



LABOR RELATIONS UPDATES

SAG-AFTRA Basic and Television Agreements

Wages

Effective November 9, 2023, the minimum wage increased by 7% for most classifications, by 11% for background actors, and by 10% for stunt coordinators employed on a flat deal.

Contribution Ceilings

The contribution ceilings on ½ hour and one-hour television programs (and new media programs ≤ 35 minutes in length and 36-65 minutes in length) increase to \$25,000 and \$35,000, respectively, for motion pictures that commenced principal photography on or after July 1, 2024.

New Terms Relating to Artificial Intelligence (AI)

Employment-based digital replica—created during performer’s employment when they are physically present and used to portray performer in scenes they did not actually shoot.

Independently-created digital replica—existing materials used to create replica and portray performer in scenes they did not actually shoot.

Generative AI—learns patterns from data with ability to simulate a performer’s face and expressions to create new content.

Use of any of the above AI types may only come with performer’s consent and would result in a day’s pay as if performer was present at the scene.

High Budget AVOD

Seasons of a High Budget AVOD series, multi-part closed-end series, or one-time programs that commenced principal photography on or after December 10, 2023 will be subject to the wage rates and most terms and conditions of the TV Agreement.

Holidays

Martin Luther King, Jr. Day and Juneteenth are added as recognized holidays effective January 1, 2024.



	<p>Money Breaks</p> <p>Increases to performer salary thresholds for terms pertaining to looping and fittings.</p> <p>Residual Modifications</p> <p>For residual updates, please contact our Residuals Department at residualrequests@ep.com.</p>
<p>Local 161 Majors Theatrical/TV and Supplemental Digital Agreements</p>	<p>Wages</p> <p><u>Theatrical and TV Agreement</u></p> <p>3% minimum wage increase effective March 3, 2024.</p> <p>Minimum wage rates for Assistant Production Office Coordinators employed under the Motion Picture Theatrical and TV Series Production Agreement shall be the greater of (i) the amount that results from application of the agreed-upon general wage increases or (ii) \$26.00 per hour effective March 3, 2024.</p> <p><u>Supplemental Digital Agreement</u></p> <p>Minimum wage rates for the period September 29, 2024 to March 2, 2025 shall be increased by the same amount and at the same time as the corresponding wage rates for “Script Supervisors” in the IATSE Videotape Agreement are increased, and shall remain in effect for the same time period as the correspondingly increased rates for Script Supervisors under the Videotape Agreement.</p> <p>Benefit Contributions</p> <p><u>Theatrical and TV Agreement</u></p> <p>New York, New Jersey and Connecticut Article 28(c) – Effective March 3, 2024, an increase of \$0.40 per hour for a Producer who qualifies as a “\$15 Million Contributor.”</p> <p>Outside New York, New Jersey, and Connecticut Articles 28(e) and 35 – Effective March 3, 2024, an increase of \$7.00 per day.</p> <p>Weekly Living Allowance for Nearby Hires</p> <p>Increase to \$420 per week or \$60 per day prorated effective March 3, 2024.</p>



<p>Local 764 Majors Theatrical/TV and Supplemental Digital Agreements</p>	<p>Wages</p> <p><u>Theatrical and TV Agreement</u></p> <p>3% minimum wage increase effective March 3, 2024.</p> <p><u>Supplemental Digital Agreement</u></p> <p>Minimum wage rates for the period September 29, 2024 to March 2, 2025 shall be increased by the same amount and at the same time as the corresponding wage rates for “Costumers” in the IATSE Videotape Agreement are increased, and shall remain in effect for the same time period as the correspondingly increased rates for Costumers under the Videotape Agreement.</p> <p>Benefit Contributions</p> <p><u>Theatrical and TV Agreement</u></p> <p>Article 15 – Effective March 2, 2024, an increase of \$7.00 per day.</p>
<p>Local 798 Majors Theatrical/TV and Supplemental Digital Agreements</p>	<p>Wages</p> <p><u>Theatrical and TV Agreement</u></p> <p>3% minimum wage increase effective March 3, 2024.</p> <p><u>Supplemental Digital Agreement</u></p> <p>Minimum wage rates for the period September 29, 2024 to February 28, 2025 shall be increased by the same amount and at the same time as the corresponding wage rates for “Make-up Artists and Hair Stylists” in the IATSE Videotape Agreement are increased, and shall remain in effect for the same time period as the correspondingly increased rates for Make-up Artists and Hair Stylists under the Videotape Agreement.</p> <p>Benefit Contributions</p> <p><u>Theatrical and TV Agreement</u></p> <p>Effective March 3, 2024, an increase of \$7.00 per day.</p>



	<p>Weekly Living Allowance for Nearby Hires</p> <p>Increase to \$420 per week or \$60 per day prorated effective March 3, 2024.</p>
<p>Communication Workers of America - Parking Production Assistants and Parking Coordinators Agreement</p>	<p>Wages</p> <p>Effective December 3, 2023:</p> <p>Parking Production Assistants - \$20.30 for theatrical and \$19.34 for television</p> <p>Lead Parking Production Assistants - \$21.30 for theatrical and \$20.34 for television</p> <p>Parking Coordinators - \$26.52 per hour for daily or \$1,856.58 for weekly on call</p> <p>Benefit 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>Communication Workers of America – Post-Production Coordinators Agreement</p>	<p>Wages</p> <p>Effective December 31, 2023:</p> <p>Theatrical - \$228.80 per day or \$1,820.00 for weekly (60 hrs)</p> <p>Television - \$206.80 per day or \$1,645.00 for weekly (60 hrs)</p> <p>Benefit Contributions</p> <p>An Employer that qualifies as a “\$15 Million Contributor” shall make contributions to the Motion Picture Industry Pension and Health Plans at the “Basic Rate” while an 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 Rate,” as calculated by the Industry Plans.</p>



<p>MPIPHP East Coast Hourly Cost of Benefits Rate</p>	<p>Certain Employees working under the Local 600 Amendment Agreement, Local 700 Amendment Agreement, Local 52 Majors Features and Television Contract, Local 161 Motion Picture Theatrical and TV Series Production Agreement, Local 817 Locations Department Agreement or the Communication Workers of America-Parking Production Assistants and Post-Production Coordinators Agreements, or any other agreement that contains rates that are based upon the “hourly cost of benefits” will have an increase from \$16.690 per hour to \$17.514 per hour effective March 24, 2024.</p> <p>Note that this rate does not apply to an Employer, or its related entities, who has made Supplemental Markets payments in an aggregate amount of not less than \$15,000,000 over a 3year consecutive period.</p>
<p>WGA Theatrical and Television Agreement</p>	<p>Wages and Health Plan Diversion</p> <p>Pursuant to Articles 17.B.1 and 17.C.1 of the 2023 WGA MBA, the WGA elected to allocate one-half percent (0.5%) of the negotiated increases in certain minimums to the health contribution. Accordingly, the increases to such minimums shall be reduced by one-half percent (0.5%). Combined with the one-half percent (0.5%) increase to the health contribution rate agreed to by the parties in the 2023 WGA MBA negotiations, the aggregate increase to the health contribution rate effective May 2, 2024 will be one percent (1%), resulting in a total contribution rate to the WGA Health Fund of twelve and one-half percent (12.5%).</p> <p>For detailed wage rates, please contact your Paymaster.</p> <p>High Budget AVOD</p> <p>Effective for one-time programs or seasons of a series with the first episode commencing on or after January 7, 2024, high budget programs produced for an advertiser-based streaming platform now have minimum terms and conditions. Please contact laborrelations2@ep.com for details.</p>