

# TSL 2018 Agreement

## Frequently Asked Questions

### **Q: How much did we improve wage minimums in this negotiation?**

Wage minimums will increase by 3% in each year of the agreement. There is retroactive coverage for the increase for wage minimums for the first year of the agreement back to October 28, 2018.

### **Q: What about Health and Pension? Are there any changes?**

There are no increases to premiums, and no reductions in benefits. There are no changes to hours needed to qualify for or maintain benefits. Retirees that are eligible will continue to receive 13th and 14th checks, other Retirees will continue to receive the 2015 10% increase.

### **Q: How long will this agreement last?**

The term of this agreement is three (3) years, beginning on November 1, 2018 and continues through and including October 31, 2021.

### **Q: What else did we agree to?**

Generally speaking, we agreed to a new Process Lead role, to allow interns to perform covered work under limited circumstances, with restrictions, to include the corporate equal opportunity policies as well as family leave policies. We also agreed to increased employer funding for Contract Services (CSATF).

### **Q: What about interns doing production work?**

The Negotiations Committee included the same language that was added to the Animation Guild master agreement with regards to animation interns. During the Animation Guild master agreement negotiations, the union and producers discussed the producers' proposal on interns extensively. In order to achieve the gains we did on New Media, Health & Pension, wage minimums and other issues, we agreed to address this request from the producers, with the following important limitations:

- No bargaining unit employee will be displaced by this change;
- Interns must be enrolled in a college or graduate school educational program, or have graduated within less than six months from such a program;
- Internship programs can only last for a semester during the school year, and can only last for 12 weeks during the summer break;
- Finally, there is a sunset clause - meaning that it is up to the producers to request renewal of this in 2021. If there are abuses reported during the next three years, the 2021 TSL Negotiations Committee will refuse to renew this provision, and it will end.

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### **Q: Does this contract help support our Pension and Health Plan?**

Yes. We inherit the terms for Pension and Health from the IATSE Basic negotiations. Going forward, the rates employers will pay for Health contributions will increase, and there will be two different contribution rates. Employers that already pay significant residual contributions in addition to their hourly contributions will pay an additional \$0.20 per hour in the first year, an additional \$0.10 per hour in the second year, and an additional \$0.10 per hour in the third year. Over the 3 years of the agreement, this is projected to be worth \$62M in additional new funding for the Health Plan. For employers not paying significant residuals (currently including Netflix and Amazon), there are higher rates: they will pay an additional \$0.75 per hour in the first year, an additional \$0.75 per hour in the second year, and an additional \$0.75 per hour in the third year. Over the 3 years of the agreement, this is projected to be worth \$90M in additional new funding for the Health Plan. All together, \$153M in new additional funding will be paid by studios into the Health and Pension Plans.

### **Q: What if I don't vote? Does that count as a yes or no vote?**

Not voting doesn't count - it is neither a "Yes" or a "No" vote and means your voice will not be heard on the ratification decision. Only cast votes will be counted - not voting means you are sitting this decision out, and letting others make it for you.

### **Q: I noticed this new agreement started on November 1, 2018. Does that mean the wage increases did too?**

Yes. TSL agreed to retroactive wage increases back to October 28, 2018 for the contract wage minimums. If you are earning the contract minimum for the category that your job is classified, you will receive an extra check for the 3% increase in the minimum rate back to October 28, 2018.

### **Q: I have a question that wasn't covered - where can I find out more?**

Please read the material on the Animation Guild website - [animationguild.org](http://animationguild.org) - and call the union office at 818-845-7500. You can also email the Business Representative, [jmacleod@animationguild.org](mailto:jmacleod@animationguild.org) or TAG Field Representative Steve Kaplan - [steve.kaplan@tag839.org](mailto:steve.kaplan@tag839.org).