



SUMMARY OF KEY CHANGES

817 & 399 “CASTING DIRECTOR” 2024 – 2027 AGREEMENT

This is a summary only and is not contract language. The executed Memorandum of Agreement is the final contract document.

Teamsters Local 399 and Teamsters Local 817, including our member-led negotiating committee, are unanimously recommending the contract for ratification.

TERM:

- The term of the agreement is 3 years from October 1, 2024, to September 30, 2027.

SCOPE:

- Casting Assistants are added to the bargaining unit.

WAGES:

- **Casting Director Wages:**
 - For the first time, the contract establishes weekly **minimum wage rates** for Casting Directors working on **episodic series or mini-series**. These rates are minimums, and the contract explicitly allows **Casting Directors to continue to negotiate rates that are higher than these minimums, but not lower**.
 - **These minimums will only be effective for deals made between Casting Directors and studios/production companies on or after October 6, 2024¹.**
 - **Pilots and First Episodes of a Series or Mini-Series**
 - Pilots and First Episodes of a Series (other than children’s programming) shall be negotiated at **no less than** the following weekly **minimum** wage rates:

	10/6/2024	9/28/2025	10/4/2026
Casting Director Weekly Minimums for Pilots/First Episodes	\$7,000	\$7,280	\$7,535

¹ All dates in this summary assume that the agreement is ratified on or before October 4, 2024.

- Pilots and First Episodes of a children’s program shall be negotiated **at no less than** the following weekly **minimum** wage rates:

	10/6/2024	9/28/2025	10/4/2026
Casting Director Weekly Minimums for Children’s Programming Pilots/First Episodes	\$5,850	\$6,084	\$6,297

- **Subsequent Episodes of a Series or Mini-Series**

- Subsequent episodes of the **first two seasons** of a series or mini-series (*including children’s programming*) shall be negotiated at **no less than** the following weekly **minimum** wage rates:

	10/6/2024	9/28/2025	10/4/2026
Casting Director Weekly Minimums Subsequent Episodes of the First Two Seasons of a Series	\$4,500	\$4,680	\$4,699

- Subsequent episodes of the **third season and beyond** of a series or mini-series (*including children’s programming*) shall be negotiated at **no less than** the following weekly **minimum** wage rates:

	10/6/2024	9/28/2025	10/4/2026
Casting Director Weekly Minimums Subsequent Episodes of the Third Season and Beyond	\$4,500	\$4,680	\$4,844

- Children’s programming is subject to the same weekly minimum wage rates for subsequent episodes as regular programming.
- **A team of Casting Directors** working on a single project shall earn, **when combined, no less than the applicable minimums above**. If one member of team ceases working on the project while the project is ongoing, the remaining Casting Director shall earn no less than the whole minimum rate.
- Casting Director wage weekly wage rates for **Theatrical Films, One-Time Television Motion Pictures, and One-Time SVOD Programs** will remain subject to individual negotiation – that is, **not subject to a weekly minimum** – exactly as they are now.
- Casting Directors working on **multi-camera projects** will continue to negotiate weekly or episodic rates as they do now, and these projects will not be subject to the minimums.

- **Casting Director Guarantee of Employment:**

- For the first time, the primary Casting Director employed for work on a **pilot, or first episode** of a series or mini-series (*excluding multi-camera series*) shall be **guaranteed no less than (10) weeks** of employment.

- **Associate Casting Director Wages:**

- **Associate Casting Directors shall now be employed on an “on-call weekly” basis on all projects as of October 13, 2024.**
- For the first time the contract establishes a **minimum wage rate for Associate Casting Directors working on film projects**, which will be the same as the minimum for episodic television.
- Effective **October 13, 2024**, Associate Casting Directors shall earn **no less than** the following weekly minimums on **all** projects:

	Current Hourly TV Rate @ 60 Hours/Week	10/13/2024	9/28/2025	10/4/2026
Associate Casting Director Minimum Weekly Rates	\$1,820	\$2,210	\$2,298	\$2,378

- *This represents a year one wage increase of **21%**, and a wage increase of **31%** over the life of the agreement.*

- **Casting Assistant Wages:**

- Effective September 29, 2024, Casting Assistants shall **earn no less** than the following minimum hourly wage rates on all projects:

	09/29/2024	9/28/2025	10/4/2026
Casting Assistant Hourly Wage Minimum	\$21/Hour	\$21.84/Hour	\$22.60/Hour

- Casting Assistants shall earn **double time after twelve (12) hours** per work in a day and **triple time after (15) hours** elapsed per day.

Equipment Rental for Associate Casting Directors & Casting Assistants:

- Companies are now required to provide “reasonable reimbursement” to Associate Casting Directors and Casting Assistants when they require them to use their personal equipment for business use (cell phone, laptop etc.).
- Employers must reimburse Associate Casting Directors and Casting Assistants when they require them to use their personal vehicle to conduct business at the applicable IRS mileage rate.

BENEFITS:

- **Preservation of ALL benefits with NO concessions, NO cuts, or givebacks.**
- **Casting Assistants will receive full MPI benefits.** That means effective September 29, 2024, the Employers contribute on behalf of working Casting Assistants to the Motion Picture Industry Pension and Health Funds as well as the Individual Account Plan.

On October 13, 2024, all **Associate Casting Directors will be converted to employment on an “on-call” weekly basis.** This means their weekly benefit contribution will **increase from 60 to 70 hours per week.** This will increase the Associate Casting Director Medical and Pension Hours by **17%.**

- **INDIVIDUAL ACCOUNT PLAN (IAP):**
 - For Casting Directors and Associate Casting Directors, the IAP percentage contribution will remain at 6% for the life of the agreement.
 - However, the agreement includes **large increases to the base rates which will dramatically increase the amount of IAP contributions** received by these members anywhere from **45% to 169%** over the life of the agreement.
 - **Casting Director IAP:**

Increased the IAP contribution Base Rate on theatrical film or high budget one-time streaming program by **45%** over the life of the agreement. **See the table below:**

	Current	9/29/2024	9/28/2025	10/4/2026
Theatrical Film/High-Budget One-Time SVOD	\$3,500	\$4,725	\$4,914	\$5,086

- Increased the IAP contribution base rate for casting directors working under an ongoing television contract, a multi-camera pilot or series, a one-time television motion picture, or lower budget one-time SVOD program by **45%** over the life of the agreement. See the table below.

	Current	9/29/2024	9/28/2025	10/4/2026
Episodic TV/Lower Budget One-Time SVOD	\$2,800	\$3,750	\$3,900	\$4,050

- Increased IAP for Casting Directors to **now be based on new scale minimum rates** as opposed base rates. On new television/episodic streaming deals the IAP will be calculated on the applicable Casting Director scale minimum rate instead of a base rate.

- PILOT/FIRST EPISODE EXAMPLE:**

*On a three-year deal signed on or after October 6, 2024, for a pilot/first episode of a regular series (not a children’s program), the base rate would be \$7,000 per week for the first year. Per the table below, this change represents an increase of **169%** to the IAP contribution over the term of the agreement.*

	Current	9/29/2024	9/28/2025	10/4/2026
Pilot/First Episode	\$2,800	\$7,000	\$7,280	\$7,535

- Associate Casting Director IAP:**

- Associate Casting Directors working on Film/High-budget One-Time SVOD programs will receive contributions based on a base rate of \$1,500 per week for two weeks.
- Effective October 13, 2024, ACD’s working on any type of program will receive contributions calculated on their new minimum wage scale as follows:

	Current Film Base Rate	10/13/2024	9/28/2025	10/4/2026
Casting Associates IAP Base Rate	\$1,500	\$2,210	\$2,298	\$2,378

- This represents an increase of **59%** for those working in film and a **53%** increase for those working in television over the life of the agreement.*

- Casting Assistant IAP:**

- Casting Assistants will join the Individual Account plan as well.** Their IAP percentage contribution will increase from 1% in year one, to 2% in year two, to 3% in year three.
- They will not have a base rate since their percentages will be paid on their scale hourly wage rate instead.

ADDITIONAL MPIPHP BENEFIT PROVISIONS:

- Increased Health Benefits**

- Annual **dental plan maximum** benefit amount will be **raised from \$500 a year to \$2,500 a year.**

- **Pension Plan Improvements:**
 - Contingent **Pension Benefit Increase(s) for Actives raised by 5%** from 10% to 15%. Under the current agreement there is a 10% increase in the pension benefit accrual rate every 3 years retroactively for credited hours accumulated in the previous 3 years. This retroactive increase will now be 15%.
 - **No participant will incur a break in service for plan year 2023.**
 - **All participants with 65 or more credited hours in 2023 will receive a Qualified Year in the pension plan.**
- **Significant increase to both up front hourly employer contributions and residual contributions:**
 - **NO** reduction of benefits or increases to qualifications or premiums
 - **NO** increased costs to the primary participants nor to their dependents for health care coverage.
 - **NO** premium for Participant, \$25/month for 1 Dependent, \$50/month total to cover all dependents that exceed (1).
- **One-Time Payment for Retirees Who Retire Prior to January 1, 2025.**
 - The Motion Picture Industry Pension Plan will make a one-time payment equivalent to the value of one additional monthly check to those retirees who retired prior to January 1, 2025.
- **Increased Employer contributions rate to the medical and pension fund over the next 3-years:**
 - Effective September 28, 2025, Employers paying less than \$15 million in residuals to pay a rate reflecting the actual cost of the healthcare plan.

ADDITIONAL CONTRACT PROVISIONS:

HOLIDAYS:

- Effective January 1, 2025, **Juneteenth shall be added a holiday** for both Los Angeles and New York-based employees.
- For New York-based employees, Veteran's Day shall be recognized as a holiday instead of Columbus Day beginning in 2025.
- **Casting Assistants shall receive all the holidays** that Associates and Casting Directors receive.

SICK LEAVE:

- Employees outside of California accrue sick leave under the contract for the first time.
- Employees not based out of New York (such as employees based in Los Angeles) shall accrue one hour of paid sick leave for every thirty (30) hours worked up to a maximum of forty-eight hours in 2024. This maximum shall be increased to (80) hours effective January 1, 2025.
- Beginning in 2025, employees not based out of New York will become eligible to use sick leave benefits faster (on or after 45 days, instead of the current 90 days, of employment).

BEREAVEMENT:

- In the event of the death of a family member, employees shall receive up to **three (3) paid days off**. Employees based in California shall be entitled to an additional two (2) days of unpaid bereavement leave.

EARNINGS REPORT:

- Effective January 1, 2025, at the end of each quarter, the Employer will submit a list of its employees subject to this Agreement, showing each employee's earnings for that quarter.

LABOR-MANAGEMENT COMMITTEE:

- The Producers and Union agree to meet no less than twice a year to discuss issues that arise during the term of the agreement. Dates for the year will be determined on January 15th each year. Casting Assistants issues to be added to the scope of these meetings.

WORKPLACE VIOLENCE & PREVENTION TRAINING:

- Los Angeles Only: Casting Directors, Associate Casting Directors and Casting Assistants must complete workplace violence prevention training administered by CSATF as required by State Law. Employees must complete their required training within ninety (90) days after notice by CSATF of their training.

CSATF:

- Effective January 1, 2025, the hourly stipend for attending the CSATF required safety training classes will be increased from \$20.00 to **\$25.00 per hour** for classes taken outside of work.
- Casting Directors, Associate Casting Directors and Casting Assistants to soon receive more information about setting up an online portal with CSATF to contractually-required classes.