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STUDIO TRANSPORTATION DRIVERS
LOCAL UNION NO. 399 OF
THE INTERNATIONAL BROTHEROOD OF TEAMSTERS (THE "UNION"),
AND
MUSIC VIDEO PRODUCTION ASSOCIATION (MVPA)

Memorandum Of Agreement

1. Term

   Five years starting May 3rd, 2026 and terminating June 1, 2031.

2. Wages

   See proposals below for Exhibits A and B.

3. Article V – Operations

   A. *Modify Article V(b) accordingly: For Production Budgets ~~$55,000~~ $70,000 and below, this agreement shall not be applicable.*

4. Article XVII – Overtime

Amend Article XVII(a) and (b) accordingly:

"(a) Drivers, Wranglers, Animal Trainers and Handlers. The first eight (8) work hours during the first five days of a workweek shall be paid at straight time. Work hours in excess of eight (8) on the first five days of the workweek and for the first twelve (12) work hours on a sixth workday shall be paid at time and one-half. All hours worked in excess of twelve during the first six (6) days of a workweek, and all work for the first twelve (12) hours on a seventh workday or holiday shall be paid at double time. Two-and-a-half time (2.5X) shall be paid after eighteen (18) work hours for the first five days of the workweek. Three and Three-quarter time shall be paid after eighteen (18) work hours on a sixth day of the workweek. Quadruple time (4X) shall be paid after twelve (12) work hours on a seventh day of work or a holiday. Quintuple time (5X) shall be paid after eighteen (18) work hours on a seventh day of the workweek or Holiday.

"(b) Location Managers and Scouts. For all work on a sixth consecutive day worked within a seven day period, the employee shall be paid an amount equal one and one half (1½) of the applicable daily rate. For all work on a seventh consecutive day worked within a seven day period, the employee shall be paid an amount equal to double the applicable daily rate. For all work following twelve (12) elapsed hours on shoot days and technical scout days when an employee is not able to exercise discretion and independent judgment in the performance of the employee's duties or work schedule because the employee is required to service the needs of the Employer as directed, the employee shall receive one-tenth (1/10) of the daily rate in effect that day (which could be a premium daily rate if it is a sixth or seventh day of work in the work week) for each additional hour worked in increments of one-half (1/2) hour or part thereof."

5. Article XVIII – Rest Periods

Amend Article XVIII accordingly:

"(a) Drivers, Wranglers, Animal Trainers and Handlers. There shall be a ~~nine (9)~~ ten (10) hour rest period on all work assignments, except on overnight locations in which the rest period shall be ~~eight (8)~~ nine (9) hours, calculated portal-to-portal. If at least ~~eight (8)~~ nine (9) hours of rest are provided, the penalty for the invaded hours or portion thereof shall be paid at straight time. If at least ~~six (6)~~ seven (7) hours (or six (6) hours on an overnight location) of rest have been provided, the employee shall be paid on return to work at the rate in effect at the time of dismissal on the previous day for all invaded hours. If less than ~~six (6)~~ seven (7) hours (or six (6) hours on an overnight location) of rest have been provided, then the employee shall be paid on return to work at the rate in effect at the time of dismissal on the previous day until a ~~nine (9)~~ ten (10) hour rest period (or nine (9) hours on overnight locations) has been provided.

"(b) Location Managers and Scouts. There shall be a ~~nine (9)~~ ten (10) hour rest period following all studio zone, studio and local location work assignments for Location Managers and Scouts. There shall be ~~an eight (8)~~ nine (9) hour rest period following all overnight location assignments. If at least ~~nine (9)~~ ten (10) (or ~~eight (8)~~ nine (9) on overnight locations) hours of rest are not provided but ~~six (6)~~ seven (7) (six (6) hours on an overnight location) or more have been provided, the penalty for each invaded hour shall be ~~$100.00~~ one tenth (1/10th) of the applicable scale rate per hour, paid in one-half (½) hour increments. If less than ~~six (6)~~ seven (7) (or six (6) on an overnight location) hours of rest have been provided, then the employee shall receive an additional premium equal to one-half (½) of the applicable daily rate until ~~nine (9)~~ ten (10) (or nine (9) on an overnight location) hours of rest have been provided."

6. Article XIX – Meals

Amend Article XIX(d) accordingly:

(d) A meal penalty allowance for delayed meals shall be computed as follows:

(1) First ½ hour meal delay or fraction thereof	~~$ 7.50~~ $10.00
(2) Second ½ hour meal delay or fraction thereof	~~$10.00~~ $12.50
(3) Third ~~and each succeeding~~ ½ hour meal delay or fraction thereof	$15.00
(4) Fourth ½ hour meal delay or fraction thereof	$20.00

"Such allowance shall be in addition to the compensation for work time during the delay and shall not be applied as part of any guarantee."

7. Article XXI – Holidays

Add Martin Luther King, Jr. day and Juneteenth to the list of recognized holidays.

8. Article XXII – Benefits

Amend footnote 3 re: productions with budgets less than $70,000.

9. Article XXIII – Wage Rates

Amend Article XXIII(a) accordingly:

"(a) For Production Budgets ~~fifty-five thousand dollars ($55,000)~~ seventy thousand dollars ($70,000) and less, this Agreement shall not be applicable.

A. *Amend Article XXIII(b) through (f) accordingly:*

"(b) For Production Budgets more than ~~fifty-five~~ seventy thousand dollars and less than three hundred thousand dollars (~~$55~~ 70,000> <$300,000), the wage rates shall be as set forth in Exhibit A.

"(e) Payment of Wages:

i) Payment of wages shall be made no less frequently than semimonthly. Wages earned between the first (1st) and fifteenth (15th) of the month shall be paid no later than the ~~twenty-fifth (25th)~~ twenty-sixth (26th) of the month; wages earned between the sixteenth (16th) and the end of the month shall be paid no later than the tenth (10th) day of the following month.

"[. . . .]"

"(~~b~~ f) There is no guarantee of employment beyond one (1) day for daily employees.

B. *Add a new subparagraph (g) to Article XXIII that provides as follows:*

"(g) Effective as soon as the Employer's payroll company is able to provide the following detail, and as soon as possible following August 1, 2026, the Employer will include, on each paycheck of each employee, a detailed breakdown of the Employer's contributions to the employee's Individual Account Plan ("IAP"), as well as the number of meal penalties accrued and amount of meal penalties paid to the employee, in the payroll period covered by the paycheck."

10. New Article XXIV – Reimbursement of Expenses

Add a new Article XXIV called "Reimbursement of Expenses" that provides as follows:

"(a) The Employer shall reimburse all employees covered by this Agreement for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of the employee's duties, provided that expenditures other than ordinary and customary ones (*e.g.* parking) have been approved in advance by the Employer.

"(b) Reimbursement to Location Managers/Scouts for mileage traveled on behalf of the Employer, including on shoot days, shall be at the rate recognized by the Internal Revenue Service.

"(c) Reimbursement for use of a Location Manager/Scout's entire kit (*e.g.*, computer, cell phone, cameras, printer, maps) shall be no less than $80.00 per work day, including shoot days. Reimbursement for use of a Transportation Captain's entire kit (*e.g.*, battery jump pack, vehicle lock-out kit, tow straps, bolt cutters, reflective triangles, jumper cables, pintle combo hitch) shall be no less than $20.00 per work day, for shoot days only, unless supplied by the Employer.

"(d) Upon the submission of a receipt from the employee that is satisfactory to the Employer, the Employer will reimburse Location Managers/Scouts up to twenty-five dollars ($25) per meal on scout days."

11. New Article XXV "Bona Fide Employers"
    A. Create New Article XXV called "Bona Fide Employers" patterned after the ACIP Article XX.
    B. Create "Music Video Alternative Supplement" mirroring the conditions in the current Standard Music Video Agreement.
    C. Add a section titled "Shared Signatory Status" to the newly authored "Bona Fide Employers" section stating "a signatory employer may only share its signatory status under the MVPA terms of this agreement with another signatory Bona Fide Employer"

12. New Article XXVI "Alternative Dispute Resolution
    A. Create New Article XXVI called "Alternative Dispute Resolution"
    B. Add pre-approved arbitration agreement as Exhibit C.

13. Housekeeping

    A. The last three articles should be changed from "II," "III," and "IV" to "XXVII," "XXVIII," and "XXIX."

    B. Draft letter agreement confirming that the benefit terms under the most recent MVPA agreement remained in effect through the effective date of the agreement resulting from these negotiations, thereby allowing MPI to credit held hours.

14. Exhibit A

Amend Exhibit A accordingly:

"(a) The applicable minimum hourly wage rates for drivers covered by this Agreement for Production Budgets between ~~$55,000~~ $70,000 and $300,000 are set forth below.

Classification	
Captain	To be individually negotiated.
Drivers of Vehicles Requiring a Class A License and Drivers/Cooks	To be individually negotiated.
~~Drivers of Vehicles Requiring a Class B License~~	~~To be individually negotiated.~~
Camera Car Driver	To be individually negotiated.
Production Van Driver/ Operator	To be individually negotiated.
Chapman Crane Driver/ Operator	To be individually negotiated.
Motorhome Drivers:	To be individually negotiated.
Drivable Generators:	To be individually negotiated.

"(b) The applicable minimum daily rates for Location Scouts and Location Managers covered by this Agreement for Production Budgets between ~~$55,000~~ $70,000 and $300,000 are set forth below.

Classification	
Location Manager/Scout	To be individually negotiated.

Exhibit B

Amend Exhibit B accordingly starting May 3, 2026, to raise rates by the corresponding wage chart below):

EXHIBIT B. – WAGES FOR BUDGETS BETWEEN $300,000 AND $500,000

Classification	Current Rate	Year 1 (4%) May 3, 2026	Year 2 (3.5%) January 31, 2027	Year 3 (3%) January 30, 2028	Year 4 (3%) February 3, 2029	Year 5 (3%) February 2, 2030
Captain/Gang Boss	$39.66	$41.25	$42.69	$43.97	$45.29	$46.65
Drivers of Vehicles Requiring a Class A or Class B License, ~~and~~ Drivers/Cooks, and Drivers of Motorhomes and Drivable Generators	$34.46	$35.84	$37.09	$38.21	$39.35	$40.53
~~Drivers of Vehicles Requiring a Class B License~~	$31.96	NA	NA	NA	NA	NA
Camera Car Driver	$39.66	$41.25	$42.69	$43.97	$45.29	$46.65
Production Van Driver/Operator and any driver pulling a generator that the driver is also operating	$40.48	$42.10	$43.57	$44.88	$46.23	$47.61
Chapman Crane Driver/Operator	$39.66	$41.25	$42.69	$43.97	$45.29	$46.65
~~Drivers Motorhomes, and Drivable Generators~~	$31.96	NA	NA	NA	NA	NA
Wrangler	$44.42	$46.20	$47.81	$49.25	$50.73	$52.25
Animal Trainer	$61.83	$64.30	$66.55	$68.55	$70.61	$72.73
Animal Handler	$53.58	$55.72	$57.67	$59.40	$61.19	$63.02
Location Manager/Scout (Daily Rate)	$697.75	$725.66	$751.06	$773.59	$796.80	$820.70
Hyphenate Driver	Shall be paid $3.00 per hour above the higher of the two wage rates for the work being performed					

Signatures on Next Page

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For the Music Video Production Association:

Euliane Petikyan _____ Dated 4/20/2026

For Studio Transportation Drivers Local #399:
(Teamsters Local 399)

Josh Stakeli _____ Dated 4/20/2026