



SUMMARY OF 2018 “BLACK BOOK” NEGOTIATIONS

This is a summary only and is not contract language. The executed Memorandum of Agreement is the final contract Document. Teamsters Local 399, including our Driver/Coordinator Committees, and all of the Basic Craft Locals are recommending the contract for ratification.

1. Term

The term of the agreement is 3 years from August 1, 2018 to July 31, 2021.

2. New Media

Local 399 and the Basic Crafts did not agree to cover New Media Productions. By bargaining each contract individually, we are able to continue to provide our Members with better wages and working conditions than the current New Media sideletters allow for under the other Guild and Union Agreements. Permit days on New Media Productions continue not to apply toward Roster placement.

3. Wages

Wage and benefit increases shall be retroactive to Sunday, July 29, 2018 if the agreement is ratified by October 15, 2018. Wage minimums shall increase by 3% in the first year of the agreement. Wages shall increase by 2-1/2% in years 2 and 3. The increases shall compound.

4. IAP (Individual Account Plan)

IAP percentage contributions shall increase by 1/2% on August 1, 2019 with an additional 1/2% on August 1, 2020. (This will put our “Black Book” covered Members at 8% IAP at the end of this new agreement. The IATSE remains at 6% IAP during the term of this new agreement.)

5. Additional “On-Call” Contributions for Sixth and Seventh Days Worked

“On-Call” Employees who work a sixth or seventh day shall now receive 12 hours of MPIPHP contributions for either the sixth or seventh day worked. (Currently “On-Call” employees receive 7 hours of MPIPHP contributions for the sixth day worked and 8 hours of MPIPHP contributions for the seventh day worked.)

6. Health & Pension Benefits

There are no increases to our Members for premiums or co-pays. The Plan benefits remain the same as the last agreement. There will be no increased costs to primary participants nor to their dependents for health care premiums. Premiums shall remain at \$0.00 for single participants, \$25.00 for a spouse and \$50.00 for married with children. There are no premiums for retirees. There shall be no cuts to health care benefits.

a) Studios and affiliated entities that pay more than \$15 Million in residuals shall make increased contributions to MPIPHP of:

- Year 1: \$0.20 per hour
- Year 2: \$0.10 per hour
- Year 3: \$0.10 per hour

b) Companies that currently do not pay residuals (e.g. Netflix, Amazon, Vendors) shall make increased MPIPHP contributions of:

- Year 1: \$0.75 per hour
- Year 2: \$0.75 per hour
- Year 3: \$0.75 per hour

7. The Defined Benefit Pension Plan accrual formula shall increase by 10% for active participants effective 1/1/21, retroactive to 1/1/2017. Pension increases after 2021 are contingent on the Plan actuary certifying that the Pension Plan is in the Green Zone in the calendar year in which the evaluation is made.
8. Retirees who retired prior to August 1, 2009 shall receive 13th and 14th checks provided there are:
 - a. 8 months of reserves in both the Active and Retiree Health Plans.
 - b. And the Pension Plan is certified to be in the Green Zone. (At this time, the Plans are projected to meet those targets.)

9. Mechanic's Tool Allowance

Mechanics who are required to supply tools shall be given a tool allowance of \$60.00 per week. (The current rate is \$35.00 per week.)

10. New Classification for Drivers of 32 Passenger Vans

Drivers of People Movers, 32 passengers or more, shall receive the applicable Class "A" rate under the "Black Book".

11. Daily Rundowns

Effective January 1, 2019, the Producer will either provide a "rundown sheet" with the "On Production" or "Off Production" status of the Drivers listed or, alternatively, provide a "rundown sheet" with such information on a production-by-production basis. (This will help the Union enforce the Grouping provisions of the agreement).

12. Coverage Under the Agreement

MPIPHP coverage is now guaranteed for individuals who travel to distant locations for one company and are asked to remain by another company on distant locations without having to travel back to Los Angeles.

13. Deadline to Complete Training After Initial Roster Placement

Individuals will now have 6 months to complete safety training without being suspended from the Roster instead of the current 90-day language.

- c. Increase the stipend for required Safety Pass Courses to \$20.00 per hour effective August 4, 2019.

14. CSATF

- a. Increase the contribution rate to CSATF by seven cents (\$0.07) per hour effective July 29, 2018 and by an additional seven cents (\$0.07) per hour effective August 2, 2020.
- b. The parties agree to form a joint committee which will meet within 120 days following ratification of the Agreement to review the Alcohol and Controlled Substance Testing Program to see about increasing the number of strikes from two to three. Also, to discuss whether Drivers can be called to test when they are not employed by a participating company.

15. Safety Rules and Regulations

This change states that no employee shall be disciplined "for making a good faith report to his or her supervisor, the Department Head or the Unit Production Manager relating to the safety of another employee exposed to a clear and present danger to life or limb". This provision is now subject to the Grievance and Arbitration clause as well.

16. Diversity and Inclusion Task Force

The Task Force shall meet once every four months during the term of the Basic Crafts Agreements to examine the characteristics of the labor pool, share information and discuss ways to improve existing initiatives and develop new initiatives aimed at increasing under-represented groups, including but not limited to women, people of color, people with disabilities, LGBTQ individuals, etc. and develop criteria to benchmark success in these areas.

17. City of Huntington Beach

New language that includes all of Huntington Beach as part of the secondary studio zone.

18. Canadian Holiday Exchange

For work performed in Canada, Producers may elect to observe the following Canadian holidays in lieu of the following U.S. holidays.

- a. Victoria Day in Lieu of Memorial Day
- b. Canada Day in lieu of Independence Day (July 4th)

19. Waiver of New York City Earned Safe and Sick Time Act and Similar Laws

This provision waves application of certain sick time laws in some jurisdictions outside of Los Angeles.

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