

Memorandum of Agreement between IATSE Local 839 and Viltrumite Pants LLC

This Memorandum of Agreement is entered into as of February 5, 2026, between Viltrumite Pants, LLC (hereinafter referred to as the "Employer"), and the International Alliance of Theatrical Stage Employees (hereinafter referred to as the "International") and its Local 839, The Animation Guild (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 Employer'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.

1. Memorandum of Agreement - AMPTP

Modify Section 1 "Sideletter to 839 Agreement" in the TAG - Viltrumite Pants, LLC Memorandum of Agreement ("MOA") as follows:

Incorporate the production staff categories in the classifications listed in the wage classifications below ("Production Management Unit") into the 2024-2027 Agreement, which in turn incorporates by reference the 839 Master Agreement, by sideletter, providing the 2024-2027 Agreement terms and conditions except as provided herein. For clarity, where there is any discrepancy between the 2024-2027 Agreement and this sideletter, the sideletter terms shall control.

2. Remote Work

Modify Section 4 "Remote Work" in the TAG - Viltrumite Pants, LLC Memorandum of Agreement ("MOA") as follows:

The practice of remote work for production workers in the bargaining unit is at the Employer's reasonable discretion. The Employer shall provide six (6) 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.

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3. Wage Minimums -

Modify Section 7 "Wage Minimums in the TAG - Viltrumite Pants, LLC Memorandum of Agreement ("MOA") as follows:

Starting in the third period, the following shall be the wage minimums:

i.	Production Assistant	\$1,050 weekly
ii.	Production Coordinator	\$1,300 weekly
iii.	Assistant/Associate Production Manager	\$1,600 weekly
iv.	Production Manager	\$1,725 weekly

4. Article 12. Seniority

Add the following language to Article 12. of the 2024-2027 839 Master Agreement as follows:

While it is the case that the collective bargaining agreement between the Producer does not and is not intended to contain provisions relating to relative seniority for persons covered by the agreement that exceed those within the provisions of the IATSE Local 839 Master Agreement, Viltrumite Pants, LLC has made certain representations to the IATSE regarding this subject, and the application of the relevant provisions to this unit.

Specifically, Viltrumite Pants, LLC shall include an individual's length of service in its considerations in the event of layoffs. Amongst other criteria to be weighed and considered will be factors such as merit, ability, experience vis-a-vis the task to be performed, work performance, and production. When filling open positions, Viltrumite Pants, LLC shall first give reasonable consideration to persons on layoff with seniority, subject to the additional criteria as referenced above, and in circumstances where Viltrumite Pants, LLC has determined that the additional criteria are equivalent between individuals, seniority will be considered with priority.

While the final determination rests with the employer, Viltrumite Pants, LLC's determination shall be made without illegal discrimination of any kind.

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5. AI Protections

Modify Article 21, Section 3, Subsection b, "Use of New Technologies," Romanette i, Romanette ii, Romanette iv of the TAG Master Agreement as follows:

3.(b) i. A Producer continues to have the right to utilize new technologies in connection with animated motion picture production, including in connection with creative elements **and administrative tasks**. To the extent that utilization of such new technologies result in Technological Change as defined in Article 4.I.1, the Technological Change provisions shall apply. Producer may require employees to use any AI System or resulting output of such systems for use in connection with the performance of covered work. Subject to paragraph 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.

3. (b) iv. Should a Producer furnish an animation writer **or production worker** with written material which the Producer knows to be produced by a Gen AI System, and the Producer 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, Producer shall disclose to the animation writer **or production worker** 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 a Producer 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.

Add the following to Article 21, Section 4, "Implementation of Work Training Programs" as follows:

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, **which at Viltrumite Pants, LLC includes Animation Production**. 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

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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.

6. Ratification Bonus

Each employee who is regularly and currently employed in the production employee bargaining unit as of the date of ratification of this sideletter shall receive a ratification bonus of \$1,000. For the purpose of clarity, those employees are:

Nicholas (Nic) Posito
Ross Stracke
Steven (Connor) Slack
Nicole (Nikki) Melendez
Anastasia (Tacy) Manis
Conor Cole Jackson
Vy Phan
Yun Jung (Christina) Cho
Derek Cohen-Copeland
Tracy Nicoletti
Jennifer (Noah) Elbin
Lorraine Grate
Seung Yeon (Christina) Park

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AGREED TO:


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

By:  Initial
VF

Print Name: Michael F. Miller, Jr.
International Vice President

Title: Dept. Director, MPTV Department Date: 3/9/2026


**THE ANIMATION GUILD AND AFFILIATED OPTICAL ELECTRONIC AND GRAPHIC
ARTS, LOCAL 839, I.A.T.S.E.**

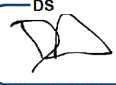
By: 

Print Name: Steven Kaplan

Title: Business Representative Date: February 25, 2026

VILTRUMITE PANTS LLC

Initial
U By:  DocuSigned by:
Margaret M Dean
988FDFFDC9C5450...

DS
 Print Name: Margaret M Dean

Title: Head of Skybound Animation Studio Date: 2/26/2026