










2018 TSL Contract Negotiations - Ledger

Union's Gains	Producers' Gains												
<p> Revise the Non-Discrimination clause to include Disney corporate policies regarding equal employment opportunities, and provide an avenue of non-binding mediation to deal with claims of violating this provision</p> <p> Include Disney corporate Family Leave policy in the contract</p> <p> Recognize TAG 401(k) plan in the contract (matches 839 Agreement)</p> <p> New Process Lead category added to contract, paid at least 5% above scale</p> <p> 3% annual increases to wage minimums (retroactive to end of last contract)</p> <p> Increase to Health and Pension hours for On-Call employees:</p> <table border="1" style="margin-left: auto; margin-right: auto; border-collapse: collapse;"> <caption style="text-align: center;">On-Call MPI Contributions</caption> <thead> <tr> <th></th> <th style="text-align: center;">2015-2018</th> <th style="text-align: center;">2018-2021</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">First 5 Worked Days</td> <td style="text-align: center;">56</td> <td style="text-align: center;">60</td> </tr> <tr> <td style="text-align: center;">Sixth Day</td> <td style="text-align: center;">63</td> <td style="text-align: center;">68</td> </tr> <tr> <td style="text-align: center;">Seventh Day</td> <td style="text-align: center;">71</td> <td style="text-align: center;">76</td> </tr> </tbody> </table> <p> Additional MPI Health and Pension contributions per IA Basic Agreement (\$153m to health benefits, 10% pension increase, new Streaming Residual, 13th/14th checks for retirees)</p> <p> Incorporate New Media gains from the 839 and IA Basic contracts</p> <p> Include occupation codes in the wage schedules</p>		2015-2018	2018-2021	First 5 Worked Days	56	60	Sixth Day	63	68	Seventh Day	71	76	<ul style="list-style-type: none"> ● Increase in employer contribution rate to CSATF ● Animation interns will be allowed to perform covered work under limited circumstances, with a sunset clause ● Waiver of certain Paid Leave statutes outside of Los Angeles County
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Contract Ratification Q&A

Q: What is ratification?

A: Ratification is the step where the union members vote on whether to accept the current agreement. The current agreement is tentative, and requires a majority vote of the members to implement. Once ratified, the tentative agreement will be accepted and the new terms will be in place for the 3-year term of the agreement (November 1, 2018 through and including October 31, 2021).

Q: How and when will ratification take place?

A: Members will vote on the agreement, and their decision will determine whether the agreement is accepted. The ratification vote takes place at the studio on April 22, 2019 from 10:00am to 1:00pm in room 2403. A Memorandum of Agreement detailing the contract changes will be posted on the Animation Guild website (<https://animationguild.org/disney-contract-ratification/>) for all members to read. Members will be provided copies of the MOA, supporting documents, an opportunity to speak to Animation Guild and IATSE representatives to answer any questions, ballots and a way to record their vote. Votes will be tallied after the voting window is completed.

Q: What is the recommendation of the Negotiating Committee?

A: The Negotiating Committee strongly recommends a “**Yes**” vote for ratification. We feel this is a good deal overall that addresses the key concerns raised by members.

Q: What happens if members vote no? Will we get a better deal?

If the contract is not ratified, there are no guaranteed outcomes. While it is possible that the negotiation committee could achieve better results, it is also possible that the outcomes could worsen. No terms of the tentative agreement are kept - a negotiation committee would need to be re-formed, and the process would start over.

Q: Have other contracts not ratified? What happened?

In recent history, we found no entertainment union contract that failed to ratify their agreement.

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

A: Please read the material on the Animation Guild website at <https://animationguild.org/disney-contract-ratification/> and/or call the union office at 818-845-7500. You can also email the Business Representative, jmacleod@animationguild.org or TAG Field Representative Steve Kaplan at steve.kaplan@tag839.org.