

UNIVERSAL STUDIOS HOLLYWOOD & IATSE LOCAL B-192
SIDELETTER RE: HEALTH BENEFITS AND WAGES
JANUARY 31, 2021

In light of the continued closure of Universal Studios Hollywood (“USH” or “the Company”) and the impact the closure has had on its Team Members (“TMs”) and on the business, USH and Amusement Area Employees IATSE Local B-192 (“the Union”) agree to the terms set forth herein. To the extent anything herein modifies or contradicts any terms of the current collective bargaining agreement between the parties (“CBA”) and/or the Memorandum of Agreement and Sideletter re COVID-19 of April 19, 2020 (“COVID MOA”), this agreement shall supersede and control.

1. Health Premiums:

The Company will continue to pay both the TM portion and the Company portion of the health premium for those TMs who are furloughed or not scheduled for work, and who were enrolled in benefits as of May 2, 2020, until the sooner of: (1) the Park substantially reopens to the public; OR (2) End of 2021. The requirement for furloughed TMs return to work or repay the employee portion, as set forth in the COVID MOA, continues to apply and also applies to those TMs who were not formally furloughed but for whom the Company will continue to pay health insurance premiums under this agreement. “Substantially open to the public” means:

1. entry to any portion of the Park shall require an annual or other pre-existing-type pass or a non-token admission fee; and
2. some retail venues are open (but shall not require all or a majority of all retail venues to be open); and
3. some food venues are open (but shall not require all or a majority of all food venues to be open); and
4. the Studio Tour is in operation; and
5. at least 2 attractions and/or shows, in any combination (meaning 2 attractions, OR 2 shows, OR one of each) are in operation, in addition to the Studio Tour.

2. Status:

The Company will freeze status and health benefits eligibility in August 2021, in accordance with the terms of the COVID MOA. In addition, if the Park is not substantially open to the public by August 1, 2021, then the Company will freeze status and health benefits eligibility in February 2022, in accordance with the terms of the COVID MOA.

3. Layoffs:

The Company will not lay off covered TMs while the Park remains closed in 2021 unless the Park does not substantially reopen to the public by August 1, 2021. If the Park does not substantially reopen to the public by August 1, 2021, then the Company shall have the right to lay off some or all TMs effective on that date or later. This shall not apply to layoffs resulting from the permanent elimination of a roster, position, attraction or venue. Once the Park is substantially open to the public, there shall be no restrictions on layoffs other than any set forth in the underlying applicable CBA.

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4. 2021 Wage Increases:

There shall be no wage increases in 2021. The wage increases and chart planned for January 31, 2021 will moved to be effective on January 31, 2022. The Union acknowledges and agrees that this is an exchange of 2021 wage increases for the benefits coverage per the terms outlined above and will not propose outsized increases in future contract negotiations to recoup the 2021 wage increases.

5. CBA Extension

The parties further agree to extend the current CBA, scheduled to expire on January 31, 2022, to January 31, 2023.

AGREED & ACCEPTED as of January 31, 2021

DocuSigned by:
Melissa Vantrease
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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