



Our Struggle for Healthcare

A summary of the Disneyland Resort Hotel Workers' on-going battle to maintain affordable health benefits

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Maintaining Affordable Healthcare

For the past two years, 2,100 hotel workers at the Disneyland Resort in Anaheim have gone without a contract. During this time, workers and the company have disagreed over the issue of healthcare.

Hotel workers want the company to continue contributing to their current healthcare plan, which covers workers and their family members. Over the years, workers have forgone significant wage raises in order to maintain this quality, affordable healthcare. But now, Disney is calling for workers to change benefit plans and move into the “Disney Signature” plan, which would require workers to pay monthly premiums. To maintain comparable family coverage, these premiums would be unaffordable for many low-wage hotel workers.

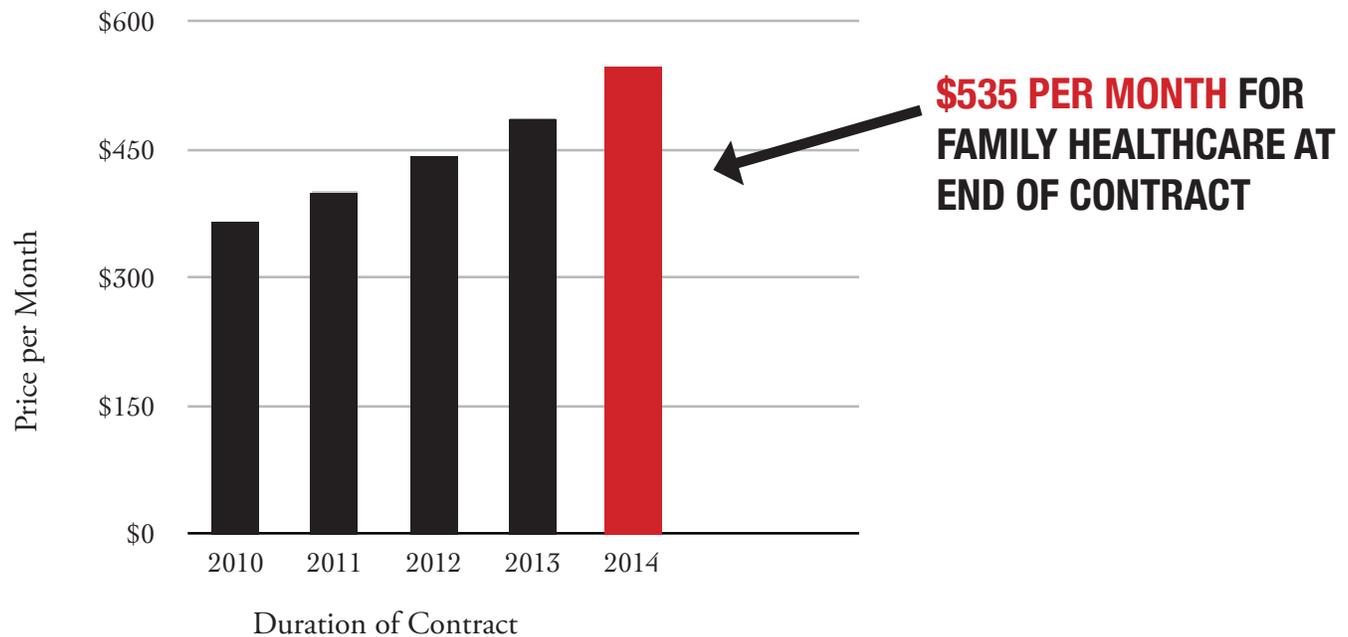
Planning for the Future: Hotel Workers Priced Out

According to Disney spokesperson, Suzi Brown¹, the Disney equivalent of the hotel workers’ current health plan costs workers about \$68 a week for a family of four. However, workers current health plan includes vision and dental benefits, bringing the total to about \$82-85 each week, or roughly \$365 each month. In negotiations Disney has said they project the yearly cost of the health plan to rise by 10 percent each year. That means by the end of a five-year contract workers will be paying **\$535 a month** for family coverage.

¹ In Feb. 16, 2010 interview with KPCC Wire Services

Disney Signature Plan Projected Monthly Employee Contribution

The graph below represents the monthly cost of Disney’s Signature Kaiser HMO option for a family — a plan most similar to what Disney workers currently have.



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Meet the Workers



Name: Narciso Guevara
Job: Houseman
Years at Disney: 10 years
Hourly Wage: \$11.11 per hour
Monthly Income: \$1,910 (before taxes)
Family members insured under current health plan: 4

“Under Disney’s proposed health plan, I would have to pay **more than a week’s worth of wages** to maintain my family’s health insurance by the contract’s end.”

Name: Eddie Carrington
Job: Laundry
Years at Disney: 4 1/2 years
Hourly Wage: \$11.54 per hour



“Since our contract expired, managerial pressure inside the hotels has increased significantly. Because of this, I’ve seen my co-workers **suffer needless stress and subsequent injury**. I also suffered an injury this past January when I was on washing duty at the Disneyland Hotel. It caused me extreme pain and loss of work.”



Name: Gloria Pena
Job: Housekeeper
Years at Disney: 27 years
Hourly Wage: \$11.36 per hour

“Over the years, the housekeeping work I have done has taken a toll on my body. I have had **two knee surgeries** to repair worn down kneecaps from scrubbing bathroom floors. The years of repetitive motion has also affected my **shoulders, waist, back and hips, causing chronic pain**. I have Arthritis in my waist and hips. At 62-years-old, I cannot even walk sometimes. Because of the nature of this physically-taxing work, it is important that we keep our access to affordable healthcare. I continue to work at Disney for this very reason, but under Disney’s proposal, I won’t be able to afford healthcare.”

A Way Forward...

“YOU CAN DREAM, CREATE, DESIGN AND BUILD THE MOST WONDERFUL PLACE IN THE WORLD, BUT IT REQUIRES PEOPLE TO MAKE THE DREAM A REALITY.”

-Walt Disney

Finding Solutions

Walt Disney once famously declared that Disneyland “would encompass the essence of the things that were good and true in American life.” He later added, “Disneyland is a work of love. We did not go into Disneyland just with the idea of making money.”

Instead, Walt envisioned a magical place – the “happiest place on earth.”

But the corporate executives who run Disney today are spoiling that magic, betraying Walt’s vision and Disney



workers. The employees of the Disneyland hotels, including bellmen, dishwashers, room attendants, and cooks, want to move forward. We want to stop protesting, stop fasting and stop struggling to make this multi-billion dollar corporation take us seriously.

We hope that the Walt Disney Corporation will realize that saving a few dollars now is not worth putting hundreds of families’ health and stability at risk. After all, it’s the workers who make the Disney dream come true.

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