



# BULLETIN

## NABET-CWA/ABC-Disney Washington, D.C.



### **2026-2031 Master Agreement – Daily Hire 401k Plans Update**

September 28, 2026

Pursuant to the NABET-CWA/ABC Master Agreement, the Company currently makes annual contributions to the Communications Workers of America Savings and Retirement Trust (“CWA SRT”) or the Entertainment Industry 401(K) Plan, for daily hire employees. ABC makes an annual contribution of five percent (5%) of the employee’s straight time hours worked in a calendar year, by February 15<sup>th</sup> of the following year (seven and one quarter percent (7.25%) only for those daily hires who qualify under Sideletter HF to elect Signature Plan benefits and who participate in Signature Plan benefits pursuant to Sideletter HF, effective January 1, 2027.) Contributions are also made pursuant to Sideletter FD-1 of the Master Agreement for each day worked.

#### **NEW DAILY HIRES:**

As part of NABET-CWA’s and ABC’s joint efforts to continue to encourage employees to maximize their retirement options, employees have an opportunity within thirty (30) days of initial hiring, to elect whether they will individually self-allocate their complete contribution to either the CWA SRT or to the Entertainment Industry 401(K) Plan. Your designation will not only allocate the Company’s annual contribution, but it will also designate the specific retirement savings plan to which the Payment In Lieu of Benefits (PILB) retirement contribution will be made. All executed forms must be received within thirty (30) days of being hired. Failure to execute and return a completed form will result in all contributions being made to the CWA SRT as the **default** retirement plan.

#### **EXISTING DAILY HIRES:**

Additionally, there shall be a one-time opportunity for existing daily hire employees to change their retirement plan election if they choose, but such change must be made by the employee no later than October 31, 2026, to change their election from the originally elected plan to the other plan. Such election shall be effective beginning January 1, 2027.

To make your election for the CWA SRT or the Entertainment Industry 401(K), please execute the attached election form and return it to Global Human Resources Operations ([TWDC.GHRO.OnBoarding@disney.com](mailto:TWDC.GHRO.OnBoarding@disney.com)) for processing.

If you have any questions or need assistance, please contact your NABET-CWA Local.

In Solidarity,  
Your NABET-CWA-ABC Network Negotiating Committee

**Local 16:** Jim Joyce, President

**Local 31:** Alex Staherski, Vice-President; Bantu Opiotennione, President

**Local 41:** Stephen Griswold, President; Patrick Keating and Michael Johnson, Executive Board Members

**Local 51:** Carrie Biggs-Adams, President; Brad Belstock, Vice-President;  
Colin Tuttle, Executive Board Member

**NABET-CWA Sector:** Charlie Braico, NABET-CWA President;  
Judi Chartier, General Counsel;  
Steve Rubbinaccio, Sports Agreement Coordinator;  
Ron Gabalski, Chief of Staff and Assistant to the President