For many years Parking Production Assistants and Lead Parking Production Assistants have fought to gain Union recognition in order to have a voice in your workplace. In February, PPAs gained that voice with an historic unanimous vote to join CWA. Since then CWA and your bargaining committee have been fighting at the bargaining table for a contract that provides you with the respect you deserve and treats you in a similar manner as the rest of the unionized workers in the industry.

Today, we are able to report that we have reached a tentative agreement with the AMPTP, covering your work with 27 employers. We achieved our goals. This agreement contains a substantial increase in wages, provides healthcare benefits, retirement security and gives us the foundation to build on in the future.

Below are the details:

**WAGES:**

<table>
<thead>
<tr>
<th>EFFECTIVE DATE</th>
<th>TELEVISION PRODUCTIONS</th>
<th>THEATRICAL PRODUCTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Sunday following Ratification</td>
<td>$16.20/hour</td>
<td>$17.01/hour</td>
</tr>
<tr>
<td>Sunday closest to one year anniversary</td>
<td>$16.69/hour</td>
<td>$17.52/hour</td>
</tr>
<tr>
<td>Sunday closest to two year anniversary</td>
<td>$17.19/hour</td>
<td>$18.05/hour</td>
</tr>
</tbody>
</table>

Nothing above shall preclude a Lead PPA or PPA from negotiating and obtaining a better wage rate or other working conditions.
PAY TREATMENT:

- Time and a Half after 8 hours for a single Employer.
- Time and a Half after 40 hours in a workweek for a single Employer (“workweek” is defined as a 7 day period starting on the employee’s first day of work).
- Time and a Half for all time worked on the sixth or seventh day of the workweek for a single Employer.
- Double Time for work on a recognized holiday.

BENEFITS:

The Agreement allows us to participate in the Motion Pictures Industry Pension and Health Plans. These are the same plans that a majority of the employees in the industry participate in and provide health, vision, dental, retiree health and pension benefits. Our participation in the plans is subject to an amendment to the Trust Agreement and acceptance of the collective bargaining agreement by the MPIPHP Board of Directors.

Contributions to the Funds will begin the first Sunday following the effective date of the Trust Amendment. In order to be eligible for contributions you must first work 180 days for an Employer who is party to this Agreement beginning on February 12, 2018.

Once you have reached the 180 day mark then the following contributions begin:

Employers who are defined as $15 million dollar contributors
- $1.8065/hour to Pension
- $0.187/hour to Dental
- $0.005/hour to Vision
- $0.371/hour to Retiree Benefits
- $4.313/hour to Health Plan (increases $0.10 a year during term of agreement)

Employers who are not $15 million dollar contributors
- 14.788/hour to cover all benefits
After contributions begin on your behalf there is a qualifying period under the plan rules. You must work 600 hours in a defined 6 month period and work 400 hours in the subsequent defined 6 month periods to remain eligible for benefits.

**Note:** If the amount of funds in the reserves falls below 6 months then the Employers shall require you to contribute 1% of your salary to the fund until the reserves are restored.

In the event that the Trustees or the Board of Directors does not take the actions necessary to allow us to participate in the MPIPHP then we will receive health and retirement security benefits as follows:

**After 180 days worked since February 12, 2018 the following contributions will be made for each day worked to the Entertainment Industry Flex Plans**

- $25.00/day into Flex 401(k)
- $55.00/day into Flex Health Plan
- Effective 1/1/2020 - $57.50/day into Flex Health Plan
- Effective 1/1/2021 - $60.00/day into Flex Health Plan

**COMBINED WAGES AND BENEFITS BASED ON A 12 HOUR SHIFT (QUALIFY FOR BENEFITS):**

<table>
<thead>
<tr>
<th></th>
<th>TELEVISION</th>
<th>THEATRICAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year 1</td>
<td>$307.32</td>
<td>$318.66</td>
</tr>
<tr>
<td>Year 2</td>
<td>$315.38</td>
<td>$327.00</td>
</tr>
<tr>
<td>Year 3</td>
<td>$323.58</td>
<td>$335.62</td>
</tr>
</tbody>
</table>

This represents a more than 75% increase to the total compensation that Parking Production Assistants are currently receiving per shift (based on $12.50/hour or $175 per shift).
EQUIPMENT ALLOWANCE:
Daily allowance of $10.00 (includes employee's personal vehicle).

HEALTH AND SAFETY:
Employer will ensure that PPAs have access to restroom facilities.

MINIMUM CALL AND CANCELLATION OF CALL:
- 8 hour minimum shift
- Shift must be cancelled within 6 hours of start or 4 hours of start because of inclement weather or you are guaranteed 8 hours pay.

HOLIDAYS:
8 hours pay for the following holidays if you work both the scheduled workday before and after: New Year’s, President’s Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving, Day after Thanksgiving, and Christmas.

MEALS:
PPAs will be provided meals if the Employer is providing meals to other employees at the same time as you are working. If no meal is provided then you will receive the following allowance for every 6 hours worked:
- $8.00 for first meal
- $11.00 for second meal
- $14.50 for third meal
NON-DISCRIMINATION:

Both the Union and the Employer agree that they will not discriminate against any employee because of race, sex, color, religion, age, national origin, marital status, sexual orientation, military status, activities on behalf of the Union, a disability or any other reason of a protected class.

GRIEVANCE AND ARBITRATION:

The parties have agreed to a process to resolve disputes that may arise as a result of this Agreement. The process includes an independent arbitrator hearing the dispute.

UNION SECURITY AND PAYROLL DEDUCTION OF DUES:

As a term of condition of employment anyone who works as a PPA under this Agreement must become a member and pay dues or tender equivalent amount of dues. The Employer has agreed to deduct dues from the paychecks as long as there is a authorization form on file.

NO STRIKE - NO LOCKOUT:

The Union agrees not to strike the Employer during the term of this Agreement and the Employer agrees not to lock us out.

WORKFORCE STABILITY:

The Employers and the Union agree that a stable workforce is beneficial. The Union shall have the right to call a meeting with an Employer on a quarterly basis to discuss their hiring practices. The parties also acknowledge that there are instances where the Employer may hire new PPAs/Lead PPAs for legitimate reasons.

WAIVER OF NYC EARNED SICK TIME ACT:

The NYC ESTA law or any other law requiring paid sick leave will not be applied to bargaining unit employees while working under this Agreement.
JURISDICTION AND EMPLOYERS:

This contract applies to work performed by Lead PPAs and PPAs while working in New York City for one of the following employees:

- ABC Studio New York, LLC
- Big Indie Pictures, Inc.
- CBS Studios Inc.
- Columbia Pictures Industries, Inc.
- Eye Productions Inc.
- HBO Entertainment, Inc.
- HBO Films, Inc.
- Horizon Scripted Television, Inc.
- Hostage Productions, Inc.
- Jay Squared Productions LLC
- Main Gate Productions LLC
- New Line Productions, Inc.
- Pacific 2.1 Entertainment Group, Inc.
- Palladin Productions LLC
- Paramount Pictures Corporation
- Picrow, Inc.
- Picrow Features Inc.
- Picrow Streaming Inc.
- Rand Park Productions, LLC
- San Vincente Productions, Inc.
- Touchstone Television Productions, LLC d/b/a ABC Studios
- Twentieth Century Fox Film Corporation
- Universal Cable Productions LLC
- Universal Television LLC
- Warner Bros. Pictures
- Warner Bros. Television
- YNFS Productions LLC
The Union’s bargaining committee would like to thank all of you for your support throughout this process.

Without your support we would not have been able to secure a first contract that substantially increases our wages and provides us with similar benefits and working conditions afforded to the other workers in the industry.

We recommend that you vote **YES** to ratify this contract and look forward to working with you to increase our strength and make further gains in the future.

**MICHAEL BAXTER**
Vice President
Local 1101

**LANERE ROLLINS**
PPA, Member
Local 1101

**COREY LEACH**
PPA, Member
Local 1101

**ALAN BENNETT**
PPA, Member
Local 1101