

February 26, 2025

MEMORANDUM OF AGREEMENT OF FEBRUARY 26, 2025
BETWEEN I.A.T.S.E. AND TSL

This Memorandum of Agreement is entered into as of February 26, 2025, between The Secret Lab ("TSL") (hereinafter referred to as the "Employer") and the International Alliance of Theatrical Stage Employees (hereinafter referred to as the "Union").

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

The provisions herein are subject to ratification by the members of the bargaining unit represented by the Union. The provisions of this Memorandum of Agreement shall be effective upon the first Sunday following TSL's receipt of notice of ratification of the Agreement unless a 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 parties hereto agree as follows:

1. Production Staff Sideletter to the TSL Agreement

Incorporate Production Coordinators, Production Supervisors and Production Managers (collectively, "Production Staff") into the 2021 Agreement Between TSL and the I.A.T.S.E. (hereinafter "TSL Agreement") and its successor agreements by adding a Sideletter that sets forth the provisions contained in this Memorandum of Agreement ("Production Staff Sideletter").

Subject to the modifications set forth in this Memorandum of Agreement, the terms and conditions of the 2021 TSL Agreement and its successor agreements shall apply to Production Staff.

2. Article 1 – Scope

The following shall apply to Production Staff in lieu of Article 1 ("Scope of Agreement") of the TSL Agreement:

"This Agreement shall be applicable to all regular and project based full-time production employees of the Employer in the following classifications: Production Coordinators, Production Supervisors and Production Managers employed by the Employer to perform services in Los Angeles County and areas contiguous thereto."

3. Minimum Wage Rates

- a. Effective as of the first Sunday following the Employer’s receipt of notice of ratification, minimum wage rates shall be as follows:

Job Classification	Hourly Rate	Weekly Rate
Production Coordinator	\$31.25	\$1,250

Job Classification	Weekly Rate
Production Supervisor - On Call	\$1,827
Production Manager - On Call	\$2,596

- b. The minimum wage rates provided in Item 3.a. above shall remain in effect through November 1, 2025. Thereafter, any minimum wage increase agreed to for the second and subsequent year(s) of the successor to the 2021 TSL Agreement shall apply.
- c. If the Employer designates a Senior Production Supervisor, the employee shall be paid no less than 10% above the minimum scale rate for the Production Supervisor classification during such assignment.

4. MPIPHP

Subject to approval by the MPI Board of Directors, the Employer shall make contributions to the Motion Picture Industry Pension and Health Plans retroactive to December 22, 2024.

5. On-Call

The following shall apply in lieu of Article 5.B. of the TSL Agreement:

“The employment of Production Supervisors and Production Managers shall be on an “On Call” basis. An employee placed in such category shall not be subject to the provisions set forth in Article 5 (“HOURS”) of this Agreement for work performed on a regularly-scheduled workday as provided in Article 5 hereof and may be required to work additional hours as required during those days. If an employee employed pursuant to this paragraph shall be required to work a sixth (6th) or seventh (7th) workday as defined in this Agreement, then she/he shall be paid one and one half (1½) times one-fifth (1/5) of the employee’s weekly rate for each day so worked. Such employee(s) shall receive sixty-

five (65) hours of contributions for pension and health benefits for a five (5) day work week; for the 6th day worked, the employee shall receive twelve (12) hours of benefit contributions, and the employee shall receive twelve (12) hours benefit contributions for the 7th day worked.”

On behalf of the I.A.T.S.E.

By: DocuSigned by:
Michael F. Miller, Jr.
855F26894DA44E4...

Date: 3/13/2025

On behalf of TSL

By: DocuSigned by:
Robert W. Johnson
D53C1824E1014BA...

Date: 3/6/2025