

USH – IATSE LOCAL B-192
MEMORANDUM OF AGREEMENT – COVID SAFETY
2-8-2021

This Memorandum of Agreement is between Universal Studios Hollywood (“USH” or “the Company”) and Amusement Area Employees IATSE Local B-192 (“the Union”) (collectively “the Parties”) regarding safety issues in relation to COVID-19.

1. PREAMBLE: The Company and the Union acknowledge and agree that:
 - a. In re-opening Universal Studios Hollywood and returning to work, the health and safety of Team Members, guests and other visitors is the highest priority;
 - b. the Company and all Team Members shall follow all applicable federal, state and local public health regulations, and the Union shall assist in these efforts and nothing herein shall be interpreted or applied in a manner that is inconsistent with such regulations;
 - c. scientific and medical communities continue to study the transmission of COVID-19, current understanding is evolving and, as such, public health guidance continues to change;
 - d. in the event federal, state and local public health regulations change such that compliance with any provision herein shall constitute a violation, such provision shall not be applied or enforced;
 - e. this Agreement shall constitute the guiding principles for safety protocols as of the effective date of this Agreement;
 - f. the specific protocols herein are not intended as an exhaustive list, and the Parties will continue to evaluate whether new or different measures are required by law or are advisable based on evolving understanding of the virus;
 - g. the Company will engage in dialogue with the Union in connection with evaluating the need for and development of additional safety measures on an ongoing basis.

2. PRE-ENTRANCE SCREENING:
 - a. In General: all Team Members, guests, vendors and visitors are subject to screening as a condition to entering the property. Attached are the temperature screening procedures and sample signs regarding COVID-19 symptoms and possible exposures and explaining screening requirements.
 - b. Screening:
 - i. Body temperature screening – current standard is below 100.4 degrees based on CDC guidance and LA County Health guidelines. Team Members who present a temperature at or above 100.4 can be provided a short break to rest upon request and be re-screened.
 - ii. Screening locations include signs informing individuals not to enter if they fall in listed categories, including if they exhibit any of a list of known COVID-related symptoms or have had exposure to a confirmed COVID-19 positive.
 - iii. Screening standards are subject to change based on CDC, State and County guidance, or other medical or occupational health standards.
 - c. Screening Locations:
 - i. The Company shall have discretion to designate screening locations based on the expected number of Team Members, visitors, vendors and guests and shall direct all individuals seeking entrance to a screening station.
 - ii. Screening locations shall be set up with appropriate physical distancing markers and barriers.
 - iii. Screening locations and equipment shall be cleaned and sanitized on a regular basis.

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- d. Screeners:
 - i. Screeners shall be specifically trained in the procedure to take temperatures and other screening protocols.
 - ii. Screeners shall wear face shields, face coverings and gloves and shall be trained regarding proper wearing, changing and regular hand washing.
 - iii. Screeners shall remind entrants of the facial covering requirements and shall enforce the requirement throughout the screening process.
- e. Communication: The Company will communicate its screening requirements on-line and in connection with on-line sales and ticketing and on signs at the entrances to the property.
- f. Team Member Screening Time: Screening time and/or waiting in line for screening that is three (3) minutes or less is included in the walking/changing time set forth in collective bargaining agreement. Time spent screening and/or waiting in excess of three minutes shall be compensated accordingly and shall not result in attendance points for being tardy; Team Members are required to notify their supervisor or manager of time in excess of 3 minutes immediately upon reporting to work.

3. PHYSICAL DISTANCING

- a. In General: All Team Members, visitors, vendors and travel parties are instructed to maintain a minimum of 6 feet physical distance wherever possible. Members of a travel party will be permitted to be less than 6 feet apart from each other.
- b. Physical Distancing Adjustments and Markers: Company will place markers and/or signs in the front of house and back of house areas to denote 6 feet separation in areas where people gather, including but not limited to at work stations, queues, shows, breakrooms, bathrooms, dining areas, food venues, stores, and attractions. Company will also adjust and reconfigure furniture, access and walkway design where practicable to promote physical distancing.
- c. Physical Distancing Communication: Company will place signs throughout the front of house and back of house areas reminding Team Members, visitors, vendors and guests to comply with 6 feet of physical distancing between individuals and travel parties.
- d. Team Members Training: Team Members will be trained on physical distancing requirements and protocols in their work areas and as part of their job responsibilities, with specific training regarding:
 - i. How to approach and advise guests, visitors and other Team Members who are not observing physical distancing;
 - ii. How to handle individuals (including guests, visitors or Team Members) who refuse to follow instructions or respond in an aggressive or inappropriate manner;
 - iii. How and from whom to obtain assistance if needed to address cases of noncompliance;
 - iv. The ability to back away and/or move away to 6-foot distance if job duties can be performed accordingly.
- e. Process Adjustments: Company will evaluate and modify job tasks to reduce or eliminate situations that result in fewer than 6 feet of physical distancing between and among Team Members and Team Members and guests to the extent practicable.
- f. Barriers: For those positions where the regular job responsibilities require the Team Member to work within less than 6 feet from another person for more than a brief time to

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perform job duties, an impermeable barrier of sufficient dimensions to provide separation shall be placed if practicable.

4. FACE COVERINGS

- a. In General: All Team Members, visitors, vendors and guests are required wear face coverings that fit snugly and cover both nose and mouth when on property, subject to exceptions listed below. Exhalation valves are prohibited.
- b. Exceptions:
 - i. Children under 24 months of age;
 - ii. When eating and/or drinking, but never while walking, or while in or on attractions, rides, shows or indoor queues; except that the Unions agree and acknowledge that individuals may momentarily remove the face covering in order to hydrate at any time.
 - iii. In designated mask-free zones, which shall be marked for physical distancing and which may include front of house areas set aside for such purpose, individual offices, walled cubicles, or other areas separated by barriers.
 - iv. Momentarily as needed to make adjustments to self, children or others who need assistance and so long as physically distanced by a minimum of 6 feet from any other person not in travel party.
 - v. Guests or visitors with a disability which prevents them from wearing a face covering may wear a face shield with a drape in lieu of face covering. Through on-line material and ticketing, Guests seeking accommodation will be directed to contact Guest Relations in advance of their visit so that the individual circumstances may be evaluated and at which time the guests will be provided accommodation information. Guests seeking an accommodation are required to report to Guest Relations/Services upon arrival to property in order to confirm the appropriate accommodation and, if granted, to be provided a wrist band (removable by scissors) to wear that is visible to Team Members, or, in the case of objection, an accommodation pass that can be shown to Team Members upon request. Certain rides and attractions require face coverings for all participants and do not accommodate face shields.
- c. Team Member Training: Team Members will be trained on face covering requirements for themselves and their enforcement responsibilities as part of their job duties, with specific training regarding:
 - i. How to approach and advise guests, visitors and other Team Members who are not properly wearing face coverings;
 - ii. How to handle individuals (including guests, visitors or Team Members) who refuse to follow instructions or respond in an aggressive or inappropriate manner;
 - iii. How and from whom to obtain assistance if needed to address cases of noncompliance;
 - iv. The ability to back away and/or move away to a comfortable distance if job duties can be performed accordingly. Overall safety of Team Members and guests is paramount.
- d. Communication: The Company will communicate the face covering requirements to visitors and guests on-line and in connection with on-line sales and ticketing. The Company shall post signs throughout the property and make overhead announcements advising of the

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- requirement to properly wear face coverings. Team Members, management and security shall also advise guests and visitors in person as needed.
- e. Enforcement: It is the responsibility and job duty of all Team Members to instruct non-compliant guests, vendors, visitors, and Team Members to properly wear face coverings and to escalate any continued non-compliance as trained. In addition, the Company will have sufficient dedicated resources assigned to support the enforcement of the facial covering requirements for Team Members, guests, vendors and visitors. Individuals who refuse and/or repeatedly fail to comply will be escorted off the property. In addition to being removed, Team Members who refuse and/or repeatedly fail to comply will be subject to disciplinary action, up to and including termination.
 - f. Team Member Face Coverings:
 - i. Team Members shall be provided with disposable or washable cloth face coverings that fit snugly and cover both nose and mouth, which the employees shall wash themselves. Regular Full-Time Team Members shall be issued 5 face coverings. Other Team Members who are regularly scheduled to work 5 days/week shall be issued 5 face coverings upon request. The Company will replace face coverings as needed. Team Members are expected to exercise reasonable care of the Company issued face coverings.
 - ii. The Company will not unreasonably deny a Team Member request to wear their own personal face covering in lieu of the Company-issued face covering, provided the personal face covering meets the State and Local requirements as well as the Company's aesthetic criteria.
 - iii. The Company will make face shields available to any employee who requests a face shield to wear in addition to a face covering.
 - iv. In the event a Team Member has a medical condition or disability that prevents the employee from wearing a face covering, the Company will engage in the interactive process regarding a reasonable accommodation.
 - v. N-95 Masks – Team Members working in the following positions may, upon request, wear N95 masks, which shall be provided by the Company and issued in accordance with Company policy: (1) IATSE Local 768 Team Members who are required to fit and/or dress performers within 6 feet and where the performers are not wearing a face covering during the process; (2) Ride Operators who are required to repeatedly work within 6 feet of a guest as a regular part of their duties; (3) Park Services Team Members who clean bathrooms. The Company will engage in the interactive process regarding a reasonable accommodation for Team Members working in any other position who have a medical condition, disability, or is in a COVID-19 “high risk” category and requests to wear an N95 mask.
 - vi. Personal N95 Masks – The Company will not unreasonably deny a request of a Team Members to wear their own personal N95 mask subject to Company approval and procedure, including a written acknowledgement including, among other things, that it is a personal preference, they are responsible for providing their own N95 mask, ensure that it fits properly, and that it is not Company mandated PPE or covered by the Company's respiratory protection program.
 - g. Personal Protective Equipment: The Company shall determine Personal Protective Equipment required for each job based on its normal review of job duties and government regulations. The Company will determine which positions require gloves for specific job

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duties (e.g. food handling positions, Screeners, Dressers, Park Services). The Company will make gloves available for Team Members in other positions, as designated by the Company, upon request (e.g. non-food cash handling, VIP reception). Gloves may also be provided to Team Members on a case-by-case basis as an accommodation of a medical condition or disability that prevents the employee from regular hand washing or sanitizing.

5. SANITIZATION

- a. The Company will implement additional cleaning and sanitizing measures throughout the property, including but not limited to buildings, bathrooms, breakrooms, rides, attractions, shows, tools and equipment. These measures include electrostatic sanitization and regular, periodic cleaning of buildings and venues. All Team Members will be responsible for sanitization of their work areas and equipment as assigned and will be provided with sanitizing wipes, spray or other cleaning products as needed.
- b. The Company will assign Team Members to clean and sanitize high contact/traffic areas throughout the Park during operating hours.
- c. Hand washing: Team Members, vendors, visitors, guests are instructed to regularly wash their hands throughout the day. Team Members shall be allowed to take time to wash their hands throughout their shifts.
- d. Hand sanitizer: Touchless hand sanitizing dispensers shall be placed throughout the property, both back of house and front of house, including but not limited to all dining venues, stores, attractions and shows. Hand sanitizer shall also be available to Team Members in work locations. The Company shall provide each Team Member with one refillable hand sanitizer bottle and will set up refill stations for Team Members to refill their bottles.
- e. Communication: The Company shall include reminders on proper hand sanitization through signs, overhead audio and Team Member training. Team Members will also remind and instruct guests to sanitize their hands in certain areas of the Park, including prior to boarding ride vehicles.
- f. Training: Team Members will be trained on proper hand washing and sanitizing with specific training regarding the following topics as appropriate to the specific job and area:
 - i. How to safely use any newly introduced chemicals. Including if specific PPE is required for use of cleaning and disinfecting chemicals.
 - ii. Proper sanitizing techniques.
 - iii. Proper use and disposal of sanitization supplies.
 - iv. Frequency at which certain high touch surfaces and/or equipment should be cleaned and/or sanitized.
 - v. Expectation that tools used by individuals will need to be sanitized before and after use by the individual user.

- 6. BATHROOMS:** The Company shall take specific measures for physical distancing in and sanitization of bathrooms, including but not limited to the following:
- a. regular cleaning and sanitization throughout the day and deep cleaning after hours
 - b. Sanitizing wipes or hand sanitizer will be available in bathrooms;
 - c. posting signs regarding:
 - i. physical distancing;
 - ii. requirement to wear face coverings while in bathroom;

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- iii. hand washing.
 - d. The Company will disable electric hand dryers in bathrooms and will provide touchless paper-towel dispensers in the bathrooms that currently only have electric hand dryers. The Company will make these changes as soon as practicable in light of the current staffing levels and availability of equipment. Any area that already has paper-towel dispensers will remain as is.
7. HVAC SYSTEMS: The Company's mechanical systems were designed, constructed and permitted in adherence to all Local, State and Federal Codes. Mechanical equipment is maintained routinely, repaired or replaced as needed and the Company manages a comprehensive preventative maintenance program for such equipment. CDC and AQMD reference current standards of American Society of Heating, Refrigerating and Air Conditioning Engineers (ASHRAE) for public facility ventilation designs and operation of heating, ventilation, and air-conditioning equipment and local exhaust ventilation. The Company observes ASHRAE air quality standards, specifically 2019a 62.1, 2019b 62.1, and 2017a 170. HVAC units are fitted with recommended filter types ranging from MERV 8 to MERV 13 and replacement periodicity is scheduled based on OEM recommendations, run hours, and specific operational use. The Company is currently reviewing all its various HVAC, filtration and ventilation systems, including validating outside air exchange rates where applicable. Depending on the type of equipment, physical structure and systems, the Company will make the following additional adjustments:
- Upgrade HVAC filtration to MERV 13 or 14 to the extent practicable depending on equipment design, installation, use and impact to air exchange rate. Company's current estimation is that at least 90% of central building filtration are capable of upgrade.
 - Place air scrubbers with HEPA filters in indoor spaces where existing mechanical systems are not capable of receiving MERV 13 and where there are no other safety or access concerns.
 - Increase outdoor air ventilation by disabling demand-controlled ventilation, opening outdoor air dampers to the maximum extent practicable as indoor and outdoor conditions permit, and increasing fan speed as practicable.
 - Increase running time of ventilation equipment by a minimum of 90 minutes after building occupancy (or greater depending on the circumstances), to "flush" building indoor air.
 - Open doors and windows to the extent practicable without otherwise compromising ventilation, filtration, or other health, safety, sanitation and access concerns.

The Union acknowledges and understands that it will take time for the Company to execute this plan. The Company will make the adjustments as quickly as practicable and will develop a schedule to make these changes with initial focus on small and medium indoor spaces where Team Members work or take breaks. The Company will provide the Union with regular updates about the schedule and status as part of JLM COVID-19 Safety Committee Meetings. The Union acknowledges and agrees that the Company shall not be required to complete these adjustments prior to opening the Park or before employees are returned to work.

8. COVID-19 TESTING: In the event the Company, through its contact tracing protocols, deems a Team Member to be a close contact of a confirmed or presumed COVID case at work, the Company will instruct the Team Member to take a COVID test. Further, the Company may require COVID-19

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testing of a Team Member in the event the Team Member exhibits or is experiencing symptoms, reports potential exposure, pursuant to the Company's contact tracing protocols and/or CDC, State or County guidance, or in the event of other circumstances of potential exposure such as prolonged exposure to others within 6 feet and without facial coverings. No additional Team Member consent shall be required for such testing. Testing under this section shall be at the Company's cost, which may include through Company sponsored health insurance. Team Members shall cooperate with Company requests for information about COVID-19 test results, whether or not the test was at Company's requirement or expense. Team Members shall authorize disclosure of their test results to the Company.

9. **RESPONSE TO CONFIRMED AND/OR SUSPECTED CASES** – The Company and Team Members will comply with all CDC, State and County requirements regarding confirmed or suspected cases of Team Members, visitors, vendors and guests, including contact tracing, cleaning of facilities, COVID-19 testing and/or quarantine of other Team Members. The Company follows its established contact tracing protocol. Team Members shall fully cooperate with the Company's contact tracing inquiries, including replying truthfully and immediately.

10. **ATTENDANCE CONSIDERATIONS AND SICK LEAVE:** Team Members who are experiencing symptoms, have a fever or have tested positive for COVID-19 should contact HR and should not report to work.
 - a. A Team Member may use available regular sick leave for all reasons permissible under the applicable Collective Bargaining Agreement (Local B-192 – Art. 28), except as set forth in Paragraph 10(g) below, and for all allowable reasons under the LA County Supplemental Paid Sick Leave Ordinance.
 - b. In addition to sick leave provided for in the applicable Collective Bargaining Agreement, the Company will provide COVID-19 Supplemental Paid Sick Leave for the allowable reasons under the LA County Supplemental Paid Sick Leave Ordinance up to a maximum of 10 missed shifts per year for so long as such ordinance remains in effect. A Team Member shall be permitted to use COVID-19 Supplemental Paid Sick Leave before using regular sick leave for an allowable reason under the LA County Supplemental Paid Sick Leave Ordinance. Unused COVID-19 Supplemental Paid Sick Leave under this section shall not be paid out. Provided the LA County Supplemental Paid Sick Leave Ordinance is still in effect, starting in 2022, unused COVID-19 Supplemental Paid Sick Leave may be carried over to the following year. This Paragraph 10 of this Agreement shall supersede the listed paragraph in the applicable union Memorandum of Agreement and Sideletter Re: COVID-19 (Local B-192 – Para 6). COVID-19 Supplemental Paid Sick Leave may be requested verbally using ordinary Company procedures for the use of sick leave. COVID-19 Supplemental Paid Sick Leave will be paid based on the number of hours and pay rate the Team Member was scheduled to work on the day the sick leave is used.
 - c. The Company may require certification in support of any absence provided there is objective reason to believe that the Team Member has sought to use sick leave for an impermissible purpose under this Paragraph 10 or the applicable Collective Bargaining Agreement (as modified by this Paragraph 10). A Team Member will not be disciplined or assessed attendance points if the Team Member makes reasonable efforts to obtain medical certification but is unable to do so. Unless there is objective reason to believe that the Team Member has sought to use sick leave for an impermissible purpose under this Paragraph 10 or the applicable Collective Bargaining Agreement (as modified by this

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Paragraph 10) on a holiday weekend, Team Members shall not be automatically required to provide medical certification for the use of sick leave on holiday weekends as provided in the applicable Collective Bargaining Agreements (Local B-192- Art. 26(d)).

- d. A Team Member who was potentially exposed to COVID-19, has symptoms of COVID-19, or tested positive for COVID-19 will be authorized to return to work in accordance with the Company's COVID-19 protocols. Notwithstanding anything to the contrary or any limitations in the applicable Collective Bargaining Agreement, the Company may require medical certification for return to work. (*e.g.* Local B-192 – Art. 28(f))
- e. The Company may require a Team Member to undergo COVID-19 testing at the Company's cost, which may be provided through the Company's health insurance plan.
- f. Notwithstanding anything to the contrary in the applicable attendance policy, a Team Member who is absent due to a permissible purpose under this Paragraph 10 or the applicable Collective Bargaining Agreement (as modified by this Paragraph 10) will not incur attendance points or discipline, even if the Team Member does not have sick leave available. In the event there is objective reason to believe that the Team Member has sought to use sick leave for an impermissible purpose under this Paragraph 10 or the applicable Collective Bargaining Agreement (as modified by this Paragraph 10), or if the Team Member fails to provide certification in accordance with this Paragraph 10, the Team Member may be subject to the discipline provisions in the applicable Collective Bargaining Agreement in lieu of attendance points. Any such discipline issued shall be subject to the grievance and arbitration provisions of the applicable Collective Bargaining Agreement, except that a termination may be subject to expedited arbitration pursuant to Paragraph 12 below. The notice requirements in the applicable attendance policy remain in effect and Team Members who are unable to report to work for a COVID related reason are required to notify the Company of the absence as required by departmental procedure.
- g. Notwithstanding anything to the contrary in the applicable Collective Bargaining Agreement, accrued sick leave under the applicable Collective Bargaining Agreement may not be used as personal days while the LA County Supplemental Paid Sick Leave Ordinance remains in effect. (Local B-192 – Art. 28(b) shall not apply.)
- h. Unused sick leave shall not be paid out as provided under the applicable Collective Bargaining Agreement and instead will be carried over to the following year while the LA County Supplemental Paid Sick Leave Ordinance remains in effect. (Local B-192 – Art. 28(e) shall not apply.) Any carried-over, regular unused sick leave (not COVID-19 Supplemental Paid Sick Leave) shall be paid out in March of the year following the year in which the LA County Supplemental Paid Sick Leave Ordinance is no longer in effect, but no earlier than March 2022.
- i. Team Members who are instructed not to report to work, or sent home, as a result of potential exposure to COVID-19 at work, may use available COVID-19 Supplemental Paid Sick Leave for any shifts that they would have otherwise been scheduled to work. If the Team Member has insufficient COVID-19 Supplemental Sick Pay to cover the absence, the Company will pay for any remaining missed shifts as a result of the instruction not to report for work.
- j. The Company will use its best efforts to adjust the work schedules of Team Members who experience child-care needs as a result of COVID-19-related school or day care closures or COVID-19-related changes in school or day care schedules.

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- k. COVID-19 LEAVES OF ABSENCE: Team Members who do not qualify for FMLA Leave shall be eligible for COVID-19 Leaves of Absence for good cause. For the purposes of this Agreement “good cause” is defined as: (1) an employee with a health condition as determined by a medical physician that puts the employee at high risk in the event the employee is infected with COVID-19; (2) an employee who lives with or cares for someone with a health condition as determined by a medical physician that puts the family member at high risk in the event they are infected with COVID-19; (3) an employee who needs to care for a dependent as a result of COVID-19 restrictions; or (4) an employee who is sixty (60) years of age or older. Employees seeking a COVID-19 Leave of Absence for good cause shall provide a doctor’s note or other appropriate documentation to the Company. If obtaining such documentation would pose a health risk to an employee, employee’s family member, or someone under an employee’s care, the Human Resources Department will work with that employee, and the employee’s primary care physician, to obtain such documentation. The parties agree that any employee who has good cause to receive a COVID-19 Leave of Absence may initially do so for thirty (30) days. If the employee continues to demonstrate good cause as defined herein, the Employer will extend the COVID-19 Leave of Absence for subsequent thirty (30) day periods. The Company shall not contest the receipt of Unemployment Insurance by employees on a COVID-19 Leave of Absence or an FMLA Leave for a “good cause” reason as defined herein. Provided the Team Member is able to return to work while the Proclamation of a State of Emergency issued by California Governor Gavin Newsom on March 4, 2020 remains in effect, the Team Member may return to his/her former position with full seniority and with the same status as of the termination date.
11. SCHEDULING & ACCESS- The Union acknowledges that in order to minimize the number of Team Members who may be potentially exposed in the event of someone being COVID positive in the workplace, the Company may have to limit Team Member access to certain areas of the Park and may require temporary adjustments to scheduling procedures and options. In the event the Company determines that an adjustment to scheduling provisions under the applicable collective bargaining agreement is necessary to meet these safety goals, the Company will notify the Union and, upon request of the Union, will bargain regarding a limited and tailored change in the scheduling process, while respecting contractual seniority to the greatest extent possible. In addition, any Party may convene a JLM COVID-19 Committee meeting to address specific circumstances.
12. JOINT LABOR-MANAGEMENT COVID-19 SAFETY & TESTING COMMITTEE– The Parties agree to establish a Joint Labor-Management COVID-19 Safety & Testing Committee (“JLM COVID-19 Committee”) with representatives from the Union and the Company. The purpose of the JLM COVID-19 Committee shall be for the Parties to address issues as explicitly identified in this agreement, other COVID-19 safety issues, and to discuss COVID-19 testing, including asymptomatic testing. The JLM COVID-19 Committee shall meet monthly, or more frequently as determined by the JLM COVID-19 Committee. Either Party may request an emergency JLM COVID-19 Committee meeting, which shall be held within 72 hours following the request, or as otherwise agreed by the Parties. The JLM COVID-19 Committee shall have the authority to modify this Agreement, which shall be reduced to writing. The Parties agree and acknowledge that the JLM COVID-19 Safety Committee is not in lieu of the Company’s safety committees or safety reporting procedures. Team

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Members are encouraged to immediately report safety concerns through the Company's various safety reporting mechanisms.

13. DISPUTE RESOLUTION –

- (a) In the event a party claims violation of this Agreement, such party shall immediately notify the other of the facts of the claimed violation by contacting by email or telephone and shall provide as many details as possible regarding the claimed violation. Prior to filing a grievance for alleged violation of this Agreement, the party claiming a violation must submit the matter to the JLM COVID-19 Committee for review and consideration. The Parties agree to make themselves reasonably available to convene a JLM COVID-19 Committee meeting as soon as practicable under the circumstances. Either Party may request an emergency JLM COVID-19 Committee meeting for these purposes, which shall be held within 72 hours following the request, or as otherwise agreed by the Parties.
- (b) In the event the matter is not resolved through the JLM COVID-19 Committee, the aggrieved party may submit the matter to the regular grievance and arbitration procedure under the applicable Collective Bargaining Agreement or the aggrieved party may submit the matter to expedited arbitration as set forth herein within 72 hours of the JLM COVID-19 Committee meeting. Such party shall also notify UNITEHERE! Local 11 and IATSE Local 768, in writing, of the intent to proceed to arbitration. Expedited arbitrations under this provision shall be heard by Arbitrator Jan Stiglitz within two (2) weeks of written submission by the aggrieved party. The Parties shall exercise professional courtesies and shall not unreasonably deny a request of any other party to schedule the arbitration beyond two weeks depending on the circumstances. The Arbitrator shall issue a written award within five (5) business days of the hearing. The Arbitrator's fees shall be shared equally by each party. Unless otherwise mutually agreed upon by the Parties, expedited arbitration hearings shall be conducted by videoconference, without briefs and without a transcript. Other than a claim for pay under Paragraphs 2(f) and 10, the arbitrator shall have the authority only to award prospective, non-monetary relief in the case of regular or expedited arbitration. Any party that is notified of an arbitration and does not participate in such arbitration, shall be barred from separately submitting the same subject matter to arbitration. Except for a claim involving termination, a claim for violation of Paragraph 10 shall not be subject to expedited arbitration.

14. TERM AND MODIFICATION:

- (a) The terms set forth herein shall be treated as a side-letter to the current applicable collective bargaining agreement and shall remain in effect through the earlier of (1) the expiration of the applicable collective bargaining agreement; (2) the expiration of the Proclamation of a State of Emergency issued by California Governor Gavin Newsom on March 4, 2020; or (3) termination of this Agreement as set forth below.
- (b) **TERMINATION:** This Agreement shall remain in effect to the later of August 1, 2021 or 180 days following the date USH is open to the public, after which either Party may, at its option, terminate this Agreement on no less than 45 days' written notice to USH, IATSE Local B-192, IATSE Local 768 and UNITEHERE! Local 11, and, upon request of any other party, review by the JLM COVID-19 Committee, which shall occur within such 45-day period.
- (c) **MODIFICATION:** In the event a Party wishes to modify this Agreement, such Party shall make a written request to all other Parties setting forth the modification(s) sought and describing in detail the reasons for the request and such request shall be reviewed by the JLM COVID-19

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Committee. Either Party may request an emergency JLM COVID-19 Committee meeting for this purpose, which shall be held within 72 hours following the request, or as otherwise agreed by the Parties.

15. SUPPORT FOR REOPENING – The Union agrees that it will support the Company’s efforts to obtain approval to re-open the Park by advising, upon request of the Company, governmental officials, approving agencies and/or the public, that the Company has agreed to extensive and comprehensive safety measures and protocols for the health and safety of employees and guests along with a process by which to address new issues that may arise and, subject to these terms, the Union supports the reopening of the Park.

AGREED & ACCEPTED as of February __, 2021

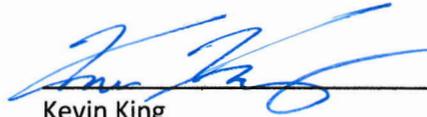
DocuSigned by:

Melissa Vantrease

Apr 5, 2021

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Melissa Vantrease
SVP Labor & Employment
On behalf of Universal Studios Hollywood



Kevin King
Business Representative
On behalf of IATSE Local B-192