

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 705 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 COSTUMERS, LOCAL 705, 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 All issues not resolved herein are withdrawn.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 2021 Local 705 Agreement shall be deemed to be the 2024 Local 705 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. **Minimum Wage Scale Adjustments for Occupational Code Nos. 2302, 2303, 2305, Stock Clerk and Costume Maker Class 3 Classifications**

- a. *Modify Paragraph 1(a)(1)(i) of the Local 705 Agreement to provide as excerpted below:*

“(1) (i) 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 ~~[TBD]~~ July 31, 2022 for employees employed on motion pictures covered under this Agreement other than one-half hour prime time dramatic television motion pictures recorded digitally.

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Motion Picture Costumers, Local 705	Studio Minimum Rates		
<b>7/30/23 – 7/31/24</b>	Schedule A Daily Empl.	Schedule B-1 <sup>1</sup> Weekly Employees	
	1½ after 8 and/or 40; Min. Call - 8 hours	Weekly Guarantee - 54 cumulative hours; 5 consecutive days; Minimum Call - 9 hours	
Occ. Code	Regular Basic Hourly Rate	Regular Basic Hourly Rate	Weekly Guarantee
No. Classification	Per Hour	Per Hour	Per Week
<b><u>Costume Department</u></b>			
2302 Costume Dept. Supervisor <sup>3, 4</sup>	\$56.89 [Not Subject to General Wage Increases in Year 1] \$52.43	\$53.98 [Not Subject to General Wage Increases in Year 1] 49.75	\$3,292.78 [Not Subject to General Wage Increases in Year 1] 3,034.75
2303 Costumer Keyperson <sup>3</sup>	\$54.07 [Not Subject to General Wage Increases in Year 1] 49.83	\$51.80 [Not Subject to General Wage Increases in Year 1] 47.74	\$3,159.80 [Not Subject to General Wage Increases in Year 1] 2,912.14
2305 Costumer <sup>5</sup>	\$49.76 [Not Subject to General Wage Increases in Year 1] 45.86	\$47.08 [Not Subject to General Wage Increases in Year 1] 43.39	\$2,871.88 [Not Subject to General Wage Increases in Year 1] 2,646.79

*Make conforming changes, including to Paragraphs 1(a)(1)(ii) and 31 of the Local 705  
Agreement with the same percentage adjustment as the foregoing.*

- b. *Modify Paragraph 1(a)(1)(i) of the Local 705 Agreement to provide as excerpted below:*

“(1) (i) 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 ~~[TBD]~~July 31, 2022 for employees employed on motion pictures covered under this Agreement other than one-half hour prime time dramatic television motion pictures recorded digitally.

Motion Picture Costumers, Local 705	Studio Minimum Rates
<del>7/30/23 – 7/31/24</del>	Schedule A Daily Empl.
	1½ after 8 and/or 40; Min. Call - 8 hours
Occ. Code	Regular Basic Hourly Rate
No. Classification	Per Hour
<b><u>Costume Department</u></b>	
2356 Stock Clerk	<u>\$26.00 \$25.00</u> <i>[Subject to the General Wage Increases]</i>

*Make conforming changes, including to Paragraph 1(a)(1)(ii) of the Local 705 Agreement with the same adjustment as the foregoing.*

- c. *Add a new footnote to the Costume Maker Class 3 job classifications in Paragraphs 1(a)(1)(i), 1(a)(1)(ii) and 31 of the Local 705 Agreement to provide as follows:*

**“FN #** Individuals employed in a Costume Maker Class 3 job classification other than those employed in a Producer-owned studio facility shall be paid \$50.75 per hour, effective 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, subject to any general wage increases agreed upon in the General negotiations in each year of the Agreement].*

*Make conforming changes.*

2. **Seniority**

*Modify Paragraph 68(a)(1) of the Local 705 Agreement to provide as follows:*

**“68. Seniority**

“(a) Maintenance of Industry Experience Roster

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“(1) The Industry Experience Roster shall consist of a single seniority group, identified as Industry Group 1, containing the following classifications:

“(i) Journeyperson Classification

“The Journeyperson classification shall consist of all persons whose names appeared on the Industry Experience Roster in the Journeyperson classification on July 31, 2024 2021, all persons who have been transferred to the Journeyperson classification from the Entry Level classification as provided in subparagraph (a)(2) below and all persons who worked in any of the job classifications covered by this Agreement at least two hundred forty (240) pensionable hours during the term of the 1979 Agreement between Producer and Local 705.

“(ii) Entry Level Classification

“(A) The Entry Level classification shall be established effective as of November 11, 1982 and shall include all persons on said Industry Experience Roster not in the Journeyperson classification, other than those in the Costume Maker classifications, who have worked in any of the job classifications covered under this Agreement at least thirty (30) workdays collectively with one or more Producers within a period of two (2) years ~~three hundred sixty-five (365) calendar days~~ immediately preceding the date such employee applies for placement on the Roster.

“(B) In addition, any person who has one hundred (100) days of work experience as provided in this subparagraph (B) within the three (3) years immediately preceding the date such person applies for placement on the Industry Experience Roster shall be entitled to apply for placement in the Entry Level classification thereon. All such work experience must be of the type performed by job classifications under this Agreement, other than Costume Maker classifications, and must be performed in connection with motion pictures of the type covered under the Local 705 Agreement or the Videotape Electronics Supplemental Basic Agreement. The work experience required for placement under this subparagraph (B) may be satisfied by

employment with companies signatory to the IATSE Basic Agreement or the Videotape Electronics Supplemental Basic Agreement and/or with non-signatory companies, provided such work is performed within the United States and its territories.

“(C) In addition, any person who has two hundred (200) days of work experience as provided in this subparagraph (C) within the three (3) years immediately preceding the date such person applies for placement on the Industry Experience Roster shall be entitled to apply for placement in the Entry Level classification thereon. All such work experience must be work performed by professional costumers in connection with professional dramatic plays, musicals or operas with professional actors and/or singers (e.g., those plays, musicals or operas performed at the Ahmanson Theatre, Mark Taper Forum or Dorothy Chandler Pavilion), and must be of the type performed by job classifications under this Agreement, other than Costume Maker classifications. The work experience required for placement under this subparagraph (C) may be satisfied by employment with companies signatory to the IATSE Basic Agreement or the Videotape Electronics Supplemental Basic Agreement and/or with non-signatory companies, provided such work is performed within the United States and its territories.

“Any person making application to be placed on the Industry Experience Roster must perfect the application no later than one (1) year following the date of the last work day to be considered as qualifying experience.

**“(2) Advancement to Journeyperson Classification**

“Any person in the Entry Level classification is eligible to be advanced to the Journeyperson classification when such person has been placed in the single seniority group for a period of over one (1) year and has acquired two hundred (200) actual workdays since the date of placement.

**“(3) Eligibility for Employment as Costumer Keyperson**

“After completing the requirements to be placed in the Journeyperson classification, a Costumer with three (3) years Journeyperson experience who has acquired at least two hundred (200) actual workdays as a Journeyperson Costumer may be employed as a Costumer Keyperson (Occ. Code No. 2303).

**“(4) By way of clarification, the parties agree that the Entry Level classification is for purposes of determining the rate of pay only.”**

3. **Screen Credit**

- a. Delete Exhibit "Y" (Sideletter regarding screen credit for theatrical feature films, dated March 28, 1980).
- b. Add a new Paragraph 84 to the Local 705 Agreement to provide:

**"84. Screen Credit**

"On a feature motion picture, screen credit shall be given to the employee designated as the costumer in charge of the men's costumes and/or women's costumes. Placement of the credit shall be at the Producer's discretion. In addition, screen credit may be given to employees in other classifications covered by this Agreement on a feature motion picture when the Producer determines it is feasible and desirable to do so. It is understood that these screen credits are subject to any exhibitor restrictions."

**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

**MOTION PICTURE COSTUMERS, LOCAL 705**

By:  Date: 7/31/24  
Adam Nestra-West  
Business Representative

**EXHIBIT "A"**  
**AMPTP-represented Companies**

12:05 AM Productions, LLC	Bonanza Productions Inc.
1440 Productions LLC	Breakout Kings Productions LLC
20th Century Studios, Inc.	Brightstar TFCF Productions LLC
300 Pictures, Inc.	Broken Foot Production, Inc.
40 North Productions, LLC	Bronson Avenue LLC
4423 Productions LLC	BTW Productions, Inc.
50/50 Studio Productions, LLC	Bumper Productions LLC
7 Friends Pictures Inc.	
A Little Bit Fuzzy Productions, LLC	Camdrew Productions LLC
ABC Signature, LLC	Canada Premiere Pictures Inc.
ABC Studios New York, LLC	Capital Concerts, Inc.
Abominable Pictures Inc.	Carnival Row Productions, LLC
Academy Lighting Consultants, Inc	Cartoon Network Studios, Inc.
Academy of Motion Picture Arts and Sciences	Cast & Crew Production Services, LLC
Adobe Pictures, Inc.	Castle Rock Pictures, Inc.
AE Ops, LLC	CBB Productions
Alameda Productions, LLC	CBS Studios Inc.
Alcon Entertainment, LLC	Century Productions LLC
Alive and Kicking, Inc.	Charlestown Productions LLC
Ambient Sounds Productions LLC	Chime Productions, LLC
American Costume Corp.	ChubbCo FilmCo
AOH Special, Inc.	Classic Films Inc.
Apple Studios LLC	Columbia Pictures Industries, Inc.
Apple Studios Louisiana LLC	Corrado Mooncoin Holdings LLC
Artcraft Productions Inc.	Countess Productions LLC
Ascension Films Inc.	Country Music Association, Inc.
Aspect Ratio, Inc.	CPT Holdings, Inc.
Atelier Eidos Inc. dba Bill Hargate Costumes	Cranetown Media LLC
Atlantic Pictures, LLC	Create Harmony Media Inc.
Backlight Productions LLC	Crews Unlimited II Inc
Base Light Productions LLC	Crown City Pictures Inc.
B-Cam Productions LLC	Culture Crew Productions, Inc.
Beachwood Services, Inc.	Cush Light LLC
Big Indie Pictures, Inc.	
Big Ticket Television Inc.	Dae Light Media, LLC
Black Label Media, LLC	Delta Blues Productions LLC
	Digital 49 Productions, Inc.
	DreamWorks Animation Television Post-Production, LLC
	DreamWorks Post-Production L.L.C.

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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.	Quest Productions, Inc.
Netflix Animation, LLC	R/H Factor, Inc.
Netflix Productions, LLC	Radford Graphics, LLC
Netflix Series Animation, LLC	Random Pictures Inc.
Netflix Studios, LLC	Raquel Productions Inc.
New Line Productions, Inc.	Rat Pac Controls Services Inc.
New Regency Productions, Inc.	Red Zone Pictures, Inc.
Next Step Productions LLC	Redemption Pictures, Inc.
Nila Inc.	Remote Broadcasting, Inc.
Ninjutsu Pictures, Inc.	Renato Basile Entertainment, Inc.
NM Talent Inc.	Reunion 2017 LLC
NS Pictures, Inc.	River Road Entertainment Productions, LLC
Old School Productions LLC	Riverboat Productions, LLC
Olive Avenue Productions LLC	Rocart Inc.
Olive Productions, LLC	Rose City Pictures, Inc.
On The Brink Productions, Inc.	Rozar Pictures, LLC
One Eighty Productions LLC	Ruff Draft Productions, LLC
Onyx Collective Productions, Inc.	S&K Pictures, Inc.
Open 4 Business Productions LLC	Salt Spring Media, Inc.
Orange Cone Productions LLC	Salty Pictures, Inc.
Orchard Road Productions, LLC	Scenic Express, Inc.
Over the Pond Productions, Inc.	Scope Productions, LLC
Pace Pictures LLC	Screen Gems Productions, Inc.
Pacific 2.1 Entertainment Group, Inc.	Serendipity Productions, Inc.
Palladin Productions LLC	Shovel Buddies, LLC
Paradise Productions, Inc.	Signature Post Services LLC
Parallax TV Productions LLC	Singular Productions LLC
Paramount Overseas Productions, Inc.	Skycrew Sports Productions, LLC
Paramount Pictures Corporation	Skydance Animation, LLC
Paramount Worldwide Productions, Inc.	Skydance Features, LLC
Pat & Mike Productions, Inc.	Skydance Pictures, LLC
Patch Bay Productions LLC	SLO Productions Inc.
Picrow Inc dba Pictures in a Row	Smallville Studios Inc.
Picrow Streaming Inc.	Sony Pictures Studios, Inc.
Pitch Black Development, LLC	Sound One, Inc
PP21 Productions LLC	South Circle Productions LLC
Produced Bayou, Inc.	South Lake Audio Services, LLC
Production Partners, Inc.	South Rock Productions LLC
Program Productions, Inc.	Spectral Motion, Inc.
Proximity Productions LLC	Spellman Desk Company, Inc
Purple Tally Productions, Inc.	Stage 6 Films, Inc.

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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