

MEMORANDUM OF AGREEMENT OF DECEMBER 12, 2021 BETWEEN SONY PICTURES ANIMATION, INC., (“EMPLOYER”) AND THE INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES AND MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA, AFL-CIO (“UNION.”)

This Memorandum of Agreement is entered into as of December 12, 2021 between Sony Pictures Animation (“SPA”) and International Alliance of Theatrical Stage Employees and Moving Picture Technicians, Artists and Allied Crafts of the United States, its territories and Canada (the “Union.”)

This Memorandum of Agreement reflects the complete understanding reached between the Union and SPA. As soon as practicable this Memorandum of Agreement will be reduced to formal contract language.

EFFECTS OF CHANGES

All of the provisions of the current collective bargaining agreement between the Union and SPA shall remain the same unless specifically changed as noted herein.

The provisions of this Memorandum of Agreement are subject to ratification by the membership of the Union. The provisions herein shall be effective as of the first Sunday following notice of ratification, unless a different contract date is specified, in which case such provision shall be effective as of the date so specified.

In consideration of the mutual agreements herein contained, the Union and SPA agree as follows:

1. Term of Agreement

The term of this Agreement shall commence on December 12, 2021 and terminate on September 23, 2025.

2. Wage Rates (Article 25)

- A. Wage Rates contained in Article 25 “Wages” shall be increased as follows except as otherwise provided in 2B and 2C, provided that notice of ratification is received before June 30, 2023: by six percent (6%) retroactive to January 1, 2022; by three percent (3%) effective September 24, 2023; and by three percent (3%) effective September 24, 2024. Such increases are compounded.
- B. Wage rates for the Freelance Animation Writer and Storyboard shall be adjusted as set forth in the attached schedule (Freelance Animation Writer and Storyboard schedule Period 1-3).
- C. Editorial Wages shall be modified as follows:

- Increase the Level I Editor rate to \$52.00 per hour effective 30-days following notice of ratification; increase to \$55.00 per hour effective July 2, 2023; and increase to \$57.93 effective September 24, 2023;
- Increase Level II Editor rate to \$43.50 per hour effective 30-days following notice of ratification; increase to \$45.00 per hour effective July 2, 2023; and increase to \$46.59 effective September 24, 2023;
- Increase Level III Editor rate to \$37.00 per hour effective 30-days following notice of ratification; increase to \$40.00 per hour effective July 2, 2023; and increase to \$42.87 per hour effective September 24, 2023;
- Thereafter, Level I, II and III Editor rates are subject to the general wage increases.

3. Holiday

Modify Article 15 Section A to add MLK Jr. Day as a holiday. Modify Article 15 Section B to increase the unworked holiday percentage from 3.719% to 4%.

FOR SONY PICTURES ANIMATION:

BY: _____ Dated: _____
 Katya Culberg, VP, Labor Relations
 On Behalf of Sony Pictures Animation

FOR INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES AND
 MOVING PICTURE TECHNICIANS, ARTISTS, AND ALLIED CRAFTS OF THE UNITED
 STATES, ITS TERRITORIES AND CANADA, AFL-CIO

BY: _____ Dated: _____
 Michel F. Miller, Jr.
 International Vice President
 Director Motion Pictures & Television Production
 I.A.T.S.E. – West Coast

**SONY PICTURES ANIMATION
WAGE AND CLASSIFICATION SCHEDULE
PERIOD 1.a – (retroactive to 1/1/2023)**

LEVEL I

\$53.00

Animation Story Board (Sr.)	Music Editor
Animation Writer	Production Designer
Animator (Sr.)	Sound Editor
Art Director/Production Designer	Sound Effects Editor
Character Designer (Sr.)	Story Artist (Sr.)
Illustrator/Designer (Sr.)	Visual Development Artist (Sr.)
Layout Artist (Sr.)	Animator Specialist

LEVEL II

\$45.20

Animation Story Board (Int.)	Character Designer (Int.)
Animator (Int.)	Illustrator/Designer (Int.)
Art Director (Int.)	Sculptor
Music Editor (Asst.)	Story Artist (Int.)
Sound Editor (Asst.)	Visual Development Artist (Int.)

LEVEL III

\$37.06

Animation Story Board (Asst.)	Story Artist (Asst.)
Animator (Asst.)	Story Cleanup
Character Designer (Asst.)	Art Director (Asst.)
Illustrator/Designer (Assoc.)	Visual Development Artist (Asst.)

LEVEL IV

First 6 months -	\$28.44
Second 6 months -	\$31.90
Third 6 months -	\$35.35

Animation Story Board Trainee	Editorial Trainee	
Animator Trainee	Story Artist Trainee	
Apprentice Editor	Visual Development	Artist Trainee
Character Designer Trainee		
Illustrator/Designer Trainee		

Leadworkers shall be paid the key rate of 15% above the minimum Level one rate for their classification during such assignment.

**SONY PICTURES ANIMATION
EDITORIAL WAGE AND CLASSIFICATION SCHEDULE
PERIOD 1.b – (Effective 30-days following notice of ratification)**

LEVEL I

Editor	\$52.00
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LEVEL II

Editor (Assoc.)	\$43.50
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LEVEL III

Editor (Assist.)	\$37.00
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**FREELANCE ANIMATION WRITER AND STORYBOARD
PERIOD 1.c (Effective for contracts entered into on or after 6/30/2023)**

<u>SHORT SUBJECTS - (4 to 7 minutes)</u>		<u>Pension & Health Hours</u>
Synopsis and Outline	\$1,191.30	33
Storyboard Only	\$1,652.02	63
Screenplay	\$2,845.93	67

<u>SHORT SUBJECTS - (7 to 15 minutes)</u>		
Synopsis and Outline	\$1,262.18	47
Storyboard Only	\$2,080.55	100
Screenplay	\$4116.87	153

<u>HALF-HOUR SUBJECTS</u>		
Synopsis and Outline	\$2,318.07	91
Storyboard Only	\$3,950.88	240
Screenplay	\$8,145.92	309

<u>ONE HOUR OR MORE BUT LESS THAN 75 MINUTES SUBJECTS</u>		
Synopsis and Outline	\$3,405.22	100
Storyboard Only	\$5,893.01	320
Screenplay	\$12,095.76	325

<u>75 MINUTES OR MORE SUBJECTS</u>		
Synopsis and Outline	\$4,455.44	150
Storyboard Only	\$7,932.92	425
Screenplay	\$15,826.23	560

In reference to the above Freelance Animation Writer and Storyboard rates, the Employer may require two-rewrites or re-works without additional compensation. If the Employer requires an additional re-write or re-work, an additional 20% of the original unit rate shall be paid for each re-write or re-works. Any amount negotiated in excess of the above minimums may be applied against any additional compensation for re-write or rework when due.

**SONY PICTURES ANIMATION
EDITORIAL WAGE AND CLASSIFICATION SCHEDULE
PERIOD 1.d – (Effective 7/02/2023)**

LEVEL I

Editor	\$55.00
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LEVEL II

Editor (Assoc.)	\$45.00
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LEVEL III

Editor (Assist.)	\$40.00
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**SONY PICTURES ANIMATION
WAGE AND CLASSIFICATION SCHEDULE
PERIOD 2 – (9/24/2023 to 9/23/2024)**

LEVEL I

\$54.59

Animation Story Board (Sr.)
Animation Writer
Animator (Sr.)
Art Director/Production Designer
Character Designer (Sr.)
Illustrator/Designer (Sr.)
Layout Artist (Sr.)

Music Editor
Production Designer
Sound Editor
Sound Effects Editor
Story Artist (Sr.)
Visual Development Artist (Sr.)
Animator Specialist

LEVEL II

\$46.56

Animation Story Board (Int.)
Animator (Int.)
Art Director (Int.)
Music Editor (Asst.)
Sound Editor (Asst.)

Character Designer (Int.)
Illustrator/Designer (Int.)
Sculptor
Story Artist (Int.)
Visual Development Artist (Int.)

LEVEL III

\$38.17

Animation Story Board (Asst.)
Animator (Asst.)
Character Designer (Asst.)
Illustrator/Designer (Assoc.)

Story Artist (Asst.)
Story Cleanup
Art Director (Asst.)
Visual Development Artist (Asst.)

LEVEL IV

First 6 months - \$28.44
Second 6 months - \$31.90
Third 6 months - \$35.35

Animation Story Board Trainee
Animator Trainee
Apprentice Editor
Character Designer Trainee
Illustrator/Designer Trainee

Editorial Trainee
Story Artist Trainee
Visual Development Artist Trainee

Leadworkers shall be paid the key rate of 15% above the minimum Level one rate for their classification during such assignment.

**SONY PICTURES ANIMATION
EDITORIAL WAGE AND CLASSIFICATION SCHEDULE
PERIOD 2 – (9/24/2023 to 9/23/2024)**

LEVEL I

Editor	\$57.93
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LEVEL II

Editor (Assoc.)	\$46.59
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LEVEL III

Editor (Assist.)	\$42.87
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**FREELANCE ANIMATION WRITER AND STORYBOARD
PERIOD 2 (9/24/2023 to 9/23/2024)**

<u>SHORT SUBJECTS - (4 to 7 minutes)</u>		<u>Pension & Health Hours</u>
Synopsis and Outline	\$1,227.04	33
Storyboard Only	\$1,701.58	63
Screenplay	\$2,931.31	67

<u>SHORT SUBJECTS - (7 to 15 minutes)</u>		
Synopsis and Outline	\$1,300.05	47
Storyboard Only	\$2,142.97	100
Screenplay	\$4,240.38	153

<u>HALF-HOUR SUBJECTS</u>		
Synopsis and Outline	\$2,387.61	91
Storyboard Only	\$4,069.41	240
Screenplay	\$8,390.30	309

<u>ONE HOUR OR MORE BUT LESS THAN 75 MINUTES SUBJECTS</u>		
Synopsis and Outline	\$3,507.38	100
Storyboard Only	\$6,069.80	320
Screenplay	\$12,458.63	325

<u>75 MINUTES OR MORE SUBJECTS</u>		
Synopsis and Outline	\$4,589.10	150
Storyboard Only	\$8,170.91	425
Screenplay	\$16,301.02	560

In reference to the above Freelance Animation Writer and Storyboard rates, the Employer may require two-rewrites or re-works without additional compensation. If the Employer requires an additional re-write or re-work, an additional 20% of the original unit rate shall be paid for each re-write or re-works. Any amount negotiated in excess of the above minimums may be applied against any additional compensation for re-write or rework when due.

**SONY PICTURES ANIMATION
WAGE AND CLASSIFICATION SCHEDULE
PERIOD 3 – (9/24/2024 to 9/23/2025)**

LEVEL I

\$56.23

Animation Story Board (Sr.)
Animation Writer
Animator (Sr.)
Art Director/Production Designer
Character Designer (Sr.)
Illustrator/Designer (Sr.)
Layout Artist (Sr.)

Music Editor
Production Designer
Sound Editor
Sound Effects Editor
Story Artist (Sr.)
Visual Development Artist (Sr.)
Animator Specialist

LEVEL II

\$47.96

Animation Story Board (Int.)
Animator (Int.)
Art Director (Int.)
Music Editor (Asst.)
Sound Editor (Asst.)

Character Designer (Int.)
Illustrator/Designer (Int.)
Sculptor
Story Artist (Int.)
Visual Development Artist (Int.)

LEVEL III

\$39.32

Animation Story Board (Asst.)
Animator (Asst.)
Character Designer (Asst.)
Illustrator/Designer (Assoc.)

Story Artist (Asst.)
Story Cleanup
Art Director (Asst.)
Visual Development Artist (Asst.)

LEVEL IV

First 6 months - \$28.44
Second 6 months - \$31.90
Third 6 months - \$35.35

Animation Story Board Trainee
Animator Trainee
Apprentice Editor
Character Designer Trainee
Illustrator/Designer Trainee

Editorial Trainee
Story Artist Trainee
Visual Development Artist Trainee

Leadworkers shall be paid the key rate of 15% above the minimum Level one rate for their classification during such assignment.

**SONY PICTURES ANIMATION
EDITORIAL WAGE AND CLASSIFICATION SCHEDULE
PERIOD – (9/24/2024 to 9/23/2025)**

LEVEL I

Editor	\$59.67
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LEVEL II

Editor (Assoc.)	\$48.00
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LEVEL III

Editor (Assist.)	\$44.16
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**FREELANCE ANIMATION WRITER AND STORYBOARD
PERIOD 3 (Effective 9/24/2024 to 9/23/2025)**

<u>SHORT SUBJECTS - (4 to 7 minutes)</u>		<u>Pension & Health Hours</u>
Synopsis and Outline	\$1,263.85	33
Storyboard Only	\$1,752.63	63
Screenplay	\$3,019.25	67

<u>SHORT SUBJECTS - (7 to 15 minutes)</u>		
Synopsis and Outline	\$1,339.05	47
Storyboard Only	\$2,207.26	100
Screenplay	\$4,367.59	153

<u>HALF-HOUR SUBJECTS</u>		
Synopsis and Outline	\$2,459.24	91
Storyboard Only	\$4,191.49	240
Screenplay	\$8,642.01	309

<u>ONE HOUR OR MORE BUT LESS THAN 75 MINUTES SUBJECTS</u>		
Synopsis and Outline	\$3,612.60	100
Storyboard Only	\$6,251.89	320
Screenplay	\$12,832.39	325

<u>75 MINUTES OR MORE SUBJECTS</u>		
Synopsis and Outline	\$4,726.77	150
Storyboard Only	\$8,416.04	425
Screenplay	\$16,790.05	560

In reference to the above Freelance Animation Writer and Storyboard rates, the Employer may require two-rewrites or re-works without additional compensation. If the Employer requires an additional re-write or re-work, an additional 20% of the original unit rate shall be paid for each re-write or re-works. Any amount negotiated in excess of the above minimums may be applied against any additional compensation for re-write or rework when due.