

## **TAG - Rick and Morty, LLC Negotiations Memorandum Of Agreement November 2022**

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This Memorandum of Agreement is entered into as of November 10, 2022 between Rick and Morty, LLC (hereinafter referred to as the "Employer") and the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada and The Animation Guild and Affiliated Optical Electronic and Graphic Arts, Local #839, IATSE ("TAG") (such International Alliance and Local #839 being referred to collectively as "the Union").

This Memorandum of Agreement reflects the complete understanding reached between the parties. This Memorandum of Agreement is not formal contract language, except where its context indicates otherwise. As soon as practicable, this Memorandum of Agreement will be reduced to formal contract language in a Collective Bargaining Agreement.

All provisions of the 2018 collective bargaining agreement between these parties (hereinafter collectively referred to as "the Agreement") shall remain the same unless otherwise specifically changed as noted herein. The provisions herein shall be effective upon ratification of the Agreement unless a specific date is set forth regarding a particular provision.

In consideration of the mutual agreements herein contained, the parties hereto agree as follows:

**1. 2021-2024 TAG-AMPTP Memorandum Of Agreement**

Incorporate the adjustments to the TAG-AMPTP collective bargaining agreement per the Memorandum of Agreement of August 1, 2021 between the Employer and The Animation Guild and Affiliated Optical Electronic and Graphic Arts, which is attached to this Memorandum of Agreement as Exhibit A, and includes, but is not limited to, changes in the term of the agreement, the addition of new job classifications with wage minimums and overall wage minimum increases, changes to MPI health and pension contributions, sideletter adjustments that include adjustments to Sideletter N, new articles to the agreement, and new holidays, to the expiration of the previous term.

**2. Add Animation Production Staff Classifications**

- a. Add a sideletter to the TAG-Rick and Morty, LLC agreement that adds the job categories of Design Coordinators, Storyboard Coordinator, Office Coordinator, Production Manager, Assistant Production Manager, All Design and Production Assistants, and Production Coordinator as classifications covered by the agreement with the following wage minimums for a 40 hour workweek:

**TAG - Rick and Morty, LLC Negotiations  
Memorandum Of Agreement  
November 2022**

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<b>Job Classification</b>	<b>Weekly Rate</b>	<b>Hourly Rate</b>
Assistant Art Director	\$2,189.00	\$54.73
Design and Production Assistants	\$ 950.00	\$23.75
Coordinator (Production, Storyboard, Office, and Retake)	\$1,125.00	\$28.13
Assistant Production Manager	\$1,350.00	\$33.75
Production Manager	\$1,750.00	\$43.75

The following wages will take effect the first Sunday after the date of ratification by the unit, and be subject to the general wage increases in the TAG-Rick and Morty, LLC agreement.

- b. The Employer agrees to make two months of retroactive contributions to the Motion Picture Industry Active and Retiree Health Plans only for all hours worked by the animation production staff, and to make Active and Retiree Health Plan contributions only for four months in order to provide the necessary contributions to allow the animation production staff to begin participation in the MPI Health Plan to covered employees employed by Employer as of the date of ratification. The Employer will continue to make contributions to the current health plan provided to the animation production staff until such time as each member of the staff is able to participate in the MPI Health Plan. Once each member of the animation production staff employed by the company on the date of ratification is participating in the MPI Health Plan, the Employer will make the full contributions to MPI, which include Pension and CSATF contributions.

**3. Additional Staff**

During the negotiations, both parties discussed the need to add additional staff to the production to answer the increasing work load needs. Both parties agreed that the Employer will add an additional Assistant Art Director, the job category of Retake Animation Coordinator, and one Production Assistant. Both parties also agreed that there is no minimum staffing requirement in the Agreements, and the Employer's acceptance of this proposal was given for the purpose of improving workflow.

*TAG - Rick and Morty 2022 Negotiations  
Memorandum of Agreement  
Page 2*


**TAG - Rick and Morty, LLC Negotiations  
Memorandum Of Agreement  
November 2022**

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**4. Staffing**


Until such time as this MOA is ratified, the Employer has the right to maintain its current Animation Production Staff without regard to the seniority provisions within the Agreements.

**FOR RICK AND MORTY, LLC.**

  
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Monica Mitchell  
Manager, Rick and Morty, LLC


Date: January 11, 2023

**FOR THE ANIMATION GUILD, LOCAL 839 IATSE**

  
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Steve Kaplan, Business Representative

Date: JANUARY 6, 2023

**FOR THE IATSE**

DocuSigned by:  
  
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Michael F. Miller, Jr.  
International Vice President  
Director, MPTV Department

Date: 1/30/2023