

July 18, 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 #706 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 MAKE-UP ARTISTS AND HAIR STYLISTS GUILD, LOCAL #706, 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, UNLESS A CONTRARY DATE IS SPECIFIED, IN WHICH CASE SUCH PROVISION SHALL BE EFFECTIVE AS OF THE DATE SO SPECIFIED.

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 All issues not resolved herein are withdrawn.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 General Memorandum of Agreement along with the remaining unchanged provisions of the 2021 Local 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 Local and General Memorandum of Agreement.

WITNESSETH:

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

1. **Uniformity in Hair Stylist/Make-up Artist Rates** (706-U-01)
 - a. Effective [August 1, 2024, or the first Sunday following the business day on which the AMPTP receives notice of ratification, whichever is later], modify the minimum wage rates in the following classifications:
 - i. The per hour minimum wage rate in all daily and weekly wage schedules for Occ. Code #5741 (Hair Stylist Department Head) shall match the per hour minimum wage rate in the corresponding daily and weekly wage schedules for Occ. Code #5700 (Make-up Department Head). In the case of a Hair Stylist Department Head (Occ. Code #5741) employed on an “on call” basis, the weekly “on call” rate shall match the applicable weekly “on call” rate of Occ. Code #5700 (Make-up Department Head).
 - ii. The per hour minimum wage rate in all daily and weekly wage schedules for Occ. Code #5742 (Assistant Hair Stylist Department Head) shall match the per hour minimum wage rate in the corresponding daily and weekly wage schedules for Occ. Code #5702 (Assistant Make-up Department Head).
 - iii. The per hour minimum wage rate in all daily and weekly wage schedules for Occ. Code #5751 (Hair Stylist) shall match the per hour minimum wage rate in the corresponding daily and weekly wage schedules for Occ. Code #5721 (Make-up Artist).
 - iv. The per hour minimum wage rate in all daily and weekly wage schedules for Occ. Code #1836 (Hair Stylist Department Head) shall match the per hour minimum wage rate in the corresponding daily and weekly wage schedules for Occ. Code #1834 (Make-up Department Head).
 - v. Change the title of Occ. Code #1835 to “Make-Up Artist.” The per hour minimum wage rate in all daily and weekly wage schedules for Occ. Code #1837 (Hair Stylist) shall match the per hour minimum wage rate in the corresponding daily and weekly wage schedules for Occ. Code #1835 (Make-Up Artist).
 - b. Effective [August 1, 2024, or the first Sunday following the business day on which the AMPTP receives notice of ratification, whichever is later], change the Schedule applicable to employees employed on a weekly basis (other than on an “on call” basis) for Occ. Code # 5741 (Hair Stylist Department Head), Occ. Code

5742 (Assistant Hair Stylist Department Head), Occ. Code # 5751 (Hair Stylist) and Occ. Code 5752 (Hair Stylist Trainee) as follows:

- i. Paragraph 1(a)(1)(i), 1(a)(2)(i) and 1(a)(3)(i) (i.e., studio minimum wage scales for employees employed on motion pictures other than one-half hour prime time dramatic television motion pictures recorded digitally) – Move from Schedule B (weekly guarantee of 48.6 cumulative hours, with time and one-half after 48.6 hours in a week, and a minimum call of 8 hours) to Schedule C (weekly guarantee of 54 cumulative hours, with time and one-half after 54 hours in a week, and a minimum call of 9 hours).
- ii. Paragraph 1(a)(1)(ii), 1(a)(2)(ii) and 1(a)(3)(ii) (i.e., studio minimum wage scales for employees employed on one-half hour prime time dramatic television motion pictures recorded digitally) – Move from Schedule B-3 (weekly guarantee of 45 cumulative hours, with time and one-half after 48.6 hours in a week, and a minimum call of 8 hours) to Schedule C-1 (weekly guarantee of 50 cumulative hours, with time and one-half after 54 hours in a week, and a minimum call of 8 hours).

2. **Safety and Parking**

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

“During the 2024 negotiations with Local 706, the Union and the Producers discussed safety concerns arising from the fact that Hair Stylists and Make-up Artists are often some of the first employees to come to work in the morning and some of the last employees to leave at night. As a result, those employees frequently find themselves walking alone to or from a parking lot in the dark. Often, they are also transporting their kit, sometimes over unpaved surfaces with uneven terrain. Local 706 expressed concerns about safety, both because the employees are often alone and because the combination of darkness and uneven terrain makes footing uncertain, particularly in locations where the streets and/or parking lot are not well lit.

“Productions must be cognizant of the safety of Make-up Artists and Hair Stylists upon their arrival and departure. When the conditions described in the preceding paragraph exist, productions should offer these employees an escort and/or transportation to and from their cars, to the extent it is reasonably practicable to do so. Make-up Artists and Hair Stylists should also feel free to ask for these services if they have safety concerns. Furthermore, production security or other production personnel should be present and ready to assist Make-up Artists and Hair Stylists who are arriving early and leaving late.”

3. **Notating NDBs**

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

“During the 2024 negotiations with Local 706, the Union raised a concern that Hair Stylists and Make-up Artists are sometimes asked to notate on their time cards that they have taken a non-deductible breakfast (“NDB”) when in fact they have not. The Union also reported that other employees sometimes mark an NDB on the Hair Stylists’ and Make-up Artists’ time cards when they have not taken an NDB.

“Productions are hereby reminded that employees should never be asked to report information on their time cards that is not accurate, nor should other individuals modify the time card of an employee to report inaccurate information.

“Any employee who is asked to report an NDB on a time card, and who has not in fact taken an NDB, should immediately contact a representative of Producer’s Labor Relations department (or may contact a representative of Local 706 and ask that Local 706 contact the Producer on the employee’s behalf) and report the incident. Likewise, if an employee’s time card is modified to include an NDB that the employee has not taken, the employee (or Local 706) should so report to Labor Relations. When the Producer is notified, a Labor Relations representative will promptly investigate and, if requested, shall endeavor to maintain in confidence the identity of the employee who was the source of the report.

“This bulletin will also serve as a reminder that an employee who has been instructed to take an NDB, whether by direction on the call sheet or otherwise, should do so unless the employee has received approval from a supervisor not to do so.”

4. **Star Waivers** (706-P-01)

Modify the Unpublished Sideletter re: Paragraph 68(b) (Star Waivers) as follows:

“The provisions of Paragraph 68(b) which allow the Producer to ‘call, retain or recall out of Industry Experience status’ shall include ~~one (1) make-up artist and/or one (1) hair stylist up to a cumulative total of four (4) make-up artist(s) and/or hair stylist(s) in any combination~~ employed to work on a production because of a relationship as a make-up artist or hair stylist with a star who is essential to the production. In such notice provided to the Union, Producer shall include a description in writing of the make-up artist/hair stylist work experience relied upon to establish a working relationship with the star. Such verification of the working relationship may include copies of pay stubs, call sheets, tearsheets or other documentation. Such notice shall be provided to the Union as soon as the Producer’s Labor Relations department becomes aware of the engagement of a make-up artist(s) and/or hair stylist(s) pursuant to the terms of this sideletter. Should a dispute arise as to whether such person was properly hired under the terms of this sideletter, the protest procedures described in the last three (3) paragraphs of Paragraph

68(b) (starting with "If no protest is presented to Producer by the Union Representative ...," etc.) shall apply, except that the time period for filing a protest shall be within forty-eight (48) hours after receipt of such notice, Saturdays, Sundays and recognized holidays excepted, unless the Producer advises the Union in writing that a shorter period is required, in which case the forty-eight (48) hour period shall be reduced to twenty-four (24) hours after receipt of such notice.

"Persons employed pursuant to this sideletter shall be eligible for placement on the Industry Experience Roster upon satisfaction of the requirements for placement set forth in Paragraph 68(b) of the Local #706 Agreement, except that any person so employed at the request of only one star shall not be placed on the Industry Experience Roster unless such person either: (1) has been called at least three (3) times by such star and has worked a total of thirty (30) days; or (2) has been called once by such star and has worked a total of sixty (60) days on a single production with that star.

"An Abuse Review Committee shall be established which shall meet upon request for the purpose of discussing alleged abuses of this sideletter.

"Except as modified herein, this sideletter shall be interpreted in accordance with ~~mythe~~ letter to Tommy Cole to you dated April 17, 1995."

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5. **Training/Certification re All Types of Hair/Skin (706-P-03)**

Union agrees to participate in one or more meetings with representatives of the Producers, SAG-AFTRA and IATSE Local 798 to discuss training for and qualifications of hair stylists and make-up artists, with the goal of expanding and maintaining a pool of hair stylists and make-up artists who are qualified and available to work with cast members with all types of hair texture and skin tones.

Producers and Union agree to collaborate with CSATF for purposes of developing training for hair stylists and make-up artists for all types of hair texture and skin tones.

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: 
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: 
Matthew D. Loeb
International President

MAKE-UP ARTISTS AND HAIR STYLISTS GUILD, LOCAL #706

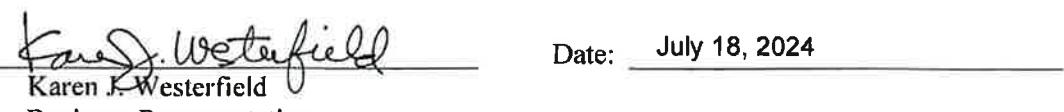
By: 
Karen J. Westerfield
Business Representative

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.	Dae Light Media, LLC
Big Ticket Television Inc.	Delta Blues Productions LLC
Black Label Media, 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.	Walt Disney Pictures
Stalwart Productions LLC	Warner Bros. Animation Inc.
Stash Productions Inc.	Warner Bros. Advanced Media Services Inc.
Stinger Productions LLC	Warner Bros. Pictures
Stitch Costume LLC	Warner Bros. Studio Operations
Story Ink, Ltd.	Warner Bros. Television
Storybuilders, LLC	Warner Specialty Productions Inc.
Storyteller Production Co., LLC dba Amblin Partners	Warner Specialty Video Productions Inc.
Stu Segall Productions, Inc.	Waveform Productions LLC
Studio Productions, Inc.	Westwind Studios, LLC
Studios Competition Productions, LLC	wip Productions, LLC
Take Note, Inc	Wild Canary Animation, Inc.
The Dawgs Sound Design, Inc.	Woodridge Productions, Inc.
The Lippin Group Inc	XOF Studios, LLC
The Power LLC	YNFS Productions 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	