

UNIVERSAL STUDIOS HOLLYWOOD AND IATSE LOCAL B-192

Side-Letter re CityWalk Retail & USH Retail Merger

All terms and conditions of USH-IATSE Local B-192 Collective Bargaining Agreement (CBA), shall apply to CityWalk Retail store employees except as noted below.

Wage Increases as set forth in the CBA will be effective 1/31/2025 (either on the applicable check or via a retroactive payment).

CBA SIDE-LETTERS:

Only the following two CBA side-letters shall apply: (1) Counterfeit training; and (2) Health Benefits premiums.

PAYROLL

- CW Retail employees to be transferred the payroll entity and system applicable to all employees covered by the CBA (hereinafter referred to as "USH Payroll")
- The effective date will be as soon as practicable after the completion of bargaining.

ALL PAYROLL DEDUCTIONS – UNION DUES DEDUCTIONS & PAC (ART 7 AND ART 11)

- The effective date will be as soon as practicable after the completion of bargaining.

SENIORITY ROSTER & SCHEDULING (ART 35)

- Employees shall be transferred to the position of Retail Sales Clerk (Art 53) and all provisions applicable to Retail Sales Clerks shall apply except as provided by this side-letter.
- CW Retail shall be its own retail seniority roster (similar to USH park rosters for WWoHP, SNW, Park, Carnival).
- Employees shall be scheduled in accordance with Article 17(C) (Status then seniority – based on availability provided)
 - On Call Roster (Art 18) shall apply accordingly.
- The effective date will be as soon as practicable after the completion of bargaining.

MANAGEMENT'S RIGHTS (ART 8)

- Current practice of Supervisors, Assistant Managers and Managers performing Sales Clerk duties as needed shall continue, notwithstanding any other language in Article 8, and shall not be the subject of a grievance, until such time, which shall be as soon as practicable, as USH has hired and trained a sufficient number of leads to perform the work, which number shall be reasonably determined by USH. Nothing herein shall be construed as a waiver by either party of their respective positions regarding the application of Article 8 in the USH Retail venues.

LEADS

- Company will post for lead positions within the CW Retail Seniority roster. If Management is unable to fill lead shifts with qualified employees from the CW Retail Seniority roster, the Company will notify the Union of the bases for Management's assessment and need and discuss options and impact.

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PERSONNEL CLASSIFICATIONS (ART 17)

- Current EE's shall maintain current personnel status (Full Time, Part Time, Casual) until February 2025 status check at which point employee status will be determined based solely on the hours criteria in Article 17.
- Upon the effective date of the transfer to USH payroll, employees shall be required to meet the availability requirements set forth in Article 17, except that the Open Availability definition for CW Retail Clerks shall be 12-hours per day within venue operating hours.

WALKING CHANGING TIME – (ART 27)

- All CW Retail employees are required to report to work through Walter's Gate and are required to exit through Walter's Gate. Art 27(g) shall apply except that CW Retail employees shall receive six (6) minutes at the end of their shift. The effective date of will be as soon as practicable after the completion of bargaining.
- Until further notice, as determined by Management, all CW Retail Employees assigned to Production Central shall clock in and out of work at the USS Store and shall clock their meal begin and meal end at Toothsome.
- In the event CW Retail employees are issued specific uniforms to be picked up and changed at Wardrobe, the Company will notify the Union and will bargain over the effects of such requirement, including applicable walking/changing time.

SICK LEAVE & VACATION (ART 28 AND ART 30)

- To be transitioned to terms under CBA – timing to be determined following determination of Effective Date. Vacation days granted in 2025 will be based on the difference between vacation per the CBA and 2024 vacation already earned and/or used.

HEALTH BENEFITS (ART 34 & SIDELETTER)

- To be transitioned to health plan applicable to employees covered by CBA.
- The effective date of will be as soon as practicable after the completion of bargaining.

SCHEDULES & PAYROLL (ART 35)

- To be transitioned to terms under CBA. The effective date of will be as soon as practicable after the completion of bargaining.

NBCU CAP 401K PLAN (ART 49)

- To be transitioned to 401K plan applicable to employees covered by CBA. The effective date of will be as soon as practicable after the completion of bargaining.

RETAIL PERSONNEL (ART. 53)

- Add subparagraph (c) – re CW Retail Personnel – provide that CW Retail to continue all job duties as currently assigned, including cleaning venue per current practice. No Park Services or Night Custodians to be assigned to the venues. Company shall provide adequate equipment and supplies (e.g., Swiffer pads, dusters, trash bags, windex). Company to provide appropriate flood control in Store 55.

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ATTENDANCE (Art. 61)

- Attendance policy shall apply. The effective date of will be as soon as practicable after the completion of bargaining.

ARTICLE 36 REST AREAS


- CW Retail shall be able to use all break spaces available to other USH Retail employees inside the theme park.

ADDITIONAL TERMS

- Cash Handling Policy and Disciplinary schedule applicable to USH Park Retail employees shall apply to CW Retail Sales Clerks. The effective date of will be as soon as practicable after the completion of bargaining.
- The Company will schedule ONE two-hour paid meeting to explain the operational changes and requirements per this Agreement. Such meeting may be via Teams or in-person (or both) and will be recorded. The Company will not schedule individual meetings. Employees will be responsible for the information contained therein.

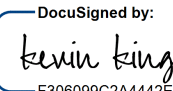
AGREED & ACCEPTED

On Behalf of Universal Studios Hollywood & CityWalk Retail Operations


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Melissa Vantrease
SVP Labor & Employment
Dated: Jan 23, 2025

On Behalf of IATSE Local B-192

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Kevin King
Business Agent
Dated: Jan 23, 2025

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Nicole Miller
President
Dated: Jan 24, 2025