Equity MAGIC UNITED FAQ

1. Why unionize?

a. Unionizing gives us **collective power** to have our voices finally heard by management. We will be able to resolve ongoing issues through an **open dialogue process** and to sit down to **negotiate a contract** every few years.

b. Contracts (or collective bargaining agreements, aka CBAs) create legal backing and accountability between us as workers and with Disney management.

c. Being a member of a union means knowing that your colleagues and union staff reps will stand by you to ensure your rights are protected.

2. What am I agreeing to when I say yes to the union?

a. Your "yes" means that you plan to sign a Union Authorization Card and will vote "yes" if a formal election is necessary.

b. Cast Members within both Parades and Characters will indicate they want Equity to represent them in negotiations for a union contract by completing a form called a Union Authorization Card (which may be online or on a physical card). Once we receive majority support, we will petition Disney to recognize the union, which they can do either voluntarily or through a union election.

c. Signing a card is confidential and **the names of those who sign cards are never seen by Disney management.**

3. Who is Actors' Equity Association? [Website]

a. Equity is one of the largest member-run live performance unions in the United States, representing actors, singers, dancers and stage managers nationwide.

b. They provide benefits, contract negotiation and enforcement, job access for performers, resources, training and connections for our unionizing efforts.

4. Why Equity over anyone else?

a. Equity is behind us 100% and supports a contract that covers everyone in Entertainment who makes the performances possible. Additionally, they have a great relationship with Disney and the negotiating team because they already represent Cast Members at Walt Disney World.

b. Equity has a 30-year bargaining history with Disney representing the stage performers in WDW (the AGVAs here), so they understand what being a part of the Walt Disney Company is like. They know that we can be treated better because they are treated very well in WDW.

Read more from a WDW cast member.

5. What about hosts? What about trainers, leads, schedulers?

a. Equity supports a contract covering everyone doing the work surrounding performances within the Character or Parades Departments at the Resort including sculpted, look-alikes, hosts, dancers, leads, trainers and schedulers.

b. Within Parades, we are not seeking to cover those who deal more with the technical side or driving, as we believe there are other unions in the park that would be better to represent them. Equity is willing to help facilitate those conversations with the other unions for those interested.

6. Does signing a card and voting "yes" mean I'm joining Equity? Can I still work at a non-union theatre?

a. Joining Equity is a separate process once we win recognition, and there will be a way to opt out.

b. If you do opt to join, it would restrict you from working at a non-union theatre except in special circumstances.

c. Regardless of your choice to join Equity or not, you'd be covered by the contract when doing Character or Parade performance work.

d. By joining, you'll have the full benefits and access that other Equity members have, like voting for the board and contract ratification, participating in negotiations and labor/management meetings, attending membership meetings, having audition access/priority, discounts, etc.

7. What's the timeline and our plan to win? What does bargaining a contract look like?

a. Once we have more than a majority of cards signed, we will ask Disney for voluntary recognition and file with the NLRB (National Labor Relations Board) to recognize Equity as our bargaining representative without having to go through the election process.

b. If Disney declines to voluntarily recognize our union, the NLRB will set a date for a formal union election, during which everyone eligible for the union can cast a secret ballot indicating whether they support unionization. If a majority of the ballots cast are in favor, our union will be officially recognized.

c. Once we win recognition, we'll start to bargain for a contract! This process may take months, but Equity has a strong bargaining relationship with Disney that we believe will help make the process positive and collaborative for Magic United as well.

d. Coming to a consensus on proposals for what goes in the contract will be

done through surveys, focus groups/group meetings and ongoing one-on-one conversations. There will be a bargaining team of your colleagues that will be representative of different perspectives and roles. The team will use their judgment as well as their knowledge in representing their coworkers in trying to reach the best deal possible. That contract will then go to those who join Equity for ratification/approval.

e. Contracts usually are multi-year, and when they expire, we renegotiate to continue to make improvements!

8. What are Dues?

a. Dues pay for Equity staff and resources that will help us represent ourselves.

b. Working Dues are 2.5% of your weekly paycheck. We will more than cover those dues by negotiating higher pay and premiums in a contract. See F&B, AGVA, SAG-AFTRA contract raises. **We are at the floor of what is possible; it is illegal for the employer to lower your pay because of unionizing.**

c. Equity's Basic Dues are $176 annually, billed at $88 twice a year each May and November.

d. You may see an Initiation Fee of $1800 associated with Equity, but **they are waiving that Initiation Fee for us as part of the organizing effort.**

e. At WDW the initiation fee is $125 to join, and Equity is hopeful that if we win, we'll have access to that lower rate for Cast Members who join after unionizing. The lower rate does only apply to the work within the parks, and there may still be a requirement to pay the balance of the full $1800 initiation fee if you take traditional theatrical Equity work outside the parks.

ACTORS' EQUITY
ASSOCIATION 1913