

^e \$2.00 premium pay included

^f \$3.00 premium pay included

Carpenters	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
AREA MECH MECHANICAL	\$15.78	\$16.72	\$18.20	\$19.55	\$21.14	\$22.86	\$28.52
AREA MECH METALWORKER	\$15.78	\$16.72	\$18.20	\$19.55	\$21.14	\$22.86	\$28.52
AREA MECH WOODWORKER	\$15.78	\$16.72	\$18.20	\$19.55	\$21.14	\$22.86	\$28.52
CARPENTER FACILITIES SUPPORT CRAFTWORKER	\$10.89	\$11.85	\$12.90	\$14.04	\$15.27	\$17.18	\$19.28
CNC MACHINE OPERATOR	\$13.68	\$14.50	\$15.37	\$16.28	\$17.25	\$19.11	\$21.16
DECORATOR	\$13.69	\$15.41	\$16.45	\$17.34	\$18.55	\$20.32	\$25.79
DRAPERY UPHOLSTERY SPECIALIST	\$13.69	\$15.41	\$16.45	\$17.34	\$18.55	\$20.32	\$25.79
MECHANIC	\$15.78	\$16.72	\$18.20	\$19.55	\$21.14	\$22.86	\$28.52
METALWORKER	\$15.78	\$16.72	\$18.20	\$19.55	\$21.14	\$22.86	\$28.52
PARADE SUPPORT TECH	\$13.69	\$15.41	\$16.45	\$17.34	\$18.55	\$20.32	\$25.79
WOODWORKER	\$15.78	\$16.72	\$18.20	\$19.55	\$21.14	\$22.86	\$28.52
APPRENTICE CARPENTER	\$11.28	\$12.17	\$13.41	\$14.76	\$16.26	\$20.65	
APPRENTICE CARPENTER QC INSPECTOR	\$11.28	\$12.17	\$13.41	\$14.76	\$16.26	\$20.65	
APPRENTICE MECHANICAL	\$11.28	\$12.17	\$13.41	\$14.76	\$16.26	\$20.65	
APPRENTICE METALWORKER	\$11.28	\$12.17	\$13.41	\$14.76	\$16.26	\$20.65	
AREA MECH FLEET C	\$11.44	\$12.14	\$13.14	\$14.22	\$15.40	\$19.31	
DECORATOR CRAFT SUPPORT	\$11.40	\$12.04	\$12.97	\$13.97	\$15.05	\$18.80	
FLOOR COVERING INSTALLER	\$15.28	\$16.24	\$17.87	\$19.83	\$23.17	\$27.51	
MATERIAL ATTENDANT	\$13.19	\$13.83	\$14.44	\$15.47	\$16.57	\$20.53	
CNC MECHANIC SHEET METAL ¹	\$17.95	\$19.29	\$21.16	\$23.21	\$29.23		
CNC SPECIALIST 1 ¹	\$17.37	\$18.71	\$20.58	\$22.63	\$28.52		
CNC SPECIALIST 2 ¹	\$17.95	\$19.29	\$21.16	\$23.21	\$29.23		
CNC SPECIALIST 3 ¹	\$18.25	\$19.60	\$21.48	\$23.53	\$29.61		
LOCKSMITH MASTER	\$18.50	\$19.58	\$21.14	\$22.82	\$28.52		
LOCKSMITH ³	\$14.17	\$15.63	\$17.62	\$20.94	\$25.01		
MECHANIC GAS CERTIFIED TECH ^d	\$18.37	\$19.20	\$20.55	\$22.14	\$29.52		
MECHANICAL QC INSPECTOR	\$20.10	\$22.00	\$24.07	\$27.02	\$30.27		
METALWORKER QC INSPECTOR	\$20.10	\$22.00	\$24.07	\$27.02	\$30.27		
PRE-APPRENTICE CARPENTER	\$11.00	\$11.69	\$12.68	\$13.76	\$17.36		
PRE-APPRENTICE MECHANICAL	\$11.00	\$11.69	\$12.68	\$13.76	\$17.36		
PLANNED WORK SPECIALIST CARPENTER	\$19.23	\$20.57	\$22.44	\$24.48	\$30.96		
PLANNED WORK SPECIALIST METALWORKER	\$19.23	\$20.57	\$22.44	\$24.48	\$30.96		
ASSOCIATE WELDER	\$18.11	\$19.20	\$20.74	\$22.66			
CARPENTER QC INSPECTOR CRAFT SUPPORT	\$13.19	\$14.17	\$16.35	\$19.31			
MECHANIC CRAFT SUPPORT	\$13.19	\$14.17	\$16.35	\$19.31			
MECHANICAL QUALITY AUDITOR	\$21.06	\$22.27	\$24.03	\$30.08			
METALWORKER CRAFT SUPPORT	\$13.19	\$14.17	\$16.35	\$19.31			
WOODWORKER CRAFT SUPPORT	\$13.19	\$14.17	\$16.35	\$19.31			
AREA MECH FLEET A ¹	\$21.63	\$23.71	\$30.71				
AREA MECH FLEET B ¹	\$20.50	\$22.58	\$29.38				
CARPENTER ASSEMBLY MECHANIC ¹	\$20.50	\$22.58	\$29.38				
CNC EQUIPMENT PROGRAMMER	\$21.14	\$23.57	\$30.96				
MECHANIC ATTRACTIONS ¹	\$20.50	\$22.58	\$29.38				
TRANSPORTATION MAINTENANCE MECHANIC	\$20.50	\$22.58	\$29.38				

Carpenters	Flat
AREA MECH CONTAINMENT SPEC	\$25.79
AREA MECH DECORATOR	\$28.52
AREA MECH FLOOR COVERING	\$28.52
AREA MECH WELDER 2 ¹	\$30.23
DECORATOR SR	\$28.52
DESIGN MECHANIC	\$30.10
DRAPERY UPHOLSTERY SPEC SR	\$28.52
FLOOR COVERING INSTALLER SR	\$28.52
WELDER 2	\$30.23

¹ Only available after successful completion of testing requirements

² Floor Covering Installer shall receive automatic progression to Floor Covering Installer Sr. after 6 years as Floor Covering Installer

³ Locksmith shall receive automatic progression to Master Locksmith after 6 months at maximum rate

^d \$1.00 premium pay included

Electricians	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
AREA MECH ELECTRICIAN	\$18.20	\$19.55	\$21.14	\$22.86	\$24.66	\$26.45	\$28.52
AREA MECH LAUNDRY	\$15.78	\$16.72	\$18.20	\$19.55	\$21.14	\$22.86	\$28.52
AREA MECH OFFICE MACHINE SYSTEMS	\$15.78	\$16.72	\$18.20	\$19.55	\$21.14	\$22.86	\$28.52
ELECTRICAL FACILITIES SUPPORT CRAFTWORKER	\$10.89	\$11.85	\$12.90	\$14.04	\$15.27	\$17.18	\$19.28
ELECTRICIAN	\$18.20	\$19.55	\$21.14	\$22.86	\$24.66	\$26.45	\$28.52
LAUNDRY SYSTEM MECHANIC JR	\$15.78	\$16.72	\$18.20	\$19.55	\$21.14	\$22.86	\$28.52
TECHNICAL SUPPORT CRAFTWORKER	\$10.89	\$11.85	\$12.90	\$14.04	\$15.27	\$17.18	\$19.28
APPRENTICE ELECTRICIAN	\$11.28	\$12.17	\$13.41	\$14.76	\$16.26	\$20.65	
ELECTRICAL QUALITY AUDITOR	\$19.15	\$20.03	\$21.36	\$22.79	\$24.31	\$30.08	
ENTERTAINMENT SYSTEM TECH	\$21.54	\$22.62	\$24.24	\$25.97	\$27.83	\$34.58	
ELECTRICAL QC INSPECTOR	\$20.10	\$22.00	\$24.07	\$27.02	\$30.27		
ELECTRICAL QUALITY AUDITOR CRST ⁶	\$22.04	\$23.21	\$24.94	\$26.81	\$33.42		
PRE-APPRENTICE ELECTRICIAN	\$11.00	\$11.69	\$12.68	\$13.76	\$17.36		
PWS ELECTRICIAN	\$19.23	\$20.57	\$22.44	\$24.48	\$30.96		
ELECTRICIAN CRAFT SUPPORT	\$13.19	\$14.17	\$16.35	\$19.31			
LAUNDRY CRAFT SUPPORT	\$13.19	\$14.17	\$16.35	\$19.31			
AREA MECH FACILITY INDST TECH	\$22.58	\$25.84	\$29.38				
AREA MECH MONORAIL SYSTEM SPEC	\$25.57	\$28.97	\$32.70				
AREA RIDE SHOW TECH ¹	\$22.58	\$25.84	\$29.38				
COMPUTER RIDE SHOW TECH ¹	\$25.57	\$28.97	\$32.70				
COMPUTER SYSTEM TECH ¹	\$25.57	\$28.97	\$32.70				
ELECTRICIAN AREA PROJECTIONIST	\$22.58	\$25.84	\$29.38				
ELECTRICIAN AREA PROJECTIONIST IMAX	\$22.58	\$25.84	\$29.38				
ELECTRICIAN SYSTEMS TECH	\$22.58	\$25.84	\$29.38				
POWER DISTRIBUTION TECH	\$26.23	\$27.51	\$34.19				

Electricians	Flat
ELECTRICAL INSTRUMENT & CONTROL TECH ¹	\$34.82
ELECTRICIAN POWER SYSTEM	\$30.81
ELECTRONIC LOCK SPEC	\$30.86
LAUNDRY SYSTEM MECHANIC ¹	\$30.86

Plumbers	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
AREA MECH HVAC REFRIGERATION TECH	\$18.20	\$19.55	\$21.14	\$22.86	\$24.66	\$26.45	\$28.52
AREA MECH KITCHEN	\$18.20	\$19.55	\$21.14	\$22.86	\$24.66	\$26.45	\$28.52
AREA MECH PLUMBER	\$18.20	\$19.55	\$21.14	\$22.86	\$24.66	\$26.45	\$28.52
PLUMBER FACILITIES SUPPORT CRAFTWORKER	\$10.89	\$11.85	\$12.90	\$14.04	\$15.27	\$17.18	\$19.28
APPRENTICE PLUMBER	\$11.28	\$12.17	\$13.41	\$14.76	\$16.26	\$20.65	
AREA MECH GAS CERTIFIED TECH WELDER ^{1,e}	\$19.37	\$20.20	\$21.55	\$23.14	\$30.52		
AREA MECH GAS CERTIFIED TECH ^{1,d}	\$18.37	\$19.20	\$20.55	\$22.14	\$29.52		
AREA MECH INDST PIPE CERTIFIED WELDER ^{1,e}	\$19.37	\$20.20	\$21.55	\$23.14	\$30.52		
AREA MECH INDST PIPE FITTER ^{1,d}	\$18.37	\$19.20	\$20.55	\$22.14	\$29.52		
PRE-APPRENTICE PLUMBER	\$11.00	\$11.69	\$12.68	\$13.76	\$17.36		
PWS PLUMBER	\$19.23	\$20.57	\$22.44	\$24.48	\$30.96		
AREA MECH HVAC REFRIG EMS TECH ¹	\$25.57	\$28.97	\$32.70				
AREA MECH HVAC REFRIG KITCHEN TECH ¹	\$22.58	\$25.84	\$29.38				

¹ Only available after successful completion of testing requirements

⁶ Must be stauted as a Computer Ride Show Tech or Computer Systems Tech before moving to this role

^d \$1.00 premium pay included

^e \$2.00 premium pay included

Painters	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
AREA MECH PAINTER	\$15.78	\$16.72	\$18.20	\$19.55	\$21.14	\$22.86	\$28.52
PAINTER	\$15.78	\$16.72	\$18.20	\$19.55	\$21.14	\$22.86	\$28.52
PAINTER FACILITIES SUPPORT CRAFTWORKER	\$10.89	\$11.85	\$12.90	\$14.04	\$15.27	\$17.18	\$19.28
PAINTER PAINT BODY	\$15.78	\$16.72	\$18.20	\$19.55	\$21.14	\$22.86	\$28.52
APPRENTICE PAINTER	\$11.28	\$12.17	\$13.41	\$14.76	\$16.26	\$20.65	
AREA MECH PAINTER II	\$15.09	\$15.54	\$16.31	\$17.13	\$19.86		
PAINTER PAINT BODY II	\$15.09	\$15.54	\$16.31	\$17.13	\$19.86		
PRE-APPRENTICE PAINTER	\$11.00	\$11.69	\$12.68	\$13.76	\$17.36		
PWS PAINTER	\$19.23	\$20.57	\$22.44	\$24.48	\$30.96		
CHARACTER CRAFTWORKER	\$13.70	\$14.85	\$16.63	\$20.44			
CRAFT SUPPORT PAINTER	\$13.19	\$14.17	\$16.35	\$19.31			
CRAFT SUPPORT ASSISTANT PAINTER	\$13.51	\$14.50	\$16.72	\$19.77			
CRAFT SUPPORT SIGN PAINTER	\$13.19	\$14.17	\$16.35	\$19.31			

Painters	Flat
CHARACTER CRFTWKR TOOLMAKER	\$28.52
PAINTER COMPUTER GRAPHIC	\$22.09
PAINTER CRAFT SUPPORT SR	\$20.70
PAINTER SHOW FINISHER	\$28.52
PAINTER SIGN	\$28.52

Bricklayers	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
AREA MECH BRICKLAYER PLASTER	\$15.78	\$16.72	\$18.20	\$19.55	\$21.14	\$22.86	\$28.52
BRICKLAYER FACILITIES SUPPORT CRAFTWORKER	\$10.89	\$11.85	\$12.90	\$14.04	\$15.27	\$17.18	\$19.28
BRICKLAYER STAFF CRFTWKR	\$15.78	\$16.72	\$18.20	\$19.55	\$21.14	\$22.86	\$28.52
APPRENTICE BRICKLAYER	\$11.28	\$12.17	\$13.41	\$14.76	\$16.26	\$20.65	
PRE-APPRENTICE BRICKLAYER	\$11.00	\$11.69	\$12.68	\$13.76	\$17.36		
PWS BRICKLAYER	\$19.23	\$20.57	\$22.44	\$24.48	\$30.96		
BRICKLAYER SUPPORT STAFF CRFTWKR	\$13.19	\$14.17	\$16.35	\$19.31			

Laborers	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr	7-Yr	8-Yr
GARDENER	\$12.13	\$12.67	\$13.20	\$13.76	\$14.24	\$15.01	\$15.81	\$16.66	\$20.33
HAZARDOUS WASTE ASST	\$12.99	\$13.61	\$14.65	\$15.56	\$16.63	\$17.78	\$22.01		
LABORER	\$12.73	\$13.20	\$14.03	\$14.79	\$15.66	\$16.58	\$20.33		
PEST CONTROL OPERATOR	\$14.78	\$15.75	\$16.78	\$17.89	\$19.06	\$20.21	\$23.57		
UTILITY SPECIALIST	\$14.82	\$15.98	\$17.24	\$18.60	\$20.06	\$21.64	\$23.57		
ENVIRONMENTAL RECYCLER	\$14.82	\$15.46	\$16.45	\$17.51	\$18.63	\$23.03			
ARBORIST	\$18.20	\$19.55	\$21.14	\$22.86	\$23.57				
IRRIGATION SPECIALIST	\$18.20	\$19.55	\$21.14	\$22.86	\$23.57				
LABORER SPECIALIST ⁴	\$14.82	\$15.61	\$16.78	\$18.05	\$22.49				
LANDSCAPE TRAFFIC COORD	\$19.23	\$20.57	\$22.44	\$24.48	\$30.96				
PLAN WORK SPEC LABORER	\$19.23	\$20.57	\$22.44	\$24.48	\$30.96				
GARDENER SPECIALIST ¹	\$16.29	\$17.60	\$22.49						

Laborers	Flat
ABATEMENT TECH	\$27.27
HAZARDOUS WASTE TECH	\$27.27

¹ Only available after successful completion of testing requirements

⁴ Laborer shall receive automatic progression to Laborer Specialist after 5 years as a Laborer

Operating Engineers	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
OPERATOR HEAVY EQUIPMENT	\$15.78	\$16.72	\$18.20	\$19.55	\$21.14	\$22.86	\$28.52
UTILITY LOCATOR	\$15.78	\$16.72	\$18.20	\$19.55	\$21.14	\$22.86	\$28.52
AREA MECH ENERGY SYSTEMS ¹	\$18.64	\$19.51	\$20.83	\$22.24	\$23.75	\$29.38	
OPERATOR COGEN ^{1, f}	\$21.64	\$22.51	\$23.83	\$25.24	\$26.75	\$32.38	
OPERATOR ENERGY SYSTEM ¹	\$18.64	\$19.51	\$20.83	\$22.24	\$23.75	\$29.38	
AREA MECH INDUSTRIAL MECH CERT WELDER ^{1, e}	\$19.37	\$20.20	\$21.55	\$23.14	\$30.52		
AREA MECH INDUSTRIAL MECHANIC ^{1, d}	\$18.37	\$19.20	\$20.55	\$22.14	\$29.52		
OPERATOR SOLID WASTE EQUIPMENT	\$15.25	\$16.32	\$17.48	\$18.70	\$23.13		
PLANNED WORK SPECIALIST OPERATING ENG	\$19.23	\$20.57	\$22.44	\$24.48	\$30.96		

Operating Engineers	Flat
OP ENG INSTRUMENT & CONTROL TECH ¹	\$34.82
OPERATOR HEAVY EQUIPMENT CCO ^d	\$29.52
OPERATOR HEAVY EQUIPMENT LANDFILL	\$28.75
OPERATOR SANITATION SYSTEM CLASS A ¹	\$28.75
OPERATOR SANITATION SYSTEM CLASS B ¹	\$25.63
OPERATOR SANITATION SYSTEM CLASS C ¹	\$23.94

Teamsters	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
DISTRIBUTION WAREHOUSE WORKER	\$12.73	\$13.20	\$14.03	\$14.79	\$15.66	\$16.58	\$20.33
MATERIAL HANDLER	\$10.92	\$11.89	\$12.59	\$13.52	\$14.52	\$16.18	\$18.02
MATERIAL HANDLER TICKET ROOM ^d	\$11.92	\$12.89	\$13.59	\$14.52	\$15.52	\$17.18	\$19.02
SUPPLY & DISTRIBUTION WORKER	\$12.73	\$13.20	\$14.03	\$14.79	\$15.66	\$16.58	\$20.33
SUPPLY & DISTRIBUTION WORKER AUTO ^a	\$12.98	\$13.45	\$14.28	\$15.04	\$15.91	\$16.83	\$20.58
SUPPLY & DISTRIBUTION WORKER COOLER ^c	\$13.53	\$14.00	\$14.83	\$15.59	\$16.46	\$17.38	\$21.13
DISTRIBUTION LAUNDRY DRIVER ^d	\$15.23	\$15.79	\$16.66	\$17.83	\$21.33		
PLANNED WORK SPECIALIST TEAMSTER	\$19.23	\$20.57	\$22.44	\$24.48	\$30.96		
SUPPLY & DISTRIBUTION DRIVER A ^d	\$15.23	\$15.79	\$16.66	\$17.83	\$21.33		
SUPPLY & DISTRIBUTION DRIVER B ^b	\$14.73	\$15.29	\$16.16	\$17.33	\$20.83		

Teamsters	Start	2-Yr	4-Yr	6-Yr	8-Yr
MATERIAL HANDLER TEMP REF	\$10.73	\$11.10	\$11.66	\$12.29	\$15.08
DISTRIBUTION WAREHOUSE WORKER TEMP REF	\$13.06	\$13.52	\$14.09	\$17.19	
SUPPLY & DIST WORKER AUTO TEMP REF ^a	\$13.31	\$13.77	\$14.34	\$17.44	
SUPPLY & DIST WORKER COOLER TEMP REF ^c	\$13.86	\$14.32	\$14.89	\$17.99	
SUPPLY & DIST WORKER TEMP REF	\$13.06	\$13.52	\$14.09	\$17.19	

Teamsters	Flat
SUPPLY & DIST DRIVER A TEMP REF ^d	\$14.65

¹ Only available after successful completion of testing requirements

^a \$0.25 premium pay included

^b \$0.50 premium pay included

^c \$0.80 premium pay included

^d \$1.00 premium pay included

^e \$2.00 premium pay included

^f \$3.00 premium pay included

Effective 09/30/2018 - 09/28/2019

All Hire Dates

Carpenters	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
AREA MECH MECHANICAL	\$16.10	\$17.06	\$18.57	\$19.95	\$21.57	\$23.32	\$29.38
AREA MECH METALWORKER	\$16.10	\$17.06	\$18.57	\$19.95	\$21.57	\$23.32	\$29.38
AREA MECH WOODWORKER	\$16.10	\$17.06	\$18.57	\$19.95	\$21.57	\$23.32	\$29.38
CARPENTER FACILITIES SUPPORT CRAFTWORKER	\$11.11	\$12.09	\$13.16	\$14.33	\$15.58	\$17.53	\$19.86
CNC MACHINE OPERATOR	\$13.96	\$14.79	\$15.68	\$16.61	\$17.60	\$19.50	\$21.80
DECORATOR	\$13.97	\$15.72	\$16.78	\$17.69	\$18.93	\$20.73	\$26.57
DRAPERY UPHOLSTERY SPECIALIST	\$13.97	\$15.72	\$16.78	\$17.69	\$18.93	\$20.73	\$26.57
MECHANIC	\$16.10	\$17.06	\$18.57	\$19.95	\$21.57	\$23.32	\$29.38
METALWORKER	\$16.10	\$17.06	\$18.57	\$19.95	\$21.57	\$23.32	\$29.38
PARADE SUPPORT TECH	\$13.97	\$15.72	\$16.78	\$17.69	\$18.93	\$20.73	\$26.57
WOODWORKER	\$16.10	\$17.06	\$18.57	\$19.95	\$21.57	\$23.32	\$29.38
APPRENTICE CARPENTER	\$11.51	\$12.42	\$13.68	\$15.06	\$16.59	\$21.27	
APPRENTICE CARPENTER QC INSPECTOR	\$11.51	\$12.42	\$13.68	\$15.06	\$16.59	\$21.27	
APPRENTICE MECHANICAL	\$11.51	\$12.42	\$13.68	\$15.06	\$16.59	\$21.27	
APPRENTICE METALWORKER	\$11.51	\$12.42	\$13.68	\$15.06	\$16.59	\$21.27	
AREA MECH FLEET C	\$11.67	\$12.39	\$13.41	\$14.51	\$15.71	\$19.89	
DECORATOR CRAFT SUPPORT	\$11.63	\$12.29	\$13.23	\$14.25	\$15.36	\$19.37	
FLOOR COVERING INSTALLER	\$15.59	\$16.57	\$18.23	\$20.23	\$23.64	\$28.34	
MATERIAL ATTENDANT	\$13.46	\$14.11	\$14.73	\$15.78	\$16.91	\$21.15	
CNC MECHANIC SHEET METAL ¹	\$18.31	\$19.68	\$21.59	\$23.68	\$30.11		
CNC SPECIALIST 1 ¹	\$17.72	\$19.09	\$21.00	\$23.09	\$29.38		
CNC SPECIALIST 2 ¹	\$18.31	\$19.68	\$21.59	\$23.68	\$30.11		
CNC SPECIALIST 3 ¹	\$18.62	\$20.00	\$21.91	\$24.01	\$30.50		
LOCKSMITH MASTER	\$18.87	\$19.98	\$21.57	\$23.28	\$29.38		
LOCKSMITH ³	\$14.46	\$15.95	\$17.98	\$21.36	\$25.77		
MECHANIC GAS CERTIFIED TECH ^d	\$18.72	\$19.57	\$20.95	\$22.57	\$30.38		
MECHANICAL QC INSPECTOR	\$20.51	\$22.44	\$24.56	\$27.57	\$31.18		
METALWORKER QC INSPECTOR	\$20.51	\$22.44	\$24.56	\$27.57	\$31.18		
PRE-APPRENTICE CARPENTER	\$11.22	\$11.93	\$12.94	\$14.04	\$17.89		
PRE-APPRENTICE MECHANICAL	\$11.22	\$11.93	\$12.94	\$14.04	\$17.89		
PLANNED WORK SPECIALIST CARPENTER	\$19.62	\$20.99	\$22.89	\$24.97	\$31.89		
PLANNED WORK SPECIALIST METALWORKER	\$19.62	\$20.99	\$22.89	\$24.97	\$31.89		
ASSOCIATE WELDER	\$18.48	\$19.59	\$21.16	\$23.34			
CARPENTER QC INSPECTOR CRAFT SUPPORT	\$13.46	\$14.46	\$16.68	\$19.89			
MECHANIC CRAFT SUPPORT	\$13.46	\$14.46	\$16.68	\$19.89			
MECHANICAL QUALITY AUDITOR	\$21.49	\$22.72	\$24.52	\$30.99			
METALWORKER CRAFT SUPPORT	\$13.46	\$14.46	\$16.68	\$19.89			
WOODWORKER CRAFT SUPPORT	\$13.46	\$14.46	\$16.68	\$19.89			
AREA MECH FLEET A ¹	\$22.07	\$24.19	\$31.64				
AREA MECH FLEET B ¹	\$20.91	\$23.04	\$30.27				
CARPENTER ASSEMBLY MECHANIC ¹	\$20.91	\$23.04	\$30.27				
CNC EQUIPMENT PROGRAMMER	\$21.57	\$24.05	\$31.89				
MECHANIC ATTRACTIONS ¹	\$20.91	\$23.04	\$30.27				
TRANSPORTATION MAINTENANCE MECHANIC	\$20.91	\$23.04	\$30.27				

Carpenters	Flat
AREA MECH CONTAINMENT SPEC	\$26.57
AREA MECH DECORATOR	\$29.38
AREA MECH FLOOR COVERING	\$29.38
AREA MECH WELDER 2 ¹	\$31.14
DECORATOR SR	\$29.38
DESIGN MECHANIC	\$31.01
DRAPERY UPHOLSTERY SPEC SR	\$29.38
FLOOR COVERING INSTALLER SR	\$29.38
WELDER 2	\$31.14

¹ Only available after successful completion of testing requirements

² Floor Covering Installer shall receive automatic progression to Floor Covering Installer Sr. after 6 years as Floor Covering Installer

³ Locksmith shall receive automatic progression to Master Locksmith after 6 months at maximum rate

^d \$1.00 premium pay included

Electricians	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
AREA MECH ELECTRICIAN	\$18.57	\$19.95	\$21.57	\$23.32	\$25.16	\$26.98	\$29.38
AREA MECH LAUNDRY	\$16.10	\$17.06	\$18.57	\$19.95	\$21.57	\$23.32	\$29.38
AREA MECH OFFICE MACHINE SYSTEMS	\$16.10	\$17.06	\$18.57	\$19.95	\$21.57	\$23.32	\$29.38
ELECTRICAL FACILITIES SUPPORT CRAFTWORKER	\$11.11	\$12.09	\$13.16	\$14.33	\$15.58	\$17.53	\$19.86
ELECTRICIAN	\$18.57	\$19.95	\$21.57	\$23.32	\$25.16	\$26.98	\$29.38
LAUNDRY SYSTEM MECHANIC JR	\$16.10	\$17.06	\$18.57	\$19.95	\$21.57	\$23.32	\$29.38
TECHNICAL SUPPORT CRAFTWORKER	\$11.11	\$12.09	\$13.16	\$14.33	\$15.58	\$17.53	\$19.86
APPRENTICE ELECTRICIAN	\$11.51	\$12.42	\$13.68	\$15.06	\$16.59	\$21.27	
ELECTRICAL QUALITY AUDITOR	\$19.54	\$20.44	\$21.79	\$23.25	\$24.80	\$30.99	
ENTERTAINMENT SYSTEM TECH	\$21.98	\$23.08	\$24.73	\$26.49	\$28.39	\$35.62	
ELECTRICAL QC INSPECTOR	\$20.51	\$22.44	\$24.56	\$27.57	\$31.18		
ELECTRICAL QUALITY AUDITOR CRST ⁶	\$22.49	\$23.68	\$25.44	\$27.35	\$34.43		
PRE-APPRENTICE ELECTRICIAN	\$11.22	\$11.93	\$12.94	\$14.04	\$17.89		
PWS ELECTRICIAN	\$19.62	\$20.99	\$22.89	\$24.97	\$31.89		
ELECTRICIAN CRAFT SUPPORT	\$13.46	\$14.46	\$16.68	\$19.89			
LAUNDRY CRAFT SUPPORT	\$13.46	\$14.46	\$16.68	\$19.89			
AREA MECH FACILITY INDST TECH	\$23.04	\$26.36	\$30.27				
AREA MECH MONORAIL SYSTEM SPEC	\$26.09	\$29.55	\$33.69				
AREA RIDE SHOW TECH ¹	\$23.04	\$26.36	\$30.27				
COMPUTER RIDE SHOW TECH ¹	\$26.09	\$29.55	\$33.69				
COMPUTER SYSTEM TECH ¹	\$26.09	\$29.55	\$33.69				
ELECTRICIAN AREA PROJECTIONIST	\$23.04	\$26.36	\$30.27				
ELECTRICIAN AREA PROJECTIONIST IMAX	\$23.04	\$26.36	\$30.27				
ELECTRICIAN SYSTEMS TECH	\$23.04	\$26.36	\$30.27				
POWER DISTRIBUTION TECH	\$26.76	\$28.07	\$35.22				

Electricians	Flat
ELECTRICAL INSTRUMENT & CONTROL TECH ¹	\$35.87
ELECTRICIAN POWER SYSTEM	\$31.74
ELECTRONIC LOCK SPEC	\$31.79
LAUNDRY SYSTEM MECHANIC ¹	\$31.79

Plumbers	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
AREA MECH HVAC REFRIGERATION TECH	\$18.57	\$19.95	\$21.57	\$23.32	\$25.16	\$26.98	\$29.38
AREA MECH KITCHEN	\$18.57	\$19.95	\$21.57	\$23.32	\$25.16	\$26.98	\$29.38
AREA MECH PLUMBER	\$18.57	\$19.95	\$21.57	\$23.32	\$25.16	\$26.98	\$29.38
PLUMBER FACILITIES SUPPORT CRAFTWORKER	\$11.11	\$12.09	\$13.16	\$14.33	\$15.58	\$17.53	\$19.86
APPRENTICE PLUMBER	\$11.51	\$12.42	\$13.68	\$15.06	\$16.59	\$21.27	
AREA MECH GAS CERTIFIED TECH WELDER ^{1,e}	\$19.72	\$20.57	\$21.95	\$23.57	\$31.38		
AREA MECH GAS CERTIFIED TECH ^{1,d}	\$18.72	\$19.57	\$20.95	\$22.57	\$30.38		
AREA MECH INDST PIPE CERTIFIED WELDER ^{1,e}	\$19.72	\$20.57	\$21.95	\$23.57	\$31.38		
AREA MECH INDST PIPE FITTER ^{1,d}	\$18.72	\$19.57	\$20.95	\$22.57	\$30.38		
PRE-APPRENTICE PLUMBER	\$11.22	\$11.93	\$12.94	\$14.04	\$17.89		
PWS PLUMBER	\$19.62	\$20.99	\$22.89	\$24.97	\$31.89		
AREA MECH HVAC REFRIG EMS TECH ¹	\$26.09	\$29.55	\$33.69				
AREA MECH HVAC REFRIG KITCHEN TECH ¹	\$23.04	\$26.36	\$30.27				

¹ Only available after successful completion of testing requirements

⁶ Must be stauted as a Computer Ride Show Tech or Computer Systems Tech before moving to this role

^d \$1.00 premium pay included

^e \$2.00 premium pay included

Painters	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
AREA MECH PAINTER	\$16.10	\$17.06	\$18.57	\$19.95	\$21.57	\$23.32	\$29.38
PAINTER	\$16.10	\$17.06	\$18.57	\$19.95	\$21.57	\$23.32	\$29.38
PAINTER FACILITIES SUPPORT CRAFTWORKER	\$11.11	\$12.09	\$13.16	\$14.33	\$15.58	\$17.53	\$19.86
PAINTER PAINT BODY	\$16.10	\$17.06	\$18.57	\$19.95	\$21.57	\$23.32	\$29.38
APPRENTICE PAINTER	\$11.51	\$12.42	\$13.68	\$15.06	\$16.59	\$21.27	
AREA MECH PAINTER II	\$15.40	\$15.86	\$16.64	\$17.48	\$20.46		
PAINTER PAINT BODY II	\$15.40	\$15.86	\$16.64	\$17.48	\$20.46		
PRE-APPRENTICE PAINTER	\$11.22	\$11.93	\$12.94	\$14.04	\$17.89		
PWS PAINTER	\$19.62	\$20.99	\$22.89	\$24.97	\$31.89		
CHARACTER CRAFTWORKER	\$13.98	\$15.15	\$16.97	\$21.06			
CRAFT SUPPORT PAINTER	\$13.46	\$14.46	\$16.68	\$19.89			
CRAFT SUPPORT ASSISTANT PAINTER	\$13.79	\$14.79	\$17.06	\$20.37			
CRAFT SUPPORT SIGN PAINTER	\$13.46	\$14.46	\$16.68	\$19.89			

Painters	Flat
CHARACTER CRFTWKR TOOLMAKER	\$29.38
PAINTER COMPUTER GRAPHIC	\$22.76
PAINTER CRAFT SUPPORT SR	\$21.33
PAINTER SHOW FINISHER	\$29.38
PAINTER SIGN	\$29.38

Bricklayers	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
AREA MECH BRICKLAYER PLASTER	\$16.10	\$17.06	\$18.57	\$19.95	\$21.57	\$23.32	\$29.38
BRICKLAYER FACILITIES SUPPORT CRAFTWORKER	\$11.11	\$12.09	\$13.16	\$14.33	\$15.58	\$17.53	\$19.86
BRICKLAYER STAFF CRFTWKR	\$16.10	\$17.06	\$18.57	\$19.95	\$21.57	\$23.32	\$29.38
APPRENTICE BRICKLAYER	\$11.51	\$12.42	\$13.68	\$15.06	\$16.59	\$21.27	
PRE-APPRENTICE BRICKLAYER	\$11.22	\$11.93	\$12.94	\$14.04	\$17.89		
PWS BRICKLAYER	\$19.62	\$20.99	\$22.89	\$24.97	\$31.89		
BRICKLAYER SUPPORT STAFF CRFTWKR	\$13.46	\$14.46	\$16.68	\$19.89			

Laborers	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr	7-Yr	8-Yr
GARDENER	\$12.38	\$12.93	\$13.47	\$14.04	\$14.53	\$15.32	\$16.13	\$17.00	\$20.94
HAZARDOUS WASTE ASST	\$13.25	\$13.89	\$14.95	\$15.88	\$16.97	\$18.14	\$22.68		
LABORER	\$12.99	\$13.47	\$14.32	\$15.09	\$15.98	\$16.92	\$20.94		
PEST CONTROL OPERATOR	\$15.08	\$16.07	\$17.12	\$18.25	\$19.45	\$20.62	\$24.28		
UTILITY SPECIALIST	\$15.12	\$16.30	\$17.59	\$18.98	\$20.47	\$22.08	\$24.28		
ENVIRONMENTAL RECYCLER	\$15.12	\$15.77	\$16.78	\$17.87	\$19.01	\$23.73			
ARBORIST	\$18.57	\$19.95	\$21.57	\$23.32	\$24.28				
IRRIGATION SPECIALIST	\$18.57	\$19.95	\$21.57	\$23.32	\$24.28				
LABORER SPECIALIST ⁴	\$15.12	\$15.93	\$17.12	\$18.42	\$23.17				
LANDSCAPE TRAFFIC COORD	\$19.62	\$20.99	\$22.89	\$24.97	\$31.89				
PLAN WORK SPEC LABORER	\$19.62	\$20.99	\$22.89	\$24.97	\$31.89				
GARDENER SPECIALIST ¹	\$16.62	\$17.96	\$23.17						

Laborers	Flat
ABATEMENT TECH	\$28.09
HAZARDOUS WASTE TECH	\$28.09

¹ Only available after successful completion of testing requirements

⁴ Laborer shall receive automatic progression to Laborer Specialist after 5 years as a Laborer

Operating Engineers	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
OPERATOR HEAVY EQUIPMENT	\$16.10	\$17.06	\$18.57	\$19.95	\$21.57	\$23.32	\$29.38
UTILITY LOCATOR	\$16.10	\$17.06	\$18.57	\$19.95	\$21.57	\$23.32	\$29.38
AREA MECH ENERGY SYSTEMS ¹	\$19.02	\$19.91	\$21.25	\$22.69	\$24.23	\$30.27	
OPERATOR COGEN ^{1, f}	\$22.02	\$22.91	\$24.25	\$25.69	\$27.23	\$33.27	
OPERATOR ENERGY SYSTEM ¹	\$19.02	\$19.91	\$21.25	\$22.69	\$24.23	\$30.27	
AREA MECH INDUSTRIAL MECH CERT WELDER ^{1, e}	\$19.72	\$20.57	\$21.95	\$23.57	\$31.38		
AREA MECH INDUSTRIAL MECHANIC ^{1, d}	\$18.72	\$19.57	\$20.95	\$22.57	\$30.38		
OPERATOR SOLID WASTE EQUIPMENT	\$15.56	\$16.65	\$17.83	\$19.08	\$23.83		
PLANNED WORK SPECIALIST OPERATING ENG	\$19.62	\$20.99	\$22.89	\$24.97	\$31.89		

Operating Engineers	Flat
OP ENG INSTRUMENT & CONTROL TECH ¹	\$35.87
OPERATOR HEAVY EQUIPMENT CCO ^d	\$30.38
OPERATOR HEAVY EQUIPMENT LANDFILL	\$29.62
OPERATOR SANITATION SYSTEM CLASS A ¹	\$29.62
OPERATOR SANITATION SYSTEM CLASS B ¹	\$26.40
OPERATOR SANITATION SYSTEM CLASS C ¹	\$24.66

Teamsters	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
DISTRIBUTION WAREHOUSE WORKER	\$12.99	\$13.47	\$14.32	\$15.09	\$15.98	\$16.92	\$20.94
MATERIAL HANDLER	\$11.14	\$12.13	\$12.85	\$13.80	\$14.82	\$16.51	\$18.57
MATERIAL HANDLER TICKET ROOM ^d	\$12.14	\$13.13	\$13.85	\$14.80	\$15.82	\$17.51	\$19.57
SUPPLY & DISTRIBUTION WORKER	\$12.99	\$13.47	\$14.32	\$15.09	\$15.98	\$16.92	\$20.94
SUPPLY & DISTRIBUTION WORKER AUTO ^a	\$13.24	\$13.72	\$14.57	\$15.34	\$16.23	\$17.17	\$21.19
SUPPLY & DISTRIBUTION WORKER COOLER ^c	\$13.79	\$14.27	\$15.12	\$15.89	\$16.78	\$17.72	\$21.74
DISTRIBUTION LAUNDRY DRIVER ^d	\$15.52	\$16.09	\$16.98	\$18.17	\$21.94		
PLANNED WORK SPECIALIST TEAMSTER	\$19.62	\$20.99	\$22.89	\$24.97	\$31.89		
SUPPLY & DISTRIBUTION DRIVER A ^d	\$15.52	\$16.09	\$16.98	\$18.17	\$21.94		
SUPPLY & DISTRIBUTION DRIVER B ^b	\$15.02	\$15.59	\$16.48	\$17.67	\$21.44		

Teamsters	Start	2-Yr	4-Yr	6-Yr	8-Yr
MATERIAL HANDLER TEMP REF	\$10.95	\$11.33	\$11.90	\$12.54	\$15.54
DISTRIBUTION WAREHOUSE WORKER TEMP REF	\$13.33	\$13.80	\$14.38	\$17.71	
SUPPLY & DIST WORKER AUTO TEMP REF ^a	\$13.58	\$14.05	\$14.63	\$17.96	
SUPPLY & DIST WORKER COOLER TEMP REF ^c	\$14.13	\$14.60	\$15.18	\$18.51	
SUPPLY & DIST WORKER TEMP REF	\$13.33	\$13.80	\$14.38	\$17.71	

Teamsters	Flat
SUPPLY & DIST DRIVER A TEMP REF ^d	\$15.06

¹ Only available after successful completion of testing requirements

^a \$0.25 premium pay included

^b \$0.50 premium pay included

^c \$0.80 premium pay included

^d \$1.00 premium pay included

^e \$2.00 premium pay included

^f \$3.00 premium pay included

Carpenters	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
AREA MECH MECHANICAL	\$16.43	\$17.41	\$18.95	\$20.35	\$22.01	\$23.79	\$30.27
AREA MECH METALWORKER	\$16.43	\$17.41	\$18.95	\$20.35	\$22.01	\$23.79	\$30.27
AREA MECH WOODWORKER	\$16.43	\$17.41	\$18.95	\$20.35	\$22.01	\$23.79	\$30.27
CARPENTER FACILITIES SUPPORT CRAFTWORKER	\$11.34	\$12.34	\$13.43	\$14.62	\$15.90	\$17.89	\$20.46
CNC MACHINE OPERATOR	\$14.24	\$15.09	\$16.00	\$16.95	\$17.96	\$19.89	\$22.46
DECORATOR	\$14.25	\$16.04	\$17.12	\$18.05	\$19.31	\$21.15	\$27.37
DRAPERY UPHOLSTERY SPECIALIST	\$14.25	\$16.04	\$17.12	\$18.05	\$19.31	\$21.15	\$27.37
MECHANIC	\$16.43	\$17.41	\$18.95	\$20.35	\$22.01	\$23.79	\$30.27
METALWORKER	\$16.43	\$17.41	\$18.95	\$20.35	\$22.01	\$23.79	\$30.27
PARADE SUPPORT TECH	\$14.25	\$16.04	\$17.12	\$18.05	\$19.31	\$21.15	\$27.37
WOODWORKER	\$16.43	\$17.41	\$18.95	\$20.35	\$22.01	\$23.79	\$30.27
APPRENTICE CARPENTER	\$11.75	\$12.67	\$13.96	\$15.37	\$16.93	\$21.91	
APPRENTICE CARPENTER QC INSPECTOR	\$11.75	\$12.67	\$13.96	\$15.37	\$16.93	\$21.91	
APPRENTICE MECHANICAL	\$11.75	\$12.67	\$13.96	\$15.37	\$16.93	\$21.91	
APPRENTICE METALWORKER	\$11.75	\$12.67	\$13.96	\$15.37	\$16.93	\$21.91	
AREA MECH FLEET C	\$11.91	\$12.64	\$13.68	\$14.81	\$16.03	\$20.49	
DECORATOR CRAFT SUPPORT	\$11.87	\$12.54	\$13.50	\$14.54	\$15.67	\$19.96	
FLOOR COVERING INSTALLER	\$15.91	\$16.91	\$18.60	\$20.64	\$24.12	\$29.20	
MATERIAL ATTENDANT	\$13.73	\$14.40	\$15.03	\$16.10	\$17.25	\$21.79	
CNC MECHANIC SHEET METAL ¹	\$18.68	\$20.08	\$22.03	\$24.16	\$31.02		
CNC SPECIALIST 1 ¹	\$18.08	\$19.48	\$21.42	\$23.56	\$30.27		
CNC SPECIALIST 2 ¹	\$18.68	\$20.08	\$22.03	\$24.16	\$31.02		
CNC SPECIALIST 3 ¹	\$19.00	\$20.40	\$22.35	\$24.50	\$31.42		
LOCKSMITH MASTER	\$19.25	\$20.38	\$22.01	\$23.75	\$30.27		
LOCKSMITH ³	\$14.75	\$16.27	\$18.34	\$21.79	\$26.55		
MECHANIC GAS CERTIFIED TECH ^d	\$19.08	\$19.95	\$21.35	\$23.01	\$31.27		
MECHANICAL QC INSPECTOR	\$20.93	\$22.89	\$25.06	\$28.13	\$32.12		
METALWORKER QC INSPECTOR	\$20.93	\$22.89	\$25.06	\$28.13	\$32.12		
PRE-APPRENTICE CARPENTER	\$11.45	\$12.17	\$13.20	\$14.33	\$18.43		
PRE-APPRENTICE MECHANICAL	\$11.45	\$12.17	\$13.20	\$14.33	\$18.43		
PLANNED WORK SPECIALIST CARPENTER	\$20.02	\$21.41	\$23.35	\$25.47	\$32.85		
PLANNED WORK SPECIALIST METALWORKER	\$20.02	\$21.41	\$23.35	\$25.47	\$32.85		
ASSOCIATE WELDER	\$18.85	\$19.99	\$21.59	\$24.05			
CARPENTER QC INSPECTOR CRAFT SUPPORT	\$13.73	\$14.75	\$17.02	\$20.49			
MECHANIC CRAFT SUPPORT	\$13.73	\$14.75	\$17.02	\$20.49			
MECHANICAL QUALITY AUDITOR	\$21.92	\$23.18	\$25.02	\$31.92			
METALWORKER CRAFT SUPPORT	\$13.73	\$14.75	\$17.02	\$20.49			
WOODWORKER CRAFT SUPPORT	\$13.73	\$14.75	\$17.02	\$20.49			
AREA MECH FLEET A ¹	\$22.52	\$24.68	\$32.59				
AREA MECH FLEET B ¹	\$21.33	\$23.51	\$31.18				
CARPENTER ASSEMBLY MECHANIC ¹	\$21.33	\$23.51	\$31.18				
CNC EQUIPMENT PROGRAMMER	\$22.01	\$24.54	\$32.85				
MECHANIC ATTRACTIONS ¹	\$21.33	\$23.51	\$31.18				
TRANSPORTATION MAINTENANCE MECHANIC	\$21.33	\$23.51	\$31.18				

Carpenters	Flat
AREA MECH CONTAINMENT SPEC	\$27.37
AREA MECH DECORATOR	\$30.27
AREA MECH FLOOR COVERING	\$30.27
AREA MECH WELDER 2 ¹	\$32.08
DECORATOR SR	\$30.27
DESIGN MECHANIC	\$31.95
DRAPERY UPHOLSTERY SPEC SR	\$30.27
FLOOR COVERING INSTALLER SR	\$30.27
WELDER 2	\$32.08

¹ Only available after successful completion of testing requirements

² Floor Covering Installer shall receive automatic progression to Floor Covering Installer Sr. after 6 years as Floor Covering Installer

³ Locksmith shall receive automatic progression to Master Locksmith after 6 months at maximum rate

^d \$1.00 premium pay included

Electricians	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
AREA MECH ELECTRICIAN	\$18.95	\$20.35	\$22.01	\$23.79	\$25.67	\$27.52	\$30.27
AREA MECH LAUNDRY	\$16.43	\$17.41	\$18.95	\$20.35	\$22.01	\$23.79	\$30.27
AREA MECH OFFICE MACHINE SYSTEMS	\$16.43	\$17.41	\$18.95	\$20.35	\$22.01	\$23.79	\$30.27
ELECTRICAL FACILITIES SUPPORT CRAFTWORKER	\$11.34	\$12.34	\$13.43	\$14.62	\$15.90	\$17.89	\$20.46
ELECTRICIAN	\$18.95	\$20.35	\$22.01	\$23.79	\$25.67	\$27.52	\$30.27
LAUNDRY SYSTEM MECHANIC JR	\$16.43	\$17.41	\$18.95	\$20.35	\$22.01	\$23.79	\$30.27
TECHNICAL SUPPORT CRAFTWORKER	\$11.34	\$12.34	\$13.43	\$14.62	\$15.90	\$17.89	\$20.46
APPRENTICE ELECTRICIAN	\$11.75	\$12.67	\$13.96	\$15.37	\$16.93	\$21.91	
ELECTRICAL QUALITY AUDITOR	\$19.94	\$20.85	\$22.23	\$23.72	\$25.30	\$31.92	
ENTERTAINMENT SYSTEM TECH	\$22.42	\$23.55	\$25.23	\$27.02	\$28.96	\$36.69	
ELECTRICAL QC INSPECTOR	\$20.93	\$22.89	\$25.06	\$28.13	\$32.12		
ELECTRICAL QUALITY AUDITOR CRST ⁶	\$22.94	\$24.16	\$25.95	\$27.90	\$35.47		
PRE-APPRENTICE ELECTRICIAN	\$11.45	\$12.17	\$13.20	\$14.33	\$18.43		
PWS ELECTRICIAN	\$20.02	\$21.41	\$23.35	\$25.47	\$32.85		
ELECTRICIAN CRAFT SUPPORT	\$13.73	\$14.75	\$17.02	\$20.49			
LAUNDRY CRAFT SUPPORT	\$13.73	\$14.75	\$17.02	\$20.49			
AREA MECH FACILITY INDST TECH	\$23.51	\$26.89	\$31.18				
AREA MECH MONORAIL SYSTEM SPEC	\$26.62	\$30.15	\$34.71				
AREA RIDE SHOW TECH ¹	\$23.51	\$26.89	\$31.18				
COMPUTER RIDE SHOW TECH ¹	\$26.62	\$30.15	\$34.71				
COMPUTER SYSTEM TECH ¹	\$26.62	\$30.15	\$34.71				
ELECTRICIAN AREA PROJECTIONIST	\$23.51	\$26.89	\$31.18				
ELECTRICIAN AREA PROJECTIONIST IMAX	\$23.51	\$26.89	\$31.18				
ELECTRICIAN SYSTEMS TECH	\$23.51	\$26.89	\$31.18				
POWER DISTRIBUTION TECH	\$27.30	\$28.64	\$36.28				

Electricians	Flat
ELECTRICAL INSTRUMENT & CONTROL TECH ¹	\$36.95
ELECTRICIAN POWER SYSTEM	\$32.70
ELECTRONIC LOCK SPEC	\$32.75
LAUNDRY SYSTEM MECHANIC ¹	\$32.75

Plumbers	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
AREA MECH HVAC REFRIGERATION TECH	\$18.95	\$20.35	\$22.01	\$23.79	\$25.67	\$27.52	\$30.27
AREA MECH KITCHEN	\$18.95	\$20.35	\$22.01	\$23.79	\$25.67	\$27.52	\$30.27
AREA MECH PLUMBER	\$18.95	\$20.35	\$22.01	\$23.79	\$25.67	\$27.52	\$30.27
PLUMBER FACILITIES SUPPORT CRAFTWORKER	\$11.34	\$12.34	\$13.43	\$14.62	\$15.90	\$17.89	\$20.46
APPRENTICE PLUMBER	\$11.75	\$12.67	\$13.96	\$15.37	\$16.93	\$21.91	
AREA MECH GAS CERTIFIED TECH WELDER ^{1,e}	\$20.08	\$20.95	\$22.35	\$24.01	\$32.27		
AREA MECH GAS CERTIFIED TECH ^{1,d}	\$19.08	\$19.95	\$21.35	\$23.01	\$31.27		
AREA MECH INDST PIPE CERTIFIED WELDER ^{1,e}	\$20.08	\$20.95	\$22.35	\$24.01	\$32.27		
AREA MECH INDST PIPE FITTER ^{1,d}	\$19.08	\$19.95	\$21.35	\$23.01	\$31.27		
PRE-APPRENTICE PLUMBER	\$11.45	\$12.17	\$13.20	\$14.33	\$18.43		
PWS PLUMBER	\$20.02	\$21.41	\$23.35	\$25.47	\$32.85		
AREA MECH HVAC REFRIG EMS TECH ¹	\$26.62	\$30.15	\$34.71				
AREA MECH HVAC REFRIG KITCHEN TECH ¹	\$23.51	\$26.89	\$31.18				

¹ Only available after successful completion of testing requirements

⁶ Must be stauted as a Computer Ride Show Tech or Computer Systems Tech before moving to this role

^d \$1.00 premium pay included

^e \$2.00 premium pay included

Painters	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
AREA MECH PAINTER	\$16.43	\$17.41	\$18.95	\$20.35	\$22.01	\$23.79	\$30.27
PAINTER	\$16.43	\$17.41	\$18.95	\$20.35	\$22.01	\$23.79	\$30.27
PAINTER FACILITIES SUPPORT CRAFTWORKER	\$11.34	\$12.34	\$13.43	\$14.62	\$15.90	\$17.89	\$20.46
PAINTER PAINT BODY	\$16.43	\$17.41	\$18.95	\$20.35	\$22.01	\$23.79	\$30.27
APPRENTICE PAINTER	\$11.75	\$12.67	\$13.96	\$15.37	\$16.93	\$21.91	
AREA MECH PAINTER II	\$15.71	\$16.18	\$16.98	\$17.83	\$21.08		
PAINTER PAINT BODY II	\$15.71	\$16.18	\$16.98	\$17.83	\$21.08		
PRE-APPRENTICE PAINTER	\$11.45	\$12.17	\$13.20	\$14.33	\$18.43		
PWS PAINTER	\$20.02	\$21.41	\$23.35	\$25.47	\$32.85		
CHARACTER CRAFTWORKER	\$14.26	\$15.46	\$17.31	\$21.70			
CRAFT SUPPORT PAINTER	\$13.73	\$14.75	\$17.02	\$20.49			
CRAFT SUPPORT ASSISTANT PAINTER	\$14.07	\$15.09	\$17.41	\$20.99			
CRAFT SUPPORT SIGN PAINTER	\$13.73	\$14.75	\$17.02	\$20.49			

Painters	Flat
CHARACTER CRFTWKR TOOLMAKER	\$30.27
PAINTER COMPUTER GRAPHIC	\$23.45
PAINTER CRAFT SUPPORT SR	\$21.97
PAINTER SHOW FINISHER	\$30.27
PAINTER SIGN	\$30.27

Bricklayers	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
AREA MECH BRICKLAYER PLASTER	\$16.43	\$17.41	\$18.95	\$20.35	\$22.01	\$23.79	\$30.27
BRICKLAYER FACILITIES SUPPORT CRAFTWORKER	\$11.34	\$12.34	\$13.43	\$14.62	\$15.90	\$17.89	\$20.46
BRICKLAYER STAFF CRFTWKR	\$16.43	\$17.41	\$18.95	\$20.35	\$22.01	\$23.79	\$30.27
APPRENTICE BRICKLAYER	\$11.75	\$12.67	\$13.96	\$15.37	\$16.93	\$21.91	
PRE-APPRENTICE BRICKLAYER	\$11.45	\$12.17	\$13.20	\$14.33	\$18.43		
PWS BRICKLAYER	\$20.02	\$21.41	\$23.35	\$25.47	\$32.85		
BRICKLAYER SUPPORT STAFF CRFTWKR	\$13.73	\$14.75	\$17.02	\$20.49			

Laborers	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr	7-Yr	8-Yr
GARDENER	\$12.63	\$13.19	\$13.74	\$14.33	\$14.83	\$15.63	\$16.46	\$17.34	\$21.57
HAZARDOUS WASTE ASST	\$13.52	\$14.17	\$15.25	\$16.20	\$17.31	\$18.51	\$23.37		
LABORER	\$13.25	\$13.74	\$14.61	\$15.40	\$16.30	\$17.26	\$21.57		
PEST CONTROL OPERATOR	\$15.39	\$16.40	\$17.47	\$18.62	\$19.84	\$21.04	\$25.01		
UTILITY SPECIALIST	\$15.43	\$16.63	\$17.95	\$19.36	\$20.88	\$22.53	\$25.01		
ENVIRONMENTAL RECYCLER	\$15.43	\$16.09	\$17.12	\$18.23	\$19.40	\$24.45			
ARBORIST	\$18.95	\$20.35	\$22.01	\$23.79	\$25.01				
IRRIGATION SPECIALIST	\$18.95	\$20.35	\$22.01	\$23.79	\$25.01				
LABORER SPECIALIST ⁴	\$15.43	\$16.25	\$17.47	\$18.79	\$23.87				
LANDSCAPE TRAFFIC COORD	\$20.02	\$21.41	\$23.35	\$25.47	\$32.85				
PLAN WORK SPEC LABORER	\$20.02	\$21.41	\$23.35	\$25.47	\$32.85				
GARDENER SPECIALIST ¹	\$16.96	\$18.32	\$23.87						

Laborers	Flat
ABATEMENT TECH	\$28.94
HAZARDOUS WASTE TECH	\$28.94

¹ Only available after successful completion of testing requirements

⁴ Laborer shall receive automatic progression to Laborer Specialist after 5 years as a Laborer

Operating Engineers	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
OPERATOR HEAVY EQUIPMENT	\$16.43	\$17.41	\$18.95	\$20.35	\$22.01	\$23.79	\$30.27
UTILITY LOCATOR	\$16.43	\$17.41	\$18.95	\$20.35	\$22.01	\$23.79	\$30.27
AREA MECH ENERGY SYSTEMS ¹	\$19.41	\$20.31	\$21.68	\$23.15	\$24.72	\$31.18	
OPERATOR COGEN ^{1, f}	\$22.41	\$23.31	\$24.68	\$26.15	\$27.72	\$34.18	
OPERATOR ENERGY SYSTEM ¹	\$19.41	\$20.31	\$21.68	\$23.15	\$24.72	\$31.18	
AREA MECH INDUSTRIAL MECH CERT WELDER ^{1, e}	\$20.08	\$20.95	\$22.35	\$24.01	\$32.27		
AREA MECH INDUSTRIAL MECHANIC ^{1, d}	\$19.08	\$19.95	\$21.35	\$23.01	\$31.27		
OPERATOR SOLID WASTE EQUIPMENT	\$15.88	\$16.99	\$18.19	\$19.47	\$24.55		
PLANNED WORK SPECIALIST OPERATING ENG	\$20.02	\$21.41	\$23.35	\$25.47	\$32.85		

Operating Engineers	Flat
OP ENG INSTRUMENT & CONTROL TECH ¹	\$36.95
OPERATOR HEAVY EQUIPMENT CCO ^d	\$31.27
OPERATOR HEAVY EQUIPMENT LANDFILL	\$30.51
OPERATOR SANITATION SYSTEM CLASS A ¹	\$30.51
OPERATOR SANITATION SYSTEM CLASS B ¹	\$27.20
OPERATOR SANITATION SYSTEM CLASS C ¹	\$25.40

Teamsters	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
DISTRIBUTION WAREHOUSE WORKER	\$13.25	\$13.74	\$14.61	\$15.40	\$16.30	\$17.26	\$21.57
MATERIAL HANDLER	\$11.37	\$12.38	\$13.11	\$14.08	\$15.12	\$16.85	\$19.13
MATERIAL HANDLER TICKET ROOM ^d	\$12.37	\$13.38	\$14.11	\$15.08	\$16.12	\$17.85	\$20.13
SUPPLY & DISTRIBUTION WORKER	\$13.25	\$13.74	\$14.61	\$15.40	\$16.30	\$17.26	\$21.57
SUPPLY & DISTRIBUTION WORKER AUTO ^a	\$13.50	\$13.99	\$14.86	\$15.65	\$16.55	\$17.51	\$21.82
SUPPLY & DISTRIBUTION WORKER COOLER ^c	\$14.05	\$14.54	\$15.41	\$16.20	\$17.10	\$18.06	\$22.37
DISTRIBUTION LAUNDRY DRIVER ^d	\$15.82	\$16.40	\$17.30	\$18.52	\$22.57		
PLANNED WORK SPECIALIST TEAMSTER	\$20.02	\$21.41	\$23.35	\$25.47	\$32.85		
SUPPLY & DISTRIBUTION DRIVER A ^d	\$15.82	\$16.40	\$17.30	\$18.52	\$22.57		
SUPPLY & DISTRIBUTION DRIVER B ^b	\$15.32	\$15.90	\$16.80	\$18.02	\$22.07		

Teamsters	Start	2-Yr	4-Yr	6-Yr	8-Yr
MATERIAL HANDLER TEMP REF	\$11.17	\$11.56	\$12.14	\$12.80	\$16.01
DISTRIBUTION WAREHOUSE WORKER TEMP REF	\$13.60	\$14.08	\$14.67	\$18.25	
SUPPLY & DIST WORKER AUTO TEMP REF ^a	\$13.85	\$14.33	\$14.92	\$18.50	
SUPPLY & DIST WORKER COOLER TEMP REF ^c	\$14.40	\$14.88	\$15.47	\$19.05	
SUPPLY & DIST WORKER TEMP REF	\$13.60	\$14.08	\$14.67	\$18.25	

Teamsters	Flat
SUPPLY & DIST DRIVER A TEMP REF ^d	\$15.49

¹ Only available after successful completion of testing requirements

^a \$0.25 premium pay included

^b \$0.50 premium pay included

^c \$0.80 premium pay included

^d \$1.00 premium pay included

^e \$2.00 premium pay included

^f \$3.00 premium pay included

Effective 10/04/2020 - 04/02/2022

All Hire Dates

Carpenters	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
AREA MECH MECHANICAL	\$16.76	\$17.76	\$19.33	\$20.76	\$22.46	\$24.27	\$31.18
AREA MECH METALWORKER	\$16.76	\$17.76	\$19.33	\$20.76	\$22.46	\$24.27	\$31.18
AREA MECH WOODWORKER	\$16.76	\$17.76	\$19.33	\$20.76	\$22.46	\$24.27	\$31.18
CARPENTER FACILITIES SUPPORT CRAFTWORKER	\$11.57	\$12.59	\$13.70	\$14.92	\$16.22	\$18.25	\$21.08
CNC MACHINE OPERATOR	\$14.53	\$15.40	\$16.32	\$17.29	\$18.32	\$20.29	\$23.14
DECORATOR	\$14.54	\$16.37	\$17.47	\$18.42	\$19.70	\$21.58	\$28.20
DRAPERY UPHOLSTERY SPECIALIST	\$14.54	\$16.37	\$17.47	\$18.42	\$19.70	\$21.58	\$28.20
MECHANIC	\$16.76	\$17.76	\$19.33	\$20.76	\$22.46	\$24.27	\$31.18
METALWORKER	\$16.76	\$17.76	\$19.33	\$20.76	\$22.46	\$24.27	\$31.18
PARADE SUPPORT TECH	\$14.54	\$16.37	\$17.47	\$18.42	\$19.70	\$21.58	\$28.20
WOODWORKER	\$16.76	\$17.76	\$19.33	\$20.76	\$22.46	\$24.27	\$31.18
APPRENTICE CARPENTER	\$11.99	\$12.93	\$14.24	\$15.68	\$17.27	\$22.57	
APPRENTICE CARPENTER QC INSPECTOR	\$11.99	\$12.93	\$14.24	\$15.68	\$17.27	\$22.57	
APPRENTICE MECHANICAL	\$11.99	\$12.93	\$14.24	\$15.68	\$17.27	\$22.57	
APPRENTICE METALWORKER	\$11.99	\$12.93	\$14.24	\$15.68	\$17.27	\$22.57	
AREA MECH FLEET C	\$12.15	\$12.90	\$13.96	\$15.11	\$16.36	\$21.11	
DECORATOR CRAFT SUPPORT	\$12.11	\$12.80	\$13.77	\$14.84	\$15.99	\$20.56	
FLOOR COVERING INSTALLER	\$16.23	\$17.25	\$18.98	\$21.06	\$24.61	\$30.08	
MATERIAL ATTENDANT	\$14.01	\$14.69	\$15.34	\$16.43	\$17.60	\$22.45	
CNC MECHANIC SHEET METAL ¹	\$19.06	\$20.49	\$22.48	\$24.65	\$31.96		
CNC SPECIALIST 1 ¹	\$18.45	\$19.87	\$21.85	\$24.04	\$31.18		
CNC SPECIALIST 2 ¹	\$19.06	\$20.49	\$22.48	\$24.65	\$31.96		
CNC SPECIALIST 3 ¹	\$19.38	\$20.81	\$22.80	\$24.99	\$32.37		
LOCKSMITH MASTER	\$19.64	\$20.79	\$22.46	\$24.23	\$31.18		
LOCKSMITH ³	\$15.05	\$16.60	\$18.71	\$22.23	\$27.35		
MECHANIC GAS CERTIFIED TECH ^d	\$19.45	\$20.33	\$21.76	\$23.46	\$32.18		
MECHANICAL QC INSPECTOR	\$21.35	\$23.35	\$25.57	\$28.70	\$33.09		
METALWORKER QC INSPECTOR	\$21.35	\$23.35	\$25.57	\$28.70	\$33.09		
PRE-APPRENTICE CARPENTER	\$11.68	\$12.42	\$13.47	\$14.62	\$18.99		
PRE-APPRENTICE MECHANICAL	\$11.68	\$12.42	\$13.47	\$14.62	\$18.99		
PLANNED WORK SPECIALIST CARPENTER	\$20.43	\$21.84	\$23.82	\$25.98	\$33.84		
PLANNED WORK SPECIALIST METALWORKER	\$20.43	\$21.84	\$23.82	\$25.98	\$33.84		
ASSOCIATE WELDER	\$19.23	\$20.39	\$22.03	\$24.78			
CARPENTER QC INSPECTOR CRAFT SUPPORT	\$14.01	\$15.05	\$17.37	\$21.11			
MECHANIC CRAFT SUPPORT	\$14.01	\$15.05	\$17.37	\$21.11			
MECHANICAL QUALITY AUDITOR	\$22.36	\$23.65	\$25.53	\$32.88			
METALWORKER CRAFT SUPPORT	\$14.01	\$15.05	\$17.37	\$21.11			
WOODWORKER CRAFT SUPPORT	\$14.01	\$15.05	\$17.37	\$21.11			
AREA MECH FLEET A ¹	\$22.98	\$25.18	\$33.57				
AREA MECH FLEET B ¹	\$21.76	\$23.99	\$32.12				
CARPENTER ASSEMBLY MECHANIC ¹	\$21.76	\$23.99	\$32.12				
CNC EQUIPMENT PROGRAMMER	\$22.46	\$25.04	\$33.84				
MECHANIC ATTRACTIONS ¹	\$21.76	\$23.99	\$32.12				
TRANSPORTATION MAINTENANCE MECHANIC	\$21.76	\$23.99	\$32.12				

Carpenters	Flat
AREA MECH CONTAINMENT SPEC	\$28.20
AREA MECH DECORATOR	\$31.18
AREA MECH FLOOR COVERING	\$31.18
AREA MECH WELDER 2 ¹	\$33.05
DECORATOR SR	\$31.18
DESIGN MECHANIC	\$32.91
DRAPERY UPHOLSTERY SPEC SR	\$31.18
FLOOR COVERING INSTALLER SR	\$31.18
WELDER 2	\$33.05

¹ Only available after successful completion of testing requirements

² Floor Covering Installer shall receive automatic progression to Floor Covering Installer Sr. after 6 years as Floor Covering Installer

³ Locksmith shall receive automatic progression to Master Locksmith after 6 months at maximum rate

^d \$1.00 premium pay included

Electricians	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
AREA MECH ELECTRICIAN	\$19.33	\$20.76	\$22.46	\$24.27	\$26.19	\$28.08	\$31.18
AREA MECH LAUNDRY	\$16.76	\$17.76	\$19.33	\$20.76	\$22.46	\$24.27	\$31.18
AREA MECH OFFICE MACHINE SYSTEMS	\$16.76	\$17.76	\$19.33	\$20.76	\$22.46	\$24.27	\$31.18
ELECTRICAL FACILITIES SUPPORT CRAFTWORKER	\$11.57	\$12.59	\$13.70	\$14.92	\$16.22	\$18.25	\$21.08
ELECTRICIAN	\$19.33	\$20.76	\$22.46	\$24.27	\$26.19	\$28.08	\$31.18
LAUNDRY SYSTEM MECHANIC JR	\$16.76	\$17.76	\$19.33	\$20.76	\$22.46	\$24.27	\$31.18
TECHNICAL SUPPORT CRAFTWORKER	\$11.57	\$12.59	\$13.70	\$14.92	\$16.22	\$18.25	\$21.08
APPRENTICE ELECTRICIAN	\$11.99	\$12.93	\$14.24	\$15.68	\$17.27	\$22.57	
ELECTRICAL QUALITY AUDITOR	\$20.34	\$21.27	\$22.68	\$24.20	\$25.81	\$32.88	
ENTERTAINMENT SYSTEM TECH	\$22.87	\$24.03	\$25.74	\$27.57	\$29.54	\$37.80	
ELECTRICAL QC INSPECTOR	\$21.35	\$23.35	\$25.57	\$28.70	\$33.09		
ELECTRICAL QUALITY AUDITOR CRST ⁶	\$23.40	\$24.65	\$26.47	\$28.46	\$36.54		
PRE-APPRENTICE ELECTRICIAN	\$11.68	\$12.42	\$13.47	\$14.62	\$18.99		
PWS ELECTRICIAN	\$20.43	\$21.84	\$23.82	\$25.98	\$33.84		
ELECTRICIAN CRAFT SUPPORT	\$14.01	\$15.05	\$17.37	\$21.11			
LAUNDRY CRAFT SUPPORT	\$14.01	\$15.05	\$17.37	\$21.11			
AREA MECH FACILITY INDST TECH	\$23.99	\$27.43	\$32.12				
AREA MECH MONORAIL SYSTEM SPEC	\$27.16	\$30.76	\$35.76				
AREA RIDE SHOW TECH ¹	\$23.99	\$27.43	\$32.12				
COMPUTER RIDE SHOW TECH ¹	\$27.16	\$30.76	\$35.76				
COMPUTER SYSTEM TECH ¹	\$27.16	\$30.76	\$35.76				
ELECTRICIAN AREA PROJECTIONIST	\$23.99	\$27.43	\$32.12				
ELECTRICIAN AREA PROJECTIONIST IMAX	\$23.99	\$27.43	\$32.12				
ELECTRICIAN SYSTEMS TECH	\$23.99	\$27.43	\$32.12				
POWER DISTRIBUTION TECH	\$27.85	\$29.22	\$37.37				

Electricians	Flat
ELECTRICAL INSTRUMENT & CONTROL TECH ¹	\$38.06
ELECTRICIAN POWER SYSTEM	\$33.69
ELECTRONIC LOCK SPEC	\$33.74
LAUNDRY SYSTEM MECHANIC ¹	\$33.74

Plumbers	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
AREA MECH HVAC REFRIGERATION TECH	\$19.33	\$20.76	\$22.46	\$24.27	\$26.19	\$28.08	\$31.18
AREA MECH KITCHEN	\$19.33	\$20.76	\$22.46	\$24.27	\$26.19	\$28.08	\$31.18
AREA MECH PLUMBER	\$19.33	\$20.76	\$22.46	\$24.27	\$26.19	\$28.08	\$31.18
PLUMBER FACILITIES SUPPORT CRAFTWORKER	\$11.57	\$12.59	\$13.70	\$14.92	\$16.22	\$18.25	\$21.08
APPRENTICE PLUMBER	\$11.99	\$12.93	\$14.24	\$15.68	\$17.27	\$22.57	
AREA MECH GAS CERTIFIED TECH WELDER ^{1,e}	\$20.45	\$21.33	\$22.76	\$24.46	\$33.18		
AREA MECH GAS CERTIFIED TECH ^{1,d}	\$19.45	\$20.33	\$21.76	\$23.46	\$32.18		
AREA MECH INDST PIPE CERTIFIED WELDER ^{1,e}	\$20.45	\$21.33	\$22.76	\$24.46	\$33.18		
AREA MECH INDST PIPE FITTER ^{1,d}	\$19.45	\$20.33	\$21.76	\$23.46	\$32.18		
PRE-APPRENTICE PLUMBER	\$11.68	\$12.42	\$13.47	\$14.62	\$18.99		
PWS PLUMBER	\$20.43	\$21.84	\$23.82	\$25.98	\$33.84		
AREA MECH HVAC REFRIG EMS TECH ¹	\$27.16	\$30.76	\$35.76				
AREA MECH HVAC REFRIG KITCHEN TECH ¹	\$23.99	\$27.43	\$32.12				

¹ Only available after successful completion of testing requirements

⁶ Must be stauted as a Computer Ride Show Tech or Computer Systems Tech before moving to this role

^d \$1.00 premium pay included

^e \$2.00 premium pay included

Painters	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
AREA MECH PAINTER	\$16.76	\$17.76	\$19.33	\$20.76	\$22.46	\$24.27	\$31.18
PAINTER	\$16.76	\$17.76	\$19.33	\$20.76	\$22.46	\$24.27	\$31.18
PAINTER FACILITIES SUPPORT CRAFTWORKER	\$11.57	\$12.59	\$13.70	\$14.92	\$16.22	\$18.25	\$21.08
PAINTER PAINT BODY	\$16.76	\$17.76	\$19.33	\$20.76	\$22.46	\$24.27	\$31.18
APPRENTICE PAINTER	\$11.99	\$12.93	\$14.24	\$15.68	\$17.27	\$22.57	
AREA MECH PAINTER II	\$16.03	\$16.51	\$17.32	\$18.19	\$21.72		
PAINTER PAINT BODY II	\$16.03	\$16.51	\$17.32	\$18.19	\$21.72		
PRE-APPRENTICE PAINTER	\$11.68	\$12.42	\$13.47	\$14.62	\$18.99		
PWS PAINTER	\$20.43	\$21.84	\$23.82	\$25.98	\$33.84		
CHARACTER CRAFTWORKER	\$14.55	\$15.77	\$17.66	\$22.36			
CRAFT SUPPORT PAINTER	\$14.01	\$15.05	\$17.37	\$21.11			
CRAFT SUPPORT ASSISTANT PAINTER	\$14.36	\$15.40	\$17.76	\$21.62			
CRAFT SUPPORT SIGN PAINTER	\$14.01	\$15.05	\$17.37	\$21.11			

Painters	Flat
CHARACTER CRFTWKR TOOLMAKER	\$31.18
PAINTER COMPUTER GRAPHIC	\$24.16
PAINTER CRAFT SUPPORT SR	\$22.63
PAINTER SHOW FINISHER	\$31.18
PAINTER SIGN	\$31.18

Bricklayers	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
AREA MECH BRICKLAYER PLASTER	\$16.76	\$17.76	\$19.33	\$20.76	\$22.46	\$24.27	\$31.18
BRICKLAYER FACILITIES SUPPORT CRAFTWORKER	\$11.57	\$12.59	\$13.70	\$14.92	\$16.22	\$18.25	\$21.08
BRICKLAYER STAFF CRFTWKR	\$16.76	\$17.76	\$19.33	\$20.76	\$22.46	\$24.27	\$31.18
APPRENTICE BRICKLAYER	\$11.99	\$12.93	\$14.24	\$15.68	\$17.27	\$22.57	
PRE-APPRENTICE BRICKLAYER	\$11.68	\$12.42	\$13.47	\$14.62	\$18.99		
PWS BRICKLAYER	\$20.43	\$21.84	\$23.82	\$25.98	\$33.84		
BRICKLAYER SUPPORT STAFF CRFTWKR	\$14.01	\$15.05	\$17.37	\$21.11			

Laborers	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr	7-Yr	8-Yr
GARDENER	\$12.89	\$13.46	\$14.02	\$14.62	\$15.13	\$15.95	\$16.79	\$17.69	\$22.22
HAZARDOUS WASTE ASST	\$13.80	\$14.46	\$15.56	\$16.53	\$17.66	\$18.89	\$24.08		
LABORER	\$13.52	\$14.02	\$14.91	\$15.71	\$16.63	\$17.61	\$22.22		
PEST CONTROL OPERATOR	\$15.70	\$16.73	\$17.82	\$19.00	\$20.24	\$21.47	\$25.77		
UTILITY SPECIALIST	\$15.74	\$16.97	\$18.31	\$19.75	\$21.30	\$22.99	\$25.77		
ENVIRONMENTAL RECYCLER	\$15.74	\$16.42	\$17.47	\$18.60	\$19.79	\$25.19			
ARBORIST	\$19.33	\$20.76	\$22.46	\$24.27	\$25.77				
IRRIGATION SPECIALIST	\$19.33	\$20.76	\$22.46	\$24.27	\$25.77				
LABORER SPECIALIST ⁴	\$15.74	\$16.58	\$17.82	\$19.17	\$24.59				
LANDSCAPE TRAFFIC COORD	\$20.43	\$21.84	\$23.82	\$25.98	\$33.84				
PLAN WORK SPEC LABORER	\$20.43	\$21.84	\$23.82	\$25.98	\$33.84				
GARDENER SPECIALIST ¹	\$17.30	\$18.69	\$24.59						

Laborers	Flat
ABATEMENT TECH	\$29.81
HAZARDOUS WASTE TECH	\$29.81

¹ Only available after successful completion of testing requirements

⁴ Laborer shall receive automatic progression to Laborer Specialist after 5 years as a Laborer

Operating Engineers	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
OPERATOR HEAVY EQUIPMENT	\$16.76	\$17.76	\$19.33	\$20.76	\$22.46	\$24.27	\$31.18
UTILITY LOCATOR	\$16.76	\$17.76	\$19.33	\$20.76	\$22.46	\$24.27	\$31.18
AREA MECH ENERGY SYSTEMS ¹	\$19.80	\$20.72	\$22.12	\$23.62	\$25.22	\$32.12	
OPERATOR COGEN ^{1, f}	\$22.80	\$23.72	\$25.12	\$26.62	\$28.22	\$35.12	
OPERATOR ENERGY SYSTEM ¹	\$19.80	\$20.72	\$22.12	\$23.62	\$25.22	\$32.12	
AREA MECH INDUSTRIAL MECH CERT WELDER ^{1, e}	\$20.45	\$21.33	\$22.76	\$24.46	\$33.18		
AREA MECH INDUSTRIAL MECHANIC ^{1, d}	\$19.45	\$20.33	\$21.76	\$23.46	\$32.18		
OPERATOR SOLID WASTE EQUIPMENT	\$16.20	\$17.33	\$18.56	\$19.86	\$25.29		
PLANNED WORK SPECIALIST OPERATING ENG	\$20.43	\$21.84	\$23.82	\$25.98	\$33.84		

Operating Engineers	Flat
OP ENG INSTRUMENT & CONTROL TECH ¹	\$38.06
OPERATOR HEAVY EQUIPMENT CCO ^d	\$32.18
OPERATOR HEAVY EQUIPMENT LANDFILL	\$31.43
OPERATOR SANITATION SYSTEM CLASS A ¹	\$31.43
OPERATOR SANITATION SYSTEM CLASS B ¹	\$28.02
OPERATOR SANITATION SYSTEM CLASS C ¹	\$26.17

Teamsters	Start	1-Yr	2-Yr	3-Yr	4-Yr	5-Yr	6-Yr
DISTRIBUTION WAREHOUSE WORKER	\$13.52	\$14.02	\$14.91	\$15.71	\$16.63	\$17.61	\$22.22
MATERIAL HANDLER	\$11.60	\$12.63	\$13.38	\$14.37	\$15.43	\$17.19	\$19.71
MATERIAL HANDLER TICKET ROOM ^d	\$12.60	\$13.63	\$14.38	\$15.37	\$16.43	\$18.19	\$20.71
SUPPLY & DISTRIBUTION WORKER	\$13.52	\$14.02	\$14.91	\$15.71	\$16.63	\$17.61	\$22.22
SUPPLY & DISTRIBUTION WORKER AUTO ^a	\$13.77	\$14.27	\$15.16	\$15.96	\$16.88	\$17.86	\$22.47
SUPPLY & DISTRIBUTION WORKER COOLER ^c	\$14.32	\$14.82	\$15.71	\$16.51	\$17.43	\$18.41	\$23.02
DISTRIBUTION LAUNDRY DRIVER ^d	\$16.12	\$16.71	\$17.63	\$18.88	\$23.22		
PLANNED WORK SPECIALIST TEAMSTER	\$20.43	\$21.84	\$23.82	\$25.98	\$33.84		
SUPPLY & DISTRIBUTION DRIVER A ^d	\$16.12	\$16.71	\$17.63	\$18.88	\$23.22		
SUPPLY & DISTRIBUTION DRIVER B ^b	\$15.62	\$16.21	\$17.13	\$18.38	\$22.72		

Teamsters	Start	2-Yr	4-Yr	6-Yr	8-Yr
MATERIAL HANDLER TEMP REF	\$11.40	\$11.80	\$12.39	\$13.06	\$16.50
DISTRIBUTION WAREHOUSE WORKER TEMP REF	\$13.88	\$14.37	\$14.97	\$18.80	
SUPPLY & DIST WORKER AUTO TEMP REF ^a	\$14.13	\$14.62	\$15.22	\$19.05	
SUPPLY & DIST WORKER COOLER TEMP REF ^c	\$14.68	\$15.17	\$15.77	\$19.60	
SUPPLY & DIST WORKER TEMP REF	\$13.88	\$14.37	\$14.97	\$18.80	

Teamsters	Flat
SUPPLY & DIST DRIVER A TEMP REF ^d	\$15.93

¹ Only available after successful completion of testing requirements

^a \$0.25 premium pay included

^b \$0.50 premium pay included

^c \$0.80 premium pay included

^d \$1.00 premium pay included

^e \$2.00 premium pay included

^f \$3.00 premium pay included

**ADDENDUM B
OF
AGREEMENT BETWEEN WALT DISNEY WORLD RESORT
AND
NORTH AMERICA'S BUILDING TRADES UNIONS AND
CRAFT MAINTENANCE COUNCIL**

PRE-APPRENTICE/FACILITY SUPPORT CRAFTSWORKER

1. The parties have agreed to establish the Pre-Apprentice and Facility Support Craftworker Classifications which may be used by all areas covered by this Agreement.
2. The Unions will have exclusive referral to the new classifications above. The participating Unions will be Bricklayers, Carpenters, Electricians, Painters, and Plumbers.
3. The maximum number of Pre-Apprentices, Facility Support Craftworker, and Apprentices will not exceed thirty-three and one-third percent (33 $\frac{1}{3}$ %) of the journeyman population in each union named in Section 2 above. The number of Pre-Apprentice and Facility Support Craftworkers may not exceed fifty percent (50%) of the thirty-three and one-third percent 33 (33 $\frac{1}{3}$ %) of the journeymen in the participating Unions.
4. Pre-Apprentices may be considered for Apprentice positions when available.
5. Facility Support Craftworkers will not be required to attend Union provided training other than Regulatory Training and On the Job Training necessary to perform their respective duties. Facility Support Craftworkers may also be considered for apprentice positions when available. Furthermore, they may not exercise their seniority, in connection with a lateral transfer in the first year of employment and thereafter may exercise their seniority for lateral transfer not more than once each year.
6. The Pre-Apprentice and Facility Support Craftworker may perform work identified in the Side Letter of Understanding which will govern the administration of this Addendum.
7. The Company agrees that it will not use the Pre-Apprentice/Facility Support Craftworkers classifications to replace the Laborer Classification.

**ADDENDUM C
OF AGREEMENT BETWEEN WALT DISNEY WORLD RESORT
AND
NORTH AMERICA'S BUILDING TRADES UNIONS AND
CRAFT MAINTENANCE COUNCIL**

WALT DISNEY WORLD WAREHOUSING OPERATIONS

A. TEMPORARY REFERRAL:

1. Temporary Referrals may be utilized on holidays and during peak seasons (15 weeks) throughout the year. It is agreed a cap of twenty percent (20%) of total workforce hours worked as a maximum usage of Temporary Referrals.

2. Temporary Referrals will not be scheduled more than three (3) days per week, except during seasonal expanded warehouse activity. They must work Saturday and Sunday to qualify for a third (3rd) workday.

3. During expanded seasonal activity if Temporary Referral employees work more than thirty (30) continuous calendar days, they are eligible for holiday pay for holidays that occur subsequent to the thirty (30) continuous days during the period of Regular Full Time scheduling. At such time the Temporary Referral employee returns to Regular Part Time scheduling they forfeit holiday pay eligibility.

4. The Company will offer the Union the opportunity to provide qualified Temporary Referral warehouse employees on a first referral basis. The Company retains the right to refuse any referrals, based on qualifications, at its sole discretion. If the Union is unable to provide referrals in a timely manner, the Company may hire from whatever source it chooses.

5. The Company will offer overtime and holiday work to Regular Full Time employees prior to scheduling Regular Part Time employees for this work.

6. In the event that a Temporary Referral employee is converted to Regular Full Time status, his/her seniority date shall be the date of their conversion.

B. ANNUAL JOB BID:

1. An annual job bid will take place in Distribution Services Warehouse every twelve (12) months with the bid becoming effective through a phased process by the end of January. The Company reserves the right to deviate from this format based upon operational requirements.

2. Beginning with the bid effective January 1994 and every second year thereafter (1996, 1998...), the job bid will include all jobs within the unit by job classification. Beginning with the bid effective January 1995 and every second (2nd) year thereafter (1997, 1999...), the bid will be for shifts and days off within the work location. Working Foreman lines will be identified on the schedules that are offered for bid.

3. The Company reserves the exclusive right to select Working Foreman on the basis of the most qualified employee.

4. Each line will be offered to the most senior qualified employee. The employee must possess the qualifications at the time of bid. All lines requiring a Working Foreman or Commercial Driver's License (CDL) must be approved by management prior to bid selection.

5. In the event of a Working Foreman relinquishing the position, either voluntarily or by Company directive, the position will be offered to the most senior *non-status* qualified employee within the work location. If no one in the work location is qualified, then the position will be offered to the most senior non statused qualified warehouse employee within the job classification. The displaced Working Foreman will be assigned to the position formerly held by his/her replacement.

6. The Company will bid individual jobs between the annual bid when a Regular Full Time employee retires or terminates and when new jobs are created. Only the primary vacancy shall be bid. Secondary vacancies shall be filled by the Company and may not be bid until the next annual bid. At its sole discretion, the Company may place up for bid any Regular Full Time line assigned to an employee who has been on a personal medical leave of absence exceeding forty-five (45) days. Employees assigned under these provisions will be required to maintain the position for a six (6) month period, or until the annual bid.

7. Employees must have their requested vacation submitted to supervision within thirty (30) days of the total implementation of the bid. Approved vacations schedule will be posted within sixty (60) days of the total implementation of the bid.

8. When Regular Part Time employees are made Regular Full Time, they may continue to work in the same position and the Company will not be required to place the position for bid until the next annual bid.

9. Requests for the trading of positions among employees in the same job classification will be allowed with the approval of the Company.

10. When a line is transferred from one location to another or the qualifications for the line change, and an incumbent is involved, the Company and

the Union will jointly determine how long the incumbent will be given to obtain the necessary qualifications to retain the position.

C. DISTRIBUTION OF OVERTIME:

1. It is mutually agreed by the parties, due to the unique and distinct job functions within the Distribution Services Department, the overtime equalization provisions of the Craft Maintenance Agreement, which are embodied in Article 20, Section 15 as well as the Letter of Intent will not have application.

2. The following Agreement prescribes the method by which overtime will be distributed within the Distribution Services Department.

"Buildings" as used in this agreement are as follows:	"Work Areas" within buildings are as follows:
DC-2 (Merchandise Operations: Warehouse/Marking/Shipping as one "building")	1) Receiving 2) Pallet Put-Away/Replen Pick/Replen Put-Away/Whse Reconfiguration 3) Pick/Consolidation/Pick Audit/Cust Svc Pick 4) Cycle Count/Inv Integrity 5) Marker Support 6) Ship Outbound Freight/LTL & CA Outbound
Material Handler	Mdse Markers/Ticket Making/Compliance Repack
Foods Delivery	Food Delivery and then Global Delivery
General Supplies Delivery	General Supplies Delivery and then Global Delivery
Merchandise Delivery	Merchandise Delivery and then Global Delivery
Local Traffic	Local Traffic and then Global Delivery
Forklift Support (Merchandise Delivery S&D)	Merch. Dely. Forklift Support, then Pallet Yard Forklift Support, then Distribution Services wide.
Forklift Support (Pallet Yard S&D)	Pallet Yard Forklift Support, then Merch. Dely. Forklift Support, then Distribution Services wide.
DC-3 Foods Warehouse	1) Dry Stock Receiving, Drystock Putaway 2) Perishable Receiving, Perishable Putaway 3) Perishable Pick Perishable Replenishment 4) Dry Stock Pick, Dry Stock Replenishment, Customer Service 5) Liquor 6) Sanitation/Cycle Count
DCG/DC5	1) G/S Receiving 2) G/S Put away/Inventory Mgmt 3) G/S Pick 4) DC5

3. The Company agrees that it will not use the following agreement to evade requirements to call in senior employees when it is known at the start of a shift that overtime will be required. The Union agrees that the Company may need to deviate from this agreement to satisfy business needs:

- (a) If the duration of overtime in a given work area does not exceed two (2) hours per person (not cumulative) present and stasured in that work area, overtime will be offered by seniority to those employees present and stasured in the work area where overtime exists. Should it be determined after overtime has started, that the duration of overtime will exceed two (2) hours per person present and stasured in that work area, the normal overtime call in procedure will be initiated. Incumbents will be allowed to continue working until relieved by a senior person. If the Company exceeds two (2) hours per person present and stasured in a given work area, without initiating the overtime call in procedure, senior people not called shall be paid overtime worked by the junior person.
- (b) If the duration of overtime (before overtime has started) in a given work area exceeds two (2) hours per person present and stasured in that work area, overtime will be offered by seniority to those employees, whether present or not, stasured in the work area where overtime exists. If a called in employee does not satisfy the agreement to work a minimum of four (4) hours of the offered overtime, the Company will only pay for the actual time worked.
- (c) Under condition the overtime commitment cannot be satisfied within a given work area, the overtime will then be offered to other work areas within the building, in seniority order.

4. Under provisions that the overtime requirement cannot be met within the building concerned or in the case of the Delivery Department within that department, overtime will then be offered to those employees who are stasured Regular Full Time but are temporarily assigned to the "building" requiring overtime.

5. If no one, or an insufficient number, accepts the overtime opportunity, then the least senior qualified employee(s) within the work area shall be assigned to work the overtime. Regular Part Time employees may not be offered overtime until all Regular Full Time employees have been considered.

6. If overtime is required on a regularly stasured Working Foreman line, the most senior qualified stasured or non stasured Working Foreman in the work area will be offered the overtime first, then to the Working Foreman list by building. In no case will a person, not on the Working Foreman list, have a claim to a regularly stasured Working Foreman line, for the purposes of overtime; conversely the Company may not disregard the seniority list to fill a normal S&D line vacated by a person on the Working Foreman list who has been called to fill a stasured Working Foreman slot for that day.

7. The policy concerning continuation of work will remain in effect. When an employee is working at a specific job is required to extend beyond his/her normal quitting time and cannot reasonably be replaced by a more senior employee, the same employee will be permitted to perform overtime to finish the job regardless of his/her seniority. This shall not be used to circumvent the overtime policy outlined above.

8. Persons in the stockrooms may continue their shift without regard to seniority provided it does not exceed four (4) hours.

9. When not detrimental to the efficient operation of the area, a Steward, or other unit member will be used to witness the overtime call-in process, on exception.

D. DELIVERY DEPARTMENT:

1. The Delivery Department is primarily involved in the delivery of foods, general supplies, and merchandise. Drivers in this department will be classified as Supply and Distribution Worker A or B, and are entitled to premium rates described below.

- (a) S & D W/A - must be qualified to operate tractor trailer, pup trailer, or any other combination vehicle designated by the Company. Driver so qualified and stasured will receive a dollar (\$1.00) per hour premium above their base rate. Drivers in this Group may be used to drive any vehicle in any group.
- (b) S & D W/B - must be qualified to drive straight trucks (24', 18', etc.), stake body, goose neck trailers, and any other vehicle in this group which the Company may direct. Driver so qualified and stasured will receive a fifty cent (\$0.50) per hour premium above their base rate. Drivers in this group may also be used to drive any vehicle in paragraph C below.
- (c) The Company reserves the right, in its sole discretion, to determine if an individual is qualified to drive the vehicles described in each group above and therefore eligible for the premium pay.
- (d) It is the individual responsibility of each driver to maintain his/her qualifications within the prescribed Motor Vehicle Laws or the State of Florida. Failure to do so will result in immediate disqualification and removal from the Delivery Department. A driver, so disqualified, may replace the least senior employee on the S & D list, provided he is more senior.

- (e) ACCIDENT POLICY: All accidents shall be investigated, and discipline administered where necessary, on an individual case basis.
- 1) All drivers are responsible for their vehicles and must fill out a daily VEHICLE DAMAGE REPORT and report any new damage to a supervisor or working foreman before moving his/her truck. Failure to do so may result in the driver being charged for any damage discovered subsequent to his/her shift.
 - 2) In any case where the employee has demonstrated negligence, disregard for safety factors, caused bodily injury, committed a traffic violation which resulted in an accident, been involved in any one chargeable accident with damages equal to or greater than \$10,000, or been involved in three chargeable accidents within a 3-year period may be subject to termination.
 - (a) An accident shall be defined as contact made with an object that results in damage equal to or greater than \$1000.
 - 3) Any two (2) chargeable incidents shall be considered as one (1) accident.
 - (a) An incident shall be defined as contact(s) made with objects which results in total damages less than \$1000. An incident in which injuries are incurred shall be considered an accident.
 - 4) Any unreported accident/incident may be grounds for immediate termination.
 - 5) All accidents shall be reviewed by the Delivery Department Safety Committee Members within a reasonable time.
 - 6) Drivers terminated for violation of this Accident Policy may not replace any less senior employee in any classification.

3. Requirements for overtime availability - The most senior qualified Driver by work location will have first choice at overtime, provided the Driver has sufficient hours available to complete the run, and whose regularly scheduled shift does not interfere with the overtime shift offered. Once a driver has been called

and committed to an overtime shift, he/she will be allowed to complete that shift. All Drivers must be able to meet D.O.T. requirements at the time they are scheduled to drive.

E. Working Foremen

1. Working Foreman and persons qualified to be Working Foremen will be identified by an asterisk (*) on the seniority list.

F. Management Steward/Committee

1. The parties agree to establish management/shop steward meetings to maintain open lines of communication and to discuss and resolve issues.

2. The meetings shall be scheduled on a monthly basis and will be attended by the area manager or area supervisor and a maximum of five (5) shop stewards.

3. The meeting will be scheduled by management at a time that does no interfere with the daily operation. Shop stewards attending the meeting during their scheduled shift will be paid for their time. Shop stewards who choose to attend the meeting prior to or after their scheduled shift, or on a scheduled day off will not be paid.

.....
It is understood that the provisions contained in this Addendum have no applicability to any other areas covered by the Craft Maintenance Council or any other agreements to which the parties are signatory.

**ADDENDUM D
OF
AGREEMENT BETWEEN WALT DISNEY WORLD RESORT
AND
NORTH AMERICA'S BUILDING TRADES UNIONS AND
CRAFT MAINTENANCE COUNCIL**

MATERIAL HANDLER CLASSIFICATION

This Agreement is supplemental to the Craft Maintenance Agreement pertaining to the conditions and understandings mutually accepted by the parties pertaining to the "Material Handler" classifications.

1. JOB DUTIES AND FUNCTIONS - The Duties of Material Handlers will include, but not be limited to, the routine duties attendant to the receipt, packing, protecting, weighing, price identification, marking and reboxing of all types of material sold and/or used by the Company.

2. INTERCHANGEABILITY OF REGULAR SCHEDULED SHIFT - Employees classified as Material Handler will be interchangeable on the basis of regularly scheduled shifts.

3. MATERIAL HANDLER SENIORITY LIST APPLICATION AFFECTING CANDY PACK, AND MARKING AREA - Following a mutual agreement reached by the parties in merging the Candy Pack areas into the new Material Handler Classification in 1987, the parties shall recognize the following applications of seniority affecting the transferred employees into the unit:

- (a) Those transferred Candy Pack employees shall retain their present seniority date and cannot be displaced either by layoff, recall or transfer of a more senior employee, classified as "Material Handler."

Transfer by those employees referenced herein to any other location within the Material Handler Classification shall result in a change in their seniority date as of the effective date of transfer for their new location only. In the event of layoff/recalls, Article 16, Section 1 shall be applicable.

- (b) It is recognized that the mutual purpose and intent of this provision is to protect the seniority rights of the Merchandise Markers employees and the merged Candy Packers who were working in separate classifications prior to the establishment of the "Material Handler" classification in 1987. Employees hired after the original merger will fall into one common Material Handler seniority list encompassing Candy Pack, Marking, Ticket Room, Fashion, and other possible locations or operations which may be added into the classification.

4. TEMPORARY REFERRAL (T.R.) MATERIAL HANDLERS - The Company and the Union hereby agree that to provide temporary help for the above referenced warehouse material handling operations, a Temporary Referral pool shall be established.

- (a) The Union will furnish the Company with names of employees who are interested in temporary employment. From these names a list of employees will be established to exclusively fill all temporary openings. Subsequent vacancies or additions to this list will be filled by referrals from the Union.
- (b) TR employees will be utilized in Material Handling activities on weekends, holidays and seasonal peak periods. They may also cover absenteeism only after all Regular Full Time employees, who are not scheduled that day, have been offered the work.
- (c) During expanded seasonal activity if TR employees work more than thirty (30) continuous calendar days, they are eligible for holiday pay for holidays that occur subsequent to the thirty (30) continuous days during the period of Regular Full Time scheduling. At such time the TR employee returns to Regular Part Time scheduling they forfeit holiday pay eligibility.
- (d) Seniority - The seniority date and hire date for a TR Material Handler will reflect the initial date of hire as a TR Material Handler. Employees will be called in seniority order consistent with their availability.
- (e) The temporary pool will not be used by the Company to circumvent hiring of Regular Full Time employees.

5. MATERIAL HANDLER LIMITED WORK PROGRAM

- (a) Up to five (5) Material Handler positions per shift will be used as temporary assignments for people who are in the Limited Work Programs, provided that no Material Handlers are on layoff status.
- (b) Employees will be referred to the area by Workers' Compensation.
- (c) Employees will be limited to participating in the program for a maximum of six (6) weeks.
- (d) Employees will receive their regular statused hourly wage rate.
- (e) Regular Full Time Material handlers who are approved for a Limited Duty assignment by Workers' Compensation shall have first preference in filling these positions and S & D's shall have second preference before out-of-classification employees of the Company are assigned.

6. **OVERTIME** - Overtime within the Material Handler classification shall be administered as per Addendum II, paragraph C.

7. **MATERIAL HANDLER/TICKET ROOM** - Material handlers who either bid or are assigned to perform work in the ticket room shall be paid fifty cents (\$.50) per hour above their established hourly rate of pay. Any person assigned to print tickets for more than one (1) hour shall be paid the premium rate.

8. It is understood by the parties that these provisions have no applicability to any other job classification or other work areas covered by the Craft Maintenance Council Agreement. It is further understood by the parties that all Company policies pertaining to Temporary Referral employees shall apply unless specifically addressed otherwise in this Addendum.

ADDENDUM E

PENSION BENEFIT SCHEDULE AT AGE 65 FOR STRAIGHT LIFE ANNUITY OPTION - EFFECTIVE JANUARY 1, 2003

Credited Years of Service	Credited Hours of Service	Maximum Monthly Benefit
5	7,500 - 8,250	155.00
5	8,251 or more	170.50
6	9,000 - 9,750	186.00
6	9,751 or more	201.50
7	10,500 - 11,250	217.00
7	11,251 or more	232.50
8	12,000 - 12,750	248.00
8	12,751 or more	263.50
9	13,500 - 14,250	279.00
9	14,251 or more	294.50
10	15,000 - 15,749	310.00
10	15,750 or more	328.75
11	16,500 - 17,249	347.50
11	17,250 or more	366.25
12	18,000 - 18,749	385.00
12	18,750 or more	403.75
13	19,500 - 20,249	422.50
13	20,250 or more	441.25
14	21,000 - 21,749	460.00
14	21,750 or more	478.75
15	22,500 - 23,249	497.50
15	23,250 or more	516.25
16	24,000 - 24,749	535.00
16	24,750 or more	553.75
17	25,500 - 26,249	572.50
17	26,250 or more	591.25
18	27,000 - 27,749	610.00
18	27,750 or more	628.75
19	28,500 - 29,249	647.50
19	29,250 or more	666.25
20	30,000 - 30,749	685.00
20	30,750 or more	704.50
21	31,500 - 32,249	724.00
21	32,250 or more	743.50
22	33,000 - 33,749	763.00
22	33,750 or more	782.50
23	34,500 - 35,249	802.00
23	35,250 or more	821.50
24	36,000 - 36,749	841.00
24	36,750 or more	860.50
25	37,500 or more	880.00

**ADDENDUM F
OF
AGREEMENT BETWEEN WALT DISNEY WORLD RESORT
AND
NORTH AMERICA'S BUILDING TRADES UNIONS AND
CRAFT MAINTENANCE COUNCIL**

This Addendum supplements the Agreement between the Craft Maintenance Council and Walt Disney World Co. This Addendum will become effective upon ratification of the master agreement and shall remain in effect for the duration of the master agreement.

The parties agree that the provisions of Article 20 of the master agreement notwithstanding, the Company may schedule ten (10) hour shifts in accordance with the following provisions:

1. **WORKWEEK:** Individual employee workweeks shall consist of four (4), ten (10) hour shifts.
2. **OVERTIME:**
 - (a) Employees scheduled on ten (10) hour shifts will not be subject to the overtime provisions of Section 7 of Article 20 of the Agreement. The Company shall pay time and one-half (1½) for all consecutive hours worked in excess of ten (10) hours beginning at the start of any regularly scheduled shift. The Company shall pay time and one-half (1½) for all hours worked in excess of forty (40) hours in any one (1) workweek.
 - (b) Employees who work on the first (1st) or second (2nd) of their three (3) scheduled days off will be paid at the rate of time and one-half (1 ½) their regular straight time rate, and employees who work on the third (3rd) of their three (3) days off will be paid at double their regular straight time rate provided such employees have worked each of their four (4) scheduled workdays in the workweek if work is available to them unless prevented from doing so by occupational injury and/or occupational illness. The employee must also work the first (1st) day of his/her next regular scheduled shift unless the employee's failure to work such shift was due to personal illness, injury, or death in the immediate family and the employee satisfies the Company in this respect.
3. **SICK LEAVE:** Sick leave shall be paid and charged in one (1) hour increments up to the maximum of ten (10) hours in one (1) day.
4. **VACATIONS:** Vacations will be earned in accordance with Article 29, Section 2 of the Agreement but will be charged and paid in ten (10) hour increments.

5. BEREAVEMENT LEAVE: Bereavement leave shall be paid in ten (10) hour increments up to the maximum of forty (40) hours (4 days) for each occurrence.
6. HOLIDAYS: Holidays shall be paid and charged in ten (10) hour increments.
7. JURY DUTY: Jury duty shall be paid in ten (10) hour increments.

**ADDENDUM G
OF
AGREEMENT BETWEEN WALT DISNEY WORLD RESORT
AND
NORTH AMERICA'S BUILDING TRADES UNIONS AND
CRAFT MAINTENANCE COUNCIL**

APPRENTICE

1. The Apprentice classification may be extended to all areas of the Company covered by this agreement.
2. The Unions shall have exclusive referral to the Apprentice classification. The participating Unions are Carpenters, Bricklayers, Painters, Plumbers, and Electricians.
3. The maximum number of Apprentices, Pre-Apprentices, and Facility Support Craftworker shall not exceed thirty-three percent (33 $\frac{1}{3}$ %) and one-third percent (33 $\frac{1}{3}$ %) of the journeyman population in each union named in section 2 above. The number of Apprentices may not exceed fifty percent (50%) of the (33 $\frac{1}{3}$ %) thirty-three and one-third percent (33 $\frac{1}{3}$ %) of the total journeyman population in the participating Unions.
4. Employees must successfully complete the four (4) year apprenticeship training program through the local union program.
5. Upon completion of the apprenticeship program, the employee may apply for journeyman openings at the Company, however, if unsuccessful, there is no automatic conversion to journeyman and the apprentice remains at the five (5) year rate.
6. The Apprentice may perform any work required, provided the work can be accomplished safely. Article 17 - Training, Sections 1, 3, and 4 are not applicable to the Apprentice classification.

7. Rates:

Start 1 Yr. 2 Yr. 3 Yr. 4 Yr. 5 Yr.

AS LISTED IN ADDENDUM A

** Equivalent to journeyman one (1) year rate

Training:

- (a) One dollar twenty-five cents (\$1.25) per straight-time hours worked contributed to the negotiated local unions Apprenticeship Program, effective October 3, 2004; and \$1.50

per straight time hours worked contributed to the local unions Apprenticeship Program, effective October 2, 2005.

- (b) The Company may elect to provide cross craft training as needed

8. Formal Skills Assessment Testing:

Formal skills assessment testing will be utilized only in the following situations:

(a) APPLICANTS

The Company may elect to use formal testing to determine the qualifications of applicants for hiring

(b) INCUMBENT JOURNEY PERSONS

(1) The Company may use formal testing for JOURNEY PERSONS who are applying for promotions within the bargaining unit

(2) The Company may use formal testing where regulatory certification is required

(3) The Company may use formal testing for certification of welding skills and abilities

9. The Company agrees that it will not use the Apprentice classification to replace the Laborer Classification.