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LABOR RELATIONS UPDATES

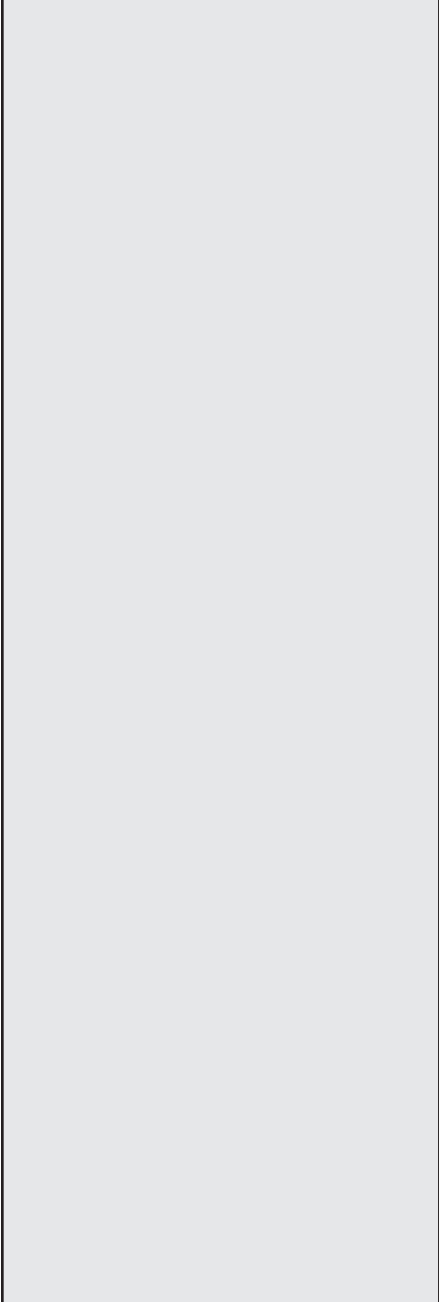
<p>DGA Basic and FLTTA Agreements</p>	<p>Wages</p> <p>With certain exceptions most salary rates increase by five percent (5%) effective July 1, 2023. Please contact Labor Relations (laborrelations2@ep.com) or your paymaster for specific wage increase details.</p> <p>Pension Contribution Rate</p> <p>No increase in 2023.</p> <p>Pension Contribution Cap Increases - Theatrical</p> <ul style="list-style-type: none"> • Increase the salary cap for Directors for purposes of pension contributions made in connection with any single theatrical motion picture from \$250,000 to \$300,000. • Increase the salary cap for UPMs for purposes of pension contributions made in connection with any single theatrical motion picture from \$200,000 to \$250,000. • Increase the salary cap for all other Employees for purposes of pension contributions made in connection with any single theatrical motion picture from \$200,000 to \$250,000. <p>Pension Contribution Cap Increase - Television</p> <ul style="list-style-type: none"> • Increase the salary cap for Directors for purposes of pension and health contributions made in connection with any one television motion picture ninety (90) minutes or longer or any one multi-part, closedend series from \$250,000 to \$300,000. <p>Pension Contribution Cap Increase – UPM/Producer</p> <ul style="list-style-type: none"> • Increase the minimum salary on which pension and health contributions are made for a Unit Production Manager who is also employed as a producer on a theatrical motion picture from \$100,000 to \$125,000. <p>High Budget SVOD and AVOD</p> <p>Effective July 1, 2023, new coverage and terms for programs produced for High Budget AVOD platforms as well as non-dramatic programs airing on High Budget SVOD platforms. Please contact Labor Relations (laborrelations2@ep.com) or your paymaster for specific details.</p>
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	<p>Residual Modifications</p> <p>For residual updates, please contact our Residuals Department (residualrequests@ep.com).</p>
<p>IATSE Basic Agreement</p>	<p>Wages</p> <p>Contract wage rates increase by 3% effective July 30, 2023.</p> <p>Please note the following Local 871 increases:</p> <p>The minimum contract wage rates of the Local #871 Amendment Agreement for all Assistant Production Office Coordinators employed on a television motion picture and all Art Department Coordinators employed on a television motion picture shall be increased to \$26.00 per hour effective July 30, 2023.</p> <p>The minimum contract wage rates for Writers’ Room Assistants and Script Coordinators employed under the Local #871 (Script Coordinators and Writers’ Room Assistants) Agreement shall be increased to \$26.00 per hour effective July 30, 2023.</p> <p>Health Contributions</p> <p>Effective July 30, 2023, there will be an additional increase of \$0.40 per hour for a Producer who qualifies as a “\$15 Million Contributor,” and an additional increase of \$1.20 per hour for a Producer who does not qualify as a “\$15 Million Contributor.”</p> <p>Note that Employers signatory to the Basic Agreement that qualify as a permanent establishment or facility shall make contributions to the Plans at the same rate as Rate Group 48, which shall remain at least \$2.00 above the Basic Rate in Article XII(b)(1) of the Basic Agreement.</p> <p>Increase Benefits for On-Call Employees</p> <p>Changes to pension and health hourly contributions are as follows:</p> <ul style="list-style-type: none"> • Partial week - fourteen (14) hours per day effective July 30, 2023 • Five-day week - seventy (70) hours per week effective July 30, 2023 • Six-day week - eighty-two (82) hours per week effective July 30, 2023 • Seven-day week - ninety-four (94) hours per week effective July 30, 2023



<p>IATSE Area Standards Agreement</p>	<p>Wages</p> <p>Contract wage rates increase by 3% effective July 30, 2023.</p> <p>Please note the following increases:</p> <p>Modify the “Maryland” and “Non-Maryland” hourly wage rate tables in Appendix A and the Washington D.C. rates in Article 3(A)(3) to provide the following minimum hourly wage rates for Art Department Coordinators and Assistant Production Office Coordinators under the “Television” column:</p> <ul style="list-style-type: none"> • \$26.00 per hour effective July 30, 2023 <p>Fringe Benefit Contributions</p> <p>Effective July 30, 2023, an additional increase of \$7.00 per day.</p> <p>Weekly Living Allowance</p> <p>Effective July 30, 2023, Nearby Hires receive a weekly living allowance of at least \$637.00 per week or \$91.00 per prorated day.</p>
<p>IATSE Videotape Agreement</p>	<p>Wages</p> <p>Contract wage rates increase 3% increase effective October 1, 2023.</p> <p>Health Contributions</p> <p>Effective October 1, 2023, an additional increase of \$0.40 per hour for a Producer who qualifies as a “\$15 Million Contributor,” and an additional increase of \$1.20 per hour for a Producer who does not qualify as a “\$15 Million Contributor.”</p>
<p>Local 399 Drivers, Chef Assistants and Chef Assistant-Drivers Agreement</p>	<p>Wages</p> <p>Contract wage rates increase by 3% effective July 30, 2023.</p> <p>Please note the following Local 399 increases:</p> <p>Chef Assistant-Drivers employed on long-form productions made for television, or productions made for DVD: \$29.00 per hour effective July 30, 2023</p> <p>Chef Assistant-Drivers employed on one-hour and one-half hour television pilots, and the first season of a one-hour television series or new media productions that are subject to Sideletter No. 5 or Sideletter No. 6 of the Black Book: \$30.34 per hour effective July 30, 2023.</p> <p>Chef Assistant-Drivers employed on productions other than those described above: \$31.00 per hour effective July 30, 2023.</p> <p>Chef Assistants: \$26.00 per hour effective July 30, 2023</p>



Health Contributions

Effective July 30, 2023, there will be an additional increase of \$0.40 per hour for a Producer who qualifies as a “\$15 Million Contributor,” and an additional increase of \$1.20 per hour for a Producer who does not qualify as a “\$15 Million Contributor.”

Note that Employers signatory that identify as a “shop” or “facility” shall make contributions to the Plans at the same rate as Rate Group 48, which shall remain at least \$2.00 above the Basic Rate in Article XII(b)(1) of the Agreement.

IAP Benefits

Chef assistants and chef assistant drivers: three percent (3%) of the scale Regular Basic Hourly Rate of pay for all hours worked by or guaranteed to the employee during the period July 30, 2023 to and including July 31, 2024.

DOT Administrators: six percent (6%) of the scale Regular Basic Hourly Rate of pay for all hours worked by or guaranteed to the employee during the period July 30, 2023 to and including July 31, 2024.

Increase Benefits for On-Call Employees

Changes to pension and health hourly contributions are as follows:

- Partial week - fourteen (14) hours per day effective July 30, 2023
- Five-day week - seventy (70) hours per week effective July 30, 2023
- Six-day week - eighty-two (82) hours per week effective July 30, 2023
- Seven-day week - ninety-four (94) hours per week effective July 30, 2023

Local 399 Location Managers Agreement

Wages

Contract wage rates increase by 3% effective July 30, 2023.

Assistant Location Managers: \$1,820/week effective July 30, 2023.

Health Contributions

Effective July 30, 2023, there will be an additional increase of \$0.40 per hour for a Producer who qualifies as a “\$15 Million Contributor,” and an additional increase of \$1.20 per hour for a Producer who does not qualify as a “\$15 Million Contributor.”



	<p>Increase Benefits for On-Call Employees</p> <p>Changes to pension and health hourly contributions are as follows:</p> <ul style="list-style-type: none"> • Partial week - fourteen (14) hours per day effective July 30, 2023 • Five-day week - seventy (70) hours per week effective July 30, 2023 • Six-day week - eighty-two (82) hours per week effective July 30, 2023 • Seven-day week - ninety-four (94) hours per week effective July 30, 2023
<p>Local 399/817 Casting Directors</p>	<p>Wages</p> <p>Associate Casting Directors employed on television motion pictures or SVOD Programs (other than SVOD Programs to which theatrical terms and conditions apply) shall be compensated at no less than the minimum wage rate of \$26.00 effective October 1, 2023.</p> <p>Health Contributions</p> <p>Effective October 1, 2023, there will be an additional increase of \$0.40 per hour for a Producer who qualifies as a “\$15 Million Contributor,” and an additional increase of \$1.20 per hour for a Producer who does not qualify as a “\$15 Million Contributor.”</p> <p>IAP Benefits</p> <p>Increase to six percent (6%) of the “weekly base rate” noted below effective October 1, 2023, for each full workweek of employment for each Associate Casting Director employed on a theatrical motion picture (or an SVOD Program to which theatrical terms and conditions apply) and six percent (6%) of the “weekly base rate,” as defined in the Agreement, for each full workweek of employment for each Casting Director employed under this Agreement.</p> <p>Increase Benefits for On-Call Employees</p> <p>Contributions for employees engaged on an ‘on-call’ basis shall be based upon seventy (70) hours per week effective October 1, 2023, except that for ‘on call’ employees employed for less than a full workweek (i.e., fewer than five (5) days), contributions shall be based upon fourteen (14) hours per day effective October 1, 2023. Contributions on behalf of employees engaged on an hourly basis shall be made for each hour worked or guaranteed.</p>



<p>Local 40, 78, 724, and 755 Agreements</p>	<p>Wages</p> <p>Contract wage rates increase by 3% effective July 30, 2023.</p> <p>Health Contributions</p> <p>Effective July 30, 2023, there will be an additional increase of \$0.40 per hour for a Producer who qualifies as a “\$15 Million Contributor,” and an additional increase of \$1.20 per hour for a Producer who does not qualify as a “\$15 Million Contributor.”</p> <p>Note that Employers signatory to a Basic Crafts Agreement (must also be within the multi-employer bargaining unit represented by the AMPTP in the Basic Crafts negotiations) that qualify as a permanent establishment or facility shall make contributions to the Plans at the same rate as Rate Group 48, which shall remain at least \$2.00 above the Basic Rate in Article XII(b)(1) of the Basic Agreement.</p> <p>Increase Benefits for On-Call Employees</p> <p>Changes to pension and health hourly contributions are as follows:</p> <ul style="list-style-type: none"> • Partial week - fourteen (14) hours per day effective July 30, 2023 • Five-day week - seventy (70) hours per week effective July 30, 2023 • Six-day week - eighty-two (82) hours per week effective July 30, 2023 • Seven-day week - ninety-four (94) hours per week effective July 30, 2023
<p>Local 52 Majors Feature and TV Agreement</p>	<p>Wages</p> <p>Contract wage rates increase by 4% on May 14, 2023.</p> <p>Pension and Health Contributions</p> <p>Part A, Section 12:</p> <p>Effective July 30, 2023, there will be an additional increase of \$0.40 per hour for a Producer who qualifies as a “\$15 Million Contributor</p> <p>Any Employer that does not qualify as a “\$15 Million Contributor” shall make contributions to the Motion Picture Industry Pension and Health Plans at the actual cost per participant per hour rate (“Actual Cost Rate”), as calculated by the Industry Plans.</p>



	<p>Part B, Section 31:</p> <p>Increase the aggregate daily contribution rates to the IATSE National Benefit Funds in Section 31(b) by \$7.00 per day effective July 30, 2023 (for a total daily contribution rate of \$150.00 under Section 31(b)(1) and \$158.00 under current Section 31(b)(2)). The allocation of these increases shall be the same as the allocation for “non-Maryland” rates under the 2021 Area Standards Agreement</p> <p>Weekly Living Allowance</p> <p>The weekly living allowance will increase to \$420 per week, or \$60 per day prorated, effective May 14, 2023.</p>
<p>Local 52 Majors Supplemental Digital Production Agreement</p>	<p>Wages</p> <p>Contract wage rates increase by 3% on October 1, 2023.</p> <p>Pension and Health Contributions</p> <p>MPIPHP: The hourly contribution rate to the Motion Picture Industry Health Plan under Section 12(a)(1)(ii)(A) for a Producer which qualifies as a ‘\$15 Million Contributor’ shall increase by an additional forty cents (\$0.40) per hour for each hour worked by or guaranteed an employee effective October 1, 2023.</p> <p>Any Employer that does not qualify as a “\$15 Million Contributor” shall make contributions to the Motion Picture Industry Pension and Health Plans at the actual cost per participant per hour rate (“Actual Cost Rate”), as calculated by the Industry Plans.</p> <p>For purposes of the provisions of Section 12, the number of hours on which contributions are to be made for a Set Decorator employed on an ‘on call’ weekly schedule for studio, nearby and distant location employment shall be as follows:</p> <ol style="list-style-type: none"> (1) Partial week - (fourteen (14) hours per day effective October 1, 2023 (2) Five-day week - seventy (70) hours per week effective October 1, 2023 (3) Six-day week - eight-two (82) hours per week effective October 1, 2023 (4) Seven-day week - ninety-four (94) hours per week effective October 1, 2023



	<p>IATSE National Benefit Fund: Increase the aggregate daily contribution rates to the IATSE National Benefit Funds in Article 32(a) by \$7.00 per day effective October 1, 2023 (for a total daily contribution rate of \$150.00 under Article 32(a)(1) and \$158.00 under Article 32(a)(2)). The allocation of these increases shall be the same as the allocation for “non-Maryland” rates under the 2021 Area Standards Agreement.</p>
<p>Local 817 Feature and Television Locations Agreement</p>	<p>Wages</p> <p>Contract wage rates increase October 1, 2023. Please contact your Paymaster for details.</p> <p>Pension and Health Contributions</p> <p>MPIP/PHP: The hourly contribution “Basic Rate” under Section 12.a. for a Producer which qualifies as a ‘\$15 Million Contributor’ shall increase by an additional forty cents (\$0.40) per hour for each hour worked by or guaranteed an employee effective October 1, 2023.</p> <p>Any Employer that does not qualify as a “\$15 Million Contributor” shall make contributions to the Motion Picture Industry Pension and Health Plans at the actual cost per participant per hour rate (“Actual Cost Rate”), as calculated by the Industry Plans.</p> <p>IAP</p> <p>Increase the contribution rate to the Motion Picture Industry Individual Account Plan under Article 13 by an additional one-half percent (0.5%) effective October 1, 2023.</p> <p>Use of Employee Car</p> <p>Effective October 1, 2023, increase the car allowance payable to Assistant Location Managers and to Location Scouts under Article 23 by \$5.00 per day, unless the Assistant Location Manager or Location Scout is required to travel outside the thirty (30) mile zone, in which case the car allowance shall instead be increased by \$10.00 per day.</p>
<p>Communication Workers of America, Parking Production Assistants and Parking Coordinators Agreement</p>	<p>Wages</p> <p>Parking production assistant wage rate increases December 3, 2023. Please contact your Paymaster for details.</p> <p>Parking coordinator wage rate increases by an additional 3% effective December 3, 2023.</p>



	<p>Health Contributions</p> <p>Effective December 3, 2023, there will be an additional increase of \$0.40 per hour for a Producer who qualifies as a “\$15 Million Contributor</p> <p>Equipment Allowance for Parking Production Assistants</p> <p>Increase the daily equipment allowance for a Parking Production Assistant or Lead Parking Production Assistant to \$20,00 effective December 3, 2023).</p> <p>Increase to 6% of the “weekly base rate” noted below effective October 1, 2023, for each full workweek of employment for each Associate Casting Director employed on a theatrical motion picture (or an SVOD Program to which theatrical terms and conditions apply) and 6% of the “weekly base rate,” as defined in the Agreement, for each full workweek of employment for each Casting Director employed by the Employer under this Agreement.</p>
<p>Non-Affiliate Producers Group & Non-Affiliate Freelance Post-Production Supervisors Group</p>	<p>Health Contributions</p> <p>Effective July 30, 2023, an additional increase of \$0.40 per hour for a Producer who qualifies as a “\$15 Million Contributor,” and an additional increase of \$1.20 per hour for a Producer who does not qualify as a “\$15 Million Contributor.”</p>
<p>Non-Affiliate Accountants Group</p>	<p>Effective July 30, 2023, an additional increase of \$0.40 per hour for a Producer who qualifies as a “\$15 Million Contributor,” and an additional increase of \$1.20 per hour for a Producer who does not qualify as a “\$15 Million Contributor.”</p> <p>IAP Contribution Rates</p> <p><u>On-call Employees:</u></p> <p>Production Accountants</p> <ul style="list-style-type: none"> • Studio Rate - Total IAP Contribution: \$231.33 per week effective July 30, 2023 • Distant Location Rate - Total IAP Contribution: \$299.51 per week effective July 30, 2023 <p>Assistant Production Accountants</p> <ul style="list-style-type: none"> • Studio Rate - Total IAP Contribution: \$130.09 per week effective July 30, 2023 • Distant Location Rate - Total IAP Contribution: \$167.91 per week effective July 30, 2023



Hourly Employees:

Production Accountants

- Studio Rate – Hourly IAP Contribution: \$4.13 per hour effective July 30, 2023
- Distant Location Rate – Hourly IAP Contribution: \$5.35 per hour effective July 30, 2023

Assistant Production Accountants

- Studio Rate – Hourly IAP Contribution: \$2.32 per hour effective July 30, 2023
- Distant Location Rate – Hourly IAP Contribution: \$3.00 per hour effective July 30, 2023