



Creating this union is a big deal – it’s made the national news! You may get questions from people you know who want to know more about the union. Here are some answers to common questions.

1. WHY ARE YOU UNIONIZING?

We want to have a seat at the table when decisions are being made about our work. We can work together to keep improving the park we love so much – for us and our Guests. The vast majority of Disneyland employees are unionized, and our counterparts in Entertainment in Walt Disney World, many of whom are doing the same work we do, have unions.

2. WHY ACTORS’ EQUITY ASSOCIATION?

Equity has a great relationship with Disney. They’ve been bargaining partners for thirty years, and represent artists in Walt Disney World, on Broadway and in theatrical productions across the country. Plus, Equity truly knows how live performance works and is behind us 100%! They support a contract that covers Characters and Parade workers alike.

3. WHO WOULD BE A PART OF THIS UNION?

Our bargaining unit is two departments: Characters and Parades. A lot of the specifics of what Cast Members do can vary, from meeting guests directly to training other employees, and this can bring up a range of specific issues. However, we are united on broader concerns, and bargaining together is the best path forward.

4. WHAT DO YOU WANT FROM A FIRST CONTRACT?

- a.** Better wages: Raises here are not guaranteed over time, but the cost of living won’t wait. The biggest wage increase we saw in a very long time was when management heard we were discussing unionizing. That was a sign we were on the right track.
- b.** Safer working conditions: We need to implement systems that protect us, ranging from increased sick time off to stricter rules about when costumes can get shared. A safe and sanitary workplace should be a no-brainer.

- c. A reliable scheduling system: A vital part of building a career at Disneyland is knowing our work schedules with sufficient notice. A well-defined system will protect long-serving Cast Members and create pathways to full-time employment. This is an example where Walt Disney World gives us hope that we can create order out of what sometimes feels like chaos.
- d. A direct line of communication to management: Unfortunately, when we've brought our responses to management in the past, we've been ignored or dismissed. A union creates a system where we are guaranteed to sit across from our employers to talk about the issues that are most important to us.

5. HOW HAS THE ROLLOUT BEEN GOING SO FAR?

Great! We're so heartened by our colleagues signing union authorization cards. The level of excitement for next steps is palpable. We're full steam ahead to getting our cards to the NLRB, and we can't wait to get to the bargaining table as soon as possible!

