2018 General Negotiations Tentative Agreement

TIP SHEET

On Thursday, July 26, 2018, the IATSE Hollywood Locals reached a tentative agreement with the AMPTP for a new contract covering television, theatrical and new media production. Key elements:

		NOTES
Term & Wages	3 Years (8/1/18 – 7/31/21) Wage Increases: 3% 8/2018 | 3% 8/2019 | 3% 8/2020	Approximately $750M in new money over 3 years
Benefits	• Companies that pay more than $15M in residuals will make increased contributions to MPIPHP of: o Year 1: $0.20/hr o Year 2: $0.10/hr o Year 3: $0.10/hr • Companies that currently do not pay residuals (e.g. Netflix, Amazon) will make increased MPIPHP contributions of: o Year 1: $0.75/hr o Year 2: $0.75/hr o Year 2: $0.75/hr • Pre-2009 Retirees will receive 13th and 14th checks • 10% pension increase negotiated in 2015 will be retained • New funding to MPIPHP for theatrical length content (live action and animation) intended for streaming that is exhibited in theaters (will supplement the existing streaming residuals, which are expected to produce at least $100M in 2018. This new funding source IS NOT used in any calculation of funding the plans)	Total increase $0.40/hr (approx. $62M in new money over 3 years) Total increase $2.25/hr (approx. $90M in new money over 3 years) Projections indicate full benefit funding for at least 3 years even without this new source of funding
Safety	• Mandatory rides or rooms after 14 hours (worked) on a national basis and mandatory rides in the LA secondary zone after 12 hours (rooms are already required); ride back to your car at crew parking the next day included • Expanded protection when advocating for the safety of others • National 10-hour rest period for on and off production for local hires in TV and new media after the first season • National 10-hour rest period for on and off production for local hires in theatrical and longform productions after 2 consecutive 14-hour days (worked) • 9-hour rest period for post-production (an increase of 1 hr) • A straight time penalty for invasion of the new rest period	Current penalties remain unchanged, thus preserving the all-day gold where applicable for invasion of existing rest periods New rest period provisions in effect 90 days after ratification
New Media	• Elimination of the "New Media Roster" • Application of full Basic Agreement terms and conditions for streaming features with budgets over $30 million • Specific terms and conditions to mid-level streaming video on demand (SVOD) productions that had previously been subject only to individual negotiations • Access to licensing agreements to ensure proper application of New Media provisions	

Other Things We Proposed and Achieved	• Increased daily benefit contribution rate (12 hours) for on-call employees who work 6th and 7th days • $5 increase per hour in the stipend for attendance at mandatory CSATF training going from $15 to $20 per hour (effective 8/1/19) • IA Training Trust Fund contributions to expand training options for those members in the Central and Eastern Region who are not eligible for Contract Services • A 401(k) committee established to examine feasibility of another retirement vehicle to supplement pension and IAP • Detailed advance notification about productions	
What They Wanted but <u>Did Not Get</u>	• "French Hours" without a crew vote • Elimination of the 10% pension increase • Reduction in existing rest period penalties • Distant hires treated as Locals if a "relocation" allowance was paid • Elimination of night premiums • Expanded use of side letters	
What We Agreed To	• Included a small portion of Huntington Beach that had not been included in the Secondary Zone • Limited Canadian holiday exchange with advance notice • Increased Contract Services funding • Diversity and Inclusion Taskforce–which we also supported • Industry Experience Roster (IER) safety requirement • Recognition of new delivery methods (e.g. Over the Top, Virtual MVPD services) consistent with other Guilds • New Media subscriber base levels consistent with other Guilds • O-1/O-2 visa abeyance period shortened	

Wage increases alone will be worth more than $750 MILLION over the term of this agreement

There are NO reductions to healthcare, and NO additional costs to members