



SUMMARY OF 2021 CASTING NEGOTIATIONS

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

Teamsters Local 399 & 817, including our negotiating committee are recommending the contract for ratification

TERM

- The term of the agreement is 3 years from October 1, 2021, to September 30, 2024

SCOPE OF AGREEMENT: *(New Media coverage has been added)*

- Live action, scripted dramatic programs (pilots, episodic series, mini-series, one-time) that are 20 minutes or more in length, made for subscription video-on-demand consumer pay new media ('SVOD') platform and budgeted at:
 - \$1.5 million or more (per episode or part) for an SVOD program (including a pilot) that is fewer than 66 minutes in length.
 - \$2 million or more (per episode or part) for an SVOD program (including a pilot) that is 66 minutes or more in length.
 - \$3 million or more for a one-time SVOD program (including a pilot) that is 66 minutes or more in length.

NEW MEDIA *(Replace Article 19)*

- **Effective October 2, 2022**, SVOD programs that are 96 minutes or more in length and are budgeted at \$30 million or more are subject to theatrical terms and conditions.
 - *The Casting Directors "weekly base rate" for purposes of calculating the % contributions is the theatrical rate.*
 - *Associate Casting Directors can be paid as a weekly on-call employee.*
- **Effective October 2, 2022**, all other SVOD programs are subject to the same terms and conditions as apply to television motion pictures.
 - *The Casting Directors "weekly base rate" for purposes of calculating the % contributions is the television rate.*
 - *Associate Casting Directors are paid as an hourly employee.*

MINIMUM WAGE RATES AND OVERTIME *(For Associate Casting Directors)*

- **Increased wage rates:**
 - **24% = \$23.50/hr in YEAR 1:** October 3, 2021 - **RETROACTIVITY** payments will be made going back to October 3, 2021
 - **4% = \$24.50/hr in YEAR 2:** October 2st, 2022
 - **6% = \$26.00/hr in YEAR 3:** October 1st, 2023
- **Added overtime language:**
 - 6th day = 1.5x the regular basic hourly rate
 - 7th day = 2x the regular basic hourly rate

PENSION AND HEALTH PLAN: *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.*

- **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. All retroactive benefits will be paid from 10/03/21.
- **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. All retroactive benefits will be paid from 10/03/21.
- **Increased Benefits for On-Call Employees:**
 - Effective 10/02/22, all Casting Directors and Associate Casting Directors paid on an "on-call" weekly basis who currently receive (60) hours of pension and health contributions for a five-day workweek will be increased to (65) hours a week.
 - Effective 10/01/23, the hours will be increased to (70) hours a week.

Contributions on behalf of employees engaged on an hourly basis shall continue to be made for each hour worked or guaranteed

INDIVIDUAL ACCOUNT PLAN: *In addition to the defined pension plan and health plan, the employers are increasing additional pension contributions for each participant based on the number of hours each individual works.*

- **Increased Percentages:**
 - Effective October 2, 2022, Associate Casting Directors increase from 4% to 5%
 - Effective October 1, 2023, both Casting Directors and Associate Casting Directors increase from 5% to 6%
- **Weekly Base Rate:**
 - For Casting Directors employed on a theatrical motion picture (or on an SVOD Program to which theatrical terms and conditions apply as provided in Article 19).
 - Effective October 2, 2022, the rate increases from \$3,080/wk to \$3,500/wk
 - For Casting Directors employed on a television motion picture or on an SVOD Program (other than an SVOD Program to which theatrical terms and conditions apply as provided in Article 19).
 - Effective October 2, 2022, the rate increases from \$2,550/wk to \$2,800/wk
 - For Associate Casting Directors employed on a theatrical motion picture (or on an SVOD Program to which theatrical terms and conditions apply as provided in Article 19)
 - Effective October 2, 2022, the rate increases from \$1,000/wk to \$1,500/wk
 - For Associate Casting Directors employed on a television series, the IAP % will be based on the basic hourly wage rate for each hour worked.

INDIVIDUAL NEGOTIATIONS: *(For Casting Directors only and effective July 1, 2022)*

- **Pilots, Episodic Series, or Mini-Series:**
 - The Employer and Casting Director shall agree upon a **weekly rate** for the Casting Director's services rendered and these negotiated rates shall be confirmed in writing prior to the start of services.
 - It is understood that the pilot episode differs from the weekly rate payable for other episodes of the series.
 - There is no guarantee of continuous employment or length of employment for the Casting Director, unless individually negotiated otherwise.
 - If the Casting Director's services are not requested by the Employer, no compensation is due
- **Multi-Camera Series:**
 - The Employer and Casting Director are not required to agree upon a weekly rate; however, both parties shall be free to make any agreement, provided that, Casting Directors who negotiate an episodic fee are subject to Sideletter No. 3.
 - *Sideletter No. 3 has now been modified to reference Multi-Camera Series only.*
- **Other Services:**
 - The Employer and Casting Director shall be free to make any agreement for other services in connection with a pilot, episodic series or minis series (including multi-camera series), such as the casting of additional series regular(s), replacing series regular(s) or specialized searches.
 - These services are outside the scope of the Casting Director's existing personal agreement.
 - This applies both to a Casting Director that may or may not already be engaged for the pilot, episodic series or miniseries.

HOLIDAYS:

- Effective January 1, 2022, Martin Luther King Jr. Day is added to the agreement.
- **Unworked Holiday Pay:** Associate Casting Directors who are paid as an hourly employee, will be paid a regular day's pay for all unworked holidays.
 - The last scheduled workday before the holiday and the next scheduled workday after the holiday must be worked to receive the unworked holiday pay.

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.

TRAINING ONLY MINIMUM: Any harassment prevention and other trainings outside of the CSATF required classes and NOT on a workday that is within the weekly guarantee of a weekly employee or a weekly 'on call' employee, will now be paid one-tenth (1/10) of the weekly 'on call' rate for that day. An Associate Casting Director employed on an hourly basis shall be paid a minimum of (4) hours for any day these trainings occur outside of a workday.

ADDED CSATF TRAINING:

- The employer may require an employee to take training concerning child abuse and neglect reporting.