



SUMMARY OF KEY CHANGES

2021-2024 “BLACK BOOK” AGREEMENT

This is a summary only and is not contract language. The executed Memorandum of Agreement is the final contract document. All terms and conditions are subject to ratification.

Teamsters Local 399, including our negotiating committee, and all the Hollywood Basic Craft Locals are unanimously recommending the contract for ratification.

TERM

- The term of the agreement is 3 years from August 1, 2021, to July 31, 2024

BENEFITS: *Preservation of ALL benefits with **NO** concessions, **NO** cuts, and **NO** givebacks. Significant employer contributions which equate to between \$12-\$17/hour for every hour worked on behalf of every employee.*

- **NO** reduction of benefits or increases to qualifications or premiums
- **NO** increased costs to the primary participants nor to their dependents for health care coverage.
- **FUNDING OF MPIPHP:** The employers will be spending an additional **\$370 million** to fund our health and pension plans over the 3 years of the contract as outlined below.
 - **13th & 14th Checks:** For those who retired prior to August 1, 2009, they shall receive a 13th and 14th in each year of the Agreement. The November 2021 check will be mailed as soon as possible.
 - **Employers that Pay OVER \$15 Million Dollars in Residuals:** The employers that pay over \$15 million dollars in residuals to the fund in a (5) year period and pay the basic fringe hourly contribution rate will add an additional \$0.40 per hour for each year of the Agreement. This equates to approx. \$12.00/hr. for every hour worked. All retroactive benefits will be paid from 08/01/21.
 - **Employers that Pay UNDER \$15 Million Dollars in Residuals:** The employers that don't pay more than \$15 million dollars in residuals to the fund in a five (5) year period and pay the premium fringe hourly contribution, will add an additional \$1.20 per hour for each year of the Agreement. This equates to approx. \$17.00/hr for every hour worked. All retroactive benefits will be paid from 08/01/21.

- **On-Call Employees:** Effective 07/31/22, on-call employees who currently receive 60 hours of pension and health contributions for a five-day workweek will be increased to (70) hours for a five-day workweek by the end of this agreement. This will affect the Transportation Coordinators
- **IAP Contributions** remain at **8%** for 'Black Book' Covered Classifications
- Teamsters Local 399 and the Basic Crafts will now have (3) representatives from the Basic Crafts on the committee that IATSE and the AMPTP have established to conduct a study of the MPIPHP.

ECONOMIC GAINS: *Upwards of 7-8% economic gains in members' pockets in 2022.*

- **WAGE INCREASES:** The increases shall compound.
 - **3% YEAR 1:** August 1st, 2021 - **RETROACTIVITY** Payments will be made going back to August 1st, 2021
 - **3% YEAR 2:** August 1st, 2022
 - **3% YEAR 3:** August 1st, 2023
- **CELL PHONE ALLOWANCE:** Effective the first Sunday following the ratification, all classifications under the "Black Book" who are required to use their personal cell phones will receive an allowance of \$3.00 per day up to \$15.00 per week
- **MEAL MONEY:** Effective the first Sunday following the ratification, meal money will increase from \$40 a day to **\$50 a day**
- **MARTIN LUTHER KING, JR. HOLIDAY:** MLK Jr. Day is now a paid holiday. Holiday fringe will increase to approx. \$27/day

WORKING CONDITIONS: *Financial gains for those subjected to excessive hours of work and invasion of weekends 'Fratursdays'. Preservation of our sacred Seniority system and jurisdiction of 13 Western States.*

- **TRIPLE TIME AFTER 16 ELAPSED HOURS:** Effective the first Sunday following ratification, all hourly employees will still have 2.5x the hourly wage rate after 14 elapsed hours and **will now receive 3x the hourly wage rate after 16 elapsed hours.**
- **WEEKEND TURNAROUND:** Effective the first Sunday that is (90) days following ratification, all hourly employees will receive weekend turnaround. Hourly employees will receive (54) hours of rest when you work five consecutive days in a week, and 32 hours of rest when you work six days.
 - **If the rest period is invaded, 2x the hourly wage rate will be paid for every hour invaded.**

- There are three narrow exception scenarios that may be used to reduce the rest period to fifty (50) hours. **If the rest period is invaded, 2x the hourly wage rate will be paid for every hour invaded.**
 - The exceptions can only be used a limited number of times:
 - No more than once every six (6) weeks on an episodic series
 - Only once on a one-time motion picture 66 minutes - 85 minutes in length
 - Twice on a theatrical motion picture or one-time motion picture longer than 85 minutes in length
 - The exception can only be used on the fifth day of the workweek if you work less than (12) hours **and** if one of the following occurs;
 - There is exterior night shooting
 - There is limited access to the shooting location
 - There are health and safety concerns due to weather or a natural hazard
- **PRESERVATION of SENIORITY for GROUPED classifications.**
- **PRESERVATION of JURISDICTION in 13 Western States.**
- **HARASSMENT TRAINING LANGUAGE:** Any harassment prevention training outside of the CSATF required class and not on a workday, will now be paid at 4hrs of your hourly wage rate.
- **SAFETY TRAINING DEADLINE:** After initial roster placement, the deadline to complete online safety training is (90) days. Newly rostered individuals will still have (6) months to complete in person safety training.
- **PROJECT INFORMATION SHEET:** Producers will now be required to send in a project information sheet and give notice to the Union when members are employed under the “Black Book.”

NEW MEDIA: *Budget based New Media Sideletter which only references Full Feature & Episodic rates; eliminating reference to lowest MOW Rates. Permit days to now count towards roster placement.*

- **BUDGET BASED NEW MEDIA SIDELETTER:** Effective the first Sunday following ratification, all scripted dramatic high budget subscription video on demand streaming will be covered in the “Black Book”
 - **NO MOW rates are included in this Agreement.** Only episodic and full feature rates.
 - Residual provisions are established for minimum guarantees of 5.4% when a producer sells distribution rights for a Motion Picture for a flat fee

- **PERMIT DAYS:** All days worked on New Media productions will now count towards roster placement.
 - For unrostered individuals, days worked on New Media will be retroactive to 08/01/21 to count towards (30) days needed for roster placement.

NEW CLASSIFICATIONS:

- **DOT ADMIN CLASSIFICATION** has been added into the Agreement, and all producer's industry wide must cover this position.
 - The rate of pay will begin at \$36.05 per hour.
 - All wages will be retroactive from 08/01/21.
 - IAP increases to 6% for DOT Admins

DIVERSITY, EQUITY, AND INCLUSION COMMITTEE: *Commitment to build a more inclusive workforce in the Motion Picture Industry while investing in training and mentorship to grow current workforce.*

- The Producers and the Union have mutually reaffirmed their commitment to make good faith efforts to increase a more diverse workforce in the motion picture industry and to create employment opportunities for those individuals that have been underrepresented
- Our rank-and-file members will be able to participate and help develop training and mentorship programs designed to support the development and career growth of individuals who are already on the roster or are currently employed

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