



What did the AMPTP want?

- ✗ Provide studios who currently accrue vacation and holiday hours the ability to switch to paying them out on paychecks
- ✗ 6th and 7th day minimum call for On Call employees providing at least 4 hours of work on a 6th or 7th day
- ✗ Extending probationary periods an additional 30 days on top of existing 90 days
- ✗ Absolutely no discussion of an application of our agreement outside of Los Angeles County. The AMPTP claimed it was a "permissive subject of bargaining"
- ✗ Providing full access of sideletters to all companies. (Currently, some sideletters are studio specific)

What did they get?

- ✓ Codified an existing practice of flexible scheduling of freelance work
- ✓ Renewal of the New Media sideletter with changes outlined in Union gains
- ✓ Renewal of Sideletter P - Animation Interns which provided the Union the ability to work on diversity and inclusion initiatives
- ✓ Allowed all employers signed to the agreement to use the adjusted Sideletter E
- ✓ Agreed to discuss the availability of Sideletter B to all producers in the Sideletter K classification study

What did we get?

- ✓ Created a path for union-covered remote work
- ✓ Added Martin Luther King Jr. as a paid holiday
- ✓ Improved working and wage conditions for streaming projects, including the removal of the "grandfather" clause
- ✓ Established a Labor-Management Cooperative Committee to address studio specific issues
- ✓ Commitment to Diversity, Equity and Inclusion initiatives
- ✓ Parental leave expanded to include other life qualifying events
- ✓ Contribution increases to the MPI Health and Pension Fund to keep plans funded, with no increases to premiums
- ✓ Retroactive scale wage increases of 3% annually
- ✓ 13th and 14th checks for qualifying retirees
- ✓ Significant wage increases for animation Writers and new job classification progression
- ✓ Narrowed pay gap for Color Designers
- ✓ Inclusion of language to mandate the use of the 15% minimum premium for Storyboard and Production Board leads and supervisors
- ✓ Progressive increase to the Freelance Timing unit rate and reduced H&P requirements
- ✓ Sideletter E (CGI Classifications) - Simplified the tier structure to boost pay rates for intermediate and senior level artists
- ✓ Increase of MPI hours for On Call employees to 60 per week
- ✓ Written confirmation of job classification name and occupation code on new hire/promotion working agreements
- ✓ Commitment to establish the joint committee in Sideletter K - Classification Study and identify obsolete classifications
- ✓ Distribute a Bulletin with guidance to studios to take a new hire's experience level into consideration when assigning classifications
- ✓ New language in Sideletter J - Skills Evaluations to provide for reasonable time to complete tests, and a requirement for producers to respond to applicants