



## **SUMMARY OF KEY CHANGES: 2021 - 2024 CHEF ASSISTANTS AGREEMENT**

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

***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
- This Agreement is an Addendum to the Studio Transportation Drivers Teamsters Local #399 'Black Book' Agreement
- Subject to Ratification, Agreement takes effect 1st Sunday after notice of Ratification: *February 13th, 2022*

### **SCOPE:**

- **CLASSIFICATION NAME CHANGE:** Chef Assistants
- **Two Classifications Covered:**
  - **Chef Assistants**
  - **Chef Assistant-Drivers:**
    - Up to a maximum of one (1) person per catering vehicle per day. This individual to be identified prior to the start of the workday.

### **WAGES:**

- **CHEF ASSISTANT-DRIVERS significant WAGE INCREASES** over the course of the 3-Year Agreement with **RETROACTIVITY**.
  - **Basic Feature Rates** - employed on productions other than those described in below:
    - **Year 1 = \$28.50/hour - RETROACTIVE back to 08/01/2021**
    - **Year 2 = \$29.50/hour - August 1<sup>st</sup>, 2022**
    - **Year 3 = \$31.00/hour - August 1<sup>st</sup>, 2023**
  - **Episodic Rates** - employed on one-hour and one-half hour television pilots, the first season of a one-hour television series or new media productions that are subject to Sideletter No. 5 or Sideletter No. 6 of the Black Book:
    - **Year 1 = \$27.84/hour - RETROACTIVE back to 08/01/2021**
    - **Year 2 = \$28.84/hour - August 1<sup>st</sup>, 2022**
    - **Year 3 = \$30.34/hour - August 1<sup>st</sup>, 2023**
  - **MOW Rates** - Chef Assistant-Drivers employed on long-form productions made for television, or productions made for DVD
    - **Year 1 = \$26.50/hour - RETROACTIVE back to 08/01/2021**
    - **Year 2 = \$27.50/hour - August 1<sup>st</sup>, 2022**
    - **Year 3 = \$29.00/hour - August 1<sup>st</sup>, 2023**

- **CHEF ASSISTANTS** significant **WAGE INCREASES** over the course of the 3-Year Agreement with **RETROACTIVITY**.
  - **Year 1 = \$23.50/hour - RETROACTIVE** back to 08/01/2021
  - **Year 2 = \$24.50/hour** - August 1<sup>st</sup>, 2022
  - **Year 3 = \$26.00/hour** - August 1<sup>st</sup>, 2023

## **BENEFITS:**

- **Addition of hourly contribution by employers to Motion Picture Industry Individual Account Plan (Retirement Plan)** as follows:
  - **1% Year 1** - Effective 1st Sunday after Ratification
  - **2% Year 2** - August 1<sup>st</sup>, 2022
  - **3% Year 3** - August 1<sup>st</sup>, 2023
- **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.
  - 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 worked. All retroactive benefits will be paid from 08/01/21.
  - 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. All retroactive benefits will be paid from 08/01/21.
- **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.
  - NO premium for Participant
  - \$25/month for 1 Dependent
  - \$50/month total to cover all Dependents that exceed (1)

## **WORKING CONDITIONS:**

- Covered work **EXPANDS** to all Signatory 'Black Book' Companies.
- **NEWLY Applicable 'Black Book' Provisions:**
  - **Distant Location:**
    - Idle days - (4) hours of pay and (8) hours of benefits (i.e. Saturday and Sunday unworked)
    - Minimum guarantee of (9.5) hours paid
    - Paid per diem, housing, and all travel expenses
- Overtime Provisions Remain the same.
- Meal Penalty Provisions Remain the same.

## **UNION SECURITY:**

- Every employee subject to this Amendment Agreement shall be and remain a member in good-standing of the Union on and after the thirtieth day following the first day of employment or the effective date of this Amendment Agreement, whichever is the later.
- Failure to remain in good standing with Union shall result in discharge by Producers.