

UNIVERSAL STUDIOS HOLLYWOOD & IATSE LOCAL B-192
2026 NEGOTIATIONS – TENTATIVE MEMORANDUM OF AGREEMENT
October 1, 2026

This Tentative Memorandum of Agreement is conditioned upon the recommendation of the IATSE Local B-192 bargaining committee, ratification by the membership on the first vote, and no work stoppage or interruption.

ALL CHANGES SHALL BE EFFECTIVE THE 3rd SUNDAY AFTER NOTICE OF RATIFICATION, UNLESS PROVIDED OTHERWISE HEREIN

Term of Agreement

Three (3) years; February 1, 2026, through January 31, 2029.

Article 14 – Discipline, Suspension, Discharge

Revise Article 14 as follows:

(g) In cases involving claims or allegations of sexual harassment, retaliation, unlawful discrimination, or bullying, this deadline shall be sixty (60) calendar days.

Article 15 – Settlement of Grievances

Delete Step 3 from Article 15

MOA Only re: Step Three

The parties agree that the effective date of the elimination of Step Three shall be February 1, 2026, subject to the following.

Effective February 1, 2026, no grievance may be advanced to Step 3, except for separately identified matters agreed upon by the parties, and any attempt to do so shall be null and void.

Notwithstanding the foregoing, any grievance that was timely advanced to Step 3 prior to February 1, 2026, may proceed through final disposition under the grievance procedure in effect immediately prior to February 1, 2026, provided that the Union submitted written notice of advancement to Step 3 that was received by the Company on or before February 1, 2026. For purposes of this provision, advancement to Step 3 requires written notice identifying the grievance number, grievant(s), date(s) of the grievance and a clear demand for Step 3 review.

Within thirty (30) calendar days following the Date of Ratification, the parties shall meet to establish a schedule for all grievances preserved under this provision and shall use reasonable efforts to complete any such Step 3 proceedings within one-hundred-twenty (120) calendar days of the Ratification Date, unless extended by mutual agreement. Only those grievances specifically identified in the Union's timely written notice may proceed to Step 3, and no new grievants, issues, or claims may be added after February 1, 2026, without the mutual written agreement of the parties.

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Any applicable grievance timelines for preserved Step 3 matters are tolled solely for purposes of scheduling pursuant to this provision. All procedural and substantive defenses, including but not limited to timeliness and arbitrability, are expressly preserved.

This provision constitutes a one-time transitional accommodation associated with the elimination of Step 3, is non-precedential, and shall not be cited or relied upon in any other proceeding or negotiation.

MOA Only re: Arbitration

The parties further agree that grievances based on facts and occurrences that arose on or after the August 17, 2026 termination of the parties' 2023-2026 collective bargaining agreement (as well as those that arose before that date, of course), shall be fully arbitrable under and subject to the terms of that agreement, as if the agreement had never been terminated but had instead remained fully in force and effect until the effective date of the successor agreement that is being set out (subject to ratification) in this Tentative Memorandum of Agreement.

Article 17 – Personnel Classifications & Timing of Status Checks

Revise first paragraph of 17(a) as follows:

Determining Employee Classification

Employees fall into one of the following three employee personnel classification: Regular Full Time, Regular Part Time, or Casual. The employer determines and assigns employee personnel classifications, with notification to both the Union and the affected employees two times per year, in February and in August, and shall be input the first full week of the month following the status checks (in March and September, respectively), and shall take effect ~~the first full workweek~~ the full work week beginning the third Sunday of the month pursuant to the criteria set forth below.

Add the following language as a footnote: “For team members subject to weekly schedules (e.g., Studio Guides), classifications shall be input the first full week of the month following the status checks (in March and September, respectively), and shall take effect the full work week beginning the second Sunday of the month.”

...

- (i) Regular Full-Time Employees: Those ~~who have having (1) a minimum of six (6) months of service in the bargaining unit as of the time of the status check,~~ (1) worked eight hundred thirty-two (832) hours during the twenty-six (26) complete payroll weeks immediately preceding the status check, including the complete payroll week in which the last day of the previous month falls (January 31 or July 31) and, (2) who have maintained “open availability” to work five (5) days per week, including one (1) weekend day per week during the calculating period. All hours worked, not just scheduled hours, as well as all used paid time off (*i.e.*, sick, vacation, bereavement, jury duty), and up to twenty (20) hours of

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scheduled time off for union activity pursuant to Article 6, shall count in determining when this number has been reached for both attaining and maintaining status.

...

(ii) Regular Part-Time Employees: Those ~~who have having (1) a minimum of six (6) months of service in the bargaining unit as of the time of the status check,~~ (2) (1) worked five hundred twenty (520) hours during the twenty-six (26) complete payroll weeks immediately preceding the status check, including the complete payroll week in which the last day of the previous month falls (January 31 or July 31) and, (3) (2) who have maintained “open availability” to work either three (3) days per week, including one (1) weekend day per week or two (2) days per week, which includes both weekend days, during the calculating period. All hours worked, not just scheduled hours, as well as all used paid time off (*i.e.*, sick, vacation, bereavement, jury duty), and up to twenty (20) hours of scheduled time off for union activity pursuant to Article 6, shall count in determining when this number has been reached for both attaining and maintaining status.

...

An employee will lose Regular Part-Time status and convert to Casual status if, at the time of the status check, the employee did not work the requisite hours worked during the calculating period, unless the employee maintained “open availability” of three (3) days per week, including both weekend days or six (6) days per week, during the entire calculating period, in which case, the employee shall maintain Regular Part-Time status.

...

(b) Submitting Availability

All employees must submit their availability, online, to the Scheduling Department, including available work days and hours. With the exception of Summer Peak, employees may change their availability once a month, to be effective the first day of the first workweek of the subsequent month. Solely for the purpose of determining and satisfying “open availability” under this Article 17, Employer agrees it will notify employees of the applicable operating hours prior to the deadline to submit availability. Nothing in this section shall be interpreted to limit the Employer’s right to change venue operating hours at any time. This shall not apply to employees who shift bid, who are expected to be available in accordance with the shift that they selected through the entire time that the shift bid is posted. Exceptions to the shift bidding timeframe and the monthly limitation set forth herein shall be made for changes to school schedules upon proof presented to the scheduling department.

...

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For Summer Peak, the Employer will identify the twelve (12) Summer Peak weeks each year by April 1st. ~~Employees must submit their availability for the entire Summer Peak by May 1st.~~ If Summer Peak dates are not communicated to employees by April 1st, then the May 1st deadline will be postponed by the same number of days as that delay. ~~Employees must submit their availability for the entire Summer Peak by May 1st.~~ Availability must be the same throughout the Summer Peak dates, except for changes due to school schedules or other reasons which the Employer will consider on a case-by-case basis.

Clean Up Item re: Summer Peak Vacation Request in Article 30(k) – Summer Peak: Employee requests must be submitted by ~~May 1st April 1st~~; Employer to respond by ~~June 1st May 1st~~.

Article 22 - Seniority (re: Leave of Absence Protection)

The Parties agree to revise Article 22(g) by replacing “four (4) weeks” with “twelve (12) months.”

Article 26 – Leads

[MOA Comment: The following references 6 days of full availability where the Lead may be scheduled to start at any time during those six days. Full availability of 7 days, any time of day, remains in place for casual leads].

Revise Article 26, Paragraph (l): ~~Regular Leads shall provide six (6) days of availability.~~ Regular leads shall be scheduled before Casual Leads. ~~If there are insufficient Regular Leads to satisfy business needs for Regular Lead shifts, at the Employer’s sole discretion, Employer will be able to schedule Regular Leads in reverse seniority order (based on contractual seniority) and against availability. RDOs cannot be used to circumvent the 6-day availability requirement. The Company will not avoid appointing Regular Leads for the sole purpose of avoiding the 6-day availability requirement.~~

Article 27(g) – Rest and Meal Periods (Walking/Changing Time)

Add the following language to Article 37(g): Employees assigned to Super Nintendo World shall receive forty-two (42) minutes of walking/changing time at the end of their shift.

Effective Date - The Employer will meet and confer with the Union regarding an implementation schedule and effective date as soon as practicable following ratification.



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Article 29: Leave of Absence

Add new (e) as follows: Employees who are eligible for and take CFRA parental bonding leave may have their parental bonding leave extended beyond the CFRA maximum for up to an additional twelve (12) weeks of unpaid leave upon written request. During this extended leave, employees may use accrued sick or vacation time.

Article 35: Schedules and Payroll (re: Wage Statements - Add New Paragraph)

Wage statements may be provided electronically as the default method of delivery, except where an employee affirmatively elects to receive paper wage statements. The Company will provide employees with information regarding how to access electronic wage statements and how to opt-in to receive paper wage statements. The Employer shall give the Union and the employees thirty (30) days' notice of the effective date of this change.

Article 37 – Uniforms

Revise paragraph 37(g) as follows: Upon receiving confirmation and approval from a manager in their respective department, employees in non-air-conditioned areas may unbutton their top button of their shirt or blouse and remove ties when the temperature reaches or exceeds **a real or feels-like temperature of ninety degrees (90)** as determined by the USH Command Center.

Add italicized language to Article 37, Section (d): The Employer will supply or specify and pay for maternity uniforms when necessary. *The Employer will supply adequate rain gear in the form of either a rain poncho or rain jacket to address inclement weather conditions.*

Article 42: Publicity

Revise Article 42 as follows:

The Company agrees to increase the publicity rate from \$200 to \$250 effective the second Sunday following notice of ratification.

By the nature of their employment with the Employer, employees may be photographed in the normal course of their work by guests or by the Employer for use in promotional material. However, when an employee participates in staged photography outside the scope of their regular employment, such employee shall receive a **two-hundred fifty dollar (\$250)** payment in addition to the employee's regular pay.



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VIP Tour Guides shall also receive the above \$250 payment when either of the following conditions are met:

1. Location and Production Services (“LAPS”) is accompanying a VIP tour involving a filming project; or
2. The VIP Tour Guide is scheduled specifically for, or is assigned to, the filming project.

Additionally, in the event a VIP Tour Guide reasonably believes they are being filmed excessively, they are encouraged to contact their manager to raise their concern. Management will endeavor to respond promptly. The parties further agree to convene Joint Labor Management meetings, at the request of either party, to discuss VIP concerns regarding excessive filming and applicability of the publicity payment under this section.

Article 50: Wages

Delete current language and replace with the following:

On each of “Effective” dates noted on the Wage Rate Table below, employees with a minimum of 1000 lifetime bargaining unit hours shall receive the applicable rate reflected in the table based on their bargaining unit hours on such effective date.

Employees whose rates are greater than the applicable hours rate shall receive wage increases as follows:

- Effective 2/1/2026: 4%
- Effective 2/1/2027: 4%
- Effective 2/1/2028: 4%

Employees with fewer than 1000 hours shall receive the applicable “Start” rate as set forth in the Wage Rate Table and shall move to the applicable 1000-5999 hours rate the Sunday of the second pay period after working 1000 bargaining unit hours.



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Wage Rate Table

	Min Wage Diff	Effective 1/31/2025			Effective 2/1/2026			Effective 2/1/2027			Effective 2/1/2028		
		Start: 0-999 hours	1000-5999 hours	6000+ hours	Start: 0-999 hours	1000-5999 hours	6000+ hours	Start: 0-999 hours	1000-5999 hours	6000+ hours	Start: 0-999 hours	1000-5999 hours	6000+ hours
Class A		\$19.00	\$23.00	\$24.00	\$19.50	\$23.92	\$24.96	\$20.00	\$24.88	\$25.96	\$20.50	\$25.87	\$27.00
Central Vault Cashier	\$1.25	\$20.25	\$24.25	\$25.25	\$20.75	\$25.22	\$26.26	\$21.25	\$26.23	\$27.31	\$21.75	\$27.28	\$28.40
Hoser	\$2.00	\$21.00	\$25.00	\$26.00	\$21.50	\$26.00	\$27.04	\$22.00	\$27.04	\$28.12	\$22.50	\$28.12	\$29.25
Show Crew	\$1.00	\$20.00	\$24.00	\$25.00	\$20.50	\$24.96	\$26.00	\$21.00	\$25.96	\$27.04	\$21.50	\$27.00	\$28.12
Studio Guide - English	\$2.00	\$21.00	\$25.00	\$26.00	\$21.50	\$26.00	\$27.04	\$22.00	\$27.04	\$28.12	\$22.50	\$28.12	\$29.25
Studio Guide - Spanish	\$3.00	\$22.00	\$26.00	\$27.00	\$22.50	\$27.04	\$28.08	\$23.00	\$28.12	\$29.20	\$23.50	\$29.25	\$30.37
Studio Guide - Foreign	\$5.00	\$24.00	\$28.00	\$29.00	\$24.50	\$29.12	\$30.16	\$25.00	\$30.28	\$31.37	\$25.50	\$31.50	\$32.62
Guest Relations	\$4.50	\$23.50	\$27.50	\$28.50	\$24.00	\$28.60	\$29.64	\$24.50	\$29.74	\$30.83	\$25.00	\$30.93	\$32.06
Guest Svc/WillCall***	\$4.50	\$23.50	\$27.50	\$28.50	\$24.00	\$28.60	\$29.64	\$24.50	\$29.74	\$30.83	\$25.00	\$30.93	\$32.06
Wardrobe Alterations	\$2.00	\$21.00	\$25.00	\$26.00	\$21.50	\$26.00	\$27.04	\$22.00	\$27.04	\$28.12	\$22.50	\$28.12	\$29.25
Warehouse Clerk	\$3.00	\$22.00	\$26.00	\$27.00	\$22.50	\$27.04	\$28.08	\$23.00	\$28.12	\$29.20	\$23.50	\$29.25	\$30.37
Restroom Attendant	\$2.00	\$21.00	\$25.00	\$26.00	\$21.50	\$26.00	\$27.04	\$22.00	\$27.04	\$28.12	\$22.50	\$28.12	\$29.25

Class A positions are as follows:

Admission Host	Attraction Host	Parking Lot Attendant
Park Services Attendant	Patio Host	Production Assistant
Retail Sales Clerk	Ride Operator	Show Control
Studio Tour Ambassador	Valet Runner	Wardrobe Attendant

Studio Guide Performance Increases (Art 50)

Replace 2024 and 2025 with 2026, 2027, 2028. Delete Fn 9.

Lead Wage Rates

- Regular and Casual Leads will receive the following hourly premiums:
Leads (Regular and Casual): \$2.50

If, during the term of this Agreement, the Company agrees to increase the UNITE HERE Local 11 Lead premium to more than \$2.50/hour, the Company will apply such increase at the same time and in the same manner, to this Agreement.

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 than those provided herein, provided also that the Employer at its discretion with or without Union consultation, may give any individual better conditions and terms than those herein provided. If the Employer agrees to pay an individual at an over-scale rate, the local Union office will be notified in writing.

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Re: Retroactive Payments – For MOA only:

The adjustments to pay rates effective 2/1/2026 (and 7/15/2026 as applicable) shall be processed no later than the 10th Sunday following notice of ratification. Retroactive payments may be processed separately from the wage adjustments. In the event of wage rate errors, including errors with retroactive payments, the parties shall work in good faith to correct the errors as soon as practicable.

Re: Inflation – For MOA only:

Parties to agree to a side-letter providing the following for 2027 and 2028 only. The side-letter shall expire at the end of January 31, 2029, and may only be extended by express written agreement of the parties to extend the side-letter. Extension of the collective bargaining shall not automatically extend the side-letter.

In the event the rate of inflation per the CPI-W index for the Los Angeles-Long Beach-Anaheim area for the previous calendar year exceeds five and one-half percent (5.5%), the wage rates set forth in the Wage Rate Table for employees with a minimum of 1000 lifetime bargaining unit hours, as well as the wage increases for those employees whose rates are greater than those set forth in the Wage Rate Table, shall be increased by half the amount of the rate of inflation in excess of five and one-half percent (5.5%), to be effective July 1st of that year, up to a cap of a total of two percent (2%) adjustment.

To illustrate by example:

- in the event the applicable rate of inflation is 6.5% for the 2026 calendar year, wages will be adjusted by half a percent (0.5%) (except for those in the 0-999 hours rates) effective July 1, 2027.
- in the event the applicable rate of inflation is 7.5% for the 2026 calendar year, wages will be adjusted by one percent (1.0%) (except for those in the 0-999 hours rates) effective July 1, 2027.
- in the event the applicable rate of inflation is 10% for the 2026 calendar, wages will be adjusted by two percent (2.0%) (except for those in the 0-999 hours rates) effective July 1, 2027.
- in the event the applicable rate of inflation is 5.5% for the 2026 calendar, year there shall be no further adjustment to wages in 2027.

The rate of inflation for the previous calendar year shall be measured using the CPI-W index for the Los Angeles-Long Beach-Anaheim area derived in the calendar year prior to the effective date of increase (which uses the November Bureau of Labor Statistics Consumer Price Index for Urban Wage Earners and Clerical Workers each year). If the CEO of the County of Los Angeles issues a notice of the inflation rate used to determine the LA County minimum wage, the parties shall rely on the CEO's notice, provided that such minimum wage is, in fact, based on the CPI-W index for the Los Angeles-Long Beach-Anaheim area as described herein. If the CEO of LA County does not issue a notice, or if the LA County minimum wage is determined in another manner, the parties shall use the rate of inflation as described in the first sentence of this paragraph.



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Article 61: Attendance

Revise Article 61 as follows:

...

	Tardies	Points
(i)	Four (4) ~~tardies per month of less than six (6) minutes (no more than 5 minutes 59 seconds). Tardy of less than six (6) minutes (no more than 5 minutes 59 seconds).~~	<u>0</u>
(ii)	~~Subject to (i) above,~~ employee is late and reports to work <u>up to six (6)</u> ~~to thirty (30)~~ minutes after the scheduled shift start time.	1
(iii)	Employee is late and reports to work between 30 minutes to 1 hour after the scheduled shift start time.	2
(iv)	Employee is late and reports to work between 1 hour and 2 hours after the scheduled shift start time.	3
(v)	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
(vi)	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

III. PROGRESSIVE DISCIPLINE FOR UNEXCUSED ABSENCES AND TARDIES

(a) DISCIPLINARY ACTION SCHEDULE:

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

Notwithstanding anything to the contrary in Article 14, for violation(s) of the Attendance Policy under this Article 61, the Employer shall convene a disciplinary meeting for a Termination and shall also convene a disciplinary meeting for the issuance of at least one discipline level (at either Attendance Warning 2 or Attendance Warning Final) prior to Termination. ~~(a meeting for any level of discipline prior to termination shall be sufficient to comply with this requirement).~~

(b) OTHER PROVISIONS

- (i) Subtract 1 point from total points if the employee does not accumulate any points through the corresponding date of the next month, or if there is no corresponding date, then 30 days after the start date, and has worked at least 4 shifts during the month.

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Subtract one-and-a-quarter (1.25) points in all subsequent, consecutive months in which the employee does not accumulate any attendance points and has worked at least 4 shifts during the month.

- (ii) Employees who provide verifiable information that they were unable to comply with departmental notification procedures will not be subject to disciplinary action.
- (iii) Employees absent due to approved leave of absence, funeral leave, military obligation, jury duty, child's school visitation, work incurred illness/injury will not be subject to disciplinary action, or any other legally protected leave of absence, upon compliance with Employer procedures for taking such time off.
- (iv) ~~Three (3) times Twice~~ every twelve (12) months, every employee will be allowed to aggregate up five (5) days of absence due to illness as one absence, provided the necessity for the absence is verified by a medical certificate.
- (v) An employee who switches their shift pursuant to the Employer policy regarding replacement of shifts shall not receive any points.
- (vi) 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 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 19 or the Employer's treatment of probationary employees pursuant to Article 19.
- (vii) 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.

Re: Retail Cash Handling and Variance Points – For MOA only:

The Company agrees to provide notice to the Union of any changes to its Cash Handling Operating Groups Cash Handling and Variance Points Policy & Guidelines and to participate in a Joint Labor Management meeting to consider the Union's input.

Re: Minimum Hours Feasibility JLM – For MOA only:

The parties agree that the parties will meet through the Joint Labor-Management process to discuss the feasibility of guaranteed hours for some portion of the roster, which may include agreeing upon a test in one venue. Any pilot program, including its terms and conditions, shall be subject to mutual agreement of the parties.



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New Section: Artificial Intelligence and Technological Change

Digital Alteration of an Employee's Image and Voice

The Employer must obtain the consent of the specific employee to digitally alter the employee's image or voice in photography or audio/visual recording; provided however that no consent is required when the photography or recording remains substantially as recorded. Any consent required must be clear and conspicuous and include a reasonably specific description of the intended alterations.

Use of AI or Other Technology to Replace Bargaining Unit Work

Definition of Technological Change: As used herein, the term “technological change” means the introduction of any new or modified devices, equipment, or software, including but not limited to artificial intelligence, for the purpose of performing any work by employees covered by this Agreement which directly results in a change in the number of employees employed under this Agreement or which results, with respect to the performance of work in any classification hereunder, in materially changing the job description thereof, if any, provided herein, or requiring substantially different training, qualification or skills therefore.

Notice of Technological Change: If Employer institutes a technological change, it shall give written notice thereof to Union. Such notice shall be given as soon as practicable and the Employer shall endeavor to provide at least thirty (30) days prior to instituting such change. Failure to give timely notice shall not serve as the sole basis for a grievance. Upon request from the Union, the Employer shall bargain over the effects of such technological changes on the terms and conditions of employment of covered employees.

New Section and Side-Letter re: Immigration

Employer agrees to incorporate into this Agreement all current provisions of Article 36: Immigration in the collective bargaining agreement between the Employer (“USH”) and UNITE HERE! Local 11 (“Local 11”).

The Employer further agrees, in an unpublished side-letter, to also incorporate any other provisions negotiated between USH and Local 11 as part of the successor agreement to the 2023-2026 USH-Local 11 collective bargaining agreement that specifically pertain to an employee's immigration status, or work status related to their immigration status or non-citizenship status, or employee protection from federal immigration-related law enforcement activities; or that revise or replace, in whole or in part, Article 36 of that agreement. The effective date of such incorporation shall be no sooner than ratification of a successor agreement to the 2023-2026 USH – Local 11 agreement and shall be based on any applicable dates subject to that agreement to the extent practicable. This agreement shall expire on January 31, 2029, meaning that in the event a successor Local 11 agreement has not been ratified as of that date, this agreement shall no longer be in effect, and the Employer shall have no obligation under this agreement.



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Side Letters:

The following side letters shall be renewed:

- Counterfeit Training
- Pay for Working Thanksgiving or Christmas when Park is Closed.
 - o Revise the Pay for Working Thanksgiving or Christmas side letter to include the following language: **This side letter does not apply to employees working on CityWalk.**
- Side Letter re: Guest Relations
- Three Broomsticks
- Nintendo Restaurant
- VIP Core Staff
- Side Letter re: Tips
- Health Care Side Letter:

The Company agrees to extend the **Side Letter Re: Health Care Premiums** through the term of the agreement, through 1/31/2029.

CityWalk Retail Side Letter

On January 23, 2025 the Company and the Union entered into a Side Letter regarding the merger of CityWalk Retail and USH Retail (the "2025 CityWalk Merger Side Letter"). The CityWalk Merger Side Letter shall not be renewed. Rather, relevant parts thereof shall be incorporated into the successor Collective Bargaining Agreement ("CBA") as follows:

The following language shall be incorporated into Article 53:

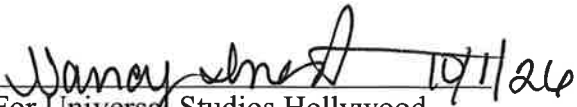
Add 53(c) – Retail Employees on the CityWalk Retail Roster

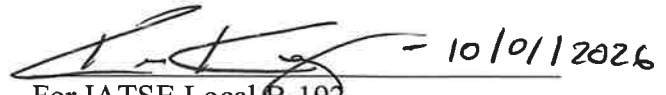
1. Open Availability - Article 17(a)(iv): Open Availability definition for CW Retail employees shall be 12-hours per day within venue operating hours.
2. Uniforms - Article 37: For Retail employees on the CW Retail roster, the Company shall provide required uniform pants, shirts, and belts (if applicable) through the take-home procedure. Employees are expected to report to work properly attired in their required uniform. Such employees may maintain and launder their uniforms themselves or may have their uniforms laundered by the Company by dropping the uniforms they are not wearing at the designated location.
3. Walking/Changing Time - Article 27(g): Retail employees assigned to CityWalk venues shall receive six (6) minutes of walking time at the end of their shift.
4. CW Retail employees shall continue all job duties as assigned as of January 22, 2025, including cleaning venue per practice. No Park Services or Night Custodians to be assigned to the venues. Company shall provide adequate equipment and supplies (e.g., Swifter pads, dusters, trash bags, windex). Company to provide appropriate flood control in Store 55.



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SO AGREED:


For Universal Studios Hollywood
Nancy Inesta
Vice President Labor Relations

 - 10/01/2026
For IATSE Local B-192
Kevin King
Business Agent