

**MEMORANDUM OF AGREEMENT OF SEPTEMBER 24, 2025 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 September 24, 2025 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 be three (3) years, commencing on September 24, 2025, and terminating on September 23, 2028.

**2. Wage Minimums**

Minimum wage rates shall increase by 7% retroactive to September 24, 2025; by 4% effective as of September 24, 2026; and 3.5% effective September 24, 2027. Such increases are compounded.

**3. Health and Welfare**

Revise Article 18 paragraph A to read as follows:

Article XIX, Article XXVIII, Article XXVIII A and the Sideletter RE: Exhibition of Motion Pictures Transmitted Via New Media of the ~~2021~~**2024** IATSE Basic Agreement as though set forth in full. Employer contributions to the Motion Picture Industry Health Plan and the Retired Employees Fund on behalf of employees covered by this Agreement shall commence

on the effective date of this Agreement. Eligibility for benefits under said Plans shall be governed by the eligibility provisions established by the Directors of said Plans.

Notwithstanding anything to the contrary contained in the Basic Agreement, contributions for On-Call employees shall be made on the basis set forth in Article 4.B. of this Agreement and contributions for Freelance Animation Writers and Story Board Artists shall be made on the basis set forth in the Job Classifications and Wage Rates schedule attached hereto.

#### **4. Wage Scales, Hours of Employment and Working Conditions**

Modify Article 4.B as follows:

It is recognized that weekly employees in classifications covered by this Agreement who are exempt under the Fair Labor Standards Act of 1938, as amended, and whose rate is higher than one hundred ten percent (110%) of the applicable Journey rate may be considered on an "On-Call" basis if agreed in writing with the employee. An employee placed in such category shall not be subject to the provisions set forth in Article 14 ("Work Schedules and Overtime") of this Agreement for work performed on a regularly- scheduled workday and may be required to work additional hours as required during those days.

If an employee employed on an On-Call basis pursuant to Article 4, shall be required to work a sixth (6th) or seventh (7th) workday as defined in this Agreement, then **the employee** shall be paid a premium **for hours worked** of one and one-half (1.5) times one-fifth (1/5) of the minimum basic weekly rate provided herein for such employee's classification for each 6<sup>th</sup> day so worked **and two times one fifth (1/5) of the minimum basic weekly rate for each 7<sup>th</sup> day so worked.**

Contributions for such On-Call employees to the Motion Picture Industry Pension, Individual Account and Health Plans shall be made on the basis of ~~56~~ **60** hours per week for a five-day workweek, ~~63~~ **68** hours per week for a six-day workweek and ~~72~~ **76** hours per week for a seven-day workweek.

#### **5. Technological Change**

Modify Article 4.E as follows:

(1) *Definition of Technological Change:* As used herein, the term "technological change" means the introduction of any new or modified devices or equipment for the purpose of performing any work by employees covered by this Agreement, which work directly results in a change in the number of employees employed under this Agreement or which results, with respect to the performance of work in any classification hereunder, in materially changing the job description thereof, if any, provided herein, or in requiring substantially different training, qualification or skills therefore.

(2) *Employer's Right to Institute Technological Changes:* The parties hereto agree that Employer has the unrestricted right to make technological changes and that such right shall not be subject to grievance or arbitration or any other proceeding. The Employer agrees that where, in the sole, non-reviewable discretion of the Employer, it is both

practical and feasible to do so, it will provide retraining to employees affected by a technological change.

(3) *Notice of Technological Change:* If Employer intends to make any substantial technological change it shall give written notice thereof to Union. Such notice shall be given as soon as practicable.

(4) *Retraining:* If any technological change permanently displaces any person in the performance of the person's job classification for Employer, and

- a. *such person, as of the date of such displacement, is entitled under the provisions of **subparagraph (5)** hereof to be credited with at least one (1) "qualified year" arising out of the person's employment by Employer and*
- b. *such person is qualified to be retrained for an available job resulting from such technological change or for other jobs which Employer has available within Union's jurisdiction, ~~or within the jurisdiction of any other union which is a party to the Memorandum of Agreement of 1965, or for any other available job opportunity with Employer,~~*

*Employer agrees to endeavor to retrain such person for such available job at Employer's expense in which event the provisions of **subparagraph 5** below shall not apply. Union agrees, anything in this Agreement to the contrary notwithstanding, to permit such retraining and to cooperate with Employer with respect thereto. Union further agrees for the benefit of other union parties to the Memorandum of Agreement of 1965, in consideration of the inclusion in their respective contracts of a clause identical with this **Article 4, Paragraph I**, to permit retraining within this Union's jurisdiction of employees displaced from jobs within the jurisdiction of such other union parties; provided, however, that such other union parties' displaced employees are qualified for retraining in this Union's jurisdiction and provided, further, that such permission shall be on condition (applicable to this **Article 4, Paragraph I only**) that this Union has been notified of such available job and within forty eight (48) hours thereafter (excluding Saturdays, Sundays and holidays) is unable to furnish competent available persons on the Studio Seniority Roster, if any, applicable to this Union, to fill such available job. Any such persons offered retraining pursuant to this subparagraph 4. shall, of course, have the right to reject the same, but any such rejection shall discharge Employer's obligations under this Article 4, Paragraph **E**, unless the job opportunity for which Employer offered retraining was at a lower rate of pay than the job from which employee is being displaced.*

(5) *Displacement Pay* If any such technological change permanently displaces any person in the performance of the person's job classification for Employer, and

- a. *such person, as of the date of such displacement, is entitled under the provisions of subparagraph 9. hereof to be credited with at least one (1) "qualified year" arising out of the person's employment by Employer and*
- b. *such person makes written application to Employer within thirty (30) days after such displacement, to receive Displacement Pay (as herein defined),*

*Employer shall pay the person the amount of compensation set forth in the following table and upon such payment the person shall be removed from the Studio Seniority Roster, if any.*

<i>Qualified Years as of the Date of Displacement</i>	<i>Number of Weeks of Displacement Payable</i>
<i>1 or 2</i>	<i>1</i>
<i>3</i>	<i>1.5</i>
<i>4</i>	<i>2</i>
<i>5 to 9 (inclusive)</i>	<i>3</i>
<i>10 or 11</i>	<i>5</i>
<i>12 or 13</i>	<i>6</i>
<i>14 or 15</i>	<i>7</i>
<i>16 or 17</i>	<i>8</i>
<i>18 or 19</i>	<i>9</i>
<i>29 or more</i>	<i>19</i>

*Anything in this subparagraph 5. to the contrary notwithstanding, no such displaced person shall be eligible for Displacement Pay if:*

- 1. *Employer offers the training referred to in subparagraph 4. above and such person rejects it, unless the training rejected is for a job at a lower rate of pay, or*
- 2. *such person is offered a job by Employer at an equal or better rate of pay, or*
- 3. *such person accepts any job with Employer even though such job is at a lower rate of pay.*

*(6) Negotiation of New Rates: If any technological change results, with respect to the performance of work in any classification hereunder, in materially changing the job description thereof, if any, provided herein, or in requiring substantially different training, qualification or skills therefor, and either the Employer or the Union desires to negotiate a new rate or classification for such job, the party desiring such negotiation shall give written notice to such effect to the other party within thirty (30) days following the date upon which any such job is so affected. Upon receipt of such notice the parties shall immediately endeavor to agree upon the proper classification or rate for such job.*

*Any such agreement shall be final and binding upon the parties concerned. If no such agreement is reached within thirty (30) days after such written notice is received, either party to this Agreement may, within thirty (30) days thereafter, invoke Step Three of the grievance procedure provided in Article 6 hereof, or, if they mutually agree to waive Step Three, may proceed immediately to Step Four of the grievance procedure so provided. The rate or classification determined by such agreement or by any arbitration pursuant to Step Four of the grievance procedure shall be effective retroactive to the date upon which any employee commenced performing services in any such affected job, but no reduction in rate shall be retroactive.*

- (7) *Experimental Technological Changes: The provisions of subparagraphs 3., 4., 5. and 6. above shall not apply to any experimental technological change except that, if any such change becomes other than experimental and any increased rate for a job affected thereby is negotiated pursuant to subparagraph 6. above, such increased rate shall be retroactive to the date upon which an employee commenced performing the changed services in such affected job. As used herein, the term "experimental" technological change shall mean a technological change which is instituted by Employer for the primary purpose of determining, under operating conditions, the feasibility and adequacy of performance of any new or modified device or equipment; provided, however, that the change shall no longer be considered experimental after the date upon which its operation by persons under the jurisdiction of this Agreement is no longer subject to supervision by the technicians or engineers concerned with its development. Nothing in this subparagraph shall be construed to deprive Union of jurisdiction over any job over which it otherwise has jurisdiction hereunder.*
- (8) *Disputes Concerning Retraining, Displacement Pay and Negotiation of New Rates: If a dispute arises between Union and Employer with respect to any determination required by subparagraphs 4., 5., 6. or 7. of this Article 4, Paragraph E., such dispute shall be subject to the grievance procedure set forth in Article 6 of this Agreement, but any award arising out of such grievance or arbitration shall be limited to the enforcement of the provisions of said subparagraphs hereof and shall not affect Employer's right to make technological changes.*
- (9) *"Qualified Years:" As used herein, the term "qualified years," with respect to any employee, shall refer to the number of consecutive periods, of three hundred sixty-five (365) consecutive days each, calculated backward from the date of the employee's severance, in each of which the employee has been employed by Employer for two hundred (200) or more work days (including paid vacation days as work days), it being understood and agreed that if in any such three hundred sixty-five (365) day period such employee was employed for less than two hundred (200) work days by Employer, such three hundred sixty-five (365) day period shall not be counted as a qualified year, but shall be "bridged" for displacement pay purposes, with the result that any such three hundred sixty-five (365) day period or periods prior to such "bridged" year in which*

*employee was employed by Employer for two hundred (200) or more work days shall be counted as qualified years; provided, however, that any three hundred sixty-five (365) day period in which employee received any authorized leave of absence without pay shall be extended by the length of such leave, and provided, further, that the computation of qualified years shall be subject to the following exceptions:*

- (a) If an employee is determined to have less than two (2) qualified years, the employee shall be credited with a qualified year only if, in addition to having been employed for at least two hundred (200) or more days in the three hundred sixty-five (365) days immediately preceding the date of displacement, the employee shall have been employed for at least one (1) day during the first six (6) months of the eighteen (18) month period immediately preceding the date of displacement, in which case the employee shall be credited with one (1) qualified year.*
- (b) Any period of two hundred seventy (270) consecutive days commencing prior to January 31, 1961 in which such employee was not actually employed by Employer will be deemed to have broken the employment record of such employee and no period prior to the completion of such two hundred seventy (270) days shall be considered in determining qualified years of such employee.*
- (c) With respect to any severance of employment of an employee which occurred between February 1, 1961 and January 31, 1965, both dates inclusive, the passage of two hundred seventy (270) days following such severance in which such employee was not employed and did not receive an offer of comparable employment under the terms and conditions specified in the predecessor collective bargaining agreement or this Agreement shall result in the employee being a new employee for displacement pay purposes upon the completion of such two hundred seventy (270) day period.*
- (c) If an employee on the date of the displacement from employment under this Agreement after January 31, 1961, with Employer, would otherwise have had one (1), two (2), three (3), or four (4) consecutive "qualified years" with Employer, but had received full dismissal pay or displacement pay prior to February 1, 1965, then the employee shall be deemed to be a new employee for displacement pay purposes after being rehired and the applicable consecutive qualified years shall be based and computed only upon employment with Employer after the employee so became such a new employee.*

## **6. Forms of Employment**

Modify Article 13 as follows:

Employees may be employed on a daily, weekly, or, in the case of exempt employees, weekly On-Call basis. Employees employed on a weekly basis shall be guaranteed forty

hours; employees employed on a daily basis shall be guaranteed at least *four hours of work* on any day they are called in. Weekly On-Call employees shall work the number of hours required of them during the regular workweek. A ~~weekly employee or~~ weekly On-Call employee called in to work on a sixth or seventh consecutive day shall be ~~guaranteed a minimum of four hours of work~~ **paid pursuant to Article 4, Section B**. There is no guarantee of employment in excess of one week for weekly and weekly On-Call employees or one day for daily employees, unless agreed to in writing as a better condition by the Employer. The employee's deal memo will specify whether the employee is employed on a daily, weekly or weekly On-Call basis. Unless otherwise expressly stated in an employee's written contract or deal memo, all employees are employed on an at-will basis.

## 7. Work Schedules and Overtime

Revise Article 14 to add Article 14.C as follows:

### Daily Employment

- (1) Employees employed pursuant to this Section 14 shall be guaranteed a minimum of four (4) hours in any one day. All time worked up to eight (8) hours per day shall be paid at 118.583% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification. All time worked in excess of eight (8) hours per day shall be paid at one and one-half (1½) times the applicable hourly rate provided herein for such employee's classification.*
- (2) Employees employed on a daily basis shall receive written confirmation from Employer prior to commencement of employment that employment is on a daily basis.*
- (3) In the event that an employee's employment status is changed from daily to weekly or weekly to daily, written notice of such change shall be furnished to the affected employee at least five (5) calendar days prior to the effect of such change, except when exigencies of production make such notice impractical or impossible.*
- (4) A weekly employee shall not be changed to daily employment for the purpose of avoiding holiday pay pursuant to Article 15 of this Agreement.*
- (5) There shall be no pyramiding or compounding of overtime premiums.*

## 8. Non-Discrimination

Revise Article 5 to read:

~~The parties agree to continue to comply with all applicable federal and state laws relating to nondiscriminatory employment practices.~~

*“The parties reaffirm their commitment to a policy of non-discrimination in connection with the engagement of employees under this Agreement on the basis of race, color, religion, sex (including pregnancy), gender, gender identity, gender expression, veteran status, medical condition (including genetic characteristics), sexual orientation, age, national origin, disability as defined in the Americans with Disabilities Act, marital status, Union membership or any other basis prohibited by applicable law.*

*“Claims alleging a violation of this “Non-Discrimination” provision are not subject to grievance nor arbitration but are instead subject to non-binding mediation.”*

## **9. Holidays**

Modify Article 15.A and 15.B of the Agreement as follows:

- A. “There shall be **eleven (11)** ~~nine (9)~~ holidays during the year: New Year's Day, MLK Jr. Day, Presidents' Day, Good Friday, **Juneteenth**, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving and Christmas Day. Every employee shall receive straight time pay for each unworked holiday; double time shall be paid for all work done on said holidays.”
- B. For holidays not worked, ~~4%~~ **4.583%** of the employee’s annual straight time shall be payable upon request of the employee after March 15 in the calendar year subsequent to the calendar year in which such earnings are accumulated. The total amount of salary paid in the period of a calendar year hereunder for recognized holidays not worked shall be offset against an amount equal to ~~4%~~ **4.583%** of such employee’s accumulated earnings within the same period. The employee shall be paid the amount by which such ~~3.719% 4% (4% 4.583%~~ effective January 1, 2023-2025) computation exceeds the amount of holiday pay such employee has received for such period.”

## **10. Project Information**

Add a new provision for projects that commence layout on or after January 1, 2026, which provides that:

*“For animated productions which commence layout on or after January 1, 2026, Employer shall provide written notice to Local 839 with the following information, if known (or may submit the information, if known, in the form of a Project Information Sheet, attached as Exhibit “A” to this Agreement), for each theatrical motion picture production on which employees are employed under this Agreement no later than two (2) weeks after commencement of layout for such motion picture or production. Such notice shall contain at least the following information, if known:*

- 1. Project/Working Title;*
- 2. Project Type (Theatrical or New Media);*

3. *Production office address and phone number;*
4. *Line Employer or Labor Relations contact(s) with phone number(s) and email address(es);*
5. *Name of payroll service, if applicable.*

*There shall be no penalty for inadvertent failure to comply with this provision.”*

## **11. Return to Office**

*Add a new Article to the Agreement as follows:*

*“Employer has the right to determine, in its sole discretion, the work location of any employee covered by this Agreement (e.g., in-studio, hybrid, etc.) and establish return-to-office policies. Subject to and without waiving the foregoing, Employer agrees that:*

*“A. Employer shall provide at least thirty (30) days’ advance notice, when practicable, to the Union and affected employees of any change to its policies that would change the number of days that employees are required to work in the office (other than temporary shifts in work location to accommodate production or project-specific needs).*

*“B. Employer shall discuss with the employee, upon request, an accommodation for the employee to work from home in accordance with legal requirements and company policies, as applicable.*

*“C. If the Employer denies an employee's request to work or continue to work remotely, the Union may request a meeting with the Employer to further discuss the employee's circumstances, and the parties shall meet promptly thereafter.”*

## **12. Severance Pay**

Revise Article 10 as follows:

Employees who have been laid off by the Employer for a period in excess of ~~ninety (90) calendar~~ **one-hundred ten (110)** days and have not been offered re-employment by the Employer during such period shall be entitled to severance pay at their rate of pay in effect at the time of the layoff for the number of weeks set forth below, provided that they meet the length of employment eligibility requirements set forth below.

~~Employees who have completed two years of consecutive employment: one (1) week~~

~~Employees who have completed five years of consecutive employment: two (2) weeks~~

~~Employees who have completed seven years of consecutive employment: three (3) weeks~~

~~Employees who have completed ten years of consecutive employment: five (5) weeks.~~

Employees with three (3) months but less than six (6) months of continuous employment shall receive two (2) days' pay.

Employees with six (6) months but less than one (1) year of continuous employment shall receive one (1) week's pay.

**Employees with one (1) or more years of continuous employment shall receive two (2) weeks' pay.**

For purposes of this Article only, continuous employment shall begin from the employee's starting date. Continuous employment shall be broken by:

1. Voluntary resignation (including failure to accept any job assignment commensurate with the employee's experience at an hourly rate not less than such employee's then-current hourly rate; however, in no instance shall the rate exceed one hundred ten percent (110%) of the average hourly rate for bargaining unit work performed by such employee for Employer over the preceding one (1) year period);
2. Discharge for cause;
3. Layoff for more than **one-hundred ten (110) ninety (90) days;**
4. Absence due to illness or injury in excess of twelve (12) months; or
5. Unauthorized leave of absence.

An employee re-employed after their continuous employment has been broken as stated above shall be considered a new employee with respect to Severance Pay.

*Neither interest, penalty or additional payment of any kind shall be applicable in the event of non-timely payment of Dismissal Pay.*

### **13. Artificial Intelligence**

*Add a new Paragraph to Article 9 ("General Provisions") of the Agreement as follows:*

#### *Artificial Intelligence*

*"This Article 9.I. applies prospectively **commencing the first Sunday following the business day on which Employer receives notice of ratification** or after [insert the date that is the first Sunday following the business day on which the AMPTP receives notice of ratification]."*

#### *"1. Definitions*

*"The parties acknowledge that 'Artificial Intelligence' and 'AI' have become catchall names that generally refer to the ability of a machine-based system to apply analysis and logic-based techniques to solve problems or perform tasks and improve as it analyzes more data. An 'AI System' is any machine-based system that uses AI as a core function.*

*"a. Machine Learning. The parties acknowledge that machine learning ('ML') is a subset of AI that enables machines to develop algorithms, including via deep learning (as defined below), based on statistical inferences drawn from patterns in submitted training data, including, but not limited to, diffusion models and large language models, for the purpose of*

*performing tasks. Such tasks include, but are not limited to, predicting human behaviors, disseminating information and generating content.*

*“b. Generative Artificial Intelligence. The parties acknowledge that generative artificial intelligence (‘Gen AI’) refers to a subset of ML that generates new content including, but not limited to, text, video, audio, three-dimensional (3D) models, code, and images. A ‘Gen AI System’ is any machine-based system that uses Gen AI as a core function.*

*“c. Deep Learning. The parties acknowledge that deep learning refers to a subset of ML based on artificial neural networks that have multiple layers of connected artificial neuron nodes processing data.*

*“d. The terms ‘Gen AI’ and ‘Deep Learning’ are used for convenience and this provision shall also apply to any technology that is consistent with the foregoing definitions, regardless of its name or designation.*

*“2. Existing Technologies and Practices “The parties acknowledge that the Employer has historically used digital technologies, including without limitation so-called ‘traditional AI’ technologies programmed to perform specific functions (e.g., CGI, VFX, Interactive Development Environments, sound effects), and technologies such as those used during any stage of pre-visualization, pre-production, production, post-production, marketing and distribution (e.g., the non-Gen AI functions of Maya, Blender, Adobe Photoshop, Nuke, Shotgun, Microsoft Visual Code Studio, and Houdini) and may continue to do so, consistent with their historical practices.*

*“3. New Technologies and Practices*

*“a. The parties acknowledge the importance of human contributions in animated motion pictures and the need to address the potential impact of the use of AI Systems on employment under this Agreement.*

*“b. Use of New Technologies*

- i. “Employer continues to have the right to utilize new technologies in connection with animated motion picture production, including in connection with creative elements. To the extent that utilization of such new technologies result in Technological Change as defined in Article 4.E, the Technological Change provisions shall apply. Employer may require employees to use any AI System<sup>7</sup> or resulting output of such systems for use in connection with the performance of covered work. Subject to paragraph 3.b.iii below, employees who utilize an AI System to perform services, including by inputting prompts or otherwise overseeing the use of the AI System, shall continue to be covered under the terms of this Agreement while performing such work. The parties agree that an AI System (including any Gen AI System) is not a person, and any employee’s use of a Gen AI or AI System in connection with bargaining*

*unit work shall not affect any of the employee's rights or entitlements otherwise provided for in this Agreement, including for purposes of credit.*

- ii. The Employer will not require an employee to provide prompts furnished by the employee in the performance of bargaining unit work in a manner that results in the displacement of any covered employee.*
- iii. Should an employee use an AI System in the performance of covered work, the employee will be required to adhere to the Employer's policies (e.g., policies related to ethics, privacy, security, copyrightability or other protection of intellectual property rights), which shall be provided to the employee. In any event, the Employer retains the right to require that an employee obtain consent from the Employer before using AI Systems, and Employer retains the right to reject the use of AI Systems or any output from such use, including when the use could adversely affect the copyrightability or exploitation of the work or create other risks or liabilities for the Employer. Employer agrees to provide the International Union with any written policies governing the use of AI Systems by employees covered under this Agreement. Upon request, the Employer shall also provide the Union with any such written policies.*

*“Employer's decision to require an employee to use an AI System in connection with the employee's performance of bargaining unit work, including for any creative elements or administrative tasks, will be subject to consultation with the employee at the employee's request, provided that the requirements of production allow time for the consultation. For clarity, such consultation includes an opportunity to identify alternative approaches. Notwithstanding the foregoing, Employer shall give advance written notice to an employee who might be asked or required to utilize a Gen AI System in the performance of covered work.*

- iv. Should Employer furnish an animation writer with written material which the Employer knows to be produced by a Gen AI System, and Employer instructs the animation writer to use the Gen AI-produced written material as the basis for writing a synopsis, outline or a screenplay or teleplay, Employer shall disclose to the animation writer that the written material was Gen AI-produced. Further, for the avoidance of doubt, and as provided for in section 3.b.i above, any use of Gen AI produced written material shall not affect any other rights or entitlements under this Agreement.*

*For example, if Employer provides Gen AI produced written materials to an animation writer or allows the animation writer to use a Gen AI System to produce written materials, any Gen AI-produced written material shall not be considered for purposes of determining screenplay or teleplay credit.*

- v. *The Employer shall indemnify the employee from liability and necessary costs, including by providing the employee a legal defense resulting from any claims arising from the use of AI Systems or the resulting output occurring in the performance of the employee's duties and within the scope of the employee's employment with Employer, subject to the conditions that:*

*“(A) This subparagraph v. shall not apply in any instance in which the injury, loss or damage is the result of or caused by, in whole or in part, the gross negligence or willful misconduct of such employee;*

*“(B) Employee is not in breach of the Employer's policies which have been disclosed to the employee and the employee has made appropriate disclosure of the use of AI Systems to the Employer;*

*“(C) Immediately upon the employee and/or the Union being informed of any claim or litigation, the employee and/or the Union shall notify Employer thereof and give Employer full details of any claim or the institution of any action for which the employee seeks indemnification under this subparagraph, including by delivering to the Employer every demand, notice, summons, complaint or other process received;*

*“(D) Employer shall name or cover the employee as an additional insured on its errors and omissions policies, if any, respecting motion pictures; and*

*“(E) The employee shall cooperate fully in the defense of any claim for which indemnification is provided in this subparagraph v., including the attending of hearings and trials, securing and giving evidence and obtaining the attendance of witnesses.*

#### *“4. Implementation of Work Training Programs*

*“The parties acknowledge that the preferred method of addressing impact resulting from new technologies is through provision of work training and other programs designed to foster new skills to improve opportunities for employment and effective use of AI tools. The parties agree to cooperate in the establishment of work training and other programs with respect to covered work under this Agreement. A committee will be convened for the purpose of formulating and implementing such training and other programs. The training and other programs shall be designed in cooperation between the parties and shall be focused on training employees in (i) skills required to operate AI Systems associated with the employee's current work classification and/or (ii) new skills required to transition to other classifications of work covered by applicable Agreements. The parties agree that the committee shall meet within ninety (90) days of contract ratification.*

~~*“b. [Discussion of funding mechanism for training through CSATF]*~~

#### *“5. Ongoing Obligations*

*“a. Employer agrees to meet at least semi-annually with the Union, ~~on a company by company basis~~, during the term of this Agreement at the request of the Union. At such meetings, Employer will identify any significant emerging technologies utilizing AI Systems that the Employer is using or intends to use in animated motion picture production which may affect persons covered by this Agreement. Because Employer’s current and future technology may be discussed during these meetings, and in order to protect Employer’s proprietary and/or confidential information, trade secrets and intellectual property, the Union agrees that its representatives participating in these meetings will be limited to a reasonable number of individuals (i.e., not to exceed eight (8) for which the topics identified in advance to be discussed are relevant), and each participating representative will execute a mutually agreed-upon Confidentiality Agreement.*

*“b. Topics for discussion at the meetings described in subparagraph (a) above may, in addition to other topics related to AI Systems as proposed in advance of the meeting, include:*

*“i. the extent to which jobs under the Agreement may have been affected or are reasonably likely to be affected as a result of the use of AI Systems;*

*“ii. efforts to ensure that use(s) of AI Systems mitigate against bias;*

*“iii. the extent to which use(s) of AI Systems have impacted or might potentially impact the hiring of entry-level animation workers; and*

*“iv. possible unique aspects of training for reskilling, in connection with subparagraph 4. above, of experienced bargaining unit employees.*

*“6. The parties acknowledge both the Employer’s right to use new technologies involving AI System(s) and the Employer’s obligation, upon request of the Union, to negotiate over any impact of such use on bargaining unit employees as required by law. Employers may have additional obligations, and other dispute resolution provisions may apply, under the ‘Technological Change’ provision in Article 4.E. of this Agreement as the result of the introduction of an AI System. Should that be the case, Article 4.E., including the protections provided therein, shall apply to employees working under this Agreement in addition to this Article 9.I.*

*“The parties confirm that Employer may experiment with using an AI System for the primary purpose of determining, under operating conditions, the feasibility and/or adequacy of performance of any AI System and may test the AI System under operating conditions by persons under the jurisdiction of this Agreement on a temporary basis. Those circumstances do not constitute a technological change or otherwise impose any obligation on Employer, other than those specifically set forth in this Article 9.I.*

*“7. Claims for violation of this Article 9.I. are arbitrable and must be brought under this Agreement. All remedies are available with the exception of injunctive relief. For clarity, the arbitrator shall have no authority to prohibit or restrict the use of any AI System or the resulting outputs under this Agreement.*

*“8. Except as explicitly set forth herein, it is understood that this Article 9.I. does not expand or contract any existing rights and obligations under this Agreement. Nothing herein alters the scope of coverage under this Agreement.*

*“9. No employee shall be subject to scanning of the employee’s visual or vocal likeness for use in a motion picture without the employee’s consent. Employer shall provide the employee with a reasonably specific description of the intended use. The consent must be clear and conspicuous and may be obtained through an endorsement or statement in the employment contract that is separately signed or initialed by the employee or in a separate writing that is signed by the employee. A copy of the consent shall be provided to the Union in advance of it being presented to employees. The employee’s consent to such scanning may not be a condition of employment and the consent itself shall clearly state the same.*

*“Example: If the Employer intends to use an employee’s vocal likeness to assist in creating a Gen AI voice generator to create audio clips of a character to be used in the show, the Employer must disclose such intent when seeking consent for the employee’s vocal scanning, and such consent may not be a condition of employment. The Employer shall abide by the employee’s decision and shall take no adverse action against the employee because of that employee’s decision.”*

#### **14. Paid Sick Leave**

*Add a new Article to the Agreement as follows:*

*“A. California Sick Leave*

*“1. Accrual. Commencing the first Sunday following the business day on which Employer receives notice of ratification,, eligible employees covered by this Agreement shall accrue one (1) hour of paid sick leave for every thirty (30) hours worked in California for Employer, up to a maximum of forty-eight (48) hours or six (6) days (up to a maximum of eighty (80) hours or ten (10) days, ~~effective [insert date that is January 1, 2025 or the first Sunday following the business day on which the Employer receives notice of ratification, whichever is later]~~). (In lieu of the foregoing hourly accrual of paid sick leave, and provided that advance notice is given to the employee, Employer may elect to provide employees, upon their eligibility to use sick leave as provided below (i.e., upon working thirty (30) days in California for the Employer and after their ninetieth (90th) day of employment in California (forty-fifth day effective [insert date that is January 1, 2025 or the first Sunday following the business day on which the AMPTP receives notice of ratification, whichever is later]) with the Employer (based on days worked or guaranteed), with a bank of twenty-four (24) hours or three (3) days of sick leave per year (forty (40) hours or five (5) days of sick leave per year, ~~effective [insert date that is January 1, 2025 or the first Sunday following the business day on which the AMPTP receives notice of ratification, whichever is later]~~) such year to be measured, as designated by Employer, as either a calendar year or starting from the employee’s anniversary date. Under this elected option, such banked*

*sick leave days may not be carried over to the following year.)*

*“2. To be eligible to accrue paid sick leave, the employee must have worked for the Employer for at least thirty (30) days in California within a one (1) year period, such year to be measured, as designated by the Employer, as either a calendar year or starting from the employee’s anniversary date. Sick leave may be used in minimum increments of four (4) hours upon oral or written request after the eligible employee has been employed by the Employer in California for ninety (90) days (forty-five (45) days effective [~~insert date that is January 1, 2025 or the first Sunday following the business day on which the AMPTP receives notice of ratification, whichever is later~~]) (based on days worked or guaranteed), such period to be measured, as designated by the Employer, as either a calendar year or starting from the employee’s anniversary date. Reasonable advance notification of the need for sick leave is required if the use is foreseeable; otherwise, notice is required as soon as practicable. Sick days accrued on an hourly basis shall carry over to the following year of employment; however, the Employer may limit the use of such accrued time to no more than twenty-four (24) hours or three (3) days (no more than forty (40) hours or five (5) days effective [~~insert date that is January 1, 2025 or the first Sunday following the business day on which the AMPTP receives notice of ratification, whichever is later~~]) during each year of employment as defined by the Employer in advance.*

*“3. For employees employed on an hourly or daily basis, a day of sick leave pay shall be equal to eight (8) hours’ pay at the employee’s straight time hourly rate. If a four (4) hour increment of sick leave is taken, the employee shall be paid four (4) hours of pay at the employee’s straight time hourly rate. For weekly employees (including “on call” employees), a day of sick leave pay shall be equal to one-fifth (1/5th) of the employee’s weekly rate under the minimum wage scales (or fifty percent (50%) thereof for a four (4) hour increment of sick leave taken). Replacements for weekly employees (including “on call” employees) may be hired on a pro rata basis of the weekly rate regardless of any contrary provision in this Agreement. The employee shall not be required to find a replacement as a condition of exercising the right to paid sick leave.*

*“4. Sick leave may be taken for the diagnosis, care or treatment of an existing health condition of, or preventive care for, the employee or the employee’s “family member.”<sup>1</sup> Sick*

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<sup>1</sup> “Family member” means any of the following: (1) a biological, adopted or foster child, stepchild, legal ward or a child to whom the employee stands in loco parentis; (2) a biological, adoptive or foster parent, stepparent or legal guardian of the employee or the employee’s spouse or registered domestic partner or a person who stood in loco parentis when the employee was a minor child; (3) a spouse; (4) a registered domestic partner; (5) a grandparent; (6) a grandchild; or (7) a sibling. For purposes of this Article only, the definition of a “family member,” as applied to an employee covered under this Agreement who is employed in California, shall include a designated person identified to the Employer by the employee at the time the employee requests paid sick leave to care for that person and shall be limited to one person so designated in a twelve (12) month period.

*leave also may be taken by an employee who is a victim of domestic violence, sexual assault or stalking.*

*“5. Accrued, unused sick leave is not paid out on termination, resignation or other separation from employment. If an employee is rehired by the Employer within one (1) year of the employee’s separation from employment, the employee’s accrued and unused sick leave shall be reinstated, and the employee may begin using the accrued sick leave upon rehire if the employee was previously eligible to use the sick leave or once the employee becomes eligible as provided above.*

*“6. Employer shall include in the employee’s start paperwork the contact information for the designated Employer representative whom the employee may contact to confirm eligibility and the amount of accrued sick leave available. Such start paperwork shall also include information with respect to the year period (i.e., calendar year or the employee’s anniversary date) that the Employer selected to measure the thirty (30) day and ninety (90) day ~~(forty-five (45) day, effective [insert date that is January 1, 2025 or the first Sunday following the business day on which the AMPTP receives notice of ratification, whichever is later])~~ eligibility periods and the cap on accrual set forth in Paragraph 2. Above or, alternatively, if the Employer elected to provide employees with a sick leave bank, the year period (i.e., calendar year or the employee’s anniversary date) that the Employer selected for the bank of three (3) sick days ~~(five (5) sick days, effective [insert date that is January 1, 2025 or the first Sunday following the business day on which the AMPTP receives notice of ratification, whichever is later])~~ as provided in Paragraph 1. Above. Employer also shall notify the Union of the name and contact information of the designated Employer representative.*

*“7. Any Employer that has a sick leave policy, or paid leave or paid time off policy that permits the use of paid sick time, as of September 24, 2025, may continue such policy in lieu of the foregoing. Nothing shall prevent a Employer from negotiating a sick leave policy with better terms and conditions. There shall be no discrimination or retaliation against any employee for exercising the right to use paid sick leave.*

*“8. Any dispute with respect to sick leave for employees covered under this Agreement shall be subject to the grievance and arbitration procedures provided in Article \_\_\_ of this Agreement.”*

*“B. Sick Leave Waiver:*

*The Union expressly waives, to the full extent permitted by law, application of the following to all employees employed under this Agreement: the New York City Earned Safe and Sick Time Act (N.Y.C. Admin. Code, Section 20-911 et seq.); the New York State Paid Sick Leave Law of 2020 (New York Labor Law Section 196-B); the Illinois Paid Leave for All Workers Act (P.A. 102-1143); the Chicago Paid Sick Leave Ordinance (Section 6-105-045 of the Municipal Code of Chicago); the Chicago Paid Leave and Paid Sick and Safe Leave*

*Ordinance (Chapter 6-130 of the Municipal Code of Chicago); the Cook County Paid Sick Leave Ordinance (Chapter 42, Article I, Sec. 42-1, et seq. of the Cook County Code); the San Francisco Paid Sick Leave Ordinance (San Francisco Administrative Code Section 12W); the San Francisco Public Health Emergency Leave Ordinance (San Francisco Police Code Article 33P); the Paid Sick Leave Ordinance of Berkeley, California (Chapter 13.100 of the Berkeley Municipal Code); all requirements pertaining to “paid sick leave” in Chapter 37 of Title 5 of the Municipal Code of Emeryville, California (including, but not limited to, Chapter 37.01(e), 37.03, 37.07(a)(1)(ii)(B) and 37.07(f)); the City of Los Angeles Emergency Order regarding Vaccine Paid Sick Leave Due to COVID-19; the Oakland Paid Sick Leave Law (Section 5.92.030 of the Oakland Municipal and Planning Code); West Hollywood Sick Pay Ordinance (Section 5.130.030 of the West Hollywood Municipal Code); the Santa Monica Paid Sick Leave Ordinance (Chapter 4.62.025 of the Santa Monica Municipal Code); the Tacoma Paid Sick Leave Ordinance (Title 18, Chapter 18.10 of the Tacoma Municipal Code); the Arizona Earned Paid Sick Time Law (A.R.S. section 23-371, et seq.); the New Jersey Paid Sick Leave Act (N.J.S.A. 34:11D-1 et seq.); the Bloomfield Sick Leave for Private Employees Ordinance (Chapter 463 of the Code of the Township of Bloomfield, New Jersey); the East Orange Paid Sick Leave Ordinance (Chapter 140 of the Code of the City of East Orange, New Jersey); the Jersey City Paid Sick Time Law (Chapter 4 of the Code of the City of Jersey City, New Jersey); the New Brunswick Paid Sick Time and Paid Safe Time Leave Ordinance (Chapter 8.56 of the Revised General Ordinances of the City of New Brunswick, New Jersey); the Plainfield Sick Leave for Private Employees and City Employees Ordinance (Chapter 8, Article 5 of the Municipal Code of the City of Plainfield, New Jersey); the Irvington Paid Sick Time Ordinance (Chapter 277, Article I of the Code of the Township of Irvington, New Jersey); the Montclair Paid Sick Leave Ordinance (Chapter 132, Article I of the Code of the Township of Montclair, New Jersey); the Morristown Paid Sick Leave Ordinance (Article XV, Section 2-89, et seq. of the Code of the Town of Morristown, New Jersey); the Newark Sick Leave for Private Employees Ordinance (Title XVI, Chapter 16:18 of the Code of the City of Newark, New Jersey); the Passaic Paid Sick Leave for Private Employees Ordinance (Chapter 128, Article I of the Code of the City of Passaic, New Jersey); the Paterson Sick Leave for Private Employees Ordinance, Paterson, New Jersey (Paterson Code Chapter 412); and the Trenton Paid Sick Leave Ordinance (Chapter 230 of the Code of the City of Trenton, New Jersey); the District of Columbia Accrued Safe and Sick Leave Act (Section 32-531 of the Code of the District of Columbia) (but only to the extent that an employee working within the District of Columbia is granted at least three (3) days of paid sick leave per calendar year) and any other ordinance, statute or law requiring paid sick leave that is hereafter enacted. It is understood that the Union and the AMPTP shall memorialize any such waiver for any newly-enacted law by letter agreement.”*

## **15. Bereavement Leave**

*Add a new Article to the Agreement as follows:*

*“In the event of the death of a ‘family member’\* of a regularly-scheduled employee, the employee shall be allowed up to three (3) days of paid bereavement leave. For employees employed on an hourly or daily basis, a day of bereavement leave pay shall be equal to eight (8) hours' pay at the employee's straight time hourly rate. For weekly employees (including ‘on call’ employees), a day of bereavement leave pay shall be equal to one-fifth (1/5th) of the employee's weekly rate.*

*“An employee who is absent from work due to bereavement leave will be reinstated to the employee’s original position on the production upon return, provided that the position continues to exist; however, for continuity purposes, an Employer is not required to reinstate an employee on an episodic series until work on the current episode has been completed. The Employer and the Union will discuss on a case-by-case basis, upon the request of the Employer, issues related to the individual’s reinstatement.*

*“\* ‘Family member’ means any of the following: (1) a biological, adopted or foster child, stepchild, legal ward or a child to whom the employee stands in loco parentis; (2) a biological, adoptive or foster parent, stepparent or legal guardian of the employee or the employee's spouse or registered domestic partner or a person who stood in loco parentis when the employee was a minor child; (3) a spouse; (4) a registered domestic partner; (5) a grandparent; (6) a grandchild; or (7) a sibling.”*

FOR SONY PICTURES ANIMATION:

BY: Katya Culberg Dated: 11/5/2025  
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: DocuSigned by:  
Michael F. Miller, Jr. Dated: 10/28/2025  
855F26894DA44E4  
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  
(Effective Retroactive to 9/24/2025 – 9/23/2026)**

**LEVEL I**

**\$60.17**

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**

**\$51.32**

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**

**\$42.07**

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 -	\$30.43
Second 6 months -	\$34.13
Third 6 months -	\$37.82

Animation Story Board Trainee	Editorial Trainee
Animator Trainee	Story Artist Trainee
Apprentice Editor	Visual Development
Character Designer Trainee	Artist 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**  
**(Effective Retroactive to 9/24/2025 – 9/23/2026)**

**LEVEL I**

Editor \$63.85

**LEVEL II**

Editor (Assoc.) \$51.35

**LEVEL III**

Editor (Assist.) \$47.25

**FREELANCE ANIMATION WRITER AND STORYBOARD**  
**(Effective Retroactive to 9/24/2025 – 9/23/2026)**

<u>SHORT SUBJECTS - (4 to 7 minutes)</u>		<u>Pension &amp; Health Hours</u>
Synopsis and Outline	\$1,352.32	33
Storyboard Only	\$1,875.31	63
Screenplay	\$3,230.60	67
<u>SHORT SUBJECTS - (7 to 15 minutes)</u>		
Synopsis and Outline	\$1,432.78	47
Storyboard Only	\$2,362.77	100
Screenplay	\$4,673.32	153
<u>HALF-HOUR SUBJECTS</u>		
Synopsis and Outline	\$2,631.39	91
Storyboard Only	\$4,484.89	240
Screenplay	\$9,246.95	309
<u>ONE HOUR OR MORE BUT LESS THAN 75 MINUTES SUBJECTS</u>		
Synopsis and Outline	\$3,865.48	100
Storyboard Only	\$6,689.52	320
Screenplay	\$13,730.66	325
<u>75 MINUTES OR MORE SUBJECTS</u>		
Synopsis and Outline	\$5,057.64	150
Storyboard Only	\$9,005.16	425
Screenplay	\$17,965.35	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  
(Effective 9/24/2026 – 9/23/2027)**

**LEVEL I**

**\$62.58**

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**

**\$53.37**

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**

**\$43.75**

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 -	\$31.65
Second 6 months -	\$35.50
Third 6 months -	\$39.33

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**  
(Effective 9/24/2026 – 9/23/2027)

**LEVEL I**

Editor **\$66.40**

**LEVEL II**

Editor (Assoc.) **\$53.40**

**LEVEL III**

Editor (Assist.) **\$49.14**

**FREELANCE ANIMATION WRITER AND STORYBOARD**  
**(Effective 9/24/2026 – 9/23/2027)**

<u>SHORT SUBJECTS - (4 to 7 minutes)</u>		<u>Pension &amp; Health Hours</u>
Synopsis and Outline	\$1,406.41	33
Storyboard Only	\$1,950.33	63
Screenplay	\$3,359.82	67

<u>SHORT SUBJECTS - (7 to 15 minutes)</u>		
Synopsis and Outline	\$1,490.09	47
Storyboard Only	\$2,456.24	100
Screenplay	\$4,860.25	153

<u>HALF-HOUR SUBJECTS</u>		
Synopsis and Outline	\$2,736.64	91
Storyboard Only	\$4,664.29	240
Screenplay	\$9,616.83	309

<u>ONE HOUR OR MORE BUT LESS THAN 75 MINUTES SUBJECTS</u>		
Synopsis and Outline	\$4,020.10	100
Storyboard Only	\$6,957.10	320
Screenplay	\$14,279.88	325

<u>75 MINUTES OR MORE SUBJECTS</u>		
Synopsis and Outline	\$5,259.95	150
Storyboard Only	\$9,365.37	425
Screenplay	\$18,683.97	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  
(Effective 9/24/2027 – 9/23/2028)**

**LEVEL I**

**\$64.77**

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**

**\$55.24**

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**

**\$45.28**

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 -	\$32.76
Second 6 months -	\$36.74
Third 6 months -	\$40.71

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**  
(Effective 9/24/2027 – 9/23/2028)

**LEVEL I**

Editor \$68.72

**LEVEL II**

Editor (Assoc.) \$55.27

**LEVEL III**

Editor (Assist.) \$50.86

**FREELANCE ANIMATION WRITER AND STORYBOARD**  
**(Effective 9/24/2027 – 9/23/2028)**

<u>SHORT SUBJECTS - (4 to 7 minutes)</u>		<u>Pension &amp; Health Hours</u>
Synopsis and Outline	\$1,455.64	33
Storyboard Only	\$2,018.59	63
Screenplay	\$3,477.42	67

<u>SHORT SUBJECTS - (7 to 15 minutes)</u>		
Synopsis and Outline	\$1,542.25	47
Storyboard Only	\$2,542.21	100
Screenplay	\$5,030.36	153

<u>HALF-HOUR SUBJECTS</u>		
Synopsis and Outline	\$2,832.42	91
Storyboard Only	\$4,827.54	240
Screenplay	\$9,953.42	309

<u>ONE HOUR OR MORE BUT LESS THAN 75 MINUTES SUBJECTS</u>		
Synopsis and Outline	\$4,160.80	100
Storyboard Only	\$7,200.60	320
Screenplay	\$14,779.68	325

<u>75 MINUTES OR MORE SUBJECTS</u>		
Synopsis and Outline	\$5,444.05	150
Storyboard Only	\$9,693.16	425
Screenplay	\$19,337.91	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.