

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 884 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 STUDIO TEACHERS AND WELFARE WORKERS, LOCAL 884, 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 All issues not resolved herein are withdrawn.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 2018 Local Agreement, as amended by the 2021 General Memorandum of 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 2024 Local and General Memorandum of Agreement.

WITNESSETH:

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

1. **Furnishing of Equipment**

Add a new Paragraph 63 to the Local 884 Agreement to provide as follows:

“63. Furnishing of Equipment

“If, at the request of the Producer, an employee is required to furnish equipment necessary to perform job duties, the employee shall be adequately compensated pursuant to individual bargaining with the Producer for use of the employee’s own equipment, which may include reimbursement for books, curriculum or lesson plans, computer equipment and subscription software.”

2. **Minimum Wage Scale Adjustments**

Modify Paragraph 1(a)(1) of the Local 884 Agreement to provide as follows:

“1. (a) (1) The following studio minimum wage scale shall be effective for the period commencing with ~~August 1, 2024~~[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 ~~July 30, 2022~~[TBD].”

Motion Picture Studio Teachers and Welfare Workers, Local 884 8/1/21 - 7/30/22		Studio Minimum Rates	
		Schedule A	Schedule C
		Daily Minimum Call - 8 hours; 1½ after 8 hours ¹	Weekly "On Call" ²
No.	Classification	Per Hour	Per Week
8401	Teacher-Welfare Worker ³	\$61.98	\$2,869.74 <u>\$2,913.06</u> <i>[Subject to General Wage Increases]</i>

¹ See Paragraph 8 for provisions relating to work on the sixth or seventh days in an employee's workweek.

² "On Call" Employee Work on Recognized Holidays - If an employee hired under the "On Call" Schedule is specifically instructed and required by Producer to perform work on a recognized holiday, under the direction and control of Producer, he shall be paid an additional one-fifth (1/5) of the "On Call" weekly rate in effect for each such day so worked.

"On Call" Employee Work on Six (6) or Seven (7) Days Within the Employee's Workweek - If an employee hired under the "On Call" Schedule is specifically instructed and required by Producer to perform work on six (6) or seven (7) days within the employee's workweek, under the direction and control of the Producer, he shall receive one and one-half times one-fifth (1/5) of the "On Call" weekly rate in effect for the sixth or seventh day(s) so worked.

“Such provisions shall apply to employees hired under the "On Call" schedule who, having commenced work on the previous day, continue to work past 1:00 a.m. on such sixth or seventh day in the employee's workweek or recognized holiday, as the case may be, and who worked at least fifteen (15) hours, including meal period, before being dismissed on such sixth or seventh day in the employee's workweek or recognized holiday, as the case may be. In any event, an employee hired under the "On Call" schedule who does not so work past 1:00

a.m. on such sixth or seventh day in the employee's workweek or recognized holiday, shall not be deemed to have worked on such day by reason of work between 12:00 a.m. (midnight) and 1:00 a.m. of that day.

"The term "rate in effect" means wage scale plus amounts in excess of scale, if any.

~~"³ Employees employed five (5) or more consecutive days shall be paid at the weekly or fractional weekly rate."~~

Make conforming changes, including to Paragraph 31(a) of the Local 884 Agreement with the same adjustment as the foregoing.

3. **Bulletin re: Curriculum Appropriate Teachers**

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

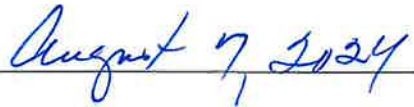
"During the 2024 negotiations with Local 884 (Studio Teachers), the Union raised concerns regarding educational challenges posed by the concurrent schooling of minors of significantly different grade levels on a production. Production personnel is encouraged to be mindful of educational needs on production, and, at its discretion, may adjust scheduling and/or teacher staffing when appropriate. For example, when dealing with the concurrent schooling of minors in kindergarten with minors enrolled in junior high or high school, Teacher-Welfare Workers and production personnel may discuss the scheduling and educational needs of students, including, but not limited to, coursework demands and production requirements."

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: _____



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 STUDIO TEACHERS AND WELFARE WORKERS, LOCAL 884


By:  Date: July 23, 2024
Marcy Brooks
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