

TAG - Viltrumite Pants, LLC Memorandum of Agreement

This Memorandum of Agreement is entered into as of December 8, 2023 between Viltrumite Pants, LLC (hereinafter referred to as the “Employer” or “Producer”) 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 constitutes a formal sideletter to the parties’ existing 2021 animation artists agreement, which in turn incorporates by reference the Local 839 Master Collective Bargaining Agreement (“839 Master Agreement”)

All provisions of the 2021 animation artists agreement between these parties (hereinafter collectively referred to as “the 2021 Agreement”) shall remain the same unless otherwise specifically changed as noted herein. The provisions herein shall be effective upon ratification of the 2021 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. Sideletter to 839 Agreement

- a. Incorporate the production staff categories in the classifications listed in the wage classifications below (“Production Management Unit”) into the 2021 Agreement, which in turn incorporates by reference the 839 Master Agreement, by sideletter, providing the 2021 Agreement terms and conditions except as provided herein. For clarity, where there is any discrepancy between the 2021 Agreement and this sideletter, the sideletter terms shall control.

- b. Scope: Employer recognizes the Union as the exclusive representative of the employees in a comprehensive bargaining unit, including both the employees in the parties’ existing animation artists unit as well as the production employees in the Production Management Unit, whether hired by the Employer to perform services in the County of Los Angeles, hired to perform services at the Employer’s production offices located at 10911 Riverside Dr., Los Angeles, CA 91602, hired by the Employer to perform services via remote work outside Los Angeles County, or thereafter employed by the Employer to perform services via remote work outside Los Angeles County.

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c. All provisions agreed in this sideletter will be applicable upon date of ratification.

2. Motion Picture Industry Health and Pension Plan

For employees in the Production Management Unit active at the time of ratification, Employer will provide the existing health insurance while making MPI Active and Retiree Health contributions until such time as the Production Management Unit staff begin MPI Health Plan participation. For clarity, Employer anticipates this as fifteen (15) weeks (approximately 3.6 months), during which Employer will make concurrent payments to the Active and Retiree Health contributions for the Production Management Unit so that they can begin participating in the plan as soon as practicable. These payments will begin on the first payroll date after the date of ratification. Once Production Management Unit staff participation in the MPI Health Plan begins, Employer will begin to make full MPI contributions on behalf of the Production Management Unit.

3. Article 21, Section B - Screen Credits

Modify Article 21, Section B to add language to include production classifications.

4. Remote Work

The practice of remote work for production workers in the bargaining unit is at the Employer's reasonable discretion. The Employer will provide three (3) weeks' notice if it is requiring any employee currently working remotely outside of Los Angeles County, CA to begin regularly reporting more frequently than currently scheduled into one of the Employer's physical office locations on a permanent basis. In the event of such a change to an employee's remote work, the Union may request a meeting with the Employer to further discuss the employee's circumstances, and the parties shall meet promptly thereafter.

5. Notification of End Date

Producer shall clearly state in an employee's personal services agreement what the expected end date of the term of employment shall be. Producer will provide three (3) weeks notice of a change of employee's end date.

6. Article 12, Section 6

Adjust Article 12, Section 6 to read:

If an employee is laid off, the Producer shall provide either five (5) work days' notice or five (5) days' pay, provided that the layoff was not occasioned by an act of God or other occurrence beyond the Producer's control. Any weekly employee given notice as prescribed above may be laid off five (5) days prior to the end of such employee's scheduled five (5) workweek; in such event, such employee shall be paid on a pro rata basis for those days required to complete their assigned work, but in no event less than the number of days required to comply with the five (5) work days' notice requirement.

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Such notice may be given orally but must be confirmed in writing and given to the individual employee.

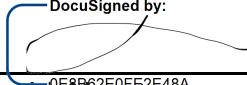
7. Wage Minimums


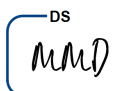
Job Classification	Weekly Rate
Production Assistant 1st 6 Months Journey	\$800.00 \$828.05
Production Coordinator 1st 6 Months Journey	\$975.00 \$1,000.00
Assistant/Associate Production Manager 1st 6 months Journey	\$1,300.00 \$1,320.00
Production Manager 1st 6 months Journey	\$1,458.00 \$1,475.00

These wages will be subject to the increases of the 839 Master Collective Bargaining Agreement. Anyone designated by the Producer to be responsible for and supervise the work of others in the same classification shall be paid the key rate of 15% above the minimum Journey rate for the classification during such an assignment.

Each party to this Memorandum of Agreement hereby confirms its agreement to the foregoing by its execution at the place provided below,

Dated: 12/12/2023

By: 
 David Alpert
 CEO
 Viltrumite Pants, LLC

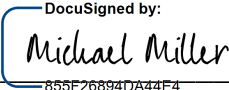
 

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Dated: 12/8/2023

By: 
Steve Kaplan
Business Representative
The Animation Guild, Local 839, IATSE

Dated: 12/12/2023

By: 
Michael F. Miller Jr.
International Vice President, IATSE
Director, MPTV Department