

2023 UNIVERSAL STUDIOS HOLLYWOOD SHIFT BID

USH Tech Services Animations Employees

In this packet is the Animations Shift Sign-Up for the schedule that will go into effect 30 days after it is completed, it will also be posted at the Tech Services building.

Bidding is scheduled to begin Monday March 6, 2023, at 6AM with the process completed within 5 days. The current list of Animations employees (sorted by seniority) is also included to better assist when making a shift selection.

The bid sheet lists the available shifts for each Venue; and Designated Foremen and Gang Boss positions are indicated on the Shift Schedule as well. The attached Seniority Roster also includes the time in which you are expected to be available to make your selection.

It is expected that the employee reviews the schedule bid progress and plans accordingly to be available when the Union calls the technician. There will be NO "bumping" since the employee will make selections in order of seniority.

Selections are final when bidding moves to the next technician to select.

A live link will be posted on the Union's website <https://local724.org/> for "Live Updates" beginning Saturday March 4, 2023, at 12:01am. The Online Link will be updated after every selection is made; this will allow those that have not yet selected their schedule selection to review remaining options.

Employees who wish to pre-select the preferred shift (or select ASL) may do so at any point prior to their bid time by emailing <mailto:alex@local724.org>

In addition to selecting a shift, the employee may also (optionally) submit preferred venue(s) to be assigned at. If the submitted preferred choices are not available at the time of selection, the Union will call the member for their next selection, so please make yourself available just in case. Hopefully the live updated link will help smooth out the process.

PLEASE BE AWARE OF THE FOLLOWING PROVISIONS FROM THE USH-724 UNION CONTRACT (ART 2(D) ABOUT BID SELECTION:

D) Scheduling in Animations shall be as follows:

1. Scheduling by Bid. All positions in Animations, except Designated Forepersons, Designated Gang Bosses, fifty percent (50%) of the positions in the Central Shops Vehicle Rehab division, and employees in the specialty groups listed in Article 2(B)(I), will be filled by bid. The schedule shall be posted for bidding, at the discretion of the Employer, no more than four (4) times per year and no less than one (1) time every two (2) years. The Employer shall provide thirty (30) days' notice of rebidding.

2023 UNIVERSAL STUDIOS HOLLYWOOD SHIFT BID

2. Available Shifts and Schedules per Venue. The Employer shall establish, based on its sole determination of business need which shall be in good faith, the shifts (a.m./p.m./graveyard) available by Venue, and days off. "Venue" shall be determined by the Employer and will refer to a specific location or groups of locations of work within the Animations Department where a crew may work, which may be different from shift to shift. Attached as Exhibit C is a list of the current Venues by shift. In the event the Employer intends to change or add Venues, the Employer will notify the Union and consider the input of the Union in regard to such proposed change. The Employer will not change or add Venues with the intent to undermine the right of employees to bid on a specific work location. By way of reference only for selecting a shift: an "a.m." shift may start anywhere from 1:00 a.m. to 8:00 a.m.; a "p.m." shift may start anywhere from 9:00 a.m. to 4:00 p.m.; a "graveyard" shift may start anywhere from 5:00 p.m. to 12:00 a.m.

3. Foreperson and Gang Boss Assignments. The Employer will ensure that there is a Foreperson or a Gang Boss assigned every day to each Venue on each shift. The Employer has discretion to assign the Technicians it deems most qualified to occupy Foreperson and Gang Boss positions, subject to the limitations below. Before the bid process described below, the Employer may select and/or assign Designated Forepersons and/or Designated Gang Bosses out of seniority to a schedule (i.e., specified days on and off of work) and shift (i.e., hours of work). Employer shall not be required to replace a Foreperson or Gang Boss on vacation, leaves or temporary vacancies so long as either a Gang Boss or Foreperson is scheduled. If the Employer elects to fill a Foreperson or Gang Boss position that is temporarily vacant, it will offer the position to the most senior qualified Technicians (with such qualifications reasonably determined by the Employer) on the same shift of the same Venue as the vacant position. If the most senior Technician is not selected for the temporary vacancy, the Employer will inform the Technician why the Technician was not selected. When such temporary vacancy lasts longer than a five-day workweek of the Gang Boss or the Foreperson, a replacement shall be made for the duration of the Gang Boss' or Foreperson's leave. If, during the term of the bid, there is a permanent vacancy of a Gang Boss or Foreperson position, the Employer may post among all Technicians, regardless of shift bid, to fill the Gang Boss or Foreperson position.

4. Selection and Removal of Animations Forepersons and Gang Bosses. Forepersons and/or Gang Bosses shall be selected in management's sole discretion. When such a position becomes available, the Employer will post a notification of the open position, listing the requisite skills and experience for the position, as well as the general responsibilities of the position. The open position shall be posted for seven days. Interested employees shall notify management of their interest by following the instructions on the posting. The Employer will interview all internal candidates for the open position. Management will solicit input from the appropriate Forepersons when selecting a Gang Boss. Management will make a selection based on its sole assessment of the candidate's skills, abilities and experience for the specific position. The Employer shall notify all candidates who are not selected and explain the reasons that the

2023 UNIVERSAL STUDIOS HOLLYWOOD SHIFT BID

candidate was not selected. The Employer may remove any Foreperson and/or Gang Boss in its sole discretion.

5. Bid Details. Bids shall designate start times, days off, and Venue. The start time may be subject to change within the hours specified in Article 2(0)(2) for the shift in issue based on business needs. The Employer shall endeavor to keep the start times consistent within the weekly schedule and it will give as much notice as practicable in the event of a change of two or more hours from the start time designated in the bid.

6. Weekend Schedules. The Employer will ensure that at least one (1) schedule per shift per Venue, provided at least seven (7) Technicians work at the Venue during the shift in issue, and at least thirty percent (30%) of the schedules overall but not including Central Shops (i.e., the schedules of all Animations positions in the park), include a weekend day off and are available for bidding in seniority order. For graveyard shifts, a weekend day off is a weekend day in which the Technician does not begin a shift.

7. Pre-Bid Review. At least ten (10) days before the Employer promulgates a bid, a labor-management bid committee, consisting of an equal number of Employer and Union representatives, will meet to discuss the proposed bid and explore adjustments that might be made to the proposed bid. Following this committee meeting, the Employer will post the bid. The Employer shall provide the Employees with a minimum of seven (7) days between the time the open bid is posted and the first bid appointment (which may be included within the 30-day notice of rebidding). In the event the Union or an employee has an issue with the bid or process, the Union and/or employee shall promptly raise the issue to management, and shall do so no later than forty-eight (48) hours after management posts the open bid, and shall meet with management for a Step 1 meeting within forty-eight (48) hours of the notice, unless the parties agree to a different time. Once the Step 1 meeting is held and the parties have discussed the issue, or if no issue was raised within the initial forty-eight (48) hour timeline set forth herein, the Employer shall proceed with the administration and implementation of the bid as proposed by the Employer or per the agreed-upon solution.

8. Attractions Support List. Instead of selecting a shift bid slot, Technicians may sign up on the Attractions Support List ("ASL"). There shall be no required minimum or maximum number of Technicians who sign up for the ASL. Technicians who sign up for the ASL will be assigned, by the Employer, to work, including, but not limited to Venues, special projects and shifts, based on skills, abilities, and experience, as determined solely by the Employer. Technicians who sign up for the ASL will remain for the entire bid, but will not necessarily have the same schedule.

2023 UNIVERSAL STUDIOS HOLLYWOOD SHIFT BID

9. Bid Process. All Technicians who bid for a position shall select the shift bid slot, or elect to go on the ASL, as the Technician desires, in seniority order. The Employer will provide a copy of the bid and applicable seniority lists to a Union steward or designee to have employees select bids in seniority order. The steward(s) or designee(s) will complete the bid in a timely manner not to exceed three weeks. Any employee who does not select a shift bid slot or sign up for ASL when given a reasonable opportunity to do so shall forfeit the employee's right to select and will be assigned a shift bid by the Employer.

10. Post-Bid Adjustments. If, following completion of the bid, the Employer determines that it has a bona fide business need to adjust the Venue, days off, or start time of a Technician, it will meet with the Union to discuss the proposed post-bid adjustment(s). The Employer will make every reasonable effort to minimize any post-bid adjustments and it will only make an adjustment if such adjustment is reasonably necessary for optimal operations of the Animations Department.

11. Time Before Implementation. USH will not implement a bid until at least thirty (30) days after the bid is finalized.

12. Post-Bid Additions of Forepersons or Gang Bosses. After all Technicians have bid for their slots, the Employer may determine, in its sole discretion, whether it needs additional Gang Bosses and/or Forepersons, and if so, shall post for interested candidates among those who occupy the shift in question. This shall not result in any Technician being displaced from the Technician's bid selection.

13. Deviation from Start Time. If an employee is called in or scheduled to work either before or after the employee's seven (7) hour start time window identified in Article 2(D)(2), the employee shall receive time and one-half their straight time hourly rate for the hours outside the seven (7) hour start time window. If the Employer fails to provide notice of a change in the employee's start time by the end of the employee's preceding shift or with fifteen hours' notice, whichever notice period is smaller, the following provisions will apply. If the employee is called in before the employee's posted start time without such notice, the employee will have the option to work until the end of the shift as originally posted, up to a maximum of twelve (12) hours. If the employee is called in after the employee's posted start time without such notice, the employee will have the option to begin work at the time originally posted and will, in any case, be allowed to work a full eight or ten hours, depending on whether the employee is on a "5-8s" or "4-10s" schedule, from the point of the later start time, provided the shift does not exceed twelve (12) hours. Employees whose shifts are adjusted for the purpose of diving or welding are excluded from these provisions.

2023 UNIVERSAL STUDIOS HOLLYWOOD SHIFT BID

14. Short-Term Changes to Bid. The Employer shall schedule in accordance with the shift bid. However, subject to the limitations of subparagraphs (0)(5) and (0)(13) of this Article, the Employer's right and ability to change an employee's days off, Venue or shift to accommodate a short-term bona fide business need, including, but not limited to, projects, training and covering absences. Once the bona fide business need has been satisfied, the Employer shall return the employee to the employee's shift bid slot. The Employer shall not use a bona fide business need as a form of discrimination, retaliation, or discipline against any employee covered by this supplemental collective bargaining agreement.

15. New Hires. The Employer has discretion to place Technicians that it hires during the life of a bid into a shift, schedule, and Venue. The Employer can, at its discretion, move the new hire to different shifts, schedules, or Venues until the next bid or until the one-year anniversary of the last bid, whichever occurs first. If the one-year anniversary of the last bid occurs first, the Technician will, at that point, remain in the same shift, schedule, and Venue that the Technician occupies as of that one-year anniversary for the remaining duration of the their- current bid, unless the new Technician is hired fewer than three (3) months before the one-year anniversary of the last bid, in which case the Employer can continue to move the Technician at its discretion until the next bid.

16. Special Rule for New Attractions. Both parties acknowledge and agree that there is value in staffing new attractions, shows and/or Venues with a mix of current employees and new hires for a minimum of a year after the official grand opening of the attractions, shows, or Venues. Therefore, staffing of new attractions, shows, and/or Venues will be determined outside of the bid process. Prior to staffing of new attractions, shows, and/or Venues, the Employer will review with the Union, during Labor Management meeting, the number of current employees that may be assigned and will honor seniority for those assignments unless there are needs for special skills and abilities.