

July 17, 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 80 (GRIPS) 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 MOTION PICTURE STUDIO GRIPS, LOCAL 80, 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 All issues not resolved herein are withdrawn.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 80 (Grips) Agreement shall be deemed to be the 2024 Local 80 (Grips) 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. **Bulletin re Reminder of Local 80's Jurisdiction**

Producers agree to distribute the following Bulletin to appropriate production personnel, reiterating the mutual understanding set forth in the Sideletter to the Local 80 (Grips) Agreement, dated August 1, 1988, of the division of jurisdiction as between Motion Picture Studio Grips, Local 80 and Affiliated Property Craftspersons, Local 44:

“During the 2024 negotiations, Motion Picture Studio Grips, Local 80, raised concerns that ‘off production’ work within Local 80’s jurisdiction has been budgeted for and performed by Local 44-covered employees.

“The purpose of this Bulletin is to serve as a reminder of the division of jurisdiction between Motion Picture Studio Grips, Local 80, and Affiliated Property Craftspersons, Local 44. The division is premised on the notion that Local 80’s jurisdiction lies in moving and facilitating, while Local 44’s jurisdiction lies in construction and building.

- “Local 80 strikes to save, load, and supervise the movement of sets, or parts thereof, into or out of the scene dock. It also unloads on or ‘near the line,’ and re-erects complete stock sets that do not require remodeling, additions, alterations or repairs.
- “Local 44 does no striking or movement for striking. It may build new sets or parts thereof, revamp and assemble what has been constructed, and incorporate new material with stock units, walls, *etc.* to form sets.

“It is incumbent upon the Unit Production Manager and other production personnel to ensure that Local 80’s work is assigned to and performed by Grips and not by Local 44-covered employees. For example, when planning ‘off production’ construction work within Local 80’s jurisdiction, such as moving walls to and from sets and re-erecting walls, that work should be duly assigned to and performed by Grips.

“For a further description of the jurisdiction of Local 80, please consult the attached Sideletter dated August 1, 1988. In addition, keep in mind that nothing herein modifies the principle of

assistance and other similar provisions. Contact Labor Relations if you have any additional questions.”

2. **Key Crafts Service Person at the Gang Boss Rate**

Add a footnote to the Crafts Service Gang Boss job classification, Occupation Code 4562, within the studio and distant location wage scales in Paragraphs 1(a) and 31(a) of the Local 80 (Grips) Agreement as follows:

“FN#: Should a Producer elect to employ a Key Crafts Service Person, the Key Crafts Service Person shall be paid at the rate of the Crafts Service Gang Boss, Occupation Code 4562.”

3. **Work on Aerial Lifts at Heights of 65 Feet or Above**

Add a new subparagraph (e) to Paragraph 1 of the Local 80 (Grips) Agreement and a new subparagraph (j) to Paragraph 31 of the Local 80 (Grips) Agreement as follows:

“(#) If an employee is instructed to perform work in an aerial lift (e.g. boom or articulating boom) at a height of at least sixty-five (65) feet for four (4) or more cumulative hours within a single shift, the employee shall receive an additional three dollars (\$3.00) per hour for the entire shift. If an employee receives increased pay under this footnote, the employee shall not also be entitled to the increased pay under footnote 3.”

4. **Paragraph 51**

Modify the second paragraph of Paragraph 51 of the Local 80 (Grips) Agreement as follows:

“51. **Hazardous Work**

“The employee selected to perform hazardous work and Producer are to negotiate and agree upon a rate in advance for such work and, if no agreement is so reached, the employee will not jeopardize working opportunities by refusing to perform work that is considered hazardous. The employee may request the assistance of the Business Representative of the Union in such negotiations.

“When an employee covered by this Agreement is working in close proximity and is exposed to the same hazard with the same degree of risk to which another employee covered by the Basic Agreement is exposed who has negotiated a hazardous pay adjustment, the employee covered by this Agreement is entitled to that same hazard pay adjustment. In all other hazardous work situations, the amount of such adjustment shall be the subject of individual negotiations. Any employee’s request for an adjustment under this provision shall not limit the employee’s future opportunities with Producer.”

“If an employee is required to sign a waiver due to hazardous conditions for any state or governmental agency or owner of private property and refuses to sign such waiver, such employee may be replaced, but such refusal shall not limit such employee’s future employment opportunities with Producer.

“When Producer knows in advance that such a waiver is required, Producer will advise the Union of the situation.”

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: 8/7/24
Matthew D. Loeb
International President

MOTION PICTURE STUDIO GRIPS, LOCAL 80

By:  Date: July 25, 2024
DeJon Ellis, Jr.
Business Manager

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