



UNION BUSTING BINGO

B	I	N	G	O
THE UNION IS A 3RD PARTY!	LESS CHANCE OF PROMOTION	THE UNION DOESN'T REPRESENT YOU	THE COMPANY IS ALREADY LISTENING	THIS WILL MAKE IT AN US VS THEM
CARDS ARE LEGALLY BINDING	DUES ARE EXPENSIVE	THIS COULD TAKE YEARS	WE ALREADY HAVE AFFINITY GROUPS	YOU'RE INELIGIBLE
RESTRICTED JOB TITLES AND DUTIES!	THIS COULD HURT YOUR CAREER		YOU HAVE TO RESCIND CARDS AS A LEAD	THE UNION IS INHERENTLY ADVERSARIAL
NO RAISES DURING NEGOTIATIONS	YOU WILL HAVE TO STRIKE!	PEOPLE ARE UNSIGNING	GIVE US A CHANCE TO FIX THINGS	YOU CAN ALWAYS COME TO US
IF WE GET A UNION, WE'LL ALL HAVE TO REAPPLY FOR OUR JOBS	THIS WILL BE DISRUPTIVE TO THE KIDS AND FAMILIES WHO COME TO VISIT THE PARK	IF THIS HURTS DISNEY'S BOTTOM LINE, AND THEIR STAKEHOLDERS, THAT'S BAD NEWS FOR US	BUT WE JUST GOT RAISES!	YOU WON'T BE ABLE TO GO DIRECTLY TO MANAGERS ANYMORE

MAGIC UNITED

UNION BUSTING BINGO!

A N S W E R K E Y

“THE UNION IS A 3RD PARTY!”

YOU are the union. Equity is your bargaining representative, but any issues at your work that we address in bargaining or otherwise will be what Disneyland members want – that’s why you will select a team to represent you. Generally, this team will be comprised of folks that have worked at Disneyland alongside you – paired with our allies at Walt Disney World and in other unions, you get the best of all worlds.

“LESS CHANCE OF PROMOTION.”

The current process for promotion will remain the same and is part of the “floor” we have for negotiations. We will only suggest changes to the promotions process that WE want, and then fight for those at the bargaining table. Any change that harms the work, worker or their livelihood simply because you unionized would be considered retaliation. That’s against the law and would be grounds for an Unfair Labor Practice (ULP) that we would file with the NLRB (labor court).

“THE UNION DOESN’T REPRESENT YOU.”

Well, in fact that is exactly what having a union means. Equity will become our collective bargaining representative. That means we have all their resources to fight for and enforce our contract. Choosing what we prioritize to go in the contract, however, is all us. We will survey our membership to decide what issues/solutions we want to address and that will be what our union, which includes our bargaining team of Disneyland workers, will fight for.

“THE COMPANY IS ALREADY LISTENING.”

Are they, though? How many meetings and concerns have been ignored by management after repeatedly bringing them up, issues that affect our health and safety! The only reason we have seen SOME movement on pay and safety is because we started organizing. If we are getting this kind of attention now by just THINKING about a union, imagine what we could achieve if we actually had one. But if we stop moving forward, Disneyland could go back to ignoring us.

“THIS WILL MAKE IT AN US VS THEM.”

Right now, it’s “them versus me.” US means all of us together. We will not only be a more powerful voice, but also more collective, inclusive of more of the issues we face at work. The majority of us love Disney! We don’t want to fight against them, but we do want to work together to resolve these issues. This is exactly what cast members in Walt Disney World have been able to do. By unionizing, they have established a very good partnership that we hope to replicate here at Disneyland.

“CARDS ARE LEGALLY BINDING.”

What you are signing is called an “authorization card.” It’s your official expression of interest to the National Labor Relations Board in authorizing Equity to represent you in negotiations for a union contract. Once 50%+1 of your coworkers sign these cards, the unionization process can move forward. The cards are only seen by Equity staff and the NLRB agent. Disney will never see them.

“DUES ARE EXPENSIVE.”

As a cast member participating in this union organizing drive, Equity will waive the initiation fee most members are required to pay to join (\$1800). Working dues will be 2.5% of your salary, deducted from paychecks automatically. Those working dues go to making sure we have the resources, lawyers and representatives to be successful. We all chip in, and we wouldn’t want to pay 2.5% in dues if it didn’t make sense. We anticipate that our contract wins will easily pay for the dues and then some.

“THIS COULD TAKE YEARS.”

Probably not! Equity’s existent bargaining relationship with Disney will help in pushing us forward. No one has a crystal ball to say exactly how long this will take. However, we do not expect it to take years. Typically, after we win our union, we go straight into bargaining our first contract, and if there are any delays, we have legal avenues we can explore. Our union’s goal would be to get us to a contract as soon as possible.

“WE ALREADY HAVE AFFINITY GROUPS.”

Yes, we do. And while they serve an important purpose, they do not offer us collective power to truly change our workplaces. Having a union means the ability to take action on the concerns we articulate in affinity groups, as well as a seat at

the table where the decisions are made.

“YOU’RE INELIGIBLE.”

The only folks unable to be in a union are management (ability to hire, fire and issue discipline) and confidential employees (typically HR or executive assistants). Any unrepresented worker outside of those two categories has a right to form or join a union. There is sometimes a question of which is the best union to represent a particular employee. We would not be talking to you if we did not already believe you would be a good fit for Equity.

“RESTRICTED JOB TITLES AND DUTIES!”

You mean I won’t be asked to do something that isn’t my job? And I will know what is expected of me instead of guessing or having it be a goal post that keeps moving? Yes, we will be able to establish roles and job duties by proposing adjustments or changes we want. If we want to keep things the way they are now, the status quo remains.

“THIS COULD HURT YOUR CAREER.”

Is that a threat? Because any harm as a result of union activity is against the law. Developing a clear career path and raises sounds like it would HELP your career, and anyone threatening you is not looking out for your best interest. A union’s job is to look out for you.

“YOU HAVE TO RESCIND CARDS AS A LEAD.”

Leads are qualified to join Equity! What would make you ineligible is the ability to hire/fire/issue discipline. Additionally, middle management can still form a union, they would just need to do it separately from us. We have done the research. If we are asking folks to sign a card, it means that person qualifies for Equity.

“THE UNION IS INHERENTLY ADVERSARIAL.”

This simply is not true. And we have proven it at Walt Disney World. You can be pro-Disney AND pro-Union. We have established a very collaborative relationship with Disney and intend to do the same here. However, if Disney is in the wrong, your union will do everything they can to fight for your benefit.

“NO RAISES DURING NEGOTIATIONS.”

We haven't had many raises at all, although one of the biggest we have ever received was when we just had the whisper of union organizing. As union members, our raises will be negotiated and possibly retroactive depending on what we can bargain.

“YOU WILL HAVE TO STRIKE!”

Strikes are an absolute last resort and require a vote from the affected workers to authorize. Equity strikes are rare, and only happen when management refuses to budge on our top bargaining priorities.

“PEOPLE ARE UNSIGNING.”

We don't want anyone signing a card who isn't on board. Luckily the overwhelming majority of your coworkers are on board. We have not started signing cards yet, but when we do, we will begin by asking folks who have already committed to signing. So far there has not been anyone that has “unsigned.”

“GIVE US A CHANCE TO FIX THINGS.”

What guarantees do we have that anything they promise after taking advantage of us for so long will stick? The only way we will finally get the results we want is a contract in black and white that says exactly how we want to be treated. Disneyland has had their chance to make it right, but we are here because after years of hoping, nothing has changed. They could have done more sooner, and the hints of progress now are because they know a union will hold them accountable.

“YOU CAN ALWAYS COME TO US.”

Every time we have brought up concerns to management, they either ignored us outright or made a small, temporary change. We want a seat at the table with legal protection, and a union will finally get us there.

“IF WE GET A UNION, WE'LL ALL HAVE TO REAPPLY FOR OUR JOBS.”

Absolutely not. Potentially losing your job because you unionized is illegal; it's a form of retaliation.

“THIS WILL BE DISRUPTIVE TO THE KIDS AND FAMILIES WHO COME TO VISIT THE PARK.”

Quite the opposite! This is going to make the park run smoother and make for happier employees, which will only benefit the families visiting. Negotiating with our employer will happen behind the scenes, not in front of guests.

“IF THIS HURTS DISNEY’S BOTTOM LINE, AND THEIR STAKEHOLDERS, THAT’S BAD NEWS FOR US.”

This is not going to hurt Disney’s profits! Having a park that maintains happy employees for long-term careers are going to mean a better-run park, which is only a good thing. Disney can easily afford a union here; our unionized colleagues here in Anaheim and Orlando haven’t hurt Disney. In fact, studies show that unionized workplaces are good for business! This is going to mean wins for everyone.

“BUT WE JUST GOT RAISES!”

Yes, and that raise happened because management heard rumors that we were thinking of unionizing. Having a union contract will ensure that that raise was not just a fluke, and that every Entertainment Cast Member who works hard gets regular, guaranteed raises.

“YOU WON’T BE ABLE TO GO DIRECTLY TO MANAGERS ANYMORE.”

A union rep is there to help you talk to your manager, but as your unionized colleagues can attest, you can reach out to your manager directly if you’d prefer. Think of a union rep as an advocate you can rely on if you’d like extra support. For example, in a disciplinary meeting you will have the right to have union representation present.

