

AREA STANDARDS 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.• Minimum hourly rates for Assistant Production Office Coordinators and Art Department Coordinators working in television: \$23.50 in year one (retroactive to Aug. 1, 2021), \$24.50 in year two, and \$26.00 in year three.• Ninety days after ratification: double time paid after 12 hours worked on pilots, one-time television motion pictures, and episodic productions (excludes pilot and first season made for basic cable or the CW, and low budget and mid-budget SVOD streaming series) for local and nearby hires.• 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 an employee’s prevailing rate shall be due for each ½ hour penalty.• Ninety days after ratification: daily 10-hour turnaround for all local and nearby hires for all television, features and SVOD programs. Excludes on-call employees.• 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. Contains 3 exception scenarios that may be used once every 6	<ul style="list-style-type: none">• Weather Permitting Calls and Cancellations with 12 hours notification now lists extreme heat, extreme cold, extreme wind, fire hazard, and smoke conditions as qualifying conditions.• DEI Initiatives:<ul style="list-style-type: none">• Diversity and Inclusion Initiatives Statement of Commitment• Self-Identification Data Accessible to Producer• Increased Training Opportunities• Prior Experience Placement• 3 year term• Four-hour call for training-only days
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weeks on an episodic series or mini-series, once on one-time productions 66-85 min. in length, and no more than twice on a theatrical motion picture or a one-time motion picture 85 minutes or more in length, as long as the fifth day of the workweek is 12 hrs. worked or less. Excludes on-call employees.

- Beginning July 31, 2022, the IRS rate shall be paid when an employee is required to utilize their vehicle during a workday to travel to a production location outside the production zone, or travel between multiple locations during the workday (unless a “car allowance” has been negotiated, per applicable law).
- Health Benefits: Employers shall pay an additional \$6 per person per day in year one (retroactive to Aug. 1, 2021, contingent on ratification of the Agreement), an additional \$6 per person per day in year two, and an additional \$7 per person per day in year three.
- Per Diem: increased \$2 per meal for a total of \$6 per day effective the week following ratification.
- Weekly Living Allowance increased by \$5 per day in each year of the Agreement, which is a 20% overall increase.
- The Union and Employers may agree to allocate a portion of benefit contributions from the National Health & Welfare Fund to the National Pension Fund.
- MLK Jr. Day added as a new holiday (contingent on Basic Agreement ratifying).
- Paid Sick Leave nationwide effective February 1, 2022.

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- Delete outdated historical and bargaining paragraphs from Preamble of the New Media sideletter.
- DEI Initiatives:
 - Diversity and Inclusion Initiatives Statement
 - Self-Identification Data Accessible to Producer
 - Increased Training Opportunities
 - Prior Experience Placement
 - The Joint Diversity & Inclusion Task Force shall meet within 30 days of ratification to consider Local-by-Local improvements to diversity, equity, and inclusion
- 3 year term
- Employers shall endeavor in good faith to provide all requested payroll records to the union within 30 business days of the request.

New media wage increases below go into effect for dramatic projects who's 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 85-95 minutes for services with more than 20M subscribers: increase the wage minimums to “All Other Television” rates (corresponding changes in D.C.; Hawaii and Las Vegas per the increased obtained in the Basic Agreement).
- Streaming live action features budgeted at \$20M or more, 85 minutes or longer, for

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services with less than 20M subscribers: increase the wage minimums to “All Other Television” rates (corresponding changes in D.C.; Hawaii and Las Vegas per the increased obtained in the Basic Agreement).

- Tier 1 HBSVOD episodic on services with less than 20M subscribers, \$4M or more per ½ hr. episode: increase rates in season three to “All Other Television” (corresponding changes in D.C.; Hawaii and Las Vegas per the increased obtained in the Basic Agreement) and unworked holiday pay increases in season two to 50% and 100% in year 3.
- Tier 2 HBSVOD episodic series on services with more than 20M subscribers, ½ hr. episode: increase rates in season three to “All Other Television” (corresponding changes in D.C.; Hawaii and Las Vegas per the increased obtained in the Basic Agreement) and unworked holiday pay increases in season two to 50% and 100% in year 3.
- Tier 1 HBSVOD episodic series on services with less than 20M subscribers, \$8M or more per 1 hr. episode: increase rates in season 2 and subsequent seasons to “All Other Television” (corresponding changes in D.C.; Hawaii and Las Vegas per the increased obtained in the Basic Agreement) and unworked holiday pay to 100% in year two.
- Tier 2 HBSVOD episodic series on services with more than 20M subscribers, 1 hr. episodes: increase rates in season three to “All Other Television” (corresponding changes in D.C.; Hawaii and Las Vegas per the increased obtained in the Basic Agreement) and unworked holiday pay increases in season two to 50% and 100% in year 3.

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<ul style="list-style-type: none">• Tier 1 HBSVOD episodic series on services with less than 20M subscribers, \$3.8 to \$8M per 1 hr. episode: increase rates in season 3 to “All Other Television” (corresponding changes in D.C.; Hawaii and Las Vegas per the increased obtained in the Basic Agreement) and unworked holiday pay increases in season two to 50% and 100% in year 3.• New tier: “Low Budget SVOD” - 20 minutes or longer, live action dramatic – principal photography and license agreement after Aug. 1, 2022 – “Pilot, Long Form and First Year of One-Hour Episodic Series” working conditions with rates for the period two periods prior (corresponding changes in D.C.; Hawaii and Las Vegas per the increased obtained in the Basic Agreement). Previously wages and terms and conditions on these productions were subject to negotiation.• Mid-Budget SVOD: wages increased to “Pilot, Long Form and First Year of One-Hour Episodic Series” for the period one year prior (corresponding changes in D.C.; Hawaii and Las Vegas per the increased obtained in the Basic Agreement). Previously wages were “Pilot, Long Form and First Year of One-Hour Episodic Series” for the period two years prior.	
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