

# TENTATIVE 2024-2027 BASIC AGREEMENT LEDGER

## UNION GAINS

## PRODUCER GAINS

- General wage minimums shall increase 7% in year one, 4% in year two and 3.5% in year three. These increases will be compounded.

### Health Plan Funding:

- The Producers will contribute to the Active Health Plan an additional \$1.09 per hour in year one of the Agreement (The “Basic Rate”).
- Producers which pay the “Basic Rate” will contribute an additional \$.30 per hour in year one and an additional \$.45 per hour in each of years two and three.
- For those Producers which do not contribute \$15 million in residuals during the term of the Agreement, excluding shops, facilities and other select entities, they shall contribute an additional \$.56 per hour in year one, and an additional \$.86 per hour in each of years two and three.
- 13<sup>th</sup> & 14<sup>th</sup> checks for retirees who retired before August 1, 2009 if there are 8 months reserves in Active and Retiree Health Plans and Pension Plan is in Green Zone.
- An additional one-time pension check shall be issued to those who already have or will retire prior to January 1, 2025.
- Effective January 1, 2027, the 10% contingent pension benefit will be increased to 15%. Thus, beginning January 1, 2027, pension benefit accrual rates will be increased by 15%

- Increased Producer-paid contributions to CSATF.
- Under the Videotape Agreement, when one camera is used on a non-studio or reality pick up on a non-dramatic program, the DP may operate when they request to do so, with the understanding that it is not a condition of employment and provided the Producer notifies the Union of the request.
- Aligning with the other Unions and Guilds, streaming episodes can exceed their contractual length by up to three minutes without being considered to have exceeded their ‘program length’.

retroactively for the 3 year period beginning January 1, 2024 if there are 8 months reserves in Active and Retiree Health Plans and Pension Plan is in Green Zone.

3 New Residuals to Fund the Benefit Plans:

- New Primary Market Residual to fund the MPI Health and Pension plans: a primary market residual for High Budget Subscription Video On Demand dramatic streaming productions.
  - Performance-Metric Bonus Residual: Producer shall pay 100% of the Primary Market residual to the MPI Pension Plan if a High Budget Subscription Video On Demand (HBSVOD) program achieves a certain threshold of views on the SVOD platform.
  - Secondary Market Residual: If a HBSVOD program airs on Advertiser supported Video On Demand (AVOD), Free to the consumer, advertiser-supported TV (FAST), free TV or basic cable beyond the initial 90-day period, then the Producer pays a percentage of Producers' total gross receipts derived from distribution of product.
- The Dental Plan maximum will increase 25% to \$2,500 a year.
  - The Union and AMPTP agree to recommend to the Trustees of the MPI Pension and Health Plans that a 401(k) plan be created which will be funded from voluntary contributions by employees.
  - Triple time shall be paid after 15 elapsed hours worked for the first 5 days in a workweek.
  - Four and a half time shall be paid after 15 elapsed hours worked on the sixth day in a workweek.

- Six time shall be paid after 15 elapsed hours worked on the seventh day in a workweek.
- A minimum of one-half hour of double time shall be paid for the initial invasion of the daily and weekend rest periods. Thereafter, the double time invasion will be paid in one-tenth hour increments.
- Increased sick leave days from a maximum of 48 hours or 6 sick days to **80 hours or 10 sick days** effective January 1, 2025.
- Increased sick leave bank from a bank of 24 hours or 3 days to **40 hours or 5 days of sick leave per year** effective January 1, 2025.
- Access to accrued sick leave faster from 90 days after employment by the Producer to **45 days** effective January 1, 2025.
- Artificial Intelligence (A.I.) provisions: clear definitions for A.I. technology. If A.I. tools are assigned to an employee, that is covered work; A.I. committee formed to develop work training program; employee is not required to provide prompts in any manner that results in the displacement of any covered employee; quarterly meetings between Union and individual companies and bi-annual joint industry wide meetings when requested by the Union; the Employer will indemnify employees from liability due to the use of A.I. in job duties; and employee's clear and conspicuous consent to scanning which cannot be a condition of employment. The Union will be notified of any such requests in advance to assist members.
- New holiday added: Juneteenth
- Unworked holiday percentage increases from 4% to 4.583% beginning January 1, 2025.
- Travel days will now align with travel pay to pay health and pension benefits of no less than 4 hours of benefits up to eight

hours, depending on the length of the travel day.

- A pilot Safety Officer program will be created in Georgia and New York from July 1, 2025, through June 30, 2026, modeled on the program created in California. Each major studio will identify at least one feature length production to participate in the program. A dedicated, qualified Safety Officer will create a risk assessment on each production and be present on set each day to implement the risk assessment.
- Improved Courtesy Housing or Roundtrip ride provision requiring Producers to provide clearer communication with crew re availability of housing or transportation, Producer contact listed on the callsheet, the Producer will reserve a room for the length of turnaround (rest period) or until call time, whichever is earlier, and will provide secure parking for employees' vehicles, who utilize courtesy housing/roundtrip transportation.
- When required by a Producer to work a 7<sup>th</sup> day in a workweek all On-Call classifications will now be paid double time.
- Payment for CSATF Safety Pass training classes will increase from \$20/hr. to \$25/hr.
- Stronger notification of subcontracting and the first tightening of this language in decades. Employers must supply notification of all subcontracts, allowing the Local to evaluate the appropriateness of the subcontract.
- For the first time, regularly scheduled employees shall receive three days of paid Bereavement Leave with job protections for the death of employee's family member.
- Streaming improvements: AVOD and FAST now have the same wages, terms

and conditions as SVOD. Previously work on these products were as negotiated.

- Streaming improvements: All High Budget SVOD, AVOD and FAST productions will be treated comparable to Network television productions.
- The terms of the Exhibition of Motion Pictures Transmitted Via New Media sideletter dealing with residuals has been renewed and moved into the body of the Agreement.
- Basic cable programs: unworked holiday and vacation pay improvements: 50% will be paid in season 2 and 100% in season three. Previously, there was 0% paid in season two, 50% in season three, and 100% in season 4.
- The Long-Form/Movie of the Week rates have been increased by an average of 21% depending on project and classification.
- Network, Pay TV, and streaming mini-series wages have been increased by an average of 30%, depending on project and classification. (Formerly paid as MOW rates.)
- Low Budget SVOD rates have been increased by an average of 25% depending on classification.
- Mid Budget SVOD rates have been increased by an average of 18% depending on classification.
- Network, Pay TV, and streaming mini-series unworked holiday pay will increase 50%.
- Double time will begin after twelve worked hours (except where a better condition applies), replacing double time after fourteen hours elapsed for pilots, Basic Cable season one, mini-series, Network and Pay TV Longform productions, and Mid and Low Budget

streaming projects

- The transportation allowance in the secondary studio zone will now apply to all productions (previously, TV and streaming pilots, some first seasons, mini-series and MOW's were exempt).
- The incorporation of, and changes to, the side letters in the body of the Agreement has resulted in substantial improvements to interchange between departments and classifications improved in a number of situations.
- Severance Pay for those with 12 or more qualified years will receive an additional 25% of the applicable severance pay.
- The definition of a "qualified year" for purposes of Severance Pay will be eased for 2023 so that an employee only needs to have worked 94 days in 2023.
- Easier to qualify for Severance Pay - a "qualified year" will be triggered after 170 days of work, a reduction from the current 200 days of work required.
- For 2023, a "qualified year" for purposes of vacation accrual will be triggered with only 40 days of work within that year (reduced from 100 days of work).
- For the MPI Pension Plan, no participant will incur a Break in Service for plan year 2023.
- All participants with 65 or more work hours in 2023 shall be credited with a vested pension year.
- New, expanded non-discrimination language that provides protections for a broader group of people.
- An Industry Bulletin will be distributed encouraging productions to utilize the applicable Local as a resource for qualified

job applicants for non-rostered classifications.

- An Industry Bulletin will be distributed to productions regarding appropriate heating and cooling options to be provided when possible for on and off-production locations.
- An Industry Bulletin will be distributed reminding productions that grace ‘shall not be scheduled nor automatic nor is it intended for everyday use’.
- Expanded and improved expedited arbitration provisions.
- Elimination of gender specific pronouns in the contract language.

Gains Specific to the Videotape:

- New series and seasons of one-half hour single camera prime time dramatic television will receive working conditions per the Basic Agreement, in addition to wages and work hours.
- Streaming non-dramatic shows will now be paid the wages and working conditions under the terms and conditions of the Videotape Agreement (previously, this work was as negotiated).
- Increased rates for new series or seasons of reality shows other than ones utilizing a DIY/”how to” or “docu-follow” format by: 3% on top of the general wage increase in year one, an additional 3% of top of the general wage increase in year two and a move to the full Videotape dramatic rates in year three.
- New provision requiring Producers to take steps to ensure that the Camera Operator can move safely, including, if necessary, utilizing a spotter, when executing a tracking shot while supporting a weighted load.