



# THE EQUITY DIFFERENCE



## CAST MEMBER SAFETY

### Resolving Safety Issues

**CURRENT DISNEYLAND POLICY**  
Safety concerns frequently go unaddressed when communicated to management. Incident reports are not encouraged. Cast Health refuses care frequently.

**CURRENT WDW EQUITY CONTRACT**  
Each park has a Safety Committee and can go through a grievance procedure.

### Costumes

**CURRENT DISNEYLAND POLICY**  
All costume pieces, outer and under, are shared between all approved performers. Shoes and wigs are supposed to be assigned but are frequently shared. The inclusion key does not apply to "nude" colored items.

**CURRENT WDW EQUITY CONTRACT**  
Each Equity performer receives their own costume for their role in a show, and costumes may only be shared if a performer is subbing at a show they aren't assigned to. Each performer gets their own shoes and skin parts. Costumes must be cleaned and dried for each performer.



## APPROPRIATE COMPENSATION

### Pay

**CURRENT DISNEYLAND POLICY**  
For a living wage of \$21.53 in Anaheim, Disneyland Parade & Character Cast Members (CMs) had a base pay of \$20.00 an hour, until recently (after union organizing began) it bumped to \$24.15 an hour. Premiums for jobs like leads and trainers range from 40 cents to \$4.75.

**CURRENT WDW EQUITY CONTRACT**  
For a living wage of \$18.64 in Orlando, Walt Disney World Cast Members on Equity contracts have minimum salaries ranging from \$21.30 to \$23.00. Pay bumps for jobs like lead or coach/captain are \$5.75/hour. Stunt increments are \$17.50/show.

### Raises

**CURRENT DISNEYLAND POLICY**  
No guaranteed raises.

**CURRENT WDW EQUITY CONTRACT**  
Equity members currently have contracted annual raises for each year of the current contract, and individual Cast Members can negotiate for pay above the minimum guaranteed rate. The minimum rate also increases each year for new Cast Members coming in.

## CURRENT DISNEYLAND POLICY

## CURRENT WDW EQUITY CONTRACT

<b>Retirement</b>	401(k) option through Disney.	Equity members get 7.5% pension contribution for up to 40 hours/week. This contribution is made entirely by Disney, with the additional choice to opt in to Equity's 401(k) as well.
<b>Healthcare</b>	Full-time Cast Members only.	Full-time Cast Members get Disney healthcare (30+ hours of work per week).  <i>If CR/CT healthcare is a bargaining priority, it can be brought to the table at contract negotiations.</i>



## CLEAR AND RESPECTFUL COMMUNICATION

### CURRENT DISNEYLAND POLICY

### CURRENT WDW EQUITY CONTRACT

<b>Labor Relations</b>	No direct line to upper management.	Meetings are held every other week between union and labor manager/ talent resources, with management readily accessible outside of those times.
<b>Meetings Related to Discipline</b>	You're on your own.	Legally protected right to have a union representative present.



## FAIR SCHEDULING AND JOB SECURITY

### CURRENT DISNEYLAND POLICY

### CURRENT WDW EQUITY CONTRACT

<b>Scheduling</b>	<p>Full-time Characters can request 2 days off per week. Part-time Characters will be scheduled based on company needs, and are expected to be available weekends and weeks of major holidays as well as adjacent weeks (peak seasons).</p> <p>Parade Cast Members have schedule grids meant to be based on availability, but these are often changed without notice or acceptance. There is no guarantee of hours or being cast in the future, nor are there protections against cancellations.</p> <p>Schedule is sometimes only known 10 days out.</p>	Equity members know their work schedules at least 2 weeks in advance, with changes made with 7 days advance notice, or they are awarded overtime. A matrix determines the number of hours worked that allows for bidding on days off based on seniority. Seasonal or temporary workers require 72 hours' notice of cancellation.
-------------------	---	--

## CURRENT DISNEYLAND POLICY

## CURRENT WDW EQUITY CONTRACT

<b>Attendance Policy</b>	For most cast members, 24 hours of unexcused time off or 4 tardies merit a verbal warning. Three verbal warnings escalate to a written warning, and 2 written warnings mean possible termination.	Attendance policy based on points system, where one point is assigned for missed days and ½ point assigned for tardiness of 30 minutes or less. Up to 5 consecutive call sick count as one point, and call personals also count as one point.  3 points in any 30 days = 1 reprimand 6 in any 90 days = 1 reprimand 9 in any 180 days = 1 reprimand 12 in any 365 days = 1 reprimand  Termination on the 4th Attendance/ Tardiness Reprimand
<b>Vacation PTO</b>	Full-time employees get 11 paid holidays per year, taking them on a lottery system.  Casual Regular & Casual Temporary (CR & CT) employees get no vacation time.	After working 30 days, full-time employees earn 8 core holidays, with 3 additional personal holidays after 1 year of service. A vacation accrual system based on hours amounting to years of service, culminating in 17+ years, for 4 weeks PTO, and capped at one time annual accrual plus 40 hours.
<b>Sick Time Accrual</b>	For every 30 hours worked, workers accrue 1 hour of sick time, up to 80 hours per calendar year, and a maximum of 240 hours in the bank. Workers do not accrue sick/care hours while on a leave of absence. If a full-time CM works 30/ per week, they can be excused for 6 days for being sick, for the entire year.	Full-time Cast Members can accrue up to 6 sick days per year and bank up to 200 hours.  If CR/CT sick leave is a bargaining priority, it can be brought to the table at contract negotiations.
<b>Seniority</b>	No formal distinction for working longer or between full- and part-time Cast Members, or for performers who have worked at the park longer, including for matters like casting and scheduling.	Full-time workers have seniority for bidding for days off and vacation requests, and for other union workers in the parks – shift times, locations and roles as well.
<b>Job Security</b>	None. You could be let go at any time for any reason.	Equity workers have employment contracts that are usually 1 year in length, which may be renewed. They can also audition for additional shows at any time.  <i>With other unions, Disney has agreed to language restricting terminations to “just cause,” which is something that can be put forward in negotiations if it is identified as a priority.</i>