

July 17, 2024

**LOCAL MEMORANDUM OF AGREEMENT OF AUGUST 1, 2024  
BETWEEN ALLIANCE OF MOTION PICTURE AND TELEVISION PRODUCERS  
AND INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES AND  
MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE  
UNITED STATES, ITS TERRITORIES AND CANADA  
AND LOCAL 705 THEREOF**

THIS LOCAL MEMORANDUM OF AGREEMENT IS BETWEEN THE INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES AND MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA AND MOTION PICTURE COSTUMERS, LOCAL 705, I.A.T.S.E., ON THE ONE HAND, AND THE ALLIANCE OF MOTION PICTURE AND TELEVISION PRODUCERS, ON BEHALF OF THE COMPANIES LISTED ON EXHIBIT "A" ATTACHED HERETO AND THOSE PRODUCERS WHICH HAVE EFFECTIVELY CONSENTED TO BE A PART OF THE SINGLE MULTI-EMPLOYER BARGAINING UNIT, ON THE OTHER HAND. THIS MEMORANDUM OF AGREEMENT IS EFFECTIVE AS OF AUGUST 1, 2024, OR THE FIRST SUNDAY FOLLOWING THE BUSINESS DAY ON WHICH THE AMPTP RECEIVES NOTICE OF RATIFICATION, WHICHEVER IS LATER.

**PROVISIONS**

1. This Local Memorandum of Agreement along with any attachments or exhibits reflects the understanding reached between the parties and will be supplemented and/or modified to include appropriate changes and effective dates contained in the executed 2024 General Memorandum of Agreement.
2. All agreements are subject to the terms and conditions of any agreed-upon extensions.
3. All agreements are subject to final agreement in General Negotiations and to ratification and execution by the parties.
4. All issues not resolved herein are withdrawn.

**EFFECT OF CHANGES**

This Local Memorandum of Agreement and the applicable provisions of the 2024 General Memorandum of Agreement along with the remaining unchanged provisions of the 2021 Local 705 Agreement shall be deemed to be the 2024 Local 705 Agreement until such time as the Local Agreement can be amended in accordance with the changes contained in the 2024 Local and General Memorandum of Agreement.

**WITNESSETH:**

In consideration of the mutual agreements herein contained, the parties hereto agree as follows:

1. **Minimum Wage Scale Adjustments for Occupational Code Nos. 2302, 2303, 2305, Stock Clerk and Costume Maker Class 3 Classifications**

a. *Modify Paragraph 1(a)(1)(i) of the Local 705 Agreement to provide as excerpted below:*

“(1) (i) The following studio minimum wage scale shall be effective for the period commencing with ~~August 1, 2021~~*[insert date that is August 4, 2024 or the first Sunday following the business day on which the AMPTP receives notice of ratification, whichever is later]* to and including ~~[TBD] July 31, 2022~~ for employees employed on motion pictures covered under this Agreement other than one-half hour prime time dramatic television motion pictures recorded digitally.

Motion Picture Costumers, Local 705	Studio Minimum Rates		
<del>7/30/23</del> - <del>7/31/24</del>	Schedule A Daily Empl.	Schedule B-1 <sup>1</sup> Weekly Employees	
	1½ after 8 and/or 40; Min. Call - 8 hours	Weekly Guarantee - 54 cumulative hours; 5 consecutive days; Minimum Call - 9 hours	
Occ. Code	Regular Basic Hourly Rate	Regular Basic Hourly Rate	Weekly Guarantee
No. Classification	Per Hour	Per Hour	Per Week
<b><u>Costume Department</u></b>			
2302 Costume Dept. Supervisor <sup>3,4</sup>	<u>\$56.89</u> [Not Subject to General Wage Increases in Year 1] \$52.43	<u>\$53.98</u> [Not Subject to General Wage Increases in Year 1] 49.75	<u>\$3,292.78</u> [Not Subject to General Wage Increases in Year 1] 3,034.75
2303 Costumer Keyperson <sup>3</sup>	<u>\$54.07</u> [Not Subject to General Wage Increases in Year 1] 49.83	<u>\$51.80</u> [Not Subject to General Wage Increases in Year 1] 47.74	<u>\$3,159.80</u> [Not Subject to General Wage Increases in Year 1] 2,912.14
2305 Costumer <sup>5</sup>	<u>\$49.76</u> [Not Subject to General Wage Increases in Year 1] 45.86	<u>\$47.08</u> [Not Subject to General Wage Increases in Year 1] 43.39	<u>\$2,871.88</u> [Not Subject to General Wage Increases in Year 1] 2,646.79

*Make conforming changes, including to Paragraphs 1(a)(1)(ii) and 31 of the Local 705 Agreement with the same percentage adjustment as the foregoing.*

- b. *Modify Paragraph 1(a)(1)(i) of the Local 705 Agreement to provide as excerpted below:*

“(1) (i) The following studio minimum wage scale shall be effective for the period commencing with ~~August 1, 2021~~ *[insert date that is August 4, 2024 or the first Sunday following the business day on which the AMPTP receives notice of ratification, whichever is later]* to and including ~~[TBD] July 31, 2022~~ for employees employed on motion pictures covered under this Agreement other than one-half hour prime time dramatic television motion pictures recorded digitally.

Motion Picture Costumers, Local 705	Studio Minimum Rates
<del>7/30/23 – 7/31/24</del>	Schedule A Daily Empl.
	1½ after 8 and/or 40; Min. Call - 8 hours
Occ. Code	Regular Basic Hourly Rate
No. Classification	Per Hour
<b><u>Costume Department</u></b>	
2356 Stock Clerk	<del>\$25.00</del> <u>\$26.00</u> <i>[Subject to the General Wage Increases]</i>

*Make conforming changes, including to Paragraph 1(a)(1)(ii) of the Local 705 Agreement with the same adjustment as the foregoing.*

- c. *Add a new footnote to the Costume Maker Class 3 job classifications in Paragraphs 1(a)(1)(i), 1(a)(1)(ii) and 31 of the Local 705 Agreement to provide as follows:*

“FN # Individuals employed in a Costume Maker Class 3 job classification other than those employed in a Producer-owned studio facility shall be paid [\$50.75 per hour, effective insert date that is August 4, 2024 or the first Sunday following the business day on which the AMPTP receives notice of

ratification, whichever is later, subject to any general wage increases agreed upon in the General negotiations in each year of the Agreement].”

*Make conforming changes.*

2. **Seniority**

*Modify Paragraph 68(a)(1) of the Local 705 Agreement to provide as follows:*

“68. **Seniority**

“(a) **Maintenance of Industry Experience Roster**

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“(1) The Industry Experience Roster shall consist of a single seniority group, identified as Industry Group 1, containing the following classifications:

“(i) **Journeyman Classification**

“The Journeyman classification shall consist of all persons whose names appeared on the Industry Experience Roster in the Journeyman classification on July 31, ~~2024~~ 2021, all persons who have been transferred to the Journeyman classification from the Entry Level classification as provided in subparagraph (a)(2) below and all persons who worked in any of the job classifications covered by this Agreement at least two hundred forty (240) pensionable hours during the term of the 1979 Agreement between Producer and Local 705.

“(ii) **Entry Level Classification**

“(A) The Entry Level classification shall be established effective as of November 11, 1982 and shall include all persons on said Industry Experience Roster not in the Journeyman classification, other than those in the Costume Maker classifications, who have worked in any of the job classifications covered under this Agreement at least thirty (30) workdays collectively with one or more Producers within a period of two (2) years ~~three hundred sixty-five (365) calendar days~~ immediately preceding the date such employee applies for placement on the Roster.

“(B) In addition, any person who has one hundred (100) days of work experience as provided in this subparagraph (B) within the three (3) years immediately preceding the date such person applies for placement on the Industry Experience Roster shall be entitled to apply for placement in the Entry Level classification thereon. All such work experience must be of the type performed by job classifications under this Agreement, other than Costume Maker classifications, and must be performed in connection with motion pictures of the type covered under the Local 705 Agreement or the Videotape Electronics Supplemental Basic Agreement. The work experience required for placement under this subparagraph (B) may be satisfied by

employment with companies signatory to the IATSE Basic Agreement or the Videotape Electronics Supplemental Basic Agreement and/or with non-signatory companies, provided such work is performed within the United States and its territories.

“(C) In addition, any person who has two hundred (200) days of work experience as provided in this subparagraph (C) within the three (3) years immediately preceding the date such person applies for placement on the Industry Experience Roster shall be entitled to apply for placement in the Entry Level classification thereon. All such work experience must be work performed by professional costumers in connection with professional dramatic plays, musicals or operas with professional actors and/or singers (e.g., those plays, musicals or operas performed at the Ahmanson Theatre, Mark Taper Forum or Dorothy Chandler Pavilion), and must be of the type performed by job classifications under this Agreement, other than Costume Maker classifications. The work experience required for placement under this subparagraph (C) may be satisfied by employment with companies signatory to the IATSE Basic Agreement or the Videotape Electronics Supplemental Basic Agreement and/or with non-signatory companies, provided such work is performed within the United States and its territories.

“Any person making application to be placed on the Industry Experience Roster must perfect the application no later than one (1) year following the date of the last work day to be considered as qualifying experience.

“(2) Advancement to Journeyperson Classification

“Any person in the Entry Level classification is eligible to be advanced to the Journeyperson classification when such person has been placed in the single seniority group for a period of over one (1) year and has acquired two hundred (200) actual workdays since the date of placement.

“(3) Eligibility for Employment as Costumer Keyperson

“After completing the requirements to be placed in the Journeyperson classification, a Costumer with three (3) years Journeyperson experience who has acquired at least two hundred (200) actual workdays as a Journeyperson Costumer may be employed as a Costumer Keyperson (Occ. Code No. 2303).

“(4) By way of clarification, the parties agree that the Entry Level classification is for purposes of determining the rate of pay only.”

3. Screen Credit

- a. Delete Exhibit "Y" (Sideletter regarding screen credit for theatrical feature films, dated March 28, 1980).
- b. *Add a new Paragraph 84 to the Local 705 Agreement to provide:*

**"84. Screen Credit**

"On a feature motion picture, screen credit shall be given to the employee designated as the costumer in charge of the men's costumes and/or women's costumes. Placement of the credit shall be at the Producer's discretion. In addition, screen credit may be given to employees in other classifications covered by this Agreement on a feature motion picture when the Producer determines it is feasible and desirable to do so. It is understood that these screen credits are subject to any exhibitor restrictions."

**FOR THE ALLIANCE OF MOTION PICTURE AND TELEVISION PRODUCERS, ON BEHALF OF THE COMPANIES LISTED ON EXHIBIT "A" ATTACHED HERETO AND THOSE PRODUCERS WHICH HAVE EFFECTIVELY CONSENTED TO BE PART OF THE SAID MULTI-EMPLOYER BARGAINING UNIT**

By:  Date: August 7, 2024

Carol A. Lombardini  
President, AMPTP

**FOR THE INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES AND MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA**

By:  Date: 8/7/2024

Matthew D. Loeb  
International President

**MOTION PICTURE COSTUMERS, LOCAL 705**

By:  Date: 7/31/24

Adam Nestra-West  
Business Representative

**EXHIBIT "A"**  
**AMPTP-represented Companies**

12:05 AM Productions, LLC  
1440 Productions LLC  
20th Century Studios, Inc.  
300 Pictures, Inc.  
40 North Productions, LLC  
4423 Productions LLC  
50/50 Studio Productions, LLC  
7 Friends Pictures Inc.

A Little Bit Fuzzy Productions, LLC  
ABC Signature, LLC  
ABC Studios New York, LLC  
Abominable Pictures Inc.  
Academy Lighting Consultants, Inc  
Academy of Motion Picture Arts and  
Sciences  
Adobe Pictures, Inc.  
AE Ops, LLC  
Alameda Productions, LLC  
Alcon Entertainment, LLC  
Alive and Kicking, Inc.  
Ambient Sounds Productions LLC  
American Costume Corp.  
AOH Special, Inc.  
Apple Studios LLC  
Apple Studios Louisiana LLC  
Artcraft Productions Inc.  
Ascension Films Inc.  
Aspect Ratio, Inc.  
Atelier Eidos Inc. dba Bill Hargate  
Costumes  
Atlantic Pictures, LLC

Backlight Productions LLC  
Base Light Productions LLC  
B-Cam Productions LLC  
Beachwood Services, Inc.  
Big Indie Pictures, Inc.  
Big Ticket Television Inc.  
Black Label Media, LLC

Bonanza Productions Inc.  
Breakout Kings Productions LLC  
Brightstar TFCF Productions LLC  
Broken Foot Production, Inc.  
Bronson Avenue LLC  
BTW Productions, Inc.  
Bumper Productions LLC

Camdrew Productions LLC  
Canada Premiere Pictures Inc.  
Capital Concerts, Inc.  
Carnival Row Productions, LLC  
Cartoon Network Studios, Inc.  
Cast & Crew Production Services, LLC  
Castle Rock Pictures, Inc.  
CBB Productions  
CBS Studios Inc.  
Century Productions LLC  
Charlestown Productions LLC  
Chime Productions, LLC  
ChubbCo FilmCo  
Classic Films Inc.  
Columbia Pictures Industries, Inc.  
Corrado Mooncoin Holdings LLC  
Countess Productions LLC  
Country Music Association, Inc.  
CPT Holdings, Inc.  
Cranetown Media LLC  
Create Harmony Media Inc.  
Crews Unlimited II Inc  
Crown City Pictures Inc.  
Culture Crew Productions, Inc.  
Cush Light LLC

Dae Light Media, LLC  
Delta Blues Productions LLC  
Digital 49 Productions, Inc.  
DreamWorks Animation Television Post-  
Production, LLC  
DreamWorks Post-Production L.L.C.



Dutch Boy Productions, LLC  
DW Dramatic Television L.L.C.  
DW SKG TV L.L.C.  
DW Studios Productions L.L.C.  
Dyminium Productions, LLC

Electric Entertainment, Inc.  
EPSG Management Services  
Extreme Reach Productions Payroll, Inc.  
Eye Productions Inc.

Favian Wigs Inc.  
Film 49 Productions, Inc.  
Finnmax, LLC  
Focus Features Productions LLC  
Fox Alternative Entertainment, LLC  
Fox Studio Lot, LLC  
Frank & Bob Films II, LLC  
Frankie and Jude Productions, LLC  
FRB Productions, Inc.  
FTP Productions, LLC

Gemini 3 Productions, Inc.  
Goldcrest Features, Inc.  
Goodnight Industries, Inc. dba Goodnight  
and Company  
Grass Skirt Digital Productions, Inc.  
Green Set Inc.  
GWave Productions, LLC

Hazardous Productions, LLC  
Honest Scholar Productions LLC  
Hop, Skip & Jump Productions, Inc.  
Horizon Scripted Television Inc.  
Hostage Productions, Inc.  
Hydronaut Productions, LLC

Inclined Productions, Inc.  
Island Studios, LLC fka Island Film Studios,  
LLC  
It's Possible Productions, LLC

Jax Media, LLC  
Jay Squared Productions LLC  
JC Backings Corporation  
JMX, LLC

Kapital Productions, LLC  
Ken Ehrlich Productions, Inc.  
Kenwood TV Productions, Inc.  
Keystone TV Productions LLC  
Kiki Tree Pictures Inc.

Legendary Features Productions US, LLC  
Legendary Pictures Productions LLC  
Legendary Television Animation, LLC  
Lennox House Pictures Inc.  
LGTV Productions, Inc.  
Lightsavior Productions LLC  
Lime Grove Productions, LLC  
Linear Productions LLC  
Lions Gate Productions, LLC  
Liquid Music, Inc.  
Louisiana Premiere Productions LLC  
Lucid Studios Inc.

Madison Productions, Inc.  
Main Gate Productions LLC  
Main Lot Productions LLC  
Marilyn J. Madsen  
Marvel Film Productions LLC  
Marvel Picture Works LLC  
Media Services Processing, LLC  
Mesquite Productions, Inc.  
Metro-Goldwyn-Mayer Pictures Inc.  
MGM Television Entertainment Inc.  
Milk Street Productions, LLC  
Minassian Productions Inc.  
Minim Louisiana Productions, LLC  
Minim Productions, Inc.  
Mountainair Films Inc.  
MRZ Sound Inc dba Martell Sound  
Mutiny Pictures Inc.

Nametag Production Inc.  
Netflix Animation, LLC  
Netflix Productions, LLC  
Netflix Series Animation, LLC  
Netflix Studios, LLC  
New Line Productions, Inc.  
New Regency Productions, Inc.  
Next Step Productions LLC  
Nila Inc.  
Ninjutsu Pictures, Inc.  
NM Talent Inc.  
NS Pictures, Inc.

Old School Productions LLC  
Olive Avenue Productions LLC  
Olive Productions, LLC  
On The Brink Productions, Inc.  
One Eighty Productions LLC  
Onyx Collective Productions, Inc.  
Open 4 Business Productions LLC  
Orange Cone Productions LLC  
Orchard Road Productions, LLC  
Over the Pond Productions, Inc.

Pace Pictures LLC  
Pacific 2.1 Entertainment Group, Inc.  
Palladin Productions LLC  
Paradise Productions, Inc.  
Parallax TV Productions LLC  
Paramount Overseas Productions, Inc.  
Paramount Pictures Corporation  
Paramount Worldwide Productions, Inc.  
Pat & Mike Productions, Inc.  
Patch Bay Productions LLC  
Picrow Inc dba Pictures in a Row  
Picrow Streaming Inc.  
Pitch Black Development, LLC  
PP21 Productions LLC  
Produced Bayou, Inc.  
Production Partners, Inc.  
Program Productions, Inc.  
Proximity Productions LLC  
Purple Tally Productions, Inc.

Quest Productions, Inc.

R/H Factor, Inc.  
Radford Graphics, LLC  
Random Pictures Inc.  
Raquel Productions Inc.  
Rat Pac Controls Services Inc.  
Red Zone Pictures, Inc.  
Redemption Pictures, Inc.  
Remote Broadcasting, Inc.  
Renato Basile Entertainment, Inc.  
Reunion 2017 LLC  
River Road Entertainment Productions, LLC  
Riverboat Productions, LLC  
Rocart Inc.  
Rose City Pictures, Inc.  
Rozar Pictures, LLC  
Ruff Draft Productions, LLC

S&K Pictures, Inc.  
Salt Spring Media, Inc.  
Salty Pictures, Inc.  
Scenic Express, Inc.  
Scope Productions, LLC  
Screen Gems Productions, Inc.  
Serendipity Productions, Inc.  
Shovel Buddies, LLC  
Signature Post Services LLC  
Singular Productions LLC  
Skycrew Sports Productions, LLC  
Skydance Animation, LLC  
Skydance Features, LLC  
Skydance Pictures, LLC  
SLO Productions Inc.  
Smallville Studios Inc.  
Sony Pictures Studios, Inc.  
Sound One, Inc  
South Circle Productions LLC  
South Lake Audio Services, LLC  
South Rock Productions LLC  
Spectral Motion, Inc.  
Spellman Desk Company, Inc  
Stage 6 Films, Inc.

Stage Call Inc.  
Stalwart Productions LLC  
Stash Productions Inc.  
Stinger Productions LLC  
Stitch Costume LLC  
Story Ink, Ltd.  
Storybuilders, LLC  
Storyteller Production Co., LLC dba Amblin  
Partners  
Stu Segall Productions, Inc.  
Studio Productions, Inc.  
Studios Competition Productions, LLC

Take Note, Inc  
The Dawgs Sound Design, Inc.  
The Lippin Group Inc  
The Power LLC  
Theatrical Resources, LLC  
Theoretical Pictures, Inc.  
Topanga Productions, Inc.  
Tough House Productions  
TPS Production Services, LLC  
Trackdown Productions, Inc.  
Triple Horse Studios LLC  
Triple Point Productions LLC  
Turner Films, Inc.  
TVM Productions, Inc.  
Twentieth Century Fox Film Corporation  
dba 20th Television

Uncle Easy Productions LLC  
Universal Animation Studios LLC  
Universal City Studios LLC  
Universal Content Productions LLC  
Upside Down Productions Inc.

Valkyrie of Iron, LLC.  
Vertical Hold Productions LLC  
Volt Lites, Inc.

WAG Pictures Inc.  
Walden Media Productions LLC  
Walk by Faith Film, LLC

Walt Disney Pictures  
Warner Bros. Animation Inc.  
Warner Bros. Advanced Media Services Inc.  
Warner Bros. Pictures  
Warner Bros. Studio Operations  
Warner Bros. Television  
Warner Specialty Productions Inc.  
Warner Specialty Video Productions Inc.  
Waveform Productions LLC  
Westwind Studios, LLC  
wiip Productions, LLC  
Wild Canary Animation, Inc.  
Woodridge Productions, Inc.

XOF Studios, LLC

YNFS Productions LLC