

# TENTATIVE AGREEMENT TERMS 'BLACK BOOK' AGREEMENT

**COVERING: DRIVERS, DISPATCHERS, ANIMAL TRAINERS/HANDLERS,  
WRANGLERS, MECHANICS, AUTOSERVICE AND DOT ADMINS**



## 《《《 TERM 》》》

- **3-YEAR** Contract

## 《《《 BENEFITS 》》》

- Additional money for benefits that secures our Health and Pension Plan including retroactivity back to August 1st, 2021
  - **NO CUTS AND NO ADDED COSTS TO MEMBERS**
- On-Call Employees will get **10 ADDITIONAL BENEFIT HOURS** a week
- **13th/14th CHECKS** for those who retired prior to August 1, 2009

## 《《《 ECONOMIC GAINS 》》》

- **3% WAGE INCREASE** each year
  - **RETROACTIVITY:** Members will receive retroactive wages back to August 1st, 2021
- Additional **\$10** per day in **MEAL MONEY (\$50 Total)**
- **\$3 CELL PHONE ALLOWANCE** added per day
- Addition of **MARTIN LUTHER KING, JR.** holiday - adding **\$1** per day in **HOLIDAY FRINGE**

## 《《《 WORKING CONDITIONS 》》》

- **TRIPLE TIME AFTER 16 ELAPSED HOURS**
  - **GOLDEN TIME (2.5x)** after 14 hours **REMAINS THE SAME**
- **PENALTIES FOR SHORTENED WEEKEND TURNAROUND** - 54 hours off **OR** members to see additional overtime money for invaded time
- New classification of DOT Admins added to the 'Black Book' Agreement

## 《《《 NEW MEDIA 》》》

- Added a **BUDGET BASED NEW MEDIA SIDE-LETTER** that **HAS ONLY** Episodic and Full Feature Rates
  - **NO MOW RATES** included in New Media Side-Letter
- **PERMIT DAYS** count towards **ROSTER PLACEMENT** on New Media
  - **RETROACTIVITY** of days worked on New Media back to August 1st, 2021

***\*Highlights above from the Tentative Agreement subject to Ratification.  
This one-sheet is not contract language nor the comprehensive package.***

**THE LOCAL 399 BARGAINING COMMITTEE & HOLLYWOOD BASIC CRAFTS  
ARE UNANIMOUSLY RECOMMENDING THE  
AGREEMENT FOR RATIFICATION.**