

AICP AGREEMENT NEGOTIATIONS 2022*

LEDGER OF GAINS (9/29/22)

UNION GAINS

PRODUCER GAINS

<ul style="list-style-type: none">• Wage increases of 6%, 4%, 4% in each year of the agreement, compounded.• For benefits outside the scope of the MPI, increase \$6 per day in year one, \$6 per day in year two, and \$7 per day in year three (an increase of 4% in each year of the Agreement).• Outside the MPI, no daily aggregate benefit amount shall be less than the New England, Maryland, and Washington, D.C. daily rate (on average, an increase of more than 20%).• Creation of a DEI sub-committee.• Clarified ten-hour daily turnaround in all situations.• Weekend turnaround of 54 hours for a five-day week, and 32 hours for a six-day week, except where a better provision applies.• A sixth day of work that occurs on the seventh day of the workweek shall trigger a 32 hour turnaround (measured from the end of the fifth consecutive day of work to the start of the seventh day of work).• For each Fifth and succeeding ½ hour meal delay: \$25.00, except where a better provision applies.• After 20 meal penalties in a workweek, one hour of prevailing rate, inclusive of applicable OT, for each ½ hour violation shall be paid, except where a better provision applies.• There shall be no hourly wage rate below the third grip rate. (1st year increase of up to 18% for the lowest paid classifications.)	<ul style="list-style-type: none">• Increase the budget threshold for low budget commercials to \$150,000 per day, with an aggregate cost of no more than \$700,000.• Standardize the cancellation of call language across the country by utilizing the existing 4pm cancellation time nationwide.• Employer-paid contributions increased into the Commercial Industry Administrative Fund.• Creation of a DEI sub-committee.
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** This is a summary only and is not contract language. The executed Memorandum of Agreement is the final contract document.*

- Remove all entry level positions and wage rates.
- Key Costumer hourly minimum shall increase to be paid no less than the Department Head scale rate (over a 5% increase).
- Parity between Make-Up and Hair Departments: all rates shall be paid no less than the higher scale rates contained in the Agreement (up to a 4% increase, depending on the classification).
- New job classification: Teleprompter Operator, paid no less than the VTR/Video Playback Operator scale rate.
- Script Supervisor rate increase to no less than the Department Head scale rate (a 16.35% increase in Appendix B).
- Script Supervisor additional kit rental for each additional camera increased 100% to \$50 per camera, not to exceed \$150 per day.
- By the 3rd year of the Agreement, parity of wages between Costume Designer and Production Designer/Art Director scale rate (a 31.68% increase by the third year).
- Create a new job classification for an Assistant Costume Designer, paid no less than the 1st Asst. Costumer scale rate.
- New holiday added: Juneteenth National Independence Day
- Reduce the hours that trigger the requirement for an employer-provided hotel room from 18 to 15 hours, whether working in or outside a report to zone.
- On-call employees will receive overtime after working 13 elapsed hours on tech scout and shoot days when their schedule is under the control of the Employer.

- On-call employees will receive overtime as per Article XV when the Employer controls their call and wrap times for tech scout and shoot days.
- In the Northeast Corridor, increase daily wage rates for Locations Scouts/Manager to \$800 in the NEC, \$650 for outside LA County, and these amounts shall now be subject to the yearly percentage wage increase.
- Increased benefit contributions for Local 798 in parts of their jurisdiction. (Baltimore/D.C. +20.3% in 1st year. TN, AL, LA, MS, KY +21.3%)
- Licensed Pyrotechnician, paid no less than 20% above scale for the category for which they're hired.
- A Class one Pyrotechnician performing such duties shall be paid no less than 30% above scale for the category in which they're hired.
- When there are more than 54 people on set, the Employer shall hire an additional crafts service person.
- For the first time in the Commercial Agreement, a pay period is established (no longer than sixteen days in length, and checks must be issued within 7 days at the conclusion of each period).
- Clear language that when an employee is performing duties or assignments as directed by the Employer, that time is work time.
- For non-rostered crafts in Los Angeles, the employer will give first consideration to members referred by the Local.
- Removed the language that allowed the Employer to hire a non-rostered person due to "unique training, skill or knowledge of evolving technologies."

- So that members can transfer sooner to CSATF's Industry Experience Roster, reduce the days needed from 90 days worked to 60.
- New language added to address work in water and abnormally cold conditions.
- Add language so that the non-deductible breakfast must be hot, with enough time allowed to sit and eat.
- Add language so that any second meal must be a hot meal.
- Clarification that a sound crew shall consist of two people. To reduce the department to one person, the Sound Mixer must be notified at the time of hire and provided an opportunity to discuss.
- Change various job classification titles to reflect current nomenclature: new titles: Chief Lighting Technician, Assistant Chief Lighting Technician, 1st Assistant Costumer, 2nd Assistant Costumer/Additional Costumers.
- Expanded reporting requirement: Employer will provide notification of the intent to shoot in all respective locations and provide contact information and shoot location. [Currently only includes Los Angeles, New York and Philadelphia]
- Expanded scope for work outside the US, Puerto Rico and U.S. Virgin Islands.
- New language detailing the makeup of the Art Department, Set and Props Construction Department, Property Department, Set Decoration Department and Special Effects Department.
- Neutrality and card check recognition agreement between the parties for the Stand With Production classifications (PA's, Line

Producers, Production Supervisors, Asst. Production Supervisors and others).

- Clarifying language added for benefit contributions for camera department employees who are classified as controlling employees.
- Inclusive Language: change all references in the agreement from “he/she” to “they/them”.
- Create a new Supplement with better conditions for production service companies and other select entities.
- In the new Supplement, On-call employees will receive overtime as per Article XV, Rest periods as per Article XVI, and Meals as per Article XVIII, when the Employer controls their call and wrap times for tech scout and shoot days.
- In the new Supplement, subcontracting is only permitted if the Employer first notifies the IATSE, the direct labor costs are not less than those set forth in the agreement, and the Employer must consult with the Local BA prior to subcontracting work.
- In the new Supplement: travel outside the 30 mile zone is considered work time (no longer an allowance) and work on overnight location will be calculated on a portal-to-portal basis. The exclusion of one hour of daily travel time from work time is eliminated.