



SUMMARY OF 2018 “LOCATION MANAGER” NEGOTIATIONS

This is a summary only and is not contract language. The executed Memorandum of Agreement is the final contract Document.

*Teamsters Local 399 and the Location Manager Steering Committee
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. 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 will increase by 2 1/2% in years 2 and 3. The increases shall compound.

3. 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 “Location Managers” 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.)

4. 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.)

5. 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

6. **The Defined Benefit Pension Plan accrual formula shall increase by 10%** for active participants effective 1/1/2021, 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.
7. **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) The Pension Plan is certified to be in the Green Zone. (At this time, the Plans are projected to meet those targets.)

8. Wrap Allowance

Effective August 4th, 2019 producer will pay (1) allowance of \$25.00 per production day to the Key Assistant Location Manager or Assistant Location Manager, if any, who opens and closes a location. The production shall not be obligated to make more than one (1) such payment per production day.

9. Car Allowance

Effective August 4th, 2019 the car allowance rate shall increase to \$88.00 per day. Effective August 2nd, 2020 the car allowance rate shall increase to \$91.00 per day.

10. New Media

The CSATF New Media Roster will be eliminated and all days worked on New Media will now be reflected on the TV and Feature Location Manager Roster.

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

12. 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.

13. 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.

14. 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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