

**AGREEMENT BETWEEN**  
**UNIVERSAL STUDIOS HOLLYWOOD**  
**AND**  
**LOCAL 724 NIGHT CUSTODIANS**

**May 1, 2025**

**to**

**April 30, 2029**

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THIS AGREEMENT, effective the 1st day of May, 2025, is made and entered into by Universal Studios Hollywood, hereafter referred to as the "Employer," and Southern California District Council of Laborers and Studios Utility Employees Local 724, both affiliated with Laborer's International Union of North America. AFL-CIO, hereinafter referred to as the "Union."

## **SECTION 1                    SCOPE OF AGREEMENT**

This Agreement shall be applicable to the classification of Employees listed in the "Classification, Wage Scales Hours of Employment and Working Conditions" employed by the Employer and whose services are rendered in connection with UNIVERSAL STUDIOS HOLLYWOOD under the supervision of the Employer.

## **SECTION 2                    RECOGNITION**

- (A) The Employer recognizes the Union as the exclusive collective bargaining representative of all Employees described in the certification in NLRB Case No. 31-RC-2308.
- (B) The work described and defined below shall be performed by persons who are subject to the terms and conditions of this Agreement, pursuant to past practice.
  - (1) All Employees engaged in cleaning and servicing the interiors of all buildings, trailers, lavatories and restrooms (portable or permanent), dressing room, locker rooms, kitchens, information booths, dispatch offices, coffee shops and all similar areas, excepting that work specifically covered under the I.A.T.S.E. Local B-192 and Local 724 Laborers Agreements.
    - (a) Cleaning and servicing: Washing of walls and woodwork, all dusting, vacuuming and cleaning of carpets, washing, stripping and waxing of all floors, emptying of all trash containers, cleaning of sumps in kitchens, cleaning of painted walls in kitchens.
  - (2) Night Custodians shall not be assigned to perform the duties of Laborers, Carpenters, Painters or Gardeners as covered by our Collective Bargaining Agreement and Supplemental Agreement, between Universal Studios Hollywood and Studios Utility employees Local 724 affiliated with Southern California District Council of Laborers, both affiliated with Laborers International Union of North America, AFL-CIO.
  - (3) Notwithstanding the foregoing, the Union agrees that housekeepers may perform work covered by this Agreement when special events require their services.

### **SECTION 3                      SHOP REQUIREMENTS**

- (A) All Employees of the Employer subject to the provisions of this Agreement shall, as a condition of employment, be or become members of the Union on the sixty-first (61<sup>st</sup>) day worked following the beginning of such employment, or the execution or effective date of this Agreement, whichever is the later.
- (B) The parties hereto agree that the above Union security provisions shall be interpreted and enforced in accordance with and subject to the provisions of the National Labor Relations Act, as amended in 1947, or subsequent amendments thereto, or any other applicable case. In the case of repeal or amendment of the Labor Management Relations Act of 1947, or in case of new legislation rendering permissible any Union security to the Union greater than those specified in this paragraph of this amendment then in such event such provision shall automatically be deemed substituted in lieu thereof. In such event, and if permissible under law, the Union agrees to supply adequate, competent and qualified Employees for the job requirements of the Employer in their crafts and classification covered by this agreement, and if the Union fails to do so, within twenty-four (24) hours of the Employer's request, the Employer may secure such Employees from any source.
- (C) All new Employees employed by the Employer shall be deemed for the sixty (60) calendar days of continuous employment to be on trial period. Such new Employees may be laid *off* or dismissed during said period with or without cause.

### **SECTION 4                      HEALTH & WELFARE**

The Employer presently offers a combination of group life and medical insurance, which shall be made available to the Employees covered under this Agreement.

All eligible Employees may elect to participate in one of the Employer's group insurance plans subject to the dictates of the plans. The Employer will contribute approximately 80% toward the insurance premiums; the Employee will contribute approximately 20%.

The Employer further agrees to notify all affected Employees of the terms and conditions of the plan(s) and to make such contributions as the plan may require of the Employer, and to deduct from the pay of the Employee such contributions as may be required of the Employee.

### **SECTION 5                      RETIREMENT BENEFITS**

The Employer has withdrawn from the Laborer's International Union of North America National Industrial Pension Fund ("LiUNA Pension Fund") with the Union's full cooperation and made all necessary contributions as set forth in Section 5 of the 2019-2022 USH/LiUNA! L724 Night Custodians Agreement until such time as it stopped such contributions in connection with the aforementioned withdrawal.

Consistent with the cessation of contributions in connection with the afore-mentioned withdrawal from the LiUNA Pension Fund, all covered employees remain eligible to participate in the Employer's NBCU CAP 401(k) Plan on the same basis as all other participants in the Plan. Accordingly, the Employer will match up to 3.5% of pre-tax and/or after-tax Roth 401(k) employee contributions each pay period.

## **SECTION 6 AUTHORITY OF UNION AND EMPLOYER**

The Union and Employer agree not to maintain or adopt any article or by laws, or any rules or order which will be in conflict with the Agreement and that if any such articles, by laws, rules or orders should be adopted by any party to this Agreement, they shall not be applied to this Agreement.

## **SECTION 7 TERM OF AGREEMENT**

The term of this Agreement shall be for a period commencing with May 1, 2025, and extending to and including April 30, 2029. Either party may notify the other party of its intention to modify the terms and this Agreement. Such notice shall be in writing and provided not less than sixty (60) days prior to the anniversary date. When such notice is served, the parties shall agree to mutual dates and times to commence negotiations diligently and in good faith.

## **SECTION 8 CLASSIFICATIONS, WAGE SCALES, HOURS OF EMPLOYMENT, AND WORKING CONDITIONS**

### **(A) Wages**

(1) Effective May 25, 2025, the following wage rates apply to all Night Cleaners:

	5/1/2025	5/1/2026	5/1/2027	5/1/2028
First year	\$20.50	\$20.91	\$21.33	\$21.86
More than 1 year - 5 years.	\$24.75	\$25.25	\$25.75	\$26.39
More than 5 years	\$25.75	\$26.27	\$26.79	\$27.46

### **(B) Lead Rate**

Leads shall receive an additional rate of \$2.50 per hour for each hour Lead duties are performed.

### **(C) Training Rate/Equipment Rate**

- (1) USH will pay an additional \$1.00 per hour to employees (except for Leads) selected by USH for the purpose of training another employee. The training rate shall only be paid for training shifts indicated on the weekly work schedule and only for the hours spent in training other employees. Because training is part of the duties of the Lead, employees in these roles may be requested to train other employees without additional compensation.
- (2) USH shall pay an additional \$1.00 per hour to all employees who operate steamers, buffers, scrubbers and extractors. This rate shall only be paid for the hours spent operating a steamer, buffers, scrubbers and extractors.
- (3) The Employee's shift shall be any five (5) of seven (7) days consecutive employment.
- (4) Call time and work time shall be at the option of the Employer.

(E) **Overtime Rates**

The Company will pay overtime rates consistent with applicable federal, state, and local law.

(F) **Meal and Rest Periods**

The Parties acknowledge and agree that it is the Employer's policy and practice to conform to the requirements of State and federal law regarding meals and breaks. The following sets forth additional benefits than required by law and is not intended, nor should it be interpreted, to provide for less than is required by State or federal law.

- (1) All employees shall receive a paid rest period of fifteen (15) minutes for every four (4) hours worked, or major portion thereof.
- (2) All employees shall be subject to the following schedule regarding meal breaks:
  - (a) For shifts of five (5) hours or less: No meal period.
  - (b) For shifts over five (5) but less than seven (7) hours, the meal period shall be taken no earlier than one (1) hour and no later than the end of the fifth (5<sup>th</sup>) hour after the employee commences work for the day. For shifts over five (5) but less than seven (7) hours, the Employer will make reasonable efforts to schedule the meal period to occur no earlier than two (2) hours after the employee commences work for the day.
  - (c) For shifts of no more than six (6) hours, Management may approve, based on operational need, an employees' day-of request to be released without taking a meal, provided the employee has previously executed a meal waiver in accordance with applicable law.
  - (d) For shifts of seven (7) hours or more, the first meal period shall be taken no earlier than two (2) hours and no later than the end of the fifth (5<sup>th</sup>) hour after the employee commences work for the day.
  - (e) For shifts of more than ten (10) hours, Employees shall be given a second meal period, which shall be taken no earlier than seven (7) hours and no later than the end of the tenth (10<sup>th</sup>) hour of work. Employees who work twelve hours or less may waive the second meal in accordance with applicable law. Notwithstanding any executed meal waiver, Employees may be scheduled meals breaks based on operational need.
  - (f) The first meal period is unpaid and shall be no less than thirty (30) minutes in length. The second and subsequent meals are unpaid and shall be no less than thirty (30) minutes in length.

- (3) Employees who are about to incur a rest period or meal period penalty are required to notify their immediate supervisor of the anticipated penalty at least fifteen (15) minutes prior to the occurrence of the penalty, at which time said penalty will be authorized or the employee will be provided with the required rest period or meal period.

If an employee is assigned to a location which prevents them from notifying their supervisor within fifteen (15) minutes before a break or meal penalty is incurred, the employee must notify their supervisor as soon as possible.

## **SECTION 9            HOLIDAYS**

- (A) New Year's Day, Martin Luther King's Day, President's Day, Good Friday, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, and Christmas shall be recognized as paid Holidays regardless of work schedule.
- (B) If any Employee works on any of the above holidays, they shall be paid at the rate of double time (2x).
- (C) Holidays not worked: for recognized holidays (as provided in subsection "a" above) not worked, said Employee shall receive an allowance equal to eight (8) hours at their prevailing straight time rate of pay in their next regularly scheduled paycheck for that week's work.
- (D) In order to qualify for holiday pay, an Employee must work the full scheduled workday immediately preceding the holiday and the next scheduled workday immediately following the holiday unless a valid excuse acceptable to the Employer is presented.

## **SECTION 10          ILLNESS**

The Employer or Union may require reasonable proof or a Doctor's Certificate that an illness or injury is legitimate. Such proof shall be furnished by the Employee, the Union, or both.

## **SECTION 11          BUSINESS REPRESENTATIVES**

- (A) A duly authorized Business Representative of the Union shall be permitted to visit Universal Studios Hollywood area.
- (B) The employer will permit an on-duty business Agent with the approval of the manager up to fifteen (15) minutes of paid time for the purpose of orientation of new employees within two (2) weeks of the commencement of employment. The Union will coordinate with supervisory personnel in this orientation process to ensure minimal operational disruption and the Union further acknowledges that such access may not be accommodated based on operational need.

## **SECTION 12            VACATIONS**

- (A) Vacation accrual will occur as follows:
- (1) After an Employee has been continuously employed for one (1) to four (4) years, they will receive two (2) weeks' vacation with pay.
  - (2) After an Employee has been continuously employed for five (5) years to fourteen (14) years, they will receive three (3) weeks' vacation with pay.
  - (3) For all employees that have been continuously employed for fifteen (15) years or more will receive four (4) weeks' vacation with pay.
- (B) Vacation time is accrued and calculated on a calendar year basis in January, based on the previous year. Such vacation pay will be based on an employee's average weekly pay over the prior year. For employees who have less than one-year of service in January, the Employer will calculate the accrued vacation over the previous year on a pro-rated basis and shall make the vacation available to the employee only after the employee has completed one (1) year of service. (Ex. If an employee was hired in October 2025, his/her vacation accrued in 2025 will be pro-rated and available to the employee in October. Vacation for 2026 will be calculated, accrued and available in January 2026).
- (C) Employees may accrue a maximum of vacation days equal to twice (2x) the amount to which the employee is entitled. (E.g., an employee who is entitled to ten (10) vacation days each year can accrue up to a cap of twice (2x) that amount, or twenty (20) days). Once an employee reaches this maximum cap of accrued vacation, the employee will not accrue additional vacation until the next accrual event in January where the employee does not have the maximum accrual.
- (D) The Employer will attempt to schedule vacations by seniority if the request for vacation is submitted two months in advance. If the request is made less than 2 months before the proposed vacation, the vacation requests will be approved or denied within one week after the supervisor receives a written request. If the request is made more than two months before the proposed vacation, the request will be approved or denied as soon as practicable once the proposed vacation is less than two months away.
- (E) The Employer reserves the right to schedule mandatory vacation.
- (F) If an employee has a need to receive his or her vacation check before leaving for vacation, the employee can make the request to the Human Resources Manager. Requests should be made at least one (1) week in advance. Requests for advance vacation checks will not be unreasonably denied.

## **SECTION 13            SHOP STEWARDS**

The Employer recognizes the Union's right to appoint a Shop Steward to take up all grievances. Said Shop Steward shall be expected to perform the normal duties required of such Shop Steward without discrimination against him/her by the Employer.



## **SECTION 14                      GRIEVANCE PROCEDURES**

In the event of any dispute between the Union or any of its members and the Employer with regard to wages, hours or other condition of employment, or discharge cases, or with regard to the interpretation of this Agreement, the procedure will be as follows:

If any employee, the Union or the Employer shall have a grievance, there shall be an earnest *effort* by the parties to settle it promptly through the steps listed below. It is understood, however, failure to timely process a grievance as described below, results in waiver of the grievance.

The Employer and the Union agree that grievance and arbitration procedures should proceed as expeditiously as possible, however, by mutual agreement, any time limit in the grievance procedure may be extended. This extension must be in writing.

A grievance protesting a disciplinary action resulting in a suspension or termination may be sent immediately to Step Two.

**Step One: Employee and Supervisor** - By discussion between the aggrieved employee, his or her Supervisor.

Step One is a discussion between the aggrieved employee and his/her supervisor. Such discussion does not require, but may at the request of the employee, include a shop steward.

The supervisor shall advise the employee within thirty (30) days of the discussion of his/her determination. If an employee grievance is not resolved in Step One and is to proceed further, it must be reduced to writing and submitted to Labor Relations or its designee within thirty (30) calendar days from the Step One determination or from the date that discipline is administered or the event occurred.

All other grievances shall begin with the filing of the written grievance and must be filed within thirty (30) calendar days of the later of the date of the event giving rise to the grievance or the date the grieving party learned of it or reasonably should have learned of it.

Beyond Step One, an employee grievance or a Union grievance may be taken to the next step from any prior step only at the discretion of the Union.

**Step Two: Labor Relations** - By conference between the aggrieved employee, the Shop Steward or Union Representative, the Supervisor, and the Labor Relations Representative of the Employer.

Within thirty (30) days of the conference, the responding party shall submit its Step Two response to the grieving party, in writing, and shall designate its response as "Step Two Final Answer". E-mail shall be accepted as sufficient writings under this provision.

If the grievance is not resolved in Step Two, then either party may refer the matter to Step 3 within ten (10) business days of the Step Two Final Answer.

**Step Three: Arbitration** - Either the Union or the Employer may refer the grievance to an Arbitrator available to decide all differences arising between the Employer and the Union as to interpretation, application or performance of any part of this Agreement, except as otherwise restricted by this Agreement. The arbitrator shall also have the authority to decide all issues of procedural arbitrability, including timeliness.

It is understood and agreed that an Arbitrator is not vested with the power to change and/or modify this Agreement but only to interpret the Agreement. All fees and expenses connected with the selection of and services of the impartial Arbitrator shall be shared equally by the parties. All other expenses encountered by the parties in preparation and presentation of their case shall be borne by the respective parties. If either party requests to have the hearing transcribed, the cost of such transcription shall be borne by both parties, equally.

The parties may mutually agree on an arbitrator on a case-by-case basis, or if the parties cannot or do not mutually agree to an arbitrator then the parties may select an arbitrator from a list of nine (9) provided by the Federal Mediation and Conciliation Service, whereby each party shall alternately strike a name from the list and the remaining name shall be the arbitrator appointed to hear and decide the issue. The parties shall advise FMCS of their wish to provide a list containing only arbitrators who are members of the National Academy of Arbitrators and have their primary office in Southern California. The parties shall flip a coin to determine who strikes first. If both parties agree, the FMCS procedure may be replaced on occasion or for the duration of the agreement, or any other mutually agreed time with a mutually agreeable list or arbitrator.

The impartial Arbitrator's decision shall be final and binding upon the parties.

This grievance and arbitration Section shall be the sole and exclusive means of resolving disputes regarding the interpretation or application of this Agreement between the Union (including all employees in the bargaining unit covered by this Agreement) and the Employer.

A grievance that is not timely filed, or that is not timely appealed to the next step herein, or that is withdrawn, or that is determined by decision of the Arbitrator if appealed to that step, shall be deemed fully and finally resolved. Such resolution shall be final and binding on the Union, the Employer and all bargaining unit employees. Any grievance, however, may be withdrawn without prejudice as to an issue prior to an Arbitration decision, with the understanding that this sentence shall not operate to toll or waive time limits under this Agreement. Any grievance that is withdrawn may be re-filed as to its own merits if re-filed within the original time limits that applied to the withdrawn grievance.

## **SECTION 15            ASSIGNMENTS**

The parties agree that in the event that the ownership or management of any plant or Employer is changed by sale, merger or in any other manner, this Agreement shall include as a condition of such change or transfer, and shall run to its conclusion as the contract of the successor Employer, applicable to the particular plant thus sold, merged or transferred. The Union likewise binds itself to hold this contract in force to its termination and agrees that no part of this Agreement shall be assigned to any other labor organization other than those, which are parties hereto, without the consent of the parties hereto.

## SECTION 16 ATTENDANCE POLICY AND RELATED DISCIPLINE

We depend on our crew members to read their work schedule and be at their work location ready to work at their scheduled time. Poor attendance harms guest service and creates a hardship for fellow employees. All employees should expect that the following guidelines on attendance will be strictly enforced.

### I. ABSENCES –

Employees who know that they will be absent for any reason must notify the Employer no later than two (2) hours prior to the scheduled shift unless the absence was unforeseeable by 2 hours prior the start to their shift, in which case the Employee must notify the Employer as soon as it is foreseeable that they will not be able to come into work. An Employee who reports that they were unable to call 2 hours in advance, may be asked for certification or other explanation as to why they were unable to call. Failure to meet this requirement may result in points in accordance with the attendance policy whether or the not the employee used sick pay for the absence. Employees who have advance notice of the need for time off are asked to provide the company as much notice as possible.

If an employee is absent from work for a reason other than utilization of paid sick leave, or other approved leaves provided for in this Agreement or by law, such absence shall be considered unexcused and the employee may incur discipline.

A “No Call/No Show (NC/NS)” shall be defined as an employee who does not call, or report to work, at least 2 hours before the start of his/her shift.

The Employer shall not be required to pay the minimum call of an employee who is considered a NC/NS, if the employee shows up to work and is put to work. Rather, that employee shall only be paid the hours worked. Further, points shall be assessed regardless of whether the employee is put to work. After one hour with no call and no appearance by an employee, the Employer shall have the discretion to replace or cancel the shift.

#### Attendance Point Accrual:

	<b>Absences</b>	<b>Points</b>
(i)	Employee is absent and uses available sick leave, in accordance with Section 18, to cover the entire absence and notifies the Employer of the absence at least two (2) hours before the start of the shift.	0
(ii)	Employee is absent and uses available sick leave, in accordance with Section 18, to cover the entire absence, does not notify the Employer of the absence at least two (2) hours before the start of the shift and does not provide verifiable explanation for failure to call on time.	1
(iii)	Employee is absent and does not use available sick leave or does not have available sick leave to cover the entire absence and notifies the Employer of the absence at least two (2) hours before the start of the shift.	1
(iv)	Employee is absent and does not use available sick leave or does not have available sick leave to cover the entire absence, does not notify the Employer of the absence at least two (2) hours before the start of the shift and does not provide verifiable explanation for failure to call on time. <sup>1</sup>	2
(v)	Employee is a No Call/No Show	8

<sup>1</sup> Reporting to work sick and going to Health Services does not preclude applicability of points under this section.

## II. TARDIES –

Employees must be dressed properly in uniform and ready to assume work duties at their work location at their call time. Employees must clock in and out at the designated Kronos clocking location as directed by their management. Employees who fail to report to their work station at their exact call time will be considered tardy, even if they've clocked in at the appropriate Timekeeper clock before their call time.

Employees who know they will be tardy must make reasonable efforts to notify their department prior to their call time. Advance notice does not excuse the tardy and failure to make such reasonable efforts may result in progressive discipline, depending on an employee's circumstances.

### TARDIES POINT ACCRUAL:

<b>Tardies</b>	<b>Points</b>
Two (2) Tardies per month of less than six (6) minutes (no more than 5 minutes 59 seconds).	0
One (1) Tardy from break/lunch per month.	0
Employee is less than six (6) minutes late to their call time reporting to work.	1
Employee is tardy from break/lunch.	1
Employee is late and reports to work six (6) to thirty (30) minutes after the scheduled shift start time.	1
Employee is late and reports to work between thirty (30) minutes to 1 hour after the scheduled shift start time.	2
Employee is late and reports to work between 1 hour and 2 hours after the scheduled shift start time.	3
Employee is late and reports to work more than 2 hours after the call time and notified the Company that they were coming to work.	4
Employee is more than 2 hours late and did not notify the Company that they were coming in to work, will be treated as a NC/NS.	8

The Employer shall not be required to pay the minimum call of an employee who is tardy if the employee is put to work. Rather, that employee shall only be paid the hours worked. Further, points shall be assessed regardless of whether the employee is put to work. After one hour with no call and no appearance by an employee, the Employer shall have the discretion to replace or cancel the shift.

Leaving work without approval may be considered job abandonment and subject to discipline, up to and including termination of employment.

## III. DISCIPLINARY ACTION SCHEDULE FOR ABSENCES AND TARDIES

(i)	Attendance Warning 1	4 points
(ii)	Attendance Warning 2	8 points
(iii)	Final Attendance Warning	12 points
(iv)	Termination	16 points

In the event an employee has received a level of discipline in accordance with the schedule set forth above within three (3) months of the date of any incident warranting further discipline, then, irrespective of the employee's current point total, the Employer may issue the next successive level of discipline.

Example: An employee reaches 8 points on January 15, 2026 and is issued an Attendance Warning 2 for that point total. On February 15, 2026, one point is reduced from the employee's point total pursuant to Para. IV(a), so his point total is reduced to 7. On March 5, 2026, the employee accrues another point, bringing his total back to 8. Because he had been issued an Attendance Warning 2 within the previous three months, the Employer may issue the employee a "Final Attendance Warning" for the March 5, 2026 infraction.

#### **IV. OTHER PROVISIONS**

- (a) Subtract 1 point from total points if the employee does not call in sick (or absent) and does not accumulate any points through the corresponding date of the next month and has worked at least 4 shifts during the month. In the event the employee went on vacation during that period, the calculating period shall be extended by the number of days the employee was on vacation. For example, if an employee last accrued a point on January 10th and then went on vacation for seven days, from January 20th – 26th, then the calculating period, which normally would have been on February 10th, shall be extended by 7 days, to February 17th. In this case, if between January 10th and February 17th, the employee worked at least four shifts and did not accumulate points, on February 17th, a point is reduced.
- (b) Compliance with departmental notification procedures may be excused where employees provide verifiable information that they were justifiably unable to comply with the procedures. Management will assess the justification on a case-by-case basis.
- (c) Employees absent due to approved leave of absence, funeral leave, military obligation, jury duty, child's school visitation, and work incurred illness/injury will not be subject to disciplinary action, upon compliance with Employer procedures for taking such time off.
- (d) When absences are not excused because the employee does not have available sick leave, once every twelve (12) months, every employee will be allowed to aggregate up to five (5) days of absence due to illness as one absence, provided the necessity for the absence is verified by a medical certificate. It is the employee's responsibility to submit medical certification.
- (e) An employee who replaces themselves pursuant to the Employer policy regarding replacement of shifts shall not receive any points.
- (f) Probationary employees who accumulate eight (8) points shall fail their probationary period and thus, shall be terminated absent extenuating circumstances. In the event a probationary employee who has accumulated eight (8) points is not terminated, the Employer will notify the Union of the extenuating circumstances. Nothing herein shall affect the employee's probationary status under Article 3(c) or the Employer's treatment of probationary employees pursuant to Article 3(c).
- (g) Exceptions may be made in the application of this Attendance Policy and Guidelines on a case-by-case basis, provided such exceptions are not arbitrary or capricious or the result of favoritism.
- (h) Employees are responsible for reviewing their attendance points for accuracy at <https://timekeeper.inbcu.com>. If there are discrepancies on an employee's attendance record, the employee must contact their manager or Human Resources in writing (e.g., by email) as soon as possible. If an employee believes that attendance points were issued in error, the employee must raise the concern to their manager or HR no later

than 30 days after the points were issued. If an employee does not raise the concern within that time period, the employer may not be required to remove the points and corresponding discipline shall be subject to a challenge under the grievance and arbitration procedure.

- (i) The Employer may mail (to the address on file) written attendance discipline, up through a Final Attendance Warning. If an employee receives a termination of employment based on attendance, and if any attendance was issued to that employee by mail within three months of the date of termination of employment, the employee may grieve that termination as well as grieve the most recent discipline mailed during the previous three month period, provided that any such grievance(s) are submitted within thirty (30) days of the issuance of the termination.

## **SECTION 17 DISCIPLINE, SUSPENSION AND DISCHARGE**

- (A) The Employer understands the value of progressive discipline and will endeavor to incorporate that procedure in its disciplinary policy. Therefore, as a guideline, the Employer will endeavor to adhere to the following progressive procedure:
  - (1) Verbal Warning(s)
  - (2) Written Warning(s)
  - (3) Suspension(s)
  - (4) Termination
- (B) The above disciplinary procedure will only be used as a guideline. In certain circumstances the discipline that is administered may be more or less severe depending upon the individual circumstances.
- (C) The Employer agrees, upon discharge of an employee, to notify the Union Office within ten (10) calendar days.
- (D) Discipline shall be imposed within thirty (30) days of the date upon which the Employer knew of the event(s) giving rise to the discipline, with the exception that in cases involving harassment and/or discrimination such time period will be sixty (60) days. Failure to impose discipline within the appropriate time period shall cause the matter to be time barred. These time limits may be extended by mutual agreement between the Employer and the Union.
- (E) For purposes of progressive discipline or just cause, the Employer shall not take into consideration any discipline beyond the time limits stated below:
  - After 1 year - Discipline below the level of suspension\*
  - After 2 years - Suspension level\*

\*Exception for any level of discipline involving sexual harassment or discrimination will not be removed for three (3) years.

## **SECTION 18 SICK LEAVE/BEREAVEMENT LEAVE/JURY DUTY LEAVE**

- (1) Regular Full-Time employees shall receive five (5) sick days on January 1st of every year and four (4) sick days on July 1st of every year.

- (2) The Employer may request an employee to furnish a physician's written statement. If an employee wants to apply sick leave payment to personal time off, then such employee must give the Employer forty-eight (48) hours' notice.
- (3) Unused sick days may be carried over from year to year to be used for absences related to illness pursuant to Labor Code 246.
- (4) An employee who utilizes paid sick leave from December 15<sup>th</sup> through December 31st, may be asked to provide medical certification for the day in which the employee called in sick or presents proof of extenuating circumstance causing the absence. In addition, an employee who utilizes paid sick leave on "holiday weekends," may be asked to provide medical certification for the day in which the employee called in sick or presents proof of extenuating circumstance causing the absence. Regardless of whether medical certification is provided and there are no extenuating circumstances, the employee will receive attendance points as is appropriate. For the purpose of this Section, "holiday weekends" shall be defined as Saturday, Sunday and the day the holiday is observed (government/bank observance) except Thanksgiving and Christmas. For Thanksgiving the holiday weekend shall be Friday, Saturday and Sunday. For Christmas the holiday weekend shall be the Saturday and Sunday closest to Christmas Day and the day after Christmas Day.

The only exception to this provision is if an employee requests a personal day fourteen ( 14) days in advance of the "holiday weekend" and Management approves the request. Management shall not unreasonably deny a request made under this paragraph, and when granting such requests, will do so on a first-come-first-basis.

- (5) Any employee absent more than five (5) days may be asked for a doctor's release prior to returning to work. Failure to supply such a release upon request may result in suspension or termination.
- (6) In the case of a death in the immediate family, Regular Full-Time employees otherwise scheduled to work shall be entitled to time off with straight time pay, one time per year, as follows: Three (3) scheduled work days. Employees required to travel outside the Southern California area to attend a funeral shall, upon request, be entitled to two (2) additional consecutive scheduled work days' leave with pay to assure proper travel time to attend the funeral. Employee is eligible for a total of five (5) days regardless of whether all days are paid.
  - a) "Immediate family" shall be limited to a father, mother, spouse, spousal equivalent, sister, brother, children, grandchildren, grandparents, parents-in-law, siblings-in-law, stepparents and stepchildren of the employee. A "spousal equivalent" shall mean an adult of the same sex with whom an employee has chosen to share their life in an intimate and committed relationship, resides with, and shares a mutual obligation of support for the basic necessities of life. Employees shall be required to prove spousal equivalent status, including filing of an Affidavit of Spousal Equivalency. For the purposes of this Article, a spousal equivalent shall be treated as a spouse.
  - b) The Employer will not unreasonably deny additional bereavement days but the Employee may be required to use vacation.

- c) As a condition for paid bereavement leave, the Employer may require documentation of proof of death and/or relationship. The Employer shall allow the employee a reasonable time period in which to establish such proof, taking into account the country in which the death occurred.
- (7) Upon proof of jury duty service, the Employer will pay up to five (5) days of jury duty per year for any Regular Full-Time employee who is scheduled to work on the day called for jury duty service. Employees are required to give as much advance notice of jury duty service as possible, and must, at a minimum, comply with the attendance policy requirements for an absence in order to be eligible for jury duty pay.

## **SECTION 19 NO DISCRIMINATION**

The parties agree to continue to comply with all applicable federal, State and local laws relating to non-discriminatory employment practices.

## **SECTION 20 FOUL WEATHER GEAR**

The Employer shall maintain an adequate supply of foul-weather gear, which shall be provided when needed to Employees assigned to work outside during inclement weather. All items furnished by the Employer shall be returned by the Employee when such items are not actively in use.

## **SECTION 21 SENIORITY**

Definition: Continuous service from date of original hire or most recent date of rehire.

Application: An employee's seniority will be used for purposes of layoffs or recall. The Employer will attempt to schedule work weeks and vacations with preference to seniority.

Procedure: In the event of a reduction in the work force, the least senior Employee will be laid off first, then the next least senior Employee etc. In the event of an increase in the workforce, the most senior Employee on lay off will be recalled first.

Loss of Seniority:

Seniority will be lost if:

- An Employee quits
- An Employee is terminated
- An Employee is recalled and fails to report for work within three (3) working days from receipt of notification mailed to the Employee's address as recorded on his/her personnel record.
- An Employee is laid off for a period of more than one year.

## **SECTION 22 STRIKES, STOPPAGES, LOCKOUTS**

During the life of this Agreement, the Employer will not allow lockouts. The Employees and the Union will not authorize or cause any strike, slowdown or work stoppage or other interruption of work unless the strike or picket line has been sanctioned by the Laborer's



International Union of North America, AFL-CIO. The Employer will not discipline any Employee covered by this Agreement because of their refusal to cross such picket line. The Union agrees that it will immediately publicly disallow any strike, slowdown, work stoppage, or other interruption of work and will, in good faith, use every *effort* to terminate such unauthorized strike, work stoppage, slowdown, or other interruption of work.

## **SECTION 23 JOINT LABOR MANAGEMENT COMMITTEE**

The Employer and the Union agree to establish a Labor Management Committee (LMC) to examine the various provisions of this Agreement and operational issues, which may need further discussion, definition, resolution or modification. The purpose of the LMC is to explore creative means and solutions to problems through continuous discussion and communication between parties. To that end, the LMC shall not exceed 6 members in total (three each). The LMC shall have the ability to modify this Agreement upon mutual agreement of the Union and Employer representatives. Should an issue arise in which the Union and Employer are not able to come to a mutually agreeable situation, the issue will be tabled until the next contract negotiations.

## **SECTION 24 UNION DUES**

The Employer agrees to establish a check-off for the payment of Union dues and will deduct such payments from the wages of all employees covered hereunder and remit same to the Union in accordance with the terms of the signed authorizations of such Employees. The Employer may, at its election, cease such deductions and remittances after the date of termination of the Agreement or of any written extension thereof, and provided the parties have not negotiated an immediate successor agreement providing for such deductions.

The Employer agrees those Employees for whom LIUNA! Local 724 is recognized as the sole collective bargaining representative, on the Employer payroll as of the effective date of this Agreement or who are subsequently employed by the Employer in this category shall become and remain members of the Union, in good standing no later than sixty-one (61) days after the effective date of this Agreement or their date of employment, whichever is later and shall remain members in good standing as a condition of continued employment.

The economic requirements of the Employees with respect to their membership in the Union shall be consistent with the following:

- All Employees covered hereunder are required to pay initiation fees and Union dues in accordance with the Constitution and Bylaws of the Union.
- The Union agrees to keep all records of Employee contributions toward both annual dues and initiation fees. The Union agrees to indemnify the Employer and hold it harmless against any and all suits, claims, demands, and liabilities for damages or penalties that shall arise out of or by reason of any action that shall be taken by the Employer for the purpose of complying with the provisions of this Section.
- The Union will advise the Employer, in writing, when any Employee has failed to maintain the financial obligations to the Union required by this Agreement. The Union shall notify the Employer and the Employee that the Employee has fourteen (14) days in which to comply with the requirement to pay Union dues. If, after fourteen (14) days, the Employee has not complied with the financial obligations to the Union, the Union shall advise the Employer of the failure to pay dues and may make a demand to terminate said Employee for failure to pay such Union dues. If such demand is made, the

Employer shall be obligated to terminate said employee for failure to pay dues as required by this Agreement. • •

## **SECTION 25 SCHEDULES/POSTINGS**

- (A) The Employer will endeavor to post the following week's work schedule no later than Friday midnight.
- (B) It will be the responsibility of the employee to obtain their new schedule.
- (C) In the event the Employer changes the employees schedule after it has been posted, it shall be the responsibility of the Employer to notify the employee.
- (D) The Employer shall post available lead positions for a period of seven (7) days prior to filling such position. In emergency situations, the Employer may fill such position on a temporary basis until the seven-day posting has been met.

## **SECTION 26 SUPPLIES**

- (A) The employer will provide an annual allowance of twenty-five dollars (\$25.00) for non-slip shoes for all employees who are required to wear non-slip shoes, through an employer designated vendor (such as Shoes for Crews). Eligible employees may pay the difference through payroll deduction if such a process is provided by the vendor.
- (B) USH acknowledges the importance of providing adequate equipment and supplies in order for Employees to complete assigned work. USH shall endeavor to make readily available any necessary supplies and equipment, such as degreasers, sanitizers and cleaners. Employees acknowledge the importance of communicating to management any concerns or problems regarding supplies, equipment or working conditions. Employees will endeavor to report problems or concerns to their supervisor as soon as possible. If problems persist, Employees will follow the chain of command to continue to report unresolved problems or concerns.

## **SECTION 27 USH PARK TICKETS**

All employees shall be eligible to receive complimentary guest passes to USH pursuant to Employer policy. USH reserves the right to modify Employer policy and/or terminate such policy.

## **SECTION 28 BETTER TERMS AND CONDITIONS**

Nothing in this Agreement shall prevent any individual from negotiating and obtaining from the Employer better conditions and terms of employment, including wage rates, than those provided herein. Further, the Employer, at its discretion, with or without Union consultation, may give any individual better conditions and terms, including wage rates, than those provided herein. If the Employer pays an individual at an over-scale rate, the local Union office will be notified in writing. In all cases, every minimum standard and pay increase set out in this Agreement shall be observed; none shall be "traded" away for an over-scale rate or condition.

## **SECTION 29 WALKING/CHANGING TIME**

All employees shall be required to clock into work at the Park Services "Cage", or other location designated by the Employer, dressed and ready to work at their call time. All employees shall receive twelve (12) minutes of walking/changing time at the end of their shift. Employees are permitted to take their uniforms, which are wash and wear, home and may wash them at home.

The walking/changing time paid each working day is to compensate employees for any time the employee may be subject to the control of the Employer but not actually performing his or her duties, such as, but not limited to, walking to and from wardrobe to work stations and changing into and out of uniforms. Such walking/changing time shall count toward the employee's minimum call.

The Union acknowledges that it has bargained in good faith with the Employer concerning the amount of additional time such members are subject to the control of the Employer, and further acknowledges that the time paid pursuant to this Agreement equals or exceeds such time.

The parties further agree that if in the future, employees are issued par of uniforms that may be taken home, such that they do not have to get their daily uniform from wardrobe and change at work, the employees shall no longer be eligible for the walking/changing time set forth above.

## **SECTION 30 TEMPORARY, PART-TIME OR ON-CALL DAILY EMPLOYEES AND DUAL CLASSIFICATION**

The Employer may use temporary, part-time or on-call daily employees, including "Dual Classification" employees as described below, who shall not be subject to the terms or benefits of the this collective bargaining agreement (except for pay rate) and shall not be subject to union jurisdiction, dues and fees requirement, provided that the Employer limits such use to five-percent (5%) of the total shifts worked in the bargaining unit per calendar year and that no individual works more than 89 shifts per calendar year. The Union will not unreasonably deny an exception to these limitations depending on the circumstances on a case-by-case basis. The parties agree to convene a Contract Adjustment Committee meeting once a year to review this provision.

"Dual Classification" employees may work under two collective bargaining agreements but must select one position as their "primary position." The Employer shall first assign work and hours to the employee for the primary position. There will be no seniority re: hours for the non-primary position. The employee shall be entitled to benefits, such as vacation, holiday, sick leave, health and welfare, etc., for the primary position only. All hours worked by the employee in both positions at the Employer shall count toward benefits for the primary position. Employees who select LIUNA, Local 724 as their secondary position, shall be required to become a member of the union in accordance with Section 3(c) in the event such employee works more than 89 shifts per calendar year.

## **SECTION 31 EMPLOYEE SCREENINGS**

Employees covered by this Agreement shall be eligible for Employer sponsored movie screenings which are open to all USH employees. The Employer will also endeavor to notify the employees with as much prior notice as possible for these screenings.


IN WITNESS WHEREOF, the parties hereto, being full authorized and qualified as representatives of the Employer and the Union, execute this Agreement as follows:

**FOR UNIVERSAL STUDIOS HOLLYWOOD:**

Signed by:  
  
\_\_\_\_\_  
1D8CBBBE12174FD...  
Nancy Inesta  
Vice President, Labor Relations  
Universal Studios Hollywood

Jan 15, 2026  
\_\_\_\_\_  
Date

**FOR STUDIOS UTILITY EMPLOYEES LOCAL 724:**

Signed by:  
  
\_\_\_\_\_  
394BF0E35119417...  
Alex Aguiar  
Business Manager  
LiUNA Local 724

Jan 15, 2026  
\_\_\_\_\_  
Date

## Side Letter - Health Care Premiums

The purpose of this letter is to confirm the agreement reached between Universal Studios Hollywood ("USH") and LiUNA! L724 ("the Union") regarding Health Care Premium rates during the term of the 2025-2029 Collective Bargaining Agreement ("Agreement") as outlined below:

The Employer will continue to provide for 90% premium health care coverage for eligible employees and their dependents (including Dental, and Vision) provided that, and for so long as, the Employer continues to provide the same benefit to employees covered by the IATSE L-B192 collective bargaining agreement.

Nothing in this side letter will replace or amend any other provisions of Section 4. The Employer retains its contractual position of providing for in Section 4:

### SECTION 4 HEALTH & WELFARE

The Employer presently offers a combination of group life and medical insurance, which shall be made available to the Employees covered under this Agreement.

All eligible Employees may elect to participate in one of the Employer's group insurance plans subject to the dictates of the plans. The Employer will contribute approximately 80% toward the insurance premiums; the Employee will contribute approximately 20%.

The Employer further agrees to notify all affected Employees of the terms and conditions of the plan(s) and to make such contributions as the plan may require of the Employer, and to deduct from the pay of the Employee such contributions as may be required of the Employee".

The parties agree this additional premium payment is an exception to Section 4 for the purposes of this Agreement only, and such side letter shall expire with the termination of the 2025-2029 USH/LiUNA! L724 Agreement.

The parties further agree that, as a result of the Employer's benefits platform that processes the Employee portion of the health care premium, Employee premium payments may be deducted in accordance with system parameters, including but not limited to changing the timing of the deductions and the method of deducting any arrears.

FOR THE EMPLOYER:

Signed by:

*Nancy Inesta*

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Vice President  
Labor Relations  
Universal Studios Hollywood

FOR THE UNION:

Signed by:

*Alex Aguilar*

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LiUNA! L724

## Side Letter - Code of Conduct and Acknowledgment

The purpose of this letter is to confirm the agreement reached between Universal Studios Hollywood ("USH") and LiUNA! L724 ("the Union") during negotiations for the 2025-2029 USH/LiUNA! L724 Night Custodians Agreement regarding the Employer's Code of Conduct and Acknowledgment as follows:

The Union acknowledges that the Employer retains the right to promulgate reasonable rules and regulations. Accordingly, the Union agrees that the Employer may promulgate and enforce its Code of Conduct and that employees are expected to acknowledge and abide by the rules and procedures set forth therein.

FOR THE EMPLOYER:

Signed by:

*Nancy Inesta*

1D8CBB8E12174FD

Vice President  
Labor Relations  
Universal Studios Hollywood

FOR THE UNION:

Signed by:

*Alex Aguilar*

394BE6E35119417

LiUNA! L724

## Side Letter - Seasonal Supervisors

The purpose of this letter is to confirm the agreement reached between Universal Studios Hollywood ("USH") and LiUNA! L724 ("the Union") during negotiations for the 2025-2029 USH/LiUNA! L724 Night Custodians Agreement regarding Seasonal Supervisors as follows:

The Union acknowledges that the role of Seasonal Supervisors is outside the scope and jurisdiction of this agreement. The Employer may, in its discretion, select covered Employees for Seasonal Supervisor positions, and only the health and 401k provisions of this Agreement shall apply. All other terms and conditions of employment in the Seasonal Supervisor role, including pay rate, shall be determined by the Employer. Further, Employees covered by this agreement who are selected as Seasonal Supervisors may not participate in any disciplinary action or disciplinary meeting of any other Employee covered by this Agreement.

FOR THE EMPLOYER:

Signed by:

*Nancy Inesta*

1D8CBBE12174FD...

Vice President  
Labor Relations  
Universal Studios Hollywood

FOR THE UNION:

Signed by:

*Alex Aguilar*

304BF6E35110417

LiUNA! L724