



Dear CWA Local 1101 Members,

Over the last few months, the CWA Bargaining Team has worked tirelessly to negotiate the Parking Production Assistants and the Parking Coordinators second contract. The goal of the Bargaining committee was to raise wages, standards and to make sure that parking is not just a job, but a career. The Bargaining Committee is proud to announce that we have a tentative agreement and feels that it has met these goals with negotiating benefits such as paid sick time, easier access to health benefits and pensions and wage raises well above standard. We have proven that if the members of CWA Local 1101 stand as one we can raise the living standard of the Parking Department. We will be having a meeting very shortly to go over the new contract and the membership will vote on whether or not to ratify this new agreement. The CWA Bargaining team is proud to present this agreement and recommends that the membership votes yes to accept so the members can start enjoy their benefits and we can continue to grow and strengthen the Parking Department in the movie industry.

In Solidarity

The CWA Bargaining Committee,

John Dempsey - CWA Staff Representative  
Michael Baxter - CWA Local 1101 Vice President  
Afori Bobb - CWA Local 1101 Business Agent  
Keith Hogarty - CWA Local 1101 Lead Organizer  
Tamiko Jackson - CWA Local 1101 Staff  
Jon Johnson SR. - Parking Coordinator  
Leo Driver - Parking Coordinator  
Corey Leech - CWA Local 1101 Steward / PPA  
Derek Lawrence - CWA Local 1101 Steward / PPA  
Lanere Rollins - CWA Local 1101 Steward / PPA

# PPA / Coordinator Contract Highlights

- Expires December 1, 2024

1. **Term (Article 1)** – Tentative agreement to a term of three years, commencing on December 2, 2021 and terminating on December 1, 2024.

- PPA Wages (Raises - 6% year 1, 3% year 2, 3% year 3)

## **Parking Production Assistants – Minimum Wage Rates (Article 5) –**

	12/5/21 - 12/3/22	12/4/22 - 12/2/23	12/3/23 - 12/1/24
<b>Theatrical</b>	\$19.14	\$19.71	\$20.30
<b>Television</b>	\$18.23	\$18.78	\$19.34

- Parking Coordinator Wages
  - Minimum rates allowing the Parking Coordinator to negotiate up.

	Ratification	12/4/22 (3%)	12/3/23
Minimum	\$1750.00	\$1802.00	\$1856.00

- Parking Coordinator Wages (cont)
  - Minimum daily (guaranteed 12 hours) base rate

	Ratification	12/4/22 (3%)	12/3/23 (3%)
Hourly Rate	\$25.00	\$25.75	\$26.52

- **Lead Parking Production Assistant**

- One (1) dollar an hour extra for Lead Parking Assistants

- a. Effective as of the first Sunday following the AMPTP's receipt of notice of ratification, an individual engaged by an Employer as a Lead Parking Production Assistant shall be paid an additional one dollar (\$1.00) per hour over the applicable rate for a Parking Production Assistant.

There shall be no more than two (2) individuals engaged as a Lead Parking Production Assistant on a production at any time.

- **Medical and Pension**

- Removal of the 180 day threshold making it easier for PPA / Coordinators to be in health and pension plans

Effective as of the first Sunday of the first month immediately following the AMPTP's receipt of notice of ratification, eliminate the requirement in Article 6 of the 2018 CWA (Parking Production Assistants) Agreement that a Parking Production Assistant or Lead Parking Production Assistant must have worked at least one hundred eighty (180) days since February 12, 2018 as a Parking Production Assistant or Lead Parking Production Assistant for an Employer signatory to the Agreement in order to have contributions made to the Motion Picture Industry Pension and Health Plans on his/her behalf.

- **Equipment Allowance**

- When you are required by production to use your own equipment.
- Note: These daily rates are exclusively for the Parking Production Assistants

	12/5/21 - 12/3/22	12/4/22 - 12/2/23	12/3/23 - 12/1/24
Daily rate	\$17.50	\$17.50	\$20.00

- Sick Time

- 56 hours (7days) of paid sick time

“The provisions of this Article 24 only apply to employees working under this Agreement in the State of New York.

**“Section 1.** Commencing June 1, 2022, employees shall accrue one (1) hour of paid sick leave for every thirty (30) hours worked for the Employer in New York, up to a maximum of fifty-six (56) hours per calendar year. In lieu of the foregoing hourly accrual of paid sick leave, an Employer may elect to provide its employees with a bank of fifty-six (56) hours of sick leave at the beginning of each calendar year (or upon the employee’s commencement of employment with the Employer, in the middle of the calendar year). The Employer may not reduce or revoke the employee’s sick leave based on the number of hours actually worked by an employee during the calendar year, if it elects to provide a bank of sick leave. For purposes of this Article 24, a calendar year shall be measured, as designated by the Employer, as either a calendar year running from January 1<sup>st</sup> to December 31<sup>st</sup> or as a regular and consecutive twelve-month period.

- Added Holiday

- Martin Luther King JR Day

**Holiday (Article 12)** – Tentative agreement to add Martin Luther King Jr. Day as a recognized holiday effective January 1, 2022.

- **Rest Rooms**

- The AMPTP will send out the following memo to all production companies regarding restrooms:

**"NOTICE TO PRODUCERS REPRESENTED BY THE AMPTP IN NEGOTIATIONS FOR THE 2021 CWA (PARKING PRODUCTION ASSISTANTS) AGREEMENT**

"During negotiations for the successor agreement to the 2018 CWA (Parking Production Assistants) Agreement, the Union raised concerns that Parking Production Assistants and Lead Parking Production Assistants (also known as Assistant Parking Coordinators) are not always able to access a restroom facility during their shifts.

"Article 15 of the CWA (Parking Production Assistants) Agreement requires an Employer to ensure that Parking Production Assistants and Lead Parking Production Assistants have access to restroom facilities while at work. As this is an important health and safety measure, the following are best practices to ensure that this obligation is met:

- “• Parking Coordinators should advise the appropriate personnel in the Locations department of where and when Parking Production Assistants and/or Lead Parking Production Assistants will be working as soon as practicable, so that the Locations department has adequate time to make arrangements to secure access to restroom facilities at the applicable time(s) and location(s).
- “• Once arrangements have been made, the Locations department should advise the Parking Coordinator of that information so that the Parking Coordinator can prepare and distribute to Parking Production Assistants and/or Lead Parking Production Assistants a list of the restroom facilities that they can access during their shifts.
- “• In the event that a Parking Coordinator consistently experiences difficulty obtaining information from the Locations department regarding the location of restroom facilities that can be accessed by Parking Production Assistants and/or Lead Parking Production Assistants, the Parking Coordinator should alert the Union so that the Union can contact Labor Relations to investigate the source of the difficulty and address the issue.

"Please distribute this bulletin to the appropriate personnel on your productions. To comply with the parties' agreement, please also include a copy of this bulletin in your production manual."

- Retroactive Raises

The parties further agree that, unless they agree upon a different effective date, any agreed-upon increase in wage rates and benefit plan contribution rates in the first year of the successor Agreements shall be retroactive to December 1, 2021, provided that:

- the successor Agreements are ratified by the membership of the CWA within a reasonable period not to exceed thirty (30) days after reaching tentative agreement and the CWA recommends that the membership ratify the tentative agreement; and
- there is no work stoppage by the members of the CWA between December 1, 2021 and the effective date of the successor Agreement.

Please signify your concurrence with the foregoing by executing this letter in the space reserved for your signature and returning same to me.

This includes retroactive pension contributions if you are currently in the plan

	Old rate	New Rate	Difference
Theatrical	\$18.05	\$19.14	\$1.09
Television	\$17.19	\$18.23	\$1.04

- PPA's will receive a retroactive check for the difference, multiplied by ever hour you have worked since December 1, 2021. For Eample

December 1, 2021 - June 4, 2022 = 26 weeks

You worked 40 hours a week

40 hours a week x 26 weeks = 1040 hours

1040 hours x \$1.09 = \*\$1133.60 (retro check)

\*Minus all applicable deductions



## **Contract Ratification Details**

- We will be having a contract explanation meeting on Wednesday June 8th at 6:00pm
  - <https://us02web.zoom.us/j/86143470303?pwd=UThlUkxNdG1HQngrdS9sa3lJWkJDQT09>
- At the end of the meeting (7:00pm) all dues paying members will be sent a ballot via text message. You will have until Saturday (6/11/22) at 5:00pm to vote. The election closes at 5:00pm sharp. The link you receive will not be active and we will not be accepting any late ballots. The members will vote to accept or reject the tentative agreement.
- The results of the election will be shared to the membership shortly after the election closes.
- If you have any question about the contract or voting procedures please email:
  - [cwa1101ratification2022@gmail.com](mailto:cwa1101ratification2022@gmail.com)