

July 19, 2024

**LOCAL MEMORANDUM OF AGREEMENT OF AUGUST 1, 2024  
BETWEEN ALLIANCE OF MOTION PICTURE AND TELEVISION PRODUCERS  
AND INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES AND  
MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE  
UNITED STATES, ITS TERRITORIES AND CANADA  
AND LOCAL 695 THEREOF**

THIS LOCAL MEMORANDUM OF AGREEMENT IS BETWEEN THE INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES AND MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA AND I.A.T.S.E. PRODUCTION SOUND TECHNICIANS, TELEVISION ENGINEERS, VIDEO ASSIST TECHNICIANS AND STUDIO PROJECTIONISTS, LOCAL 695, I.A.T.S.E., ON THE ONE HAND, AND THE ALLIANCE OF MOTION PICTURE AND TELEVISION PRODUCERS, ON BEHALF OF THE COMPANIES LISTED ON EXHIBIT "A" ATTACHED HERETO AND THOSE PRODUCERS WHICH HAVE EFFECTIVELY CONSENTED TO BE A PART OF THE SINGLE MULTI-EMPLOYER BARGAINING UNIT, ON THE OTHER HAND. THIS MEMORANDUM OF AGREEMENT IS EFFECTIVE AS OF AUGUST 1, 2024, OR THE FIRST SUNDAY FOLLOWING THE BUSINESS DAY ON WHICH THE AMPTP RECEIVES NOTICE OF RATIFICATION, WHICHEVER IS LATER.

**PROVISIONS**

1. This Local Memorandum of Agreement along with any attachments or exhibits reflects the understanding reached between the parties and will be supplemented and/or modified to include appropriate changes and effective dates contained in the executed 2024 General Memorandum of Agreement.
2. All agreements are subject to the terms and conditions of any agreed-upon extensions.
3. All agreements are subject to final agreement in General Negotiations and to ratification and execution by the parties.
4. All issues not resolved herein are withdrawn.

**EFFECT OF CHANGES**

This Local Memorandum of Agreement and the applicable provisions of the 2024 General Memorandum of Agreement along with the remaining unchanged provisions of the 2021 Local 695 Agreement shall be deemed to be the 2024 Local Agreement until such time as the Local Agreement can be amended in accordance with the changes contained in the 2024 Local and General Memorandum of Agreement.

**WITNESSETH:**

In consideration of the mutual agreements herein contained, the parties hereto agree as follows:

1. **Microphone Boom Operator/First Assistant Sound**

- a. Modify the titles of Occ. Codes 8151 and 8181 classifications to provide: “Microphone Boom Operator/First Assistant Sound” in the Agreement, including but not limited to Paragraphs 1 and 31 of the wage scales and Paragraph 104.
- b. Apply Y-4 rates to Occ. Codes 8151 and 8181.

2. **Utility Sound Technician/Second Assistant Sound**

Modify the titles of Occ. Codes 8144 and 8180 (Y-7A) classifications to provide: “Utility Sound Technician/Second Assistant Sound” in the Agreement, including but not limited to Paragraphs 1 and 31 of the wage scales and Paragraph 103.

3. **Long or Successive Takes for Microphone Boom Operators/First Assistant Sound Persons**

During the 2024 negotiations, the parties discussed the potential impact of long or successive takes on the Microphone Boom Operator/First Assistant Sound. To address those concerns, the parties agree to the following:

- a. Add the CSATF Safety Bulletin Number 45 (“Guidelines for Long or Successive Takes”) as an Exhibit C to the Local 695 Agreement.
- b. *Producers agree to distribute the following Bulletin to appropriate production personnel:*

“During the 2024 negotiations, Local 695 Production Sound Technicians, Television Engineers, Video Assist Technicians and Studio Projectionists raised concerns about the potential impact of long and/or successive takes on Microphone Boom Operators/First Assistant Sound Persons. The parties agreed that, at the start of production, the Head of Production will provide a notice addressed to the Director(s),

Unit Production Manager(s) and First Assistant Director(s), reminding them of the importance of addressing potential safety concerns relating to Microphone Boom Operators/First Assistant Sound Persons caused by long and/or successive takes.

“From: [Head of Production]

“To: [Director(s), Unit Production Manager(s), First Assistant Director(s)]

“Copy: [Labor Relations Executive, Production Safety]

“Subject: Potential Impact of Long or Successive Takes on Microphone Boom Operators/First Assistant Sound Persons

“The purpose of this Bulletin is to increase awareness, encourage communication about and address safety concerns relating to Microphone Boom Operators/First Assistant Sound Persons caused by long and/or successive takes. All personnel with responsibilities for on-set safety should be familiar with the attached Industry-Wide Labor-Management Safety Committee Safety Bulletin #45, Guidelines for Long or Successive Takes.

“Consistent with the attached Bulletin, the Unit Production Manager and the First Assistant Director should meet with the Microphone Boom Operator/First Assistant Sound Person prior to the start of production to discuss how best to alleviate ergonomic safety concerns, including, but not limited to, staffing sufficiently to allow the rotation of crew members and/or adopting other control measures, which may include special equipment to assist with preventing muscle fatigue or injury or providing appropriate rest breaks.

“Microphone Boom Operators/First Assistant Sound Persons should be encouraged to communicate with the First Assistant Director the need for a break or other accommodation as appropriate during production.

“Upon request, the First Assistant Director shall arrange for a meeting with the Director and a representative of the sound crew to take place as soon as practicable to discuss options to provide relief from long and/or successive takes for the Microphone Boom Operator/First Assistant Sound Person.

“Please ensure distribution of this Bulletin and the attached Industry-Wide Labor-Management Safety Committee Safety Bulletin #45, Guidelines for Long or Successive Takes to other production personnel as appropriate. On episodic series, the Bulletin should be attached to the first call sheet of the first day of shooting on each episode.”

4. **Screen Credits**

*Modify Paragraph 84 of the Local 695 Agreement to provide:*

**“84. Screen Credit**

“On a feature motion picture, screen credit may be given to the Production Mixer, Microphone Boom Operator/First Assistant Sound and Utility Sound Technician/Second Assistant Sound, Video Assist and other classifications covered by the Local 695 Agreement when the Producer in its discretion determines it is feasible and desirable to do so. It is understood that these screen credits are subject to any exhibitor restrictions.”

5. **Hiring, Layoff & Rehire in Paragraph 68**

*Modify Paragraph 68(c)(1) of the Local 695 Agreement as follows:*

**“68. Seniority**

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“(c) Hiring, Layoff and Rehire

“The Producer shall give preference of employment to qualified available persons within the job classifications covered by this Agreement as follows:

“(1) With regard to sound, video and projection personnel, such preference of employment in hiring and rehiring shall be given in said job classifications to qualified persons as follows: First, to such qualified persons in Industry Group 1 of the single seniority group of the Industry Experience Roster; in the event there are insufficient qualified persons in Industry Group 1 to meet the employment needs of Producer in said classifications, Producer may secure employees from any source.”

*Make conforming changes.*


6. **Housekeeping – Existing Paragraph 56**

*In light of the Union’s agreement that it shall continue to administer Paragraph 56 as it has in the past, and that the addition of the words “video” and “Videopersons” are not substantive changes, Producers agree to modify Paragraph 56 of the Local 695 Agreement to provide as follows:*

**"56. Additlons to Crew**

"If production or equipment requirements create a condition whereby an abnormal demand is placed upon the sound or video crews, such condition shall be relieved by the addition of Soundpersons or Videopersons to the crew until such condition ceases to exist."

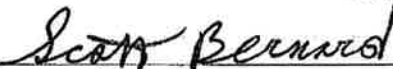
**FOR THE ALLIANCE OF MOTION PICTURE AND TELEVISION PRODUCERS, ON BEHALF OF THE COMPANIES LISTED ON EXHIBIT "A" ATTACHED HERETO AND THOSE PRODUCERS WHICH HAVE EFFECTIVELY CONSENTED TO BE PART OF THE SAID MULTI-EMPLOYER BARGAINING UNIT**

By:  Date: August 7, 2024  
Carol A. Lombardini  
President, AMPTP

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

By:  Date: 8/7/2024  
Matthew D. Loeb  
International President

**I.A.T.S.E. PRODUCTION SOUND TECHNICIANS, TELEVISION ENGINEERS, VIDEO ASSIST TECHNICIANS AND STUDIO PROJECTIONISTS, LOCAL #695**

By:  Date: 7-19-24  
Scott Bernard  
Business Representative

**EXHIBIT "A"**  
**AMPTP-represented Companies**

12:05 AM Productions, LLC  
1440 Productions LLC  
20th Century Studios, Inc.  
300 Pictures, Inc.  
40 North Productions, LLC  
4423 Productions LLC  
50/50 Studio Productions, LLC  
7 Friends Pictures Inc.

A Little Bit Fuzzy Productions, LLC  
ABC Signature, LLC  
ABC Studios New York, LLC  
Abominable Pictures Inc.  
Academy Lighting Consultants, Inc  
Academy of Motion Picture Arts and  
Sciences  
Adobe Pictures, Inc.  
AE Ops, LLC  
Alameda Productions, LLC  
Alcon Entertainment, LLC  
Alive and Kicking, Inc.  
Ambient Sounds Productions LLC  
American Costume Corp.  
AOH Special, Inc.  
Apple Studios LLC  
Apple Studios Louisiana LLC  
Artcraft Productions Inc.  
Ascension Films Inc.  
Aspect Ratio, Inc.  
Atelier Eidos Inc. dba Bill Hargate  
Costumes  
Atlantic Pictures, LLC

Backlight Productions LLC  
Base Light Productions LLC  
B-Cam Productions LLC  
Beachwood Services, Inc.  
Big Indie Pictures, Inc.  
Big Ticket Television Inc.  
Black Label Media, LLC

Bonanza Productions Inc.  
Breakout Kings Productions LLC  
Brightstar TFCF Productions LLC  
Broken Foot Production, Inc.  
Bronson Avenue LLC  
BTW Productions, Inc.  
Bumper Productions LLC

Camdrew Productions LLC  
Canada Premiere Pictures Inc.  
Capital Concerts, Inc.  
Carnival Row Productions, LLC  
Cartoon Network Studios, Inc.  
Cast & Crew Production Services, LLC  
Castle Rock Pictures, Inc.  
CBB Productions  
CBS Studios Inc.  
Century Productions LLC  
Charlestown Productions LLC  
Chime Productions, LLC  
ChubbCo FilmCo  
Classic Films Inc.  
Columbia Pictures Industries, Inc.  
Corrado Mooncoin Holdings LLC  
Countess Productions LLC  
Country Music Association, Inc.  
CPT Holdings, Inc.  
Cranetown Media LLC  
Create Harmony Media Inc.  
Crews Unlimited II Inc  
Crown City Pictures Inc.  
Culture Crew Productions, Inc.  
Cush Light LLC

Dae Light Media, LLC  
Delta Blues Productions LLC  
Digital 49 Productions, Inc.  
DreamWorks Animation Television Post-  
Production, LLC  
DreamWorks Post-Production L.L.C.

Dutch Boy Productions, LLC  
DW Dramatic Television L.L.C.  
DW SKG TV L.L.C.  
DW Studios Productions L.L.C.  
Dyminium Productions, LLC

Electric Entertainment, Inc.  
EPSG Management Services  
Extreme Reach Productions Payroll, Inc.  
Eye Productions Inc.

Favian Wigs Inc.  
Film 49 Productions, Inc.  
Finnmax, LLC  
Focus Features Productions LLC  
Fox Alternative Entertainment, LLC  
Fox Studio Lot, LLC  
Frank & Bob Films II, LLC  
Frankie and Jude Productions, LLC  
FRB Productions, Inc.  
FTP Productions, LLC

Gemini 3 Productions, Inc.  
Goldcrest Features, Inc.  
Goodnight Industries, Inc. dba Goodnight  
and Company  
Grass Skirt Digital Productions, Inc.  
Green Set Inc.  
GWave Productions, LLC

Hazardous Productions, LLC  
Honest Scholar Productions LLC  
Hop, Skip & Jump Productions, Inc.  
Horizon Scripted Television Inc.  
Hostage Productions, Inc.  
Hydronaut Productions, LLC

Inclined Productions, Inc.  
Island Studios, LLC fka Island Film Studios,  
LLC  
It's Possible Productions, LLC

Jax Media, LLC  
Jay Squared Productions LLC  
JC Backings Corporation  
JMX, LLC

Kapital Productions, LLC  
Ken Ehrlich Productions, Inc.  
Kenwood TV Productions, Inc.  
Keystone TV Productions LLC  
Kiki Tree Pictures Inc.

Legendary Features Productions US, LLC  
Legendary Pictures Productions LLC  
Legendary Television Animation, LLC  
Lennox House Pictures Inc.  
LGTV Productions, Inc.  
Lightsavior Productions LLC  
Lime Grove Productions, LLC  
Linear Productions LLC  
Lions Gate Productions, LLC  
Liquid Music, Inc.  
Louisiana Premiere Productions LLC  
Lucid Studios Inc.

Madison Productions, Inc.  
Main Gate Productions LLC  
Main Lot Productions LLC  
Marilyn J. Madsen  
Marvel Film Productions LLC  
Marvel Picture Works LLC  
Media Services Processing, LLC  
Mesquite Productions, Inc.  
Metro-Goldwyn-Mayer Pictures Inc.  
MGM Television Entertainment Inc.  
Milk Street Productions, LLC  
Minassian Productions Inc.  
Minim Louisiana Productions, LLC

Minim Productions, Inc.  
Mountainair Films Inc.  
MRZ Sound Inc dba Martell Sound  
Mutiny Pictures Inc.

Nametag Production Inc.  
Netflix Animation, LLC  
Netflix Productions, LLC  
Netflix Series Animation, LLC  
Netflix Studios, LLC  
New Line Productions, Inc.  
New Regency Productions, Inc.  
Next Step Productions LLC  
Nila Inc.  
Ninjutsu Pictures, Inc.  
NM Talent Inc.  
NS Pictures, Inc.

Old School Productions LLC  
Olive Avenue Productions LLC  
Olive Productions, LLC  
On The Brink Productions, Inc.  
One Eighty Productions LLC  
Onyx Collective Productions, Inc.  
Open 4 Business Productions LLC  
Orange Cone Productions LLC  
Orchard Road Productions, LLC  
Over the Pond Productions, Inc.

Pace Pictures LLC  
Pacific 2.1 Entertainment Group, Inc.  
Palladin Productions LLC  
Paradise Productions, Inc.  
Parallax TV Productions LLC  
Paramount Overseas Productions, Inc.  
Paramount Pictures Corporation  
Paramount Worldwide Productions, Inc.  
Pat & Mike Productions, Inc.  
Patch Bay Productions LLC  
Picrow Inc dba Pictures in a Row  
Picrow Streaming Inc.  
Pitch Black Development, LLC  
PP21 Productions LLC  
Produced Bayou, Inc.  
Production Partners, Inc.  
Program Productions, Inc.  
Proximity Productions LLC  
Purple Tally Productions, Inc.

Quest Productions, Inc.

R/H Factor, Inc.  
Radford Graphics, LLC  
Random Pictures Inc.  
Raquel Productions Inc.  
Rat Pac Controls Services Inc.  
Red Zone Pictures, Inc.  
Redemption Pictures, Inc.  
Remote Broadcasting, Inc.  
Renato Basile Entertainment, Inc.  
Reunion 2017 LLC  
River Road Entertainment Productions, LLC  
Riverboat Productions, LLC  
Rocart Inc.  
Rose City Pictures, Inc.  
Rozar Pictures, LLC  
Ruff Draft Productions, LLC

S&K Pictures, Inc.  
Salt Spring Media, Inc.  
Salty Pictures, Inc.  
Scenic Express, Inc.  
Scope Productions, LLC  
Screen Gems Productions, Inc.  
Serendipity Productions, Inc.  
Shovel Buddies, LLC  
Signature Post Services LLC  
Singular Productions LLC  
Skycrew Sports Productions, LLC  
Skydance Animation, LLC  
Skydance Features, LLC  
Skydance Pictures, LLC  
SLO Productions Inc.  
Smallville Studios Inc.  
Sony Pictures Studios, Inc.  
Sound One, Inc  
South Circle Productions LLC  
South Lake Audio Services, LLC  
South Rock Productions LLC  
Spectral Motion, Inc.  
Spellman Desk Company, Inc  
Stage 6 Films, Inc.



Stage Call Inc.  
Stalwart Productions LLC  
Stash Productions Inc.  
Stinger Productions LLC  
Stitch Costume LLC  
Story Ink, Ltd.  
Storybuilders, LLC  
Storyteller Production Co., LLC dba Amblin  
Partners  
Stu Segall Productions, Inc.  
Studio Productions, Inc.  
Studios Competition Productions, LLC

Take Note, Inc  
The Dawgs Sound Design, Inc.  
The Lippin Group Inc  
The Power LLC  
Theatrical Resources, LLC  
Theoretical Pictures, Inc.  
Topanga Productions, Inc.  
Tough House Productions  
TPS Production Services, LLC  
Trackdown Productions, Inc.  
Triple Horse Studios LLC  
Triple Point Productions LLC  
Turner Films, Inc.  
TVM Productions, Inc.  
Twentieth Century Fox Film Corporation  
dba 20th Television

Uncle Easy Productions LLC  
Universal Animation Studios LLC  
Universal City Studios LLC  
Universal Content Productions LLC  
Upside Down Productions Inc.

Valkyrie of Iron, LLC.  
Vertical Hold Productions LLC  
Volt Lites, Inc.

WAG Pictures Inc.  
Walden Media Productions LLC  
Walk by Faith Film, LLC

Walt Disney Pictures  
Warner Bros. Animation Inc.  
Warner Bros. Advanced Media Services Inc.  
Warner Bros. Pictures  
Warner Bros. Studio Operations  
Warner Bros. Television  
Warner Specialty Productions Inc.  
Warner Specialty Video Productions Inc.  
Waveform Productions LLC  
Westwind Studios, LLC  
wiip Productions, LLC  
Wild Canary Animation, Inc.  
Woodridge Productions, Inc.

XOF Studios, LLC

YNFS Productions LLC