

2013-2016 MEMORANDUM OF AGREEMENT SAG-AFTRA PUBLIC TELEVISION AGREEMENT

This Memorandum of Agreement (“MOA” herein) reflects the complete understanding reached between the Screen Actors Guild-American Federation of Television and Radio Artists (“SAG-AFTRA” herein) f/k/a AFTRA and public television companies, including WGBH and WNET (“Public Television” or “Public Television Companies” herein), together referred to as “the parties,” regarding agreed-upon modifications to the 2010-2013 AFTRA Public Television Agreement (“PTV Agreement” herein). The language in the MOA is not contract language, except where the context clearly indicates otherwise. Except as modified herein, the terms of the 2010-2013 PTV Agreement shall remain unchanged. Although the parties intend to reduce this MOA to a full collective bargaining agreement, the terms of the 2010-2013 PTV Agreement along with the changes indicated below shall constitute the terms and conditions of the 2013-2016 PTV Agreement. A copy of the rate sheet reflecting the changes per section 2—Wages and fees—below is attached hereto and incorporated herein.

1. Term

December 15, 2013 through December 14, 2016. The terms and conditions set forth below shall take effect on December 15, 2013 (except when another effective date is specified).

2. Wages and fees

A. **General** - Increase the rates in the following sections and/or performance categories by 2% effective December 15, 2013, 2% effective December 15, 2014, and 2% effective December 15, 2015:

Informational/Educational Programs:

5.A.1-Performers including Actors, Soloists, Duos, Stunt persons, Puppeteers, Narrators);

5.A.2-Performers speaking 5 lines or less;

5.A.3-Background Actors/Walk-ons;

5.A.4-Group Singers and Dancers (3 or more);

5.A.6-Stand-ins.

Cultural/Entertainment Programs:

5.B.1.a-Performers (including Actors, Soloists, Duos, Stunt persons, Puppeteers, Narrators);

5.B.1.b-Background Actors/Walk-ons;

5.B.1.c-Stand-ins;

5.B.2-Group Singers and Dancers (3 or more);

5.I(1,2,3,4)-Sportscasters and Assistant Sportscasters.

Other:

44-News Inserts.

3. **Health and Retirement**

Amend section 28.A—Health and Retirement to provide for a contribution rate of 15.5% effective December 15, 2014 and a rate of 16.5% effective December 15, 2015.

4. **Conforming Changes**

The 2010-2013 PTV Agreement shall be modified to reflect the change in the union's name from "AFTRA" to "SAG-AFTRA" throughout, except where no change is required—e.g., section 28, reference to the AFTRA Health and Retirement Fund.

By: 

David P. White

National Executive Director, SAG-AFTRA

Date: 3/16/16

AGREED AND ACCEPTED:

By: 

William Zuckerman, on behalf of
Public Television Companies

Date: February 18, 2016

As : Attorney
(title)

For: KCET
KQED
Twin Cities Public Television, Inc
WETA
WGBH
THIRTEEN PRODUCTIONS LLC
WQED Multimedia

2014-2016 National SAG-AFTRA Public Television Agreement

Rate Sheet

5. COMPENSATION

Year 1 12/15/2013	Year 2 12/15/2014	Year 3 12/15/2015
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A. Informational/Educational Programs

1. Performers (including Actors, Soloists, Duos, Stunt persons, Puppeteers, Narrators):

	Year 1	Year 2	Year 3
1 Day	\$ 450.84	\$ 459.86	\$ 469.05
3 Day	\$ 844.56	\$ 861.45	\$ 878.68
Weekly	\$ 1,127.10	\$ 1,149.64	\$ 1,172.63

2. Performers Speaking 5 Lines or Less

	Year 1	Year 2	Year 3
Per Day	\$ 309.06	\$ 315.24	\$ 321.55

3. Extras/Walk-ons

	Year 1	Year 2	Year 3
Per Day	\$ 121.38	\$ 123.81	\$ 126.28

4. Group Singers and Dancers (3 or more)

	Year 1	Year 2	Year 3
1 Day	\$ 360.06	\$ 367.26	\$ 374.61
3 Day	\$ 672.18	\$ 685.62	\$ 699.34
Weekly	\$ 896.58	\$ 914.51	\$ 932.80

6. Stand-ins

Per Hour	\$ 24.50	\$25.00	\$ 25.50
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B. Cultural/Entertainment Programs

1. Performers (including Actors, Soloists, Duos, Stunt persons, Puppeteers, Narrators):

	Year 1	Year 2	Year 3
a. 1 Day	\$ 447.78	\$ 456.74	\$ 465.87
3 Day	\$ 990.42	\$ 1,010.23	\$ 1,030.43
Weekly	\$ 1,318.86	\$ 1,345.24	\$ 1,372.14

b. Extras/Walk-ons (per day)			
	\$ 121.38	\$ 123.81	\$ 126.28

c. Stand-ins per hour	\$	24.50	\$	25.00	\$	25.50
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2. Group Singers and Dancers (3 or more)

	Year 1	Year 2	Year 3
1 Day	\$ 360.06	\$ 367.26	\$ 374.61
3 Day	\$ 792.54	\$ 808.39	\$ 824.56
Weekly	\$ 1,054.68	\$ 1,075.77	\$ 1,097.29

D. Identification, Logo, and Credit Announcements

	Year 1	Year 2	Year 3
Six (6) consecutive weeks	\$ 338.64	\$338.64	\$ 338.64
Thirteen (13) consecutive weeks	\$ 481.44	\$481.44	\$481.44
Twenty-six (26) consecutive weeks	\$ 541.62	\$541.62	\$541.62
Fifty-two (52) consecutive weeks	\$ 636.48	\$636.48	\$636.48
Three (3) years	\$ 1,203.60	\$1,203.60	\$1,203.60

I. Sportscasters and Assistant Sportscasters

1. Sportscasters Fee

	Year 1	Year 2	Year 3
Per Event	\$ 954.72	\$ 973.81	\$ 993.29

Per week of up to seven (7) events of the same sport, or up to one (1) week's broadcasting of the Olympic Games	\$ 2,420.46	\$ 2,468.87	\$ 2,518.25
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2. Assistant Sportscasters and/or Color Commentator

	Year 1	Year 2	Year 3
Per Event	\$ 586.50	\$ 598.23	\$610.19

Per week of up to seven (7) events of the same sport, or up to one (1) week's broadcasting of the Olympic Games	\$ 1,495.32	\$ 1,525.23	\$ 1,555.73
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3. Championship Events

	Year 1	Year 2	Year 3
Sportscasters, per event	\$ 1,021.02	\$ 1,041.44	\$1,062.27
Assistant Sportscasters, per event	\$ 668.10	\$ 681.46	\$ 695.09

4. Major League Baseball Double-Header

	Year 1	Year 2	Year 3
Sportscasters, per event	\$ 1,022.04	\$ 1,042.48	\$ 1,063.33

Assistant Sportscasters, per event	\$	668.10	\$	681.46	\$	695.09
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44. NEWS INSERTS.

Live or recorded news inserts of five minutes or less in length broadcast on network news programs of any length:

	Year 1	Year 2	Year 3
\$	148.92	\$ 151.90	\$ 154.94

Per person each insert; for such payment, said insert may be used for an unlimited number of times within twenty four (24) hours of the original broadcast and for a further payment of:

	Year 1	Year 2	Year 3
\$	112.20	\$112.20	\$112.20

45. PROMOTIONAL AND PUBLIC SERVICE ANNOUNCEMENTS.

	Year 1	Year 2	Year 3
On-camera	\$ 329.46	\$329.46	\$329.46
Off-camera	\$ 238.68	\$238.68	\$238.68

Off-camera rates for multiple promos recorded in a session:

For 2 promos, each promo	\$ 238.68	\$238.68	\$238.68
For 3 to 6 promos, each promo	\$ 219.30	\$219.30	\$219.30
For 7 or more promos, each promo	\$ 182.58	\$182.58	\$182.58

28. HEALTH AND RETIREMENT CONTRIBUTION RATIO	Year 1	Year 2	Year 3
15%+	15.5%+	16.5%+	
.1% for AICF	.1% for AICF	.1% for AICF	.1% for AICF