

**MEMORANDUM OF AGREEMENT OF NOVEMBER 2, 2025 BETWEEN
WARNER BROS. ANIMATION INC. AND THE ANIMATION GUILD,
LOCAL #839 IATSE**

This Memorandum of Agreement (“MOA” or “Agreement”) between Warner Bros. Animation Inc., (“Employer”, “Producer” or “WBA”) and International Alliance of Theatrical Stage Employees and Moving Picture Technicians, Artists, and Allied Crafts of the United States, its Territories and Canada and its affiliated Local 839, The Animation Guild and Affiliated Optical Electronic and Graphic Arts, (collectively “Union” or “TAG”) is entered into as of November 2, 2025.

This MOA reflects the complete understanding reached between the parties.

The provisions of the MOA are subject to ratification by the current bargaining unit for this Agreement. The provisions herein shall be effective upon ratification unless a contrary 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. Term: The term of this Agreement shall be three (3) years, commencing on *the first Sunday following the business day on which notice of ratification is received (i.e. November 2, 2025)*.

2. Applicability of the 2024 AMPTP/TAG Local 839 Agreement

Effective *the first Sunday following the business day on which notice of ratification is received (i.e. November 2, 2025)* unless a contrary date is specified, this MOA makes reference to and incorporates, the following provisions of the 2024 Agreement between the Alliance of Motion Picture Television Producers and the Animation Guild and Affiliated Optical Electronic and Graphic Arts, Local #839 and the International Alliance of Theatrical Stage Employees and Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada (“2024 AMPTP/TAG Local 839 Agreement”), except where modified:

a. Article 1. Scope

For the avoidance of doubt, the “job classifications hereinafter set forth” referenced in Article 1 shall refer to the job classifications in sections 4 and 5 of the MOA.

b. Article 2. Recognition

c. Article 3. Shop Requirements

d. Article 4. Wage Scales, Hours of Employment and Working Conditions is incorporated as follows

- i. Incorporate subsections 4.A, 4.B, 4.C, 4.D, 4.F. (Deductions for Time Off), 4.H. (Materials: Tools and Equipment) and 4.I. (Technological Change).
- ii. Exclude subsections 4.E. (Homework Assignments) and 4.G. (Documentaries and Industrials).
- iii. Add a new Article 4.J. (Assignment) as follows:

It is understood that the duties for the classifications covered by this Agreement are not exclusive duties. Subject to the provisions of Article 4D, other employees may perform these duties, and other duties may be assigned to the classifications covered by this Agreement.

There shall be no mandatory staffing requirement in any classification covered by this Agreement. Staffing of the classifications covered by this Agreement shall be at Producer’s discretion.

Individuals hired within Los Angeles County but not covered under this Agreement may perform the duties of the classifications covered by this Agreement when they were not hired to perform those duties as their primary job responsibilities, when they are not employed on a regular, full-time basis, or when they are filling in for a classification covered by this Agreement on a temporary basis for two weeks or less. (Ex. When a Line Producer is filling in for a unit member on vacation). Notwithstanding the foregoing, this provision shall not expand or restrict Article 1 Scope of Agreement as incorporated in MOA Section 2.a. above.

- e. **Article 5 Hours**
- f. **Article 6 Holidays**
- g. **Article 7 Sick Leave**
- h. **Article 8 Vacation**
- i. **Article 9 Non-Discrimination**
- j. **Article 10 Military**
- k. **Article 12 Seniority** is incorporated as follows:
 - i. Incorporate subsections 12.A. as modified below:
 - A. Hiring, Layoffs and Recalls
 - 1. If additional production staff personnel covered by this Agreement are required by the Producer ~~in any classification covered by this Agreement~~, the Producer agrees to give first preference of employment to persons on layoff with seniority provided merit, ability, experience vis-a-vis the task to be performed, and work performance are relatively equal in the sole discretion of the Producer pursuant to the above.
 - 2. If Producer determines that there are no qualified available persons eligible for recall under Paragraph A.1. above, the Producer agrees to give preference of employment to all qualified available persons having six (6) months or more experience in the animated cartoon industry in any job classification set forth in this Agreement, provided the merit and ability of these applicants are equal to or greater than the merits and abilities of other applicants in the sole discretion of the Producer. The Producer shall in all events exercise said discretion fairly and reasonably and without illegal discrimination of any kind.

~~In the event that Producer shall employ an individual pursuant to this Paragraph A.2., which individual has not had at least six (6) months' experience within Los Angeles County at the time of hire, then Producer shall furnish the Union with a summary of such employee's experience within ten (10) business days of such employee's commencement of employment. The Producer's decision in this regard shall be upheld unless the Union can demonstrate that such decision was arbitrary.~~
 - ii. Exclude subsections 12.A.3-6 and 12.B.
- l. **Article 14 Dismissal** is incorporated and add the following:

Effective as of the date of hire by WBA (if employee remains employed by Cartoon Network Studios Inc. ("CNS"), the date of hire at CNS will be the effective date for purposes of Dismissal Pay). Notwithstanding the foregoing, WBA and CNS remain separate legal, tax and union signatory entities.
- m. **Article 15 Grievance and Arbitration Procedure**
- n. **Article 16 Discipline and Discharge**

- o. **Article 17 Leave of Absence**
- p. **Article 18 Employee Benefits** (subject to the modifications in Section 3 MPIPHP below).
- q. **Article 19 Producer's Rights**
- r. **Article 20 Studio Pass**
- s. **Article 21 General Provisions**
 - i. Incorporate subsections 21.A. (Posting Notices), 21.C. (New Classifications), 21.D. 1-5 (Safety), 21.F (Stewards), 21.G. (Supervisory Employees), 21.H. (Quarterly Reports) and 21.I. (Personal Services Contracts)
 - ii. Subsection 21.J. (No Strike – No Lockout) the following language replaces subsection 21.J.:

The Union agrees during the existence of this Agreement, unless the Employer fails to comply with an arbitration award not to strike against, picket or boycott the Employer for any reason whatsoever, and to order its members to perform their obligations to the Employer hereunder and to use its best efforts to get the employees to perform such obligations. The Employer agrees not to engage in any lockout unless the Union fails to comply with an arbitration award. However, the Employer's or Union's properly served notice to the other party of its intention to attempt to set aside an arbitration award in a court of competent jurisdiction (including continuation through the appropriate appeals procedure) shall not constitute failure to comply with said award.
- t. **Article 22 Contract Services Administration Trust Fund**, subject to CSATF approval.
- u. **Article 25 Miscellaneous**
- v. **Article 28 Labor-Management Cooperative Committee**
- w. **Sideletter L. Jury Duty**
- x. **Sideletter N. Productions Made for New Media**

No employee covered by this Agreement shall be required by the Employer to go through any picket line where there is an actual and imminent danger of bodily harm to the employee.

All remaining provisions of the 2024 AMPTP/TAG Local 839 Agreement that are not referenced above are excluded from this MOA.

3. MPIPHP

Effective as of the first Sunday following the business day on which notice of ratification is received, (i.e. November 2, 2025), contributions shall be made to the Motion Picture Industry Pension and Health Plans, Retirees Health Plan and the Individual Account Plan as provided for in the 2024 AMPTP/TAG Local 839 Agreement.

Employer shall pay the full monthly COBRA premiums on behalf of employees working in classifications covered under the MOA to obtain COBRA coverage in Employer's medical, vision, and dental plans during the transition period i.e. until the 600 hours are met but for no longer than six (6) months. To be eligible for COBRA coverage the participant must be an active participant of the WB Corporate Health Plan and agree to enroll within the required sixty-day (60) COBRA enrollment period. Should the participant's employment end within the transition period, Employer will no longer pay such monthly COBRA premiums.

WBA will submit contributions on behalf of the employees, based on hours worked or guaranteed during the six (6) month period enabling the employee to receive active health plan benefits, provided the employee(s) worked or was guaranteed those hours in that qualifying period. For current employees, a list of which has been agreed upon and exchanged by the Parties during these negotiations, Employer agrees to continue paying COBRA premiums until

participation in the MPI Health Plan commences. Once the Eligibility Period has commenced, Employer shall cease paying COBRA premiums.

4. Job Classifications

Effective no later than ninety-days (90) from the effective date of this MOA (*i.e. January 31, 2026*), employees will be reclassified as follows:

Employees hired after ratification shall no longer receive the title of “Assistant Production Manager” or “Sr. Assistant Production Manager.”

- a. Sr. Assistant Production Manager (Sr. APM) shall be re-classified to Animation Production Coordinator.
- b. Assistant Production Manager (APM) shall be re-classified to Animation Production Assistant.
- c. Re-classifications as detailed in a list which has been agreed upon and exchanged by the Parties during these negotiations shall be implemented.

Notwithstanding the foregoing, Employer maintains its management rights on staffing and employing individuals in appropriate classifications.

- a. Rates of pay, job duties, any contemplated screen credit, hire dates and any other working terms and conditions for Sr. APMs and APMs subject to the re-classification described in 4.a., 4.b., and 4.c. above shall not be reduced as a result of this re-classification.

5. Wages:¹

a. Wage Scales

Job Classification	Hourly Rate – Effective on the first Sunday following the business day on which notice of ratification is received. <i>(i.e. November 2, 2025)</i>	Weekly Rate – Effective on the first Sunday following the business day on which notice of ratification is received. <i>(i.e. November 2, 2025)</i>
Production Manager	\$42.00	\$1,680.00
Animation Production Coordinator	\$30.00	\$1,200.00
Writer Assistant	\$26.00	\$1,040.00
Animation Production Assistant	\$26.00	\$1,040.00

b. Classifications

- 1. If the Union has concerns or questions about the propriety of the classifications above and the assignment of individuals to such classifications, the Union should contact Labor Relations and/or raise the concerns with the Labor Management Committee.

///


///

¹ For the avoidance of doubt, the effective wage scale resulting from the re-classifications in this provision will be effective on the first Sunday following the business day on which notice of ratification is received (*i.e. November 2, 2025*).

c. Wage Increases

1. The minimum wage rates reflected above shall be increased as follows:
2. By 4% effective the first Sunday one year after notice of ratification (*i.e. November 1, 2026*);
3. By 3.5% effective the first Sunday two years after notice of ratification (*i.e. October 31, 2027*).

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

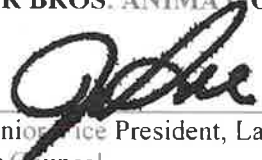

Date: JAN 7, 2026
Steve Kaplan Business Representative

FOR THE INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS, AND ALLIED CRAFTS.

DocuSigned by:

Date: 1/8/2026
855F26894DA44E4...
Michael F. Miller Jr.
International Vice President
Director, MPTV Dept.

FOR WARNER BROS. ANIMATION INC.


Date: JAN 12 2026
Jane C. Lee, Senior Vice President, Labor Relations
& Senior Labor Counsel