

**LOW BUDGET AGREEMENT NEGOTIATIONS 2022\***

**LEDGER OF GAINS (FINAL)**

**UNION GAINS**

**PRODUCER GAINS**

<ul style="list-style-type: none"><li>• Wage increases of 5%, 4%, 4% (unless inflation is less than 4% in year 3, then it will be a 3% increase) in each year of the agreement, compounded.</li><li>• Chief Rigging Technician, Lead Person, Production Accountant and Story Analysts had their wages brought up to the Key rate across Tiers.</li><li>• Asst. Property Master, Marine Coordinator, Assistant Production Coordinator, Art Dept. Coordinator, Asst. Production Accountant and Gang Boss were brought up to the 2nds rates across Tiers.</li><li>• Boat Handler and On Set Picture Cars &amp; Boats were brought in line with the 3<sup>rd</sup> rates across Tiers.</li><li>• Studio Teacher/Set Teachers' wages are now Subject to Negotiation.</li><li>• For benefits outside the scope of the MPI, increase \$5 per day in year one, \$5 per day in year two, and \$6 per day in year three.</li><li>• New tier structure: Ultra Low up to \$3M Tier 1 divided: Tier 1a \$3-6.25M and Tier 1b \$6.25-9M Tier 2 \$9-12.5M Tier 3 \$12.5M-15M</li><li>• Beginning January 1, 2025, double time shall be paid after 12 hours worked.</li><li>• New wage minimums for Ultra-Low productions in jurisdictions where 125% of minimum wage does not exceed these</li></ul>	<ul style="list-style-type: none"><li>• Creation of a mechanism for continuous meals/shorter days with a 2/3 vote of the crew containing strong overtime and penalty provisions.</li><li>• Addition of extreme heat, extreme cold, extreme wind, fire hazard, smoke conditions and lightning to the list of inclement weather for Weather Permitting Calls.</li><li>• Scenic Artist title changed to Charge Scenic Artist and a new classification added for Scenic Artist at a 2<sup>nd</sup> rate.</li><li>• Conforming language from the ASA regarding attestation of principal residency.</li><li>• Conform pro-ration language to Basic Agreement</li><li>• If a distant hire elects to choose their own housing, portal-to-portal is calculated from the employer-offered housing.</li><li>• Sick Leave waivers aligned with the Majors Agreements.</li></ul>
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*\* This is a summary only and is not contract language. The executed Memorandum of Agreement is the final contract document.*

amounts: \$13/hr. in year one, \$14/hr. in year two, and \$15/hr. in year three

- Weekend turnaround improvement from 48 to 52 hours for a five-day week, except where better conditions exist. Any partial invasion of weekend rest will be paid a full hour at straight time for each hour invaded.
- After a sixth day of work that occurs on the seventh day of the workweek there shall be a 12-hour turnaround.
- If rest is invaded after the second consecutive day of 14 worked hours or more, employee returns at rate in effect at time of dismissal, plus an additional hour of straight time, for all invaded hours.
- New meal penalty: for each fifth and succeeding ½ hour meal delay: \$18.00.
- New meal penalty: After 20 meal penalties in a workweek, one hour of straight time rate, for each ½ hour violation, shall be paid and no less than \$20 per half hour.
- Increased Per Diem to \$60 a day (previously \$54).
- For non-rostered crafts in Los Angeles, the employer will give first consideration to members referred by the Local.
- Eliminated language that allowed subcontracting, waiver of Industry Experience Roster and any other preference of employment system.
- Improved Idle Day pay for new Tier 1b: an increase from ½ day's benefits to a full 8 MPI hours and full daily amount under the NBF (or weekly equivalent).
- Clarifying language added that Idle Day pay is due for each Idle Day in all tiers.

- When an employee is being replaced for financial reasons associated with the difference between a Distant and a Local hire, the Distant Hire shall receive one week's notice, or, if not so notified, the cost of housing and per diem for one week.
- A First Aid person shall be employed during construction, production days and when reasonably required.
- New Sound Department staffing and consideration language.
- New job classifications: Assistant Costume Designer and Post Production Coordinator at the 2<sup>nd</sup> rate.
- New Script Supervisor multi-cam payment of \$40 per day.
- Sexual harassment and abusive conduct reporting and investigation standards codified.
- Creation of a committee to work with The Hollywood Commission with the goal of creating a resource to investigate and address workplace sexual harassment complaints.
- NY Production Zone language added.
- Juneteenth will be added to the contract when achieved in the IATSE Basic, ASA, DGA or SAG-AFTRA Agreements.
- Coverage and protections for Behind the Scenes and Electronic Press Kit crews.
- Expansion of Bereavement Leave to step-relations.
- Streamlined Payroll Deposit release language to pay employees.
- IATSE Safety Hotline phone number added to every call sheet and start paperwork.

<ul style="list-style-type: none"><li>• Rigging Gaffer renamed Chief Rigging Technician and Re-Recording Mixer renamed Re-Recording/Scoring Mixer</li><li>• Gender-neutral language throughout the Agreement.</li><li>• Canadian Supplement Gains: National Day for Truth and Reconciliation will be added to the contract when Juneteenth is added.</li></ul>	
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