

## WHAT YOUR VOTE ACHIEVED:

ISSUE / PROPOSAL	ISSUE / PROPOSAL	ISSUE / PROPOSAL	ISSUE / PROPOSAL	ISSUE / PROPOSAL
HIGH BUDGET STREAMING RATES	TV & LONG Form Sideletter except for features over \$36 Million	AMPTP Wanted to Keep New Media Rates Low	<b>INCREASE</b> in rates from Long Form / MOW Rates by 15% average \$6.57 per hour but as much as 23% \$9.93 per hour for some crafts	<b>Win</b>
HIGH BUDGET STREAMING RATES	Long Form Sideletter - rates 2 x back	AMPTP Wanted to Keep rates 2 x Back	<b>INCREASE</b> of rates by 6% across the board	<b>Win</b>
HIGH BUDGET STREAMING RATES	<b>Health benefits only</b>	AMPTP Wanted to stay with no rates or working conditions	<b>INCREASE</b> to No less than Long Form Sideletter/rates 2x back	<b>Win</b>
HIGH BUDGET STREAMING RATES	<b>3 /3/3/ %</b>	AMPTP Wanted to Reduce your Wages to 3.0% / 2.5% /2.5%	<b>NO REDUCTION</b> 3%/3%/3% - Greater than LA Consumer Price Index of 2.54%	<b>Win</b>
HIGH BUDGET STREAMING RATES	<b>Existing Scale Range: \$16.23- \$17.64</b>	AMPTP Wanted to keep paying them at PA Wages	<b>45% INCREASE:</b> \$23.50 /24.50/26.00	<b>Win</b>
HIGH BUDGET STREAMING RATES	<b>60 Hrs. Benefits</b>	AMPTP wanted to keep your Benefit Hours at 60	<b>INCREASES TO 65 Hrs.</b> on 8/1/22 & <b>70 Hrs.</b> on 7/1/23	<b>Win</b>
HIGH BUDGET STREAMING RATES	<b>\$376 Million Shortfall over 3 Years</b>	<b>Reallocation of IAP to pay for increased Health Care Costs, Eliminate scheduled 10% 3 yr. increase in Pension</b>	<b>INCREASE</b> Hourly Contributions by <b>25%</b> for Residual paying Companies, <b>48%</b> for Non-Residual paying Companies	<b>Win</b>
HIGH BUDGET STREAMING RATES	<b>8-10 hr. 1st Season LA &amp; 8 hr. Distant No Post</b>	<b>Eliminate Golden Hours and make invasion of rest periods straight time only</b>	<b>INCREASE</b> to 10 hr. / 9 Distant Location For <u>Everyone</u> - Gold Penalties remain the same.	<b>Win</b>
HIGH BUDGET STREAMING RATES	<b>Weekend Rest Period did not exist!</b>	No Weekend Rest Period!	<b>Created Weekend Rest Period! 54 hrs. 5 days / 32 hour 6 days = No Fraturdays past 1:00 a.m. w/out penalty or altered call time for Monday</b>	<b>Win</b>

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HIGH BUDGET STREAMING RATES	Night Premium	Eliminate Night Premiums	Maintained Night Premium!	Win
HIGH BUDGET STREAMING RATES	EXISTING	No Change	Increase \$12.50 per penalty after 4th to \$25.00 w/ Prevailing Hourly Rate after 20 per Week - Meaning penalties of over \$200 per hour for most Crafts...	Win
HIGH BUDGET STREAMING RATES	Must have majority crew vote	Eliminate Crew Vote for French Hours	Maintained Crew Vote for French Hours!	Win
HIGH BUDGET STREAMING RATES	IRS Rate Not in contract for use of personal vehicle during work.	Prevent IRS Rate from being in contract so they could keep disputing Federal and State	Added Personal Vehicle @ IRS Rate to Contract	Win
HIGH BUDGET STREAMING RATES	Covid - 10 Days - Up to 6 Paid Sick Days per year if accrued for other illness	Take position that only 3 days are usable per year limit to California only.	Maintain Covid Sick Pay - Maintain Up to 6 Paid Sick Days per year if accrued for other illness - Nationwide	Win
HIGH BUDGET STREAMING RATES	400 hrs. per yr.	AMPTP wanted 1000 hrs. Per Year to Qualify for Pension	Maintained 400 hrs. per year to qualify for pension	Win
HIGH BUDGET STREAMING RATES	450 hrs.	Reduce Bank of Hours	Maintained 450 Bank of Hours	Win

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HIGH BUDGET STREAMING RATES	Local Union Based Training such as Hollywood CPR & LA Trade Tech career path programs. MLK Jr. Day not recognized as a National Holiday for 38 Years!	Producers wanted to take over training and be able to place whomever they chose into our jobs with no restrictions.	Added MLK Jr. Day as Holiday, and increased unworked Holiday pay by 10%; Protected existing crew from replacement; Protected existing Training Programs and insisted on Union collaboration with any Producer Program; We fought for careers not just jobs to make the Studios look good.	Win
HIGH BUDGET STREAMING RATES	EXISTING	No Change	Eliminate Preamble discount language allowing for uncertain economics needing greater flexibility in terms for "New Media"	Win
HIGH BUDGET STREAMING RATES	6 Mo. to complete Safety Training for new members	Wanted to reduce to 90 days	Reduced to 90 days.	Granted, but actually makes sets safer
HIGH BUDGET STREAMING RATES	N/A	Canceled call permitted with no penalty for Extreme Weather conditions with a "Weather Permitting Call"	Canceled call permitted with 4 hour minimum call for Extreme Weather conditions with a "Weather Permitting Call"	Granted with conditions.
HIGH BUDGET STREAMING RATES	N/A	Apply a 4 hour Minimum Call when an employee is called for Training only.	Apply a 4 hour Minimum Call when an employee is called for Training only.	affects very few members