

Company Profile: Disney

Name of Company: The Walt Disney Company

Name of CEO: Robert A. Iger¹

Board

- Robert A. Iger, Chairman and CEO, The Walt Disney Company
- Mark G. Parker, President and CEO of NIKE
- Maria Elena Lagomasino, CEO and Managing Partner, WE Family Offices
- Orin C. Smith, President and CEO of Starbucks Corporation (retired)
- Sheryl Sandberg, COO, Facebook
- Robert W. Matschullat, CFO, the Seagram Company Ltd. (retired)
- Aylwin B. Lewis, Chairman, CEO and President, Potbelly Sandwich Works
- Fred H. Langhammer, Chairman, Global Affairs, the Estée Lauder Companies, Inc.
- Jack Dorsey, CEO, Twitter
- John S. Chen, Executive Chair and CEO, Blackberry, Ltd.
- Susan E. Arnold, Operating Executive, The Carlyle Group²

Overall Toplines

- Robert Iger served on Trump's Strategic and Policy Forum ("Business Council")³ until June 2017, when he resigned after President Trump's decision to pull out of the Paris Climate Accords.⁴
- Disney stands to gain from Trump's anti-worker agenda. Disney has a history of being hostile towards employee unions,⁵ has faced criticism for the international⁶ and U.S. labor practices of

¹ "Robert A. Iger," The Walt Disney Company website, <https://thewaltdisneycompany.com/leaders/robert-a-iger/>; (last visited April 13, 2017).

² "Robert A. Iger," The Walt Disney Company website, <https://thewaltdisneycompany.com/leaders/robert-a-iger/>; (last visited April 13, 2017); "Mark G. Parker," The Walt Disney Company website, <https://thewaltdisneycompany.com/leaders/mark-g-parker/>; (last visited April 13, 2017); "Maria Elena Lagomasino," The Walt Disney Company website, <https://thewaltdisneycompany.com/leaders/maria-elena-lagomasino/>; (last visited April 13, 2017); "Orin C. Smith," The Walt Disney Company website, <https://thewaltdisneycompany.com/leaders/orin-c-smith/>; (last visited April 13, 2017); "Sheryl Sandberg," The Walt Disney Company website, <https://thewaltdisneycompany.com/leaders/sheryl-sandberg/>; (last visited April 13, 2017); "Robert W. Matschullat," The Walt Disney Company website, <https://thewaltdisneycompany.com/leaders/robert-w-matschullat/>; (last visited April 13, 2017); "Aylwin B. Lewis," The Walt Disney Company website, <https://thewaltdisneycompany.com/leaders/aylwin-b-lewis/>; (last visited April 13, 2017); "Fred H. Langhammer," The Walt Disney Company website, <https://thewaltdisneycompany.com/leaders/fred-h-langhammer/>; (last visited April 13, 2017).

³ "President-Elect Donald J. Trump Announces Travis Kalanick of Uber, Elon Musk of SpaceX and Tesla, and Indra Nooyi of PepsiCo to Join President's Strategic and Policy Forum," *Great Again*, December 14, 2016, <https://greatagain.gov/president-elect-trump-announces-additional-members-of-presidents-strategic-and-policy-forum-8aa882eced9>.

⁴ Nathan McAlone, "Disney CEO Bob Iger quits Trump's Advisory Council after US withdraws from Paris climate deal," June 2, 2017, *Business Insider*, <http://www.businessinsider.com/disney-ceo-bob-quits-trump-business-council-2017-6>.

⁵ See for example: "Disneyland and union settle long labor dispute," *LA Times*, December 8, 2011,

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its subcontractors,⁷ and has been a major corporate opponent to the campaign to enact paid sick days laws.⁸ Disney has been criticized for violations of wage and hour laws,⁹ violations of workplace safety laws,¹⁰ and for employment discrimination.¹¹

- o One recent example: In 2017, Disney agreed to pay \$3.8 million in back wages to thousands of hotel- and timeshare-resort workers after the U.S. Labor Department investigated violations of minimum wage, overtime and recordkeeping rules. Disney will pay back wages to 16,339 employees--an average of about \$233 per worker.¹²

http://latimesblogs.latimes.com/money_co/2011/12/disneyland-and-union-settle-long-labor-dispute.html as cited by Phil Mattera, "Walt Disney: Corporate Rap Sheet," Corporate Research Project, <http://www.corp-research.org/disney>; (last visited April 13, 2017); "Disney hotel workers to launch hunger strike in dispute over healthcare benefits," *LA Times*, February 9, 2010, <http://latimesblogs.latimes.com/lanow/2010/02/disney-hotel-workers-plan-to-launch-a-hunger-strike-in-dispute-over-health-care-benefits-.html>.

⁶ See for example: "Toys of Misery Made in Abusive Chinese Sweatshops," Institute for Global Labour and Human Rights, December 11, 2008, <http://www.globallabourrights.org/reports/toys-of-misery-made-in-abusive-chinese-sweatshops> as cited by Phil Mattera, "Walt Disney: Corporate Rap Sheet," Corporate Research Project, <http://www.corp-research.org/disney>; (last visited April 13, 2017).

⁷ See for example: Steven Greenhouse, "Disney Pays Back Wages For Contractor," *The New York Times*, December 15, 2001, <http://www.nytimes.com/2001/12/15/us/disney-pays-back-wages-for-contractor.html> as cited by Phil Mattera, "Walt Disney: Corporate Rap Sheet," Corporate Research Project, <http://www.corp-research.org/disney>; (last visited April 13, 2017).

⁸ See for example: Harry Bradford, "Disneyworld Fights Against Paid Sick Days for Florida Employees," *The Huffington Post*, April 27, 2013, http://www.huffingtonpost.com/2013/04/27/disney-sick-days-paid_n_3165467.html as cited by Phil Mattera, "Walt Disney: Corporate Rap Sheet," Corporate Research Project, <http://www.corp-research.org/disney>; (last visited April 13, 2017); Barbara Liston, "Florida's Mouse Behind the Curtain," *Politico*, June 18, 2015, <http://www.politico.com/magazine/story/2015/06/what-works-orlando-disney-politics-119167>; Stephanie Menicemer, "Forced to Work Sick? That's Fine with Disney, Red Lobster, and their Friends at ALEC," *Mother Jones*, June 27, 2013, <http://www.motherjones.com/politics/2013/06/paid-sick-leave-florida-disney-alec>.

⁹ Sandra Pedici, "Disney will pay \$3.8 million in back wages after feds allege wage and hour violations," *Orlando Sentinel*, March 17, 2017, <http://www.orlandosentinel.com/business/os-bz-disney-wages-labor-violations-20170317-story.html>.

¹⁰ See for example: Scott Powers, "OSHA hits Disney with violations, fine for Animal Kingdom accident," *Orlando Sentinel*, May 24, 2008, http://articles.orlandosentinel.com/2008-05-24/business/osha24_1_primeval-whirl-roller-coaster-disney-animal-kingdom as cited by Phil Mattera, "Walt Disney: Corporate Rap Sheet," Corporate Research Project, <http://www.corp-research.org/disney>; (last visited April 13, 2017).

¹¹ See for example: Kate Mather, "Woman's lawsuit accuses Disneyland of bias," *Los Angeles Times*, August 14, 2012, <http://articles.latimes.com/2012/aug/14/local/la-me-disney-muslim-lawsuit-20120814> as cited by Phil Mattera, "Walt Disney: Corporate Rap Sheet," Corporate Research Project, <http://www.corp-research.org/Disney>; (last visited April 13, 2017).

¹² "Disney Reaches Agreement on Pay Practices with US Department of Labor," US Department of Labor, March 17, 2017, <https://www.dol.gov/newsroom/releases/whd/whd20170317>; Sandra Pedici, "Disney will pay \$3.8 million in back wages after feds allege wage and hour violations," *Orlando Sentinel*, March 17, 2017, <http://www.orlandosentinel.com/business/os-bz-disney-wages-labor-violations-20170317-story.html>.

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Connections to Trump

- Served on Trump's Strategic and Policy Forum ("Business Council").¹³
- When Iger served on Business Council, he refused shareholders' calls to withdraw, saying: "I think there is an opportunity, when you are in the room where it happens, to express opinions I believe would be in the best interest of the company and its shareholders."¹⁴

How Disney stands to profit off Trump's policies

- Disney stands to gain from Trump's anti-worker agenda. Disney has a history of being anti-union,¹⁵ has faced criticism for the international¹⁶ and U.S. labor practices of its subcontractors,¹⁷ and has been a major corporate opponent to the campaign to enact paid sick days laws.¹⁸ Disney has been criticized for violations of wage and hour laws,¹⁹ violations of workplace safety laws,²⁰ and for employment discrimination.²¹ If Trump's Department of Labor is

¹³ "President-Elect Donald J. Trump Announces Travis Kalanick of Uber, Elon Musk of SpaceX and Tesla, and Indra Nooyi of PepsiCo to Join President's Strategic and Policy Forum," Great Again, December 14, 2016, <https://greatagain.gov/president-elect-trump-announces-additional-members-of-presidents-strategic-and-policy-forum-8aa882eced9>

¹⁴ Tom Huddleston, Jr. "Disney CEO Iger Responds to Criticism Over Trump Council," *Fortune*, March 8, 2017. <http://fortune.com/2017/03/08/disney-iger-shareholders-meeting-trump/>.

¹⁵ See for example: "Disneyland and union settle long labor dispute," *LA Times*, December 8, 2011, http://latimesblogs.latimes.com/money_co/2011/12/disneyland-and-union-settle-long-labor-dispute.html as cited by Phil Mattera, "Walt Disney: Corporate Rap Sheet," Corporate Research Project, <http://www.corp-research.org/disney>; (last visited April 13, 2017)); "Disney hotel workers to launch hunger strike in dispute over healthcare benefits," *LA Times*, February 9, 2010, <http://latimesblogs.latimes.com/lanow/2010/02/disney-hotel-workers-plan-to-launch-a-hunger-strike-in-dispute-over-health-care-benefits-.html>.

¹⁶ See for example: "Toys of Misery Made in Abusive Chinese Sweatshops," Institute for Global Labour and Human Rights, December 11, 2008, <http://www.globallabourrights.org/reports/toys-of-misery-made-in-abusive-chinese-sweatshops> as cited by Phil Mattera, "Walt Disney: Corporate Rap Sheet," Corporate Research Project, <http://www.corp-research.org/disney>; (last visited April 13, 2017).

¹⁷ See for example: Steven Greenhouse, "Disney Pays Back Wages For Contractor," *The New York Times*, December 15, 2001, <http://www.nytimes.com/2001/12/15/us/disney-pays-back-wages-for-contractor.html> as cited by Phil Mattera, "Walt Disney: Corporate Rap Sheet," Corporate Research Project, <http://www.corp-research.org/disney>; (last visited April 13, 2017).

¹⁸ See for example: Harry Bradford, "Disneyworld Fights Against Paid Sick Days for Florida Employees," *The Huffington Post*, April 27, 2013, http://www.huffingtonpost.com/2013/04/27/disney-sick-days-paid_n_3165467.html as cited by Phil Mattera, "Walt Disney: Corporate Rap Sheet," Corporate Research Project, <http://www.corp-research.org/disney>; (last visited April 13, 2017); Barbara Liston, "Florida's Mouse Behind the Curtain," *Politico Magazine*, June 18, 2015, <http://www.politico.com/magazine/story/2015/06/what-works-orlando-disney-politics-119167>; Stephanie Menicemer, "Forced to Work Sick? That's Fine with Disney, Red Lobster, and their Friends at ALEC," *Mother Jones*, June 27, 2013, <http://www.motherjones.com/politics/2013/06/paid-sick-leave-florida-disney-alec>.

¹⁹ Sandra Pedici, "Disney will pay \$3.8 million in back wages after feds allege wage and hour violations," *Orlando Sentinel*, March 17, 2017, <http://www.orlandosentinel.com/business/os-bz-disney-wages-labor-violations-20170317-story.html>.

²⁰ See for example: Scott Powers, "OSHA hits Disney with violations, fine for Animal Kingdom accident," *Orlando Sentinel*, May 24, 2008, http://articles.orlandosentinel.com/2008-05-24/business/osha24_1_primeval-whirl-roller-coaster-disney-animal-ki

underfunded²² or enforcement of wage and hour law is not a priority of the administration, the company could continue to violate these laws and pocket the money that should have gone to workers.

- In recent years, “Disney has emerged as one of the main corporate opponents of a campaign to enact laws requiring employers to provide paid sick days to workers.”²³

Relevant CEO Biography Points and Controversies

- When serving on Trump’s Business Council, Iger described his participation as “nonpartisan,” but Disney clearly stands to gain from Trump’s anti-worker agenda, as Disney’s labor practices have prioritized profits over their employees or compliance with the law.²⁴ “The forum provides a non-partisan approach to key economic policy issues, reflecting an array of individual perspectives from a cross-section of industries,” Iger said. “I welcome the chance to be part of the important discussions about the most effective ways to grow jobs and expand economic opportunity in America.”²⁵

Key facts

- Campaign Contributions
 - The top recipient from Walt Disney Co individuals in 2016 was the Conservative Solutions PAC (\$2 million).²⁶
- Existing national or local campaigns against Disney
 - Advocates are calling on Disney to leave Trump’s Business Council.²⁷
- Noteworthy violations

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²¹ See for example: Kate Mather, “Woman’s lawsuit accuses Disneyland of bias,” *Los Angeles Times*, August 14, 2012, <http://articles.latimes.com/2012/aug/14/local/la-me-disney-muslim-lawsuit-20120814> as cited by Phil Mattera, “Walt Disney: Corporate Rap Sheet,” Corporate Research Project, <http://www.corp-research.org/disney>; (last visited April 13, 2017).

²² Angela Hanks, “President Trump’s Budget Breaks His Promises to Workers--Again,” Center for American Progress, March 17, 2017, <https://www.americanprogress.org/issues/economy/news/2017/03/17/428535/president-trumps-budget-breaks-promises-workers/>.

²³ See for example: Harry Bradford, “Disneyworld Fights Against Paid Sick Days for Florida Employees,” *The Huffington Post*, April 27, 2013, http://www.huffingtonpost.com/2013/04/27/disney-sick-days-paid_n_3165467.html as cited by Phil Mattera, “Walt Disney: Corporate Rap Sheet,” Corporate Research Project, <http://www.corp-research.org/disney>, (last visited April 13, 2017).

²⁴ Phil Mattera, “Walt Disney: Corporate Rap Sheet,” Corporate Research Project, <http://www.corp-research.org/disney>; (last visited April 13, 2017).

²⁵ Ted Johnson, “Disney’s Bob Iger Among Donald Trump’s Strategic and Policy Advisory Committee,” *Variety*, December 2, 2016, <http://variety.com/2016/biz/news/bob-iger-donald-trump-policy-forum-1201932273/>.

²⁶ “Walt Disney Co,” Open Secrets, Center for Responsive Politics, <https://www.opensecrets.org/orgs/summary.php?id=d000000128>; (last visited April 13, 2017).

²⁷ “Nationwide #DisneyLetHimGo Protests Call on Disney CEO to leave Trump Council,” Center for Popular Democracy, February 14, 2017, <https://populardemocracy.org/news-and-publications/nationwide-disneylethimgo-protests-call-disney-ceo-leave-trump-council>.

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- o According to a 2015 *New York Times* front-page story, “the company was using the H-1B temporary visa program to replace employees with foreign workers provided by an outsourcing firm based in India. Disney later dropped the plan.”²⁸
- o In 2017, Disney agreed to pay \$3.8 million in back wages to thousands of hotel- and timeshare-resort workers after the U.S. Labor Department investigated violations of minimum wage, overtime and recordkeeping rules. Disney will pay back wages to 16,339 employees--an average of about \$233 per worker.²⁹
- o Disney has received much attention for the exploitative labor practices by its overseas suppliers. For example, in 2008 the National Labor Committee reported 96-hour workweeks, wage theft and exploitative working conditions at a factory in China where Disney toys were being manufactured.³⁰
- o In 2010, managers at Disney Grand Californian Hotel & Spa’s Storyteller’s Cafe did not allow a Muslim employee to wear a hijab at work because it did not comply with the company’s “look” policy. The worker sued Disney for discrimination.³¹

²⁸ Julia Preston, “Pink Slips at Disney. Bur First, Training Foreign Replacements,” *The New York Times*, June 3, 2016, https://www.nytimes.com/2015/06/04/us/last-task-after-layoff-at-disney-train-foreign-replacements.html?_r=0; Julia Preston, “In Turnabout, Disney Cancels Tech Worker Layoffs,” *The New York Times*, June 16, 2015, <https://www.nytimes.com/2015/06/17/us/in-turnabout-disney-cancels-tech-worker-layoffs.html> as cited by Phil Mattera, “Walt Disney: Corporate Rap Sheet,” Corporate Research Project, <http://www.corp-research.org/disney>; (last visited April 13, 2017).

²⁹ Sandra Pedici, “Disney will pay \$3.8 million in back wages after feds allege wage and hour violations,” *Orlando Sentinel*, March 17, 2017, <http://www.orlandosentinel.com/business/os-bz-disney-wages-labor-violations-20170317-story.html>.

³⁰ See for example: “Toys of Misery Made in Abusive Chinese Sweatshops,” Institute for Global Labour and Human Rights, December 11, 2008, <http://www.globallabourrights.org/reports/toys-of-misery-made-in-abusive-chinese-sweatshops> as cited by Phil Mattera, “Walt Disney: Corporate Rap Sheet,” Corporate Research Project, <http://www.corp-research.org/disney>; (last visited April 13, 2017).

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