

# 2021 IATSE BASIC AGREEMENT

Local 700

OUTLINE

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## SCALE WAGES 2

- Yearly scale wage increases of 3% in each year of the Agreement, compounded.
- The first increase is retroactive to August 1, 2021.
- The lowest paid members in Local 871 will see significant increases each year of the agreement, resulting in a rate of \$26 per hour by year three.

## PENSION AND HEALTH 3

- Eligible retirees who retired prior to August 2009 will continue to receive their 13th and 14th checks during the term of this agreement.

## ADDITIONAL HEALTH PLAN CONTRIBUTIONS 3

- The \$15 million club (and companies owned by the \$15 million club) will increase by \$.40 each year of the agreement.
- There will be a new tier between the basic and premiums rates (facilities not owned by the \$15 million club) that will increase from the premium rate by 55 cents the first year and another 40 cents the second and third years.
- For all others, the new premium rate goes up by \$1.20 each year.
- Task Force to conduct a joint study to examine the long-term status of the Plans and make recommendations for possible plan structures going forward.

## INCREASE BENEFITS FOR ON-CALL EMPLOYEES 4

- Weekly contributions for on-call employees will increase to 65 hours beginning August 2022.
- Weekly contributions for on-call employees will increase to 70 hours beginning August 2023.

## DAILY REST PERIOD 6

- 90 days after ratification of the agreement:
- Outside of New York 90 days after ratification hourly post production employees assigned to a production will be entitled to 10-hour rest period between shifts (not applicable to on-call exempt employees).
- All dramatic and non-dramatic episodic and features, high budget SVOD animated projects and all live-action dramatic SVOD streaming productions over 20 minutes long will have a 10-hour daily turnaround.

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- Distant-hire hourly employees working on dramatic and non-dramatic episodic and features, high budget SVOD animated projects and all live-action dramatic SVOD streaming productions over 20 minutes long will have a 9-hour daily turnaround calculated portal-to-portal.
- Pilots and first season of a series are no longer excluded.
- Restrictions that are in place on features are eliminated.
- Any classifications that have a greater turnaround provision will not be reduced.

### Penalties

- Penalties between 8 and 10 hours are for invaded hours or portion thereof paid at straight time.
- If you receive less than an 8-hour break, the existing penalty structures apply.

## WEEKEND REST PERIOD

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7

- 90 days after ratification of the agreement:
- Hourly employees will be entitled to receive 54 hours of rest when you work five consecutive days in a week and 32 hours of rest when you work six days.
- Applies to employees assigned to a production (not applicable to on-call exempt employees).
- Any classifications that have a greater turnaround provision will not be reduced.
- After five consecutive workdays the weekend rest period is 54 hours, inclusive of 10 hours of rest.
- There are some production-specific allowances that reduce the rest period to 50 hours and require that the 5th day not be longer than 12 hours.
- Additionally, there are various limitations on the number of exceptions a producer may utilize.
- After six consecutive workdays the weekend rest period is 32 hours, inclusive of the 10-hour rest.

### Penalties

Penalty is paid at additional straight time on the invaded hours.

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### MEALS 10

- Fifth and each succeeding ½ hour or fraction thereof: \$25.00
- In any given workweek, after 20 meal penalties have been accrued, each ½ hour, or fraction thereof, meal penalty will be paid at one hour of the individual's prevailing rate.

### PRODUCTIONS MADE FOR NEW MEDIA 14

- Wages and working conditions for low-budget projects (page 15)
- Increased wages for mid-budget projects (page 18)
- More projects qualify for high budget tier 1 status (page 22 & attached charts)
- Increased wages for high budget tier 2 projects (page 22 & attached charts)

### MARTIN LUTHER KING JR. DAY 23

- MLK Jr. Birthday will be a recognized holiday effective January 2022.
- Under the Post Production Amendment (NY Majors), MLK Jr. Birthday is in place of Columbus Day effective January 2022.
- The holiday percentage increases from 3.719% to 4%.

### DIVERSITY, EQUITY & INCLUSION 24

Producers, in conjunction with the Union, reaffirm their commitment to increase opportunities via training programs for individuals in underrepresented populations, in the interest of diversity, equity and inclusion in the entertainment industry.

- A joint-Committee shall be formed to develop and oversee ongoing program(s) for on-the-job training within the industry.
- Diversity statistics will be shared with the AMPTP.
- The Committee will identify and coordinate with established local community groups, studio recruitment and employment resources to identify candidates for paid internships.
- The Producer shall assign the intern to a production or productions to learn bargaining unit work within an otherwise staffed department. Interns WILL NOT displace any crew member and will be an ADDITIONAL member of the department.
- Once an individual has completed the working internship, they can be assigned to an entry level job within the craft in which they have gained the working intern experience. The length of training will be jointly determined by Local 700 and the AMPTP.
- Producer commits to offer employment to individuals who have completed the working internship program, in the interest of the individual acquiring their days towards roster placement.

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- The Committee shall discuss developing training programs for under-represented groups or underserved communities for non-rostered positions (in New York under the NY Majors Agreement).
- The parties agree to create a joint mentorship program to foster connections between mentors and individuals from underrepresented or underserved communities with an eye to expanding access to opportunities for employment.

Producers may hire no more than one non-rostered individual in the post production departments for a production from underserved or underrepresented populations who have prior experience in a job classification that is related or substantially familiar to the one for which the Producer is hiring.

### PAID SICK LEAVE

35

- California sick leave has been extended to everyone throughout the country.

**2021 IATSE BASIC AGREEMENT NEGOTIATIONS**

**HB SVOD Series and Mini-Series: Current Rates and Terms & Conditions vs 2021 IATSE Basic Agreement**

Changes to rates or terms and conditions apply only to High Budget SVOD series or mini-series subject to a license agreement entered into on or after August 1, 2022 (or in the absence of a license agreement, a series for which principal photography of the first episode or part, as applicable, commences on or after August 1, 2022).

	Platform	Budget	Current (2018 IATSE Basic Agreement)	2021 IATSE Basic Agreement
<b>Episodic Series</b>				
<b>20-35 Minutes</b>	<b>Made for 20M+ subscribers</b>	Tier 1 (\$2.1M+)	One-Hour SL (rates and T/C); Post 1x back for first 2 seasons	no change
		Tier 2 (\$1.3M-\$2.1M)	Basic Cable SL (Long-Form rates and T/C in season 1; One-Hour SL rates and T/C in seasons 2 and 3); Post Exhibit 1 rates in season 1; 1x back rates in seasons 2 and 3	2x back rates and Long-Form T/C in season 1 with ability to prorate weeklies;* One-Hour SL rates and T/C in seasons 2 and 3; Post 2x back rates in season 1; 1x back rates in seasons 2 and 3
	<b>Made for &lt;20M subscribers</b>	Tier 1 (\$2.1M+)	Basic Cable SL (Long-Form rates and T/C in season 1; One-Hour SL rates and T/C in seasons 2 and 3); Post Exhibit 1 rates in season 1; 1x back rates in seasons 2 and 3	\$4.0M** or more: One-Hour SL (rates and T/C); Post 1x back for first 2 seasons \$2.1M-<\$4.0M**: 2x back rates and Long-Form T/C in season 1 with ability to prorate weeklies;* One-Hour SL rates and T/C in seasons 2 and 3; Post 2x back rates in season 1; 1x back rates in seasons 2 and 3
		Tier 2 (\$1.3M-\$2.1M)		2x back rates and Long-Form T/C in season 1 with ability to prorate weeklies;* One-Hour SL rates and T/C in seasons 2 and 3; Post 2x back rates in season 1; 1x back rates in seasons 2 and 3

\*For purposes of proration, Producers may utilize the Daily Rate for classifications which have a daily rate.

\*\*Budget threshold subject to general wage increases in each year of the Agreement, starting on July 30, 2023.

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	Platform	Budget	Current (2018 IATSE Basic Agreement)	2021 IATSE Basic Agreement
<b>Episodic Series</b>				
<b>36-65 Minutes</b>	<b>Made for 20M+ subscribers</b>	Tier 1 (\$3.8M+)	One-Hour SL (rates and T/C); Post 1x back for first 2 seasons	no change
		Tier 2 (\$2.5M-\$3.8M)	Basic Cable SL (Long-Form rates and T/C in season 1; One-Hour SL rates and T/C in seasons 2 and 3); Post Exhibit 1 rates in season 1; 1x back rates in seasons 2 and 3	2x back rates and Long-Form T/C in season 1 with ability to prorate weeklies;* One-Hour SL rates and T/C in seasons 2 and 3; Post 2x back rates in season 1; 1x back rates in seasons 2 and 3
	<b>Made for &lt;20M subscribers</b>	Tier 1 (\$3.8M+)	Basic Cable SL (Long-Form rates and T/C in season 1; One-Hour SL rates and T/C in seasons 2 and 3); Post Exhibit 1 rates in season 1; 1x back rates in seasons 2 and 3	<u>\$8.0M** or more</u> : One-Hour SL (rates and T/C); Post 1x back for first 2 seasons <u>\$3.8M-&lt;\$8.0M**</u> : 2x back rates and Long-Form T/C in season 1 with ability to prorate weeklies;* One-Hour SL rates and T/C in seasons 2 and 3; Post 2x back rates in season 1; 1x back rates in seasons 2 and 3
		Tier 2 (\$2.5M-\$3.8M)		2x back rates and Long-Form T/C in season 1 with ability to prorate weeklies;* One-Hour SL rates and T/C in seasons 2 and 3; Post 2x back rates in season 1; 1x back rates in seasons 2 and 3

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	Platform	Budget	Current (2018 IATSE Basic Agreement)	2021 IATSE Basic Agreement
<b>Mini-Series</b>				
<b>&lt;66 Minutes</b>	<b>Made for 20M+ subscribers</b>	> \$6M/part	Long-form rates;*** Long-Form T/C;*** Post 1x back	One-Hour SL (rates and T/C);*** Post 1x back
		\$2.1M-\$6M for 20-35 min./ \$3.8M-\$6M for 36-65 min.	Post 1x back	
	<b>Made for &lt;20M subscribers</b>	\$1.3M-\$2.1M for 20-35 min./ \$2.5M-\$3.8M for 36-65 min.	Long-form rates; Long-Form T/C; Post Exhibit 1	2x back rates; Long-Form T/C with ability to prorate weeklies;* Post 2x back
		> \$6M/part	Long-form rates; Long-Form T/C; Post Exhibit 1	<u>\$8.0M** or more</u> : One-Hour SL (rates and T/C); Post 1x back
		<= \$6M/part	<u>Less than \$8.0M**</u> : 2x back rates; Long-Form T/C with ability to prorate weeklies;* Post 2x back	

\*For purposes of proration, Producers may utilize the Daily Rate for classifications which have a daily rate.

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\*\*\*See Item 6.d.ii. of 2021 MOA for the IATSE Basic Agreement.

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	Platform	Budget	Current (2018 IATSE Basic Agreement)	2021 IATSE Basic Agreement
<b>Mini-Series</b>				
<b>66+ Minutes</b>	<b>Made for 20M+ subscribers</b>	> \$6M/part	Long-form rates; Long-Form T/C; Post 1x back	\$9.5M** or more: One-Hour SL (rates and T/C); Post 1x back >\$6M**-<\$9.5M**: 1x back rates; Long-Form T/C with ability to prorate weeklies;* Post 1x back
		\$4M-\$6M/part for 66-95 min.		
		\$3M-\$4M for 66-95 min.	Long-form rates; Long-Form T/C; Post Exhibit 1	Long-form rates; Long-Form T/C; Post Exhibit 1
	<b>Made for &lt;20M subscribers</b>	> \$6M/part	Long-form rates; Long-Form T/C; Post Exhibit 1	\$9.5M** or more: One-Hour SL (rates and T/C); Post 1x back >\$6M**-<\$9.5M**: 2x back rates; Long-Form T/C with ability to prorate weeklies;* Post 2x back
		<= \$6M/part		

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**2021 IATSE BASIC AGREEMENT NEGOTIATIONS**

**One-Time High Budget SVOD Programs: Current Rates and Terms & Conditions vs 2021 IATSE Basic Agreement**

Changes to rates or terms and conditions apply only to High Budget SVOD Programs subject to a license agreement entered into on or after August 1, 2022 (or in the absence of a license agreement, the principal photography of which commences on or after August 1, 2022).

		<b>Budget</b>	<b>Current - 2018 IATSE Basic Agreement</b>	<b>2021 IATSE Basic Agreement</b>
<b>&lt;66 Minutes (not pilot)</b>	Paragraph (4)(a) of NM SL - Tier 1 made for 20M+ subs.	n/a	One-Hour SL; Post 1x back	No change
	Paragraph (4)(b) of NM SL - Tier 2 made for 20M+ subscribers; all programs made for <20M subscribers	n/a	Long-Form rates; Long-Form T/C; Post - Exhibit 1	No change
<b>66-84 Minutes (not pilot)</b>	Paragraph (4)(a) of NM SL - Tier 1 made for 20M+ subs.	n/a	Long-Form rates; Long-Form T/C; Post 1x back	No change
	Paragraph (4)(b) of NM SL - Tier 2 made for 20M+ subscribers; all programs made for <20M subscribers	n/a	Long-Form rates; Long-Form T/C; Post - Exhibit 1	No change
<b>85-95 Minutes (not pilot)</b>	Paragraph (4)(a) of NM SL - Tier 1 made for 20M+ subs.	<\$20M*	Long-Form rates; Long-Form T/C; Post 1x back	No change
		>=\$20M*	Long-Form rates; Long-Form T/C; Post 1x back	2x back rates; Long-Form T/C with ability to prorate weeklies;** Post 1x back
	Paragraph (4)(b) of NM SL - Tier 2 made for 20M+ subscribers; all programs made for <20M subscribers	<\$20M*	Long-Form rates; Long-Form T/C; Post - Exhibit 1	No change
		>=\$20M*	Long-Form rates; Long-Form T/C; Post - Exhibit 1	2x back rates; Long-Form T/C with ability to prorate weeklies;** Post - 2x back rates

\*Budget threshold subject to general wage increases in each year of the Agreement, starting on July 30, 2023.

\*\*For purposes of proration, Producers may utilize the Daily Rate for classifications which have a daily rate.

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		Budget	Current - 2018 IATSE Basic Agreement	2021 IATSE Basic Agreement
<b>96+ Minutes (not pilot)</b>	Paragraph (4)(a) of NM SL - Tier 1 made for 20M+ subs.	<\$20M*	Long-Form rates; Long-Form T/C; Post 1x back	No change
		\$20M* to \$32M***	Long-Form rates; Long-Form T/C; Post 1x back	2x back rates; Long-Form T/C with ability to prorate weeklies;** Post 1x back
		>=\$32M***	WCSL rates; WCSL T/C	No change
	Paragraph (4)(b) of NM SL - Tier 2 made for 20M+ subscribers; all programs made for <20M subscribers	<\$20M*	Long-Form rates; Long-Form T/C; Post - Exhibit 1	No change
		>=\$20M*	Long-Form rates; Long-Form T/C; Post - Exhibit 1	2x back rates; Long-Form T/C with ability to prorate weeklies;** Post - 2x back rates

\*Budget threshold subject to general wage increases in each year of the Agreement, starting on July 30, 2023.

\*\*For purposes of proration, Producers may utilize the Daily Rate for classifications which have a daily rate.

\*\*\*\$31,827,000 budget threshold subject to general wage increases in each year of the Agreement, starting on August 1, 2021.