

Congress of the United States
Washington, DC 20510

June 26, 2018

Robert A. Iger
Chief Executive Officer
The Walt Disney Company
500 South Buena Vista Street
Burbank, CA 91521

Dear Mr. Iger:

We are writing to urge Disney to sit down at the negotiating table with its unions and agree to a fair contract that pays all of its workers a living wage of at least \$15 an hour with appropriate annual cost of living adjustments, the full \$1,000 bonus that was promised months ago, affordable and accessible health care benefits and a reliable schedule.

As you know, Disney is not a poor company. It is not going broke. Disney is a \$150 billion corporation, which made \$9 billion in profits last year. It received a \$1.6 billion tax break from the Trump tax plan and has received hundreds of millions in local tax breaks from the city of Anaheim. The Disney Board recently reached a four-year compensation agreement with you on a compensation package worth an estimated \$423 million over the next four years.

Unfortunately, while Disney's profits are soaring, the wages and benefits for many of its workers are totally inadequate. The people who walk around all day in Mickey Mouse and Donald Duck costumes, the workers who prepare and deliver the food, the men and women who collect tickets and manage the rides make wages so low that they are barely surviving.

In February of 2018, the Urban and Environmental Policy Institute at Occidental College and the Economic Roundtable issued a survey on the economic condition of the workers at Disneyland. What this report found was deeply disturbing. According to its findings, the average hourly wage for Disneyland Resort workers in real dollars dropped 15 percent from 2000 to 2017, from \$15.80 to \$13.36. More than 85 percent of Disneyland workers make less than \$15 an hour. Almost three-quarters say that they do not earn enough money to cover basic expenses every month. More than half of Disneyland employees report concerns about being evicted from their homes or apartments.

Incredibly, more than 1 out of 10 Disneyland workers report having been homeless – or not having a place of their own place to sleep – in the past two years. More than two-thirds of Disneyland's workers are food insecure. Only 28 percent of Disneyland employees report having the same schedule every week.

Reports and statistics are one thing. Hearing real human beings describe what's going on in their lives is another, and the recent testimony we heard from Disney employees is both heartbreaking and mind blowing.

Mr. Robert Iger

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One low-wage worker wistfully described how, just a few decades ago, Disney was a place where her grandparents worked, fell in love, started a family and could live a middle-class life. But today, that iconic, magical place “where dreams come true” has become a nightmare for this worker and many thousands of others at Disney.

“Since I started working for Disney because my wages are so low I had to move my 16-year-old daughter out of the house,” an employee at Disney's Grand California Hotel explained. “I can no longer afford to take care of her so my family members have taken her in and are supporting her. I currently don't make enough to eat three times a day. I eat cans of tuna or celery sticks and carrots because that's what I can afford. I typically eat once sometimes twice a day because I can't afford three meals a day.”

Another woman, a licensed cosmetologist, described how she had to live out of her car for three and a half months despite working 40 to 60 hours a week. Eventually she found a place to live, but now has to drive two hours each way to get to and from work and can barely afford the necessary gas. “I work seven days a week. I pick up over time whenever I can,” she said. “I'm still barely treading water right now.”

“I worked for 14 years with the company, and I was somebody who excelled at my job. I was one of the top puppeteers,” a Disneyland worker who left the company last year said. “In the 14 years that I worked there I never crossed the \$15 mark for pay.”

In the year 2018, no one in America, especially those working for a profitable corporation like Disney, should be homeless, living in their cars or not be able to feed their families.

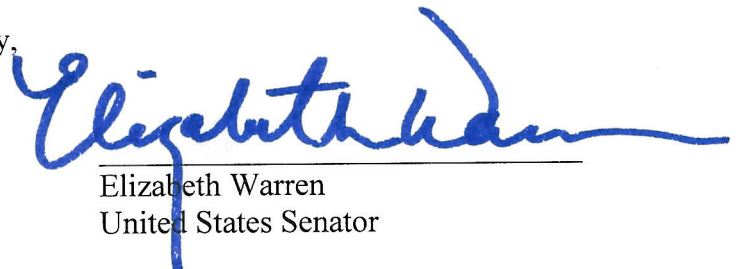
Unfortunately, what is going on at Disney is not unique. In the midst of a "strong" economy and low unemployment, real wages for average workers have stagnated over the last year, according to the Bureau of Labor Statistics. Further, the Federal Reserve recently found that over 40 percent of the American people do not have \$400 in disposable income to pay for an unexpected financial expense like a medical emergency or car repair. In the midst of massive income and wealth inequality, 140 million Americans are struggling financially with many of them unable to afford health care, prescription drugs, child care, housing or a decent retirement.

You have the opportunity to lead by example. By sitting down with all of your unions and negotiating a fair contract that pays a living wage, provides affordable and accessible health care benefits and a reliable schedule, Disney can show the rest of corporate America that it must value not just the bottom line and its wealthy shareholders, but the workers responsible for making those profits a reality.

Sincerely,




Bernard Sanders
United States Senator




Elizabeth Warren
United States Senator

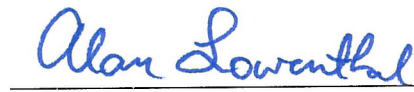
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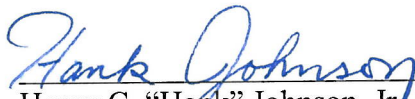
Zoe Lofgren
Member of Congress



Ro Khanna
Member of Congress



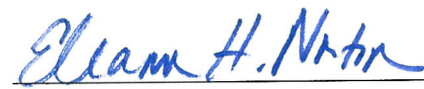
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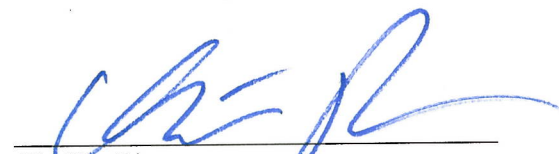
Henry C. "Hank" Johnson, Jr.
Member of Congress



Keith Ellison
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Eleanor Holmes Norton
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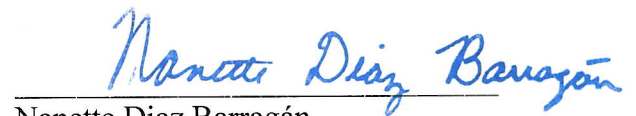
Chellie Pingree
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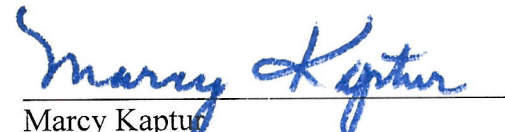
Barbara Lee
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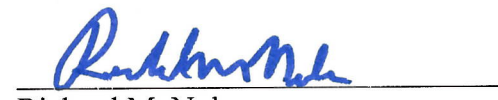
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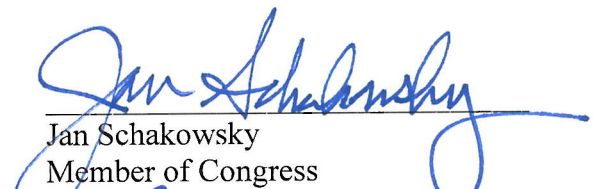
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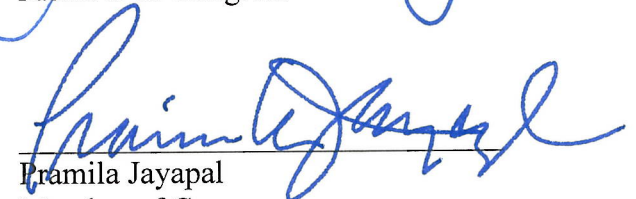
Marcy Kaptur
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Richard M. Nolan
Member of Congress



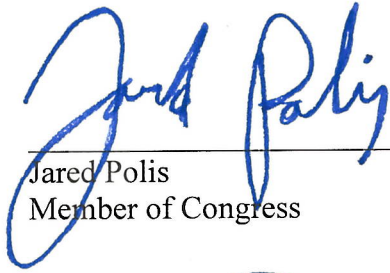
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Mr. Robert Iger

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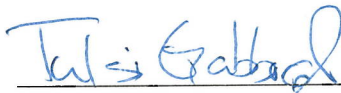
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Tulsi Gabbard
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