



# LABOR RELATIONS UPDATES

## IATSE Basic Agreement

### Wages

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

Please note the following Local 871 increases:

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 increase to \$26.00 per hour effective July 30, 2023.

The minimum contract wage rates for Writers' Room Assistants and Script Coordinators employed under the Local #871 (Script Coordinators and Writers' Room Assistants) Agreement increase to \$26.00 per hour 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.”

Note that Employers signatory to the Basic Agreement 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 Basic Agreement.

### 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.

### Use of Personal Vehicle

Please refer to the Paymaster Guidebook or your Paymaster for details on changes to the IRS rate for 2023.

<b>IATSE Area Standards Agreement</b>	<p><b>Wages</b></p> <p>Contract wage rates increase 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> <p>\$26.00 per hour effective July 30, 2023.</p> <p><b>Fringe Benefit Contributions</b></p> <p>Increase of \$7.00 per day effective July 30, 2023.</p> <p><b>Mileage Allowance</b></p> <p>Please refer to the Paymaster Guidebook or your Paymaster for details on changes to the IRS rate for 2023.</p> <p><b>Weekly Living Allowance</b></p> <p>Effective July 30, 2023, Nearby Hires receive a weekly living allowance of at least \$637 per week or \$91 per prorated day.</p>
<b>IATSE Videotape Agreement</b>	<p><b>Wages</b></p> <p>Contract wage rates increase by 3% effective October 1, 2023.</p> <p><b>Health Contributions</b></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><b>Use of Personal Vehicle</b></p> <p>Please refer to the Paymaster Guidebook or your Paymaster for details on changes to the IRS rate for 2023.</p>
<b>Non-Affiliate Producers Group &amp; Non-Affiliate Freelance Post-Production Supervisors Group</b>	<p><b>Health Contributions</b></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>

<b>Non-Affiliate Accountants Group</b>	<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><b>IAP Contribution Rates</b></p> <p><u>On-call Employees:</u></p> <p><b>Production Accountants</b></p> <p>Studio Rate - Total IAP Contribution: \$231.33 per week effective July 30, 2023.</p> <p>Distant Location Rate - Total IAP Contribution: \$299.51 per week effective July 30, 2023.</p> <p><b>Assistant Production Accountants</b></p> <p>Studio Rate - Total IAP Contribution: \$130.09 per week effective July 30, 2023.</p> <p>Distant Location Rate - Total IAP Contribution: \$167.91 per week effective July 30, 2023.</p> <p><u>Hourly Employees:</u></p> <p><b>Production Accountants</b></p> <p>Studio Rate – Hourly IAP Contribution: \$4.13 per hour effective July 30, 2023.</p> <p>Distant Location Rate – Hourly IAP Contribution: \$5.35 per hour effective July 30, 2023.</p> <p><b>Assistant Production Accountants</b></p> <p>Studio Rate – Hourly IAP Contribution: \$2.329 per hour effective July 30, 2023.</p> <p>Distant Location Rate – Hourly IAP Contribution: \$3.00 per hour effective July 30, 2023.</p>
<b>Local 399 Drivers, Chef Assistants and Chef Assistant-Drivers Agreement</b>	<p><b>Wages</b></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> <p><b>Health Contributions</b></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 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.</p> <p><b>IAP Benefits</b></p> <p>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.</p> <p>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.</p> <p><b>Increase Benefits for On-Call Employees</b></p> <p>Changes to pension and health hourly contributions are as follows:</p> <p>Partial week - fourteen (14) hours per day effective July 30, 2023.</p> <p>Five-day week - seventy (70) hours per week effective July 30, 2023.</p> <p>Six-day week - eighty-two (82) hours per week effective July 30, 2023.</p> <p>Seven-day week - ninety-four (94) hours per week effective July 30, 2023.</p>
<b>Local 399 Location Managers Agreement</b>	<p><b>Wages</b></p> <p>Contract wage rates increase by 3% effective July 30, 2023.</p> <p>Assistant Location Managers: \$1,820/week effective July 30, 2023</p>

	<p><b>Health Contributions</b></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 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.</p> <p><b>Increase Benefits for On-Call Employees</b></p> <p>Changes to pension and health hourly contributions are as follows:</p> <p>Partial week - fourteen (14) hours per day effective July 30, 2023.</p> <p>Five-day week - seventy (70) hours per week effective July 30, 2023.</p> <p>Six-day week - eighty-two (82) hours per week effective July 30, 2023.</p> <p>Seven-day week - ninety-four (94) hours per week effective July 30, 2023.</p>
<b>Local 399/817 Casting Directors</b>	<p><b>Wages</b></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><b>Health Contributions</b></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><b>IAP Benefits</b></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 by the Employer under this Agreement.</p>

	<p><b>Increase Benefits for On-Call Employees</b></p> <p>Contributions on behalf of 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>
<b>Local 40, 78, 724, and 755 Agreements</b>	<p><b>Wages</b></p> <p>Contract wage rates increase by 3% effective July 30, 2023.</p> <p><b>Health Contributions</b></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 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.</p> <p><b>Increase Benefits for On-Call Employees</b></p> <p>Changes to pension and health hourly contributions are as follows:</p> <ul style="list-style-type: none"> <li>Partial week - fourteen (14) hours per day effective July 30, 2023.</li> <li>Five-day week - seventy (70) hours per week effective July 30, 2023.</li> <li>Six-day week - eighty-two (82) hours per week effective July 30, 2023.</li> <li>Seven-day week - ninety-four (94) hours per week effective July 30, 2023.</li> </ul>
<b>Local 52 Majors Feature and TV Agreement</b>	<p><b>Wages</b></p> <p>Contract wage rates increase by 4% effective May 14, 2023.</p> <p><b>Pension and Health Contributions</b></p> <p>Part A, Section 12:</p> <p>Increase the “Basic Rate” for Motion Picture Industry Health Plan contributions in current Section 12(c)(1)(ii)(A)4 for any Employer which qualifies as a “\$15 Million Contributor” by</p>

forty cents (\$0.40) per hour (to \$5.713 per hour) for each hour worked by or guaranteed an employee effective July 30, 2023.

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.

#### Part B, Section 31:

Increase the aggregate daily contribution rates to the IATSE National Benefit Funds in Section 31(b) by \$7.00 per day 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.

#### **Martin Luther King Jr. Day**

Effective January 1, 2023, Martin Luther King Jr. Day shall be added as a holiday in the Local #52 Majors Agreement, and the unworked holiday percentage in Part A of the Local #52 Majors Agreement for daily and weekly employees shall increase from 3.719% to 4% commencing with the period January 1, 2023 to and including December 31, 2023 and continuing with the period January 1, 2024 to and including December 31, 2024.

#### **Use of Personal Vehicle**

Please refer to the Paymaster Guidebook or your Paymaster for details on changes to the IRS rate for 2023.

#### **Weekly Living Allowance**

The weekly living allowance will increase to \$420 per week, or \$60 per day prorated, effective May 14, 2023.

#### **Local 52 Supplemental Digital Agreements**

##### **Wages**

Contract wage rates increase by 3% effective October 1, 2023.

##### **Pension and Health Contributions**

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 forty cents (\$0.40) per hour (to \$5.713 per hour) for each hour worked by or guaranteed an employee effective October 1, 2023.

For purposes of the provisions of Section 12, the number of hours on which contributions are to be made for a Set Decorator

	<p>employed on an ‘on call’ weekly schedule for studio, nearby and distant location employment shall be as follows:</p> <p>Partial week - (fourteen (14) hours per day effective October 1, 2023.</p> <p>Five-day week - seventy (70) hours per week effective October 1, 2023.</p> <p>Six-day week - eight-two (82) hours per week effective October 1, 2023.</p> <p>Seven-day week - ninety-four (94) hours per week 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>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><b>Martin Luther King Jr. Day</b></p> <p>Effective January 1, 2023, Martin Luther King Jr. Day shall be added as a holiday in the Local #52 SDPA, and the unworked holiday percentage in the Local #52 SDPA for daily and weekly employees shall increase from 3.719% to 4% commencing with the period January 1, 2023 to and including December 31, 2023 and continuing with the period January 1, 2024 to and including December 31, 2024.</p> <p><b>Use of Personal Vehicle/Mileage</b></p> <p>Please refer to the Paymaster Guidebook or your Paymaster for details on changes to the IRS rate for 2023.</p>
<b>Local 161 Majors and Supplemental Digital Agreements</b>	<p><b>Wages</b></p> <p>Theatrical and TV Agreement - 3% minimum wage increase effective March 5, 2023.</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)(B) \$24.50 per hour effective March 5, 2023.</p>

Supplemental Digital Agreement - Minimum wage rates shall be increased by three percent (3%) effective October 1, 2023.

### **Benefit Contributions**

#### Theatrical and TV Agreement

##### **New York, New Jersey, and Connecticut:**

Article 28(c) - Increase the hourly contribution rate to the Motion Picture Industry Health Plan for each hour worked by or guaranteed an employee by any Employer which qualifies as a “\$15 Million Contributor” by forty cents (\$0.40) per hour effective March 5, 2023.

An Employer which does not qualify as a “\$15 Million Contributor” shall continue to make contributions at the “Actual Cost Rate” pursuant to Article 28(c)(2) of the Motion Picture Theatrical and TV Series Production Agreement.

##### **Outside New York, New Jersey, and Connecticut:**

Articles 28(e) and 35 – Increase the aggregate daily contribution rate to the IATSE National Benefit Funds by six dollars (\$6.00) per day effective March 5, 2023.

#### Supplemental Digital Agreement

##### **New York, New Jersey, and Connecticut:**

Article 31(b) – Increase the hourly contribution rate to the Motion Picture Industry Health Plan for each hour worked by or guaranteed an employee by any Employer which qualifies as a “\$15 Million Contributor” by forty cents (\$0.40) per hour effective October 1, 2023.

An Employer which does not qualify as a “\$15 Million Contributor” shall continue to make contributions at the “Actual Cost Rate” pursuant to Article 31(b)(2) of the Supplemental Digital Production Agreement.

##### **Outside New York, New Jersey, and Connecticut:**

Article 31(d) – Effective October 1, 2023, an increase of six dollars (\$6.00) per day.

### **Martin Luther King Jr. Day and Holiday Pay**

Effective January 1, 2023, Martin Luther King Jr. Day will be added to the list of recognized holidays under Articles 15(a) and 41 of the Local #161 Motion Picture Theatrical and TV Series Production Agreement and Article 28(b) of the Local #161 Supplemental Digital Production Agreement.

Increase the unworked holiday percentage in Article 15(c) of the Local #161 Motion Picture Theatrical and TV Series Production

	<p>Agreement and Article 28 of the Local #161 Supplemental Digital Production Agreement from 3.719% to 4% commencing with the period January 1, 2023 to and including December 31, 2023 and continuing in the period January 1, 2024 to and including December 31, 2024.</p> <p><b>Local, Nearby and Distant Hires</b></p> <p>Article 24(b)(3)(A)(ii) and Article 37(b) of the Motion Picture Theatrical and TV Series Production Agreement - Increase the weekly living allowance for "Nearby Hires" to no less than \$385 per week, or \$55 per day prorated, effective March 5, 2023.</p> <p><b>Overtime and Premium Pay</b></p> <p>The new overtime and premium pay provisions are effective February 12, 2023. Please contact your paymaster for details.</p> <p><b>Rest Periods</b></p> <p>The new daily and weekend rest period provisions are effective February 12, 2023. Please contact your paymaster for details.</p>
<b>Local 764 Majors and Supplemental Digital Agreements</b>	<p><b>Wages</b></p> <p>Theatrical and TV Agreement - 3% minimum wage increase effective February 26, 2023.</p> <p>Supplemental Digital Agreement - 3% minimum wage increase effective October 1, 2023.</p> <p><b>Benefit Contributions</b></p> <p><u>Theatrical and TV Agreement</u></p> <p>Article 15 –Effective February 26, 2023, an increase of six dollars (\$6.00) per day.</p> <p><u>Supplemental Digital Agreement</u></p> <p>Article 31(a) – Effective October 1, 2023, an increase of six dollars (\$6.00) per day.</p> <p><b>Holidays</b></p> <p><u>Theatrical and TV Agreement</u></p> <p>Effective January 1, 2023 Martin Luther King Jr. Day will replace Columbus Day as a recognized holiday under Article 6 of the Local #764 Feature and Television Production Agreement.</p> <p><u>Supplemental Digital Agreement</u></p> <p>Martin Luther King Jr. Day will be added to the list of recognized holidays under Article 28 of the Local #764 Supplemental Digital Production Agreement. The unworked</p>

	<p>holiday percentage for daily employees shall increase from 3.719% to 4% commencing with the period January 1, 2023 to and including December 31, 2023 and continuing in the period January 1, 2024 to and including December 31, 2024.</p>
<b>Local 798 Majors and Supplemental Digital Agreements</b>	<p><b>Wages</b></p> <p>Theatrical and TV Agreement 3% minimum wage increase effective February 26, 2023.</p> <p>Supplemental Digital Agreement - 3% minimum wage increase effective October 1, 2023.</p> <p><b>Benefit Contributions</b></p> <p><u>Theatrical and TV Agreement</u></p> <p>Modify Articles 20 and 37 to increase the fringe benefit contribution rates by six dollars (\$6.00) per day effective February 26, 2023. The foregoing increase shall not apply to the fringe benefit contributions made on behalf of employees employed on theatrical motion pictures in New York, New Jersey, and Connecticut under Article 20(c)(1)(i) of the Supplemental Digital Agreement.</p> <p>Modify Articles 30 and 31 to increase the fringe benefit contribution rates by six dollars (\$6.00) per day effective October 1, 2023.</p> <p><b>Use of Personal Vehicle/Mileage</b></p> <p><u>Theatrical and TV Agreement</u></p> <p>Please refer to the Paymaster Guidebook or your Paymaster for details on changes to the IRS rate for 2023</p> <p><b>Local, Nearby and Distant Hires</b></p> <p><u>Theatrical and TV Agreement</u></p> <p>Article 39 of Part IV - The weekly living allowance will increase to \$385 per week, or \$55 per day prorated, effective February 26, 2023.</p> <p><b>Holidays</b></p> <p>Effective January 1, 2023 Martin Luther King Jr. Day will replace Columbus Day as a recognized holiday under Article 17 of Part III of the Local #798 Major Film Theatrical and Television Series Agreement. Check the agreement for further details.</p> <p>Add Martin Luther King Jr. Day to the list of recognized holidays under Article 43 of Part IV of the Local #798 Major Film Theatrical and Television Series Agreement.</p>

	<p><u>Supplemental Digital Agreement</u></p> <p>Add Martin Luther King Jr. Day to the list of recognized holidays under Article 27(b) of the Local #798 Supplemental Digital Production Agreement. Increase the unworked holiday percentage in the Local #798 Supplemental Digital Production Agreement from 3.719% to 4% commencing with the period January 1, 2023 to and including December 31, 2023 and continuing in the period January 1, 2024 to and including December 31, 2024 and in the period January 1, 2025 to and including December 31, 2025.</p>
<b>Local 829 Majors Agreement</b>	<p><b>Wages</b></p> <p>The minimum wage rates in Article 4.A., 4.B. and 4.D. shall be increased by three percent (3%) October 1, 2023. (The minimum wage rates in Article 4.C. continue to be calculated as a one-year lag from the minimum wage rates in Article 4.A.)</p> <p><b>Benefit Contributions</b></p> <p>Effective October 1, 2023, the per day benefit rate will increase to the following:</p> <p><b>Trust Fund Contributions - Other Than Art Dept. Coords, and Costume Dept. Coords.</b></p> <p><u>Theatrical Motion Pictures</u></p> <p>On-Call Employees - Total Per Day (excL % Annuity) - \$160.50</p> <p>Hourly Employees - Total Per Day (excL % Annuity) - \$147.00</p> <p><u>Television Motion Pictures</u></p> <p>On-Call Employees - Total Per Day – \$164.50</p> <p>Hourly Employees - Total Per Day - \$151.00</p> <p><b>Trust Fund Contributions - Art Dept. Coordinators and Costume Dept. Coordinators</b></p> <p><u>Theatrical Motion Pictures</u></p> <p>On-Call Employees (Art Dept. Coordinators and Costume Dept. Coordinators) - Total Per Day – \$178.50</p> <p>Hourly Employees (Costume Department Coordinators only) - Total Per Day – \$168.00</p> <p><u>Television Motion Pictures</u></p> <p>On-Call Employees (Art Dept. Coordinators and Costume Dept. Coordinators) - Total Per Day – \$164.50</p> <p>Hourly Employees (Costume Department Coordinators only) - Total Per Day – \$151.00</p>

**Local 817 Majors Drivers  
Agreement****Wages**

Contract wage rates increased by 3% effective October 30, 2022.

**Entertainment Industry 401(k) Plan**

Contributions increased by 1% effective October 30, 2022.

**Welfare and Scholarship Fund**

Welfare contributions for theatrical pictures increased to 18.5% effective December 18, 2022.

**Overtime**

Hours worked in excess of 16 shall be paid at 3x.

**Fuel Truck Drivers** – minimum wage rate increased to Specialized Equipment Driver rate effective December 11, 2022.

**Holidays**

Martin Luther King, Jr. Day replaces Columbus Day as a recognized holiday.