

BASIC AND VIDEOTAPE AGREEMENT NEGOTIATIONS 2021*

LEDGER OF GAINS

UNION GAINS

PRODUCER GAINS

<ul style="list-style-type: none"> • Wage increases of 3% in each year of the agreement – compounded, retroactive to expiration of the Agreement. Contingent on ratification. • Increase wages for APOC’s, ADC’s, Script Coordinators and Writers’ Room Assistants to \$23.50 in year one, \$24.50 in year two, and \$26.00 in year three, retroactive to expiration of the Agreement. Contingent on ratification. • For the fifth and each succeeding ½ hour meal delays per day: \$25.00 per ½ hr. penalty. • After 20 meal penalties in a workweek, one hour of prevailing rate (inclusive of any applicable overtime) shall be paid for each ½ hour violation. • Ninety days after ratification: 10-hour turnaround for all television, features and dramatic SVOD programs. Distant hire turnaround shall increase to 9 hours portal-to-portal; worksite-to-worksite. (except where greater rest is required) Limited exclusions contained in the Summary and MOA. • Ninety days after ratification: weekend turnaround of 54 hours for a five-day week and 32 hours for a six-day week or when the sixth day worked is on the seventh day of the workweek. Limited exceptions contained in the Summary and MOA. • DEI Initiatives: <ul style="list-style-type: none"> Diversity and Inclusion Initiatives Statement Self-Identification Data Accessible to Producer 	<ul style="list-style-type: none"> • Weather Permitting Calls and Cancellations with 12 hours notification for extreme weather events. • Four-hour call for training-only days (does not apply to on-call or those on weekly guarantees that are already on Producer’s payroll). • Renew the New Media Sideletter • Online training must be completed within 90 days of placement on the IER • Study and Analysis of MPIPHP structure • DEI Initiatives: <ul style="list-style-type: none"> Diversity and Inclusion Initiatives Statement Self-Identification Data Accessible to Producer Increased Training Opportunities Limited Off-Roster hiring rules for diversity Prior Experience Placement
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** This is a summary only and is not contract language. The executed Memorandum of Agreement is the final contract document.*

Increased Training Opportunities

Off-Roster hiring rules for diversity

Prior Experience Placement

- MLK Jr. Day added as a new holiday. Increase the unworked holiday percentage from 3.719% to 4%. MLK Jr. Day replaces Columbus Day in the 600 and 700 Amendment Agreements, with unworked holiday pay at 8 hours of straight time pay (1/5 of weekly rate for weekly employees).
- “Basic Rate” benefit plan hourly contribution rate increased by \$.40 per hour in each year of the Agreement. “Premium Rate” benefit plan hourly contribution rate increased by \$1.20 per hour per year in each year of the Agreement, retroactive to expiration of the Agreement. (\$370 million in total contributions.).
- Union shops and facilities shall pay \$.55 per hour worked in health in the first year of the Agreement, \$.40 in second year of the agreement and \$.40 in the third year of the Agreement.
- Beginning 7/31/22, On-Call employees shall receive an additional hour of benefits per day for the first five days of the week; on 7/30/23 they shall receive an additional hour of benefits per day for the first five days of the week.
- 13th & 14th checks (annually November 1) for eligible retirees.
- Producers will pay the IRS mileage rate when employees use their personal vehicle to conduct business at Producers request during the workday.
- Paid Sick Leave nationwide effective February 1, 2022.

- Delete historical and bargaining paragraphs from Preamble of the New Media sideletter.
- 3-year term
- Study and Analysis of MPIPHP structure.
- Amend the Pension Plan Trust Agreement so that 25% of the amount of post 60's receipts (i.e. residual payments) required to be paid to the Pension Plan for the prior Plan Year be allocated in each calendar quarter.
- Renew the Exhibition of New Media sideletter.

New Media wage increases below go into effect for dramatic projects whose/which license agreement is entered into on or after August 1, 2022 (or in the absence of a license agreement, principal photography of the first episode or part on or after August 1, 2022):

- Streaming live action features budgeted between \$20-32M 85 or more minutes: increase the wage minimums to a two-year rollback (instead of MOW rates) with the ability to pro-rate weeklies.
- Tier 1 HBSVOD episodic on services with less than 20M subscribers, \$4M or more per ½ hr. episode or \$8M or more per 1 hr. episode: increase rates in season one from MOW to one-hour S/L with the ability to prorate weeklies who also have a daily rate (and thus utilize the daily rate when pro-ration occurs).
- Tier 1 HBSVOD episodic on services with less than 20M subscribers, \$2.1-4M or more per ½ hr. episode or \$3.8M-8M per 1 hr. episode: increase rates in season one from MOW to two-year lag of episodic rates with ability to pro-rate weeklies who also have a daily rate (and thus utilize the daily rate when pro-ration occurs). Long form terms and conditions.

- Tier 2 HBSVOD episodic on all services: increase rates in season one from MOW to two-year lag of episodic rates with ability to pro-rate weeklies with long Form T/C.
- HBSVOD mini-series, \$9.5M or more per 66+ minute part: increase rates and working conditions from MOW to one-hour S/L.
- HBSVOD mini-series, \$6-9.5M per 66+ minute part: increase rates from MOW to one-year lag of episodic rates.
- HBSVOD mini-series on services with more than 20M subscribers, \$4-6M per 66+ minute part: increase rates from MOW to two-year lag of episodic rates.
- HBSVOD mini-series on services with less than 20M subscribers, \$6-9.5M per 66+ minute part: increase rates from MOW to two-year lag of episodic rates.
- New tier: “Low Budget SVOD” - 20 minutes or longer, live action dramatic – principal photography and license agreement after Aug. 1, 2022 – Long Form S/L terms and conditions. MOW working conditions with wages from two cycles back. Previously wages and terms and conditions on these productions were subject to negotiation.
- Mid-Budget SVOD- wage increase in season one from 2-year MOW lag to 1 year MOW lag. Wage increase in subsequent seasons from 2 year MOW lag to current MOW rates.