

July 18, 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 #706 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 MAKE-UP ARTISTS AND HAIR STYLISTS GUILD, LOCAL #706, 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, UNLESS A CONTRARY DATE IS SPECIFIED, IN WHICH CASE SUCH PROVISION SHALL BE EFFECTIVE AS OF THE DATE SO SPECIFIED.

**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 All issues not resolved herein are withdrawn.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 General Memorandum of Agreement along with the remaining unchanged provisions of the 2021 Local Agreement shall be deemed to be the 2024 Local Agreement until such time as the Local Agreement can be amended in accordance with the changes contained in the Local and General Memorandum of Agreement.

**WITNESSETH:**

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

1. **Uniformity in Hair Stylist/Make-up Artist Rates** (706-U-01)

- a. Effective [*August 1, 2024, or the first Sunday following the business day on which the AMPTP receives notice of ratification, whichever is later*], modify the minimum wage rates in the following classifications:
  - i. The per hour minimum wage rate in all daily and weekly wage schedules for Occ. Code #5741 (Hair Stylist Department Head) shall match the per hour minimum wage rate in the corresponding daily and weekly wage schedules for Occ. Code #5700 (Make-up Department Head). In the case of a Hair Stylist Department Head (Occ. Code #5741) employed on an “on call” basis, the weekly “on call” rate shall match the applicable weekly “on call” rate of Occ. Code #5700 (Make-up Department Head).
  - ii. The per hour minimum wage rate in all daily and weekly wage schedules for Occ. Code #5742 (Assistant Hair Stylist Department Head) shall match the per hour minimum wage rate in the corresponding daily and weekly wage schedules for Occ. Code #5702 (Assistant Make-up Department Head).
  - iii. The per hour minimum wage rate in all daily and weekly wage schedules for Occ. Code #5751 (Hair Stylist) shall match the per hour minimum wage rate in the corresponding daily and weekly wage schedules for Occ. Code #5721 (Make-up Artist).
  - iv. The per hour minimum wage rate in all daily and weekly wage schedules for Occ. Code #1836 (Hair Stylist Department Head) shall match the per hour minimum wage rate in the corresponding daily and weekly wage schedules for Occ. Code #1834 (Make-up Department Head).
  - v. Change the title of Occ. Code #1835 to “Make-Up Artist.” The per hour minimum wage rate in all daily and weekly wage schedules for Occ. Code #1837 (Hair Stylist) shall match the per hour minimum wage rate in the corresponding daily and weekly wage schedules for Occ. Code #1835 (Make-Up Artist).
- b. Effective [*August 1, 2024, or the first Sunday following the business day on which the AMPTP receives notice of ratification, whichever is later*], change the Schedule applicable to employees employed on a weekly basis (other than on an “on call” basis) for Occ. Code # 5741 (Hair Stylist Department Head), Occ. Code

# 5742 (Assistant Hair Stylist Department Head), Occ. Code # 5751 (Hair Stylist) and Occ. Code 5752 (Hair Stylist Trainee) as follows:

- i. Paragraph 1(a)(1)(i), 1(a)(2)(i) and 1(a)(3)(i) (i.e., studio minimum wage scales for employees employed on motion pictures other than one-half hour prime time dramatic television motion pictures recorded digitally) – Move from Schedule B (weekly guarantee of 48.6 cumulative hours, with time and one-half after 48.6 hours in a week, and a minimum call of 8 hours) to Schedule C (weekly guarantee of 54 cumulative hours, with time and one-half after 54 hours in a week, and a minimum call of 9 hours).
- ii. Paragraph 1(a)(1)(ii), 1(a)(2)(ii) and 1(a)(3)(ii) (i.e., studio minimum wage scales for employees employed on one-half hour prime time dramatic television motion pictures recorded digitally) – Move from Schedule B-3 (weekly guarantee of 45 cumulative hours, with time and one-half after 48.6 hours in a week, and a minimum call of 8 hours) to Schedule C-1 (weekly guarantee of 50 cumulative hours, with time and one-half after 54 hours in a week, and a minimum call of 8 hours).

2. **Safety and Parking**

*Producers agree to distribute the following bulletin to the appropriate production personnel:*

“During the 2024 negotiations with Local 706, the Union and the Producers discussed safety concerns arising from the fact that Hair Stylists and Make-up Artists are often some of the first employees to come to work in the morning and some of the last employees to leave at night. As a result, those employees frequently find themselves walking alone to or from a parking lot in the dark. Often, they are also transporting their kit, sometimes over unpaved surfaces with uneven terrain. Local 706 expressed concerns about safety, both because the employees are often alone and because the combination of darkness and uneven terrain makes footing uncertain, particularly in locations where the streets and/or parking lot are not well lit.

“Productions must be cognizant of the safety of Make-up Artists and Hair Stylists upon their arrival and departure. When the conditions described in the preceding paragraph exist, productions should offer these employees an escort and/or transportation to and from their cars, to the extent it is reasonably practicable to do so. Make-up Artists and Hair Stylists should also feel free to ask for these services if they have safety concerns. Furthermore, production security or other production personnel should be present and ready to assist Make-up Artists and Hair Stylists who are arriving early and leaving late.”

3. **Notating NDBs**

*Producers agree to distribute the following bulletin to the appropriate production personnel:*

“During the 2024 negotiations with Local 706, the Union raised a concern that Hair Stylists and Make-up Artists are sometimes asked to notate on their time cards that they have taken a non-deductible breakfast (“NDB”) when in fact they have not. The Union also reported that other employees sometimes mark an NDB on the Hair Stylists’ and Make-up Artists’ time cards when they have not taken an NDB.

“Productions are hereby reminded that employees should never be asked to report information on their time cards that is not accurate, nor should other individuals modify the time card of an employee to report inaccurate information.

“Any employee who is asked to report an NDB on a time card, and who has not in fact taken an NDB, should immediately contact a representative of Producer’s Labor Relations department (or may contact a representative of Local 706 and ask that Local 706 contact the Producer on the employee’s behalf) and report the incident. Likewise, if an employee’s time card is modified to include an NDB that the employee has not taken, the employee (or Local 706) should so report to Labor Relations. When the Producer is notified, a Labor Relations representative will promptly investigate and, if requested, shall endeavor to maintain in confidence the identity of the employee who was the source of the report.

“This bulletin will also serve as a reminder that an employee who has been instructed to take an NDB, whether by direction on the call sheet or otherwise, should do so unless the employee has received approval from a supervisor not to do so.”

4. **Star Waivers** (706-P-01)

*Modify the Unpublished Sideletter re: Paragraph 68(b) (Star Waivers) as follows:*

“The provisions of Paragraph 68(b) which allow the Producer to ‘call, retain or recall out of Industry Experience status’ shall include ~~one (1) make-up artist and/or one (1) hair stylist~~ **up to a cumulative total of four (4) make-up artist(s) and/or hair stylist(s) in any combination** employed to work on a production because of a relationship as a make-up artist or hair stylist with a star who is essential to the production. In such notice provided to the Union, Producer shall include a description in writing of the make-up artist/hair stylist work experience relied upon to establish a working relationship with the star. Such verification of the working relationship may include copies of pay stubs, call sheets, tearsheets or other documentation. Such notice shall be provided to the Union as soon as the Producer's Labor Relations department becomes aware of the engagement of a make-up artist(s) and/or hair stylist(s) pursuant to the terms of this sideletter. Should a dispute arise as to whether such person was properly hired under the terms of this sideletter, the protest procedures described in the last three (3) paragraphs of Paragraph

68(b) (starting with "If no protest is presented to Producer by the Union Representative ...," etc.) shall apply, except that the time period for filing a protest shall be within forty-eight (48) hours after receipt of such notice, Saturdays, Sundays and recognized holidays excepted, unless the Producer advises the Union in writing that a shorter period is required, in which case the forty-eight (48) hour period shall be reduced to twenty-four (24) hours after receipt of such notice.

“Persons employed pursuant to this sideletter shall be eligible for placement on the Industry Experience Roster upon satisfaction of the requirements for placement set forth in Paragraph 68(b) of the Local #706 Agreement, except that any person so employed at the request of only one star shall not be placed on the Industry Experience Roster unless such person either: (1) has been called at least three (3) times by such star and has worked a total of thirty (30) days; or (2) has been called once by such star and has worked a total of sixty (60) days on a single production with that star.

“An Abuse Review Committee shall be established which shall meet upon request for the purpose of discussing alleged abuses of this sideletter.

“Except as modified herein, this sideletter shall be interpreted in accordance with ~~mythe~~ letter to Tommy Cole to you dated April 17, 1995.”

5. Training/Certification re All Types of Hair/Skin (706-P-03)

Union agrees to participate in one or more meetings with representatives of the Producers, SAG-AFTRA and IATSE Local 798 to discuss training for and qualifications of hair stylists and make-up artists, with the goal of expanding and maintaining a pool of hair stylists and make-up artists who are qualified and available to work with cast members with all types of hair texture and skin tones.

Producers and Union agree to collaborate with CSATF for purposes of developing training for hair stylists and make-up artists for all types of hair texture and skin tones.

**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

**MAKE-UP ARTISTS AND HAIR STYLISTS GUILD, LOCAL #706**

By:  Date: July 18, 2024  
Karen J. Westerfield  
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