

**Memorandum of Understanding
2020 Walt Disney Parks & Resorts U.S.
And
Service Trades Council Union
Full and Part Time Agreements
On Site Temperature Checks**

This Memorandum of Understanding (“MOU”) is between Walt Disney Parks and Resorts U.S. (“Company”), and the Service Trades Council Union (“Union”), collectively referred to as the “Parties” with respect to the 2017 Full Time and Part Time Agreements between the Parties (“Agreements”).

1. Effective June 14, 2020 and until further notice, employees working in operating areas will undergo a secondary temperature check and health assessment in addition to their pre-arrival self health assessment. The secondary screening will be conducted on the clock by a leader at the employee’s location or at a designated central location.
 - Employees must confirm they performed their pre-arrival health screening.
 - A leader will check the employee’s temperature.
 - If the employee’s temperature is below 100.4 degrees Fahrenheit, they will remain at work
 - If the employee’s temperature is at or above 100.4 degrees Fahrenheit, the Cast will be provided a cool down period and then have their temperature rechecked
 - If the employee’s temperature remains at or above 100.4 degrees Fahrenheit they will be sent home and paid for their scheduled shift.
 - Upon request, an employee will be shown their temperature reading.
2. The Company will provide the Union notice if it discontinues conducting on-site secondary temperature checks in whole or in part.

This Memorandum of Understanding is non-precedent setting and shall not be used as an interpretation of the Agreement.

This Memorandum shall at expire upon complete discontinuation of on-site secondary temperature checks.

Signed:



6/9/2020

Christie Sutherland
Director Labor Relations

Date

Signed:



June 9, 2020

Matt Hollis
President Service Trades Council Union

Date