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TAG - Rick and Morty 2025 Production Negotiations
Memorandum of Agreement

This Memorandum of Agreement is entered into as of September 30, 2025, between Rick and Morty, 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 and 2 “Sideletter to 839 Agreement” in the TAG - Ricky and Morty Memorandum of Agreement (“MOA”) as follows:

   1. ~~2021-2024~~ 2024-2027 TAG-AMPTP Memorandum Of Agreement Incorporate the adjustments to the TAG-AMPTP collective bargaining agreement per the Memorandum of Agreement of August 1, ~~2021~~2024 and its successor Agreement between the Employer and The Animation Guild and Affiliated Optical Electronic and Graphic Arts, which is attached to this Memorandum of Agreement as Exhibit A, and includes, but is not limited to, changes in the term of the agreement, the addition of new job classifications with wage minimums and overall wage minimum increases, changes to MPI health and pension contributions, sideletter adjustments that include adjustments to Sideletter N, new articles to the agreement, and new holidays, to the expiration of the previous term.

   2. Add Animation Production Staff Classifications a. Add a sideletter to the TAG-Rick and Morty, LLC agreement that adds the job categories of Design Coordinators, Storyboard Coordinator, Office Coordinator, Production Manager, Assistant Production Manager, All Design and Production Assistants, and Production Coordinator as classifications covered by the agreement with the following wage minimums for a 40 hour workweek:

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2. Wage Scales

Adjust the period 2 and period 3 wages for the following classifications accordingly:

	August 3, 2025		August 2, 2026	
	Hourly	**Weekly**	**Hourly**	**Weekly**
Assistant Art Director	$62.74	$2,509.60	$64.94	$2,597.44
Design and Production Assistants	$27.22	$1,088.67	$28.17	$1,126.77
Coordinator (Production, Storyboard, Office, and Retake)	$32.24	$1,289.60	$33.37	$1,334.74
Assistant Production Manager	$38.68	$1,547.10	$40.83	$1,601.25
Production Manager	$50.14	$2,005.54	$51.89	$2,075.73

3. Staffing Minimum

No production assistant may work within a department without a designated coordinator as assigned by the Production Manager. There will also be instances when a Producer might directly engage a Production Assistant to help with various tasks.

The following production crew must be staffed during the time that their department is in progress within the production schedule:

- One coordinator in the storyboard department
- Three coordinators in the design department
- One coordinator in the color department and the retake department
- Two production assistants across all departments

4. 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

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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[7] 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 Rick and Morty 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 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.

5. **Notification of return to subsequent season**

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Producer will make employees aware of return to subsequent seasons no later than four weeks after the employee's end date on the current season.

6. **Inclusion of Writers Assistants**
Add the classification of Writers Assistant to the Rick and Morty Agreement with the following minimum rates:

	As of Date of Ratification		August 2, 2026	
	Hourly	**Weekly**	**Hourly**	**Weekly**
Writers Assistant	$27.22	$1,088.67	$29.12	$1,164.80

The parties agree that this proposed rate is contingent upon Cole Rasco and Wendy Clark remaining employed by the company on the current season of the show with a 50 hour a week guarantee.

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 VH

Print Name: Michael F. Miller, Jr.
International Vice President
Title: Dept. Director, MPTV Department Date: 11/6/2025

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

By: DocuSigned by: _____
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Print Name: Steven Kaplan

Title: Business Representative Date: October 29, 2025

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RICK AND MORTY, LLC

By: _____

Print Name: Monica Mitchell

Title: Manager Date: 11/5/2025