

## **2024 WGA-Sesame Workshop Agreement Summary**

### **Term**

April 20, 2024 – April 19, 2029

### **Minimum Rate Increases**

All minimum rates shall increase on the same date and percentage as the WGA's Minimum Basic Agreement (MBA): 3.5% on May 2, 2024; 3% on May 2, 2025; May 2, 2026 – 2028 (per the 2026 MBA).

### **Pension, Health & Paid Parental Leave Contributions**

The Company shall pay Pension, Health and (now) Paid Parental Leave contributions in accordance with the MBA, and any Sesame writer covered by WGA health benefits may take up to eight weeks of protected, paid parental leave (\$2k per week).

The Company shall also pay an additional WGA health fund contribution to qualify any writer for health benefits that earns at least \$35k in Sesame writing earnings but falls short of earning the minimum necessary to qualify for WGA health benefits (currently \$43,862).

### **Made for New Media Programs & Sesame Street Specials**

The WGA shall now claim jurisdiction and minimum terms over all Sesame Workshop produced programs made for Subscription Video on Demand (SVOD) streaming platforms.

The program "Sesame Street" shall continue to pay no less than the Original (currently \$1,345) and Reused (currently \$486) Minute Minimum Rate for scripts written for linear TV and Subscription Video on Demand (SVOD) exhibition. Animated segments that appear in "Sesame Street", however, will only receive the Original Minute Rate and not the Reused Minute Rate.

Residuals shall be triggered by the applicable PBS Play Pattern (12 runs over 1 year; 6 runs over 2 years; 4 runs over 3) and then 1.2% of accountable receipts after three years of reuse on the primary streaming platform (up from five). Reuse on other commercial streaming platforms will separately pay 1.2% of accountable receipts.

"Sesame Street" Specials made for linear TV or SVOD shall pay the following minimum script fees:

30-minutes: \$18,000

60-minutes: \$30,000

90-minutes: \$42,000

120-minutes: \$54,000

All programs besides “Sesame Street” produced for linear TV or SVOD shall pay the following minimum script fees:

0 – 5 minutes: \$2,051.93

5 – 10 minutes: \$4,106.67

10 – 20 minutes: \$5,798.64

20 – 30 minutes: \$11,574.40

30 – 60 minutes: \$17,791.05

All programs besides “Sesame Street” over 60-minutes in length shall pay the “Sesame Street Specials” minimum script fees.

Residuals shall be paid at 1.2% of accountable receipts after 26-weeks of streaming on the primary platform for programs budgeted at or above \$25k per minute.

### **Animated Programs and Segments**

The WGA shall now claim jurisdiction over animated programs produced by Sesame Workshop.

Animated segments written and produced for “Sesame Street” shall be paid the same minimum Original Minute Rate as live action content, and receive residuals the same as live action Sesame content.

Standalone Sesame Workshop produced animated programs shall pay the minimum script fees owed for live action programs besides “Sesame Street” plus Pension & Health contributions. Residuals, however, are not owed for standalone animated programs.

The Head Writer weekly or episodic minimum for animated segments and standalone full programs shall be freely negotiated, but the company shall pay Pension & Health contributions. Any scripts assigned must be paid no less than the minimum script fees.

### **Coverage of Short Form New Media Segments and Educational Outreach**

Company shall pay rates no less than, and in step with, the MBA’s derivative new media minimums for content made for educational outreach and short form new media segments on YouTube, TikTok, and Social Impact, but in the following shorter time slots: 30-seconds: \$110; One-minute: \$220.

Sesame Workshop staff employees with writing in their job title will be permitted to write up to 25 segments, not to exceed an accumulative total of 25-minutes in length, over the course of a calendar year as part of their regular job duties. Any work over that amount shall be separately compensated at no less than short form New Media segment rates with Pension contributions.

### **Weekly Writer Position and Rate**

The Company shall pay no less than \$4,042 per week for any writer hired on a weekly basis other than the Head Writer or Series Consultant. Any writer hired on a weekly basis must receive script fees on top of their weekly fee. Weekly writer rates on animated series, however, shall be freely negotiable.

### **Definition of Writing Assignment, Scheduled Delivery, Time of Payment, and Late Penalties**

The Company shall issue a written summary via email at the time any writer is requested to commence work that clearly describes the assignment and length of the script they are being commissioned to write, the amount they will be paid, and expected delivery date. A contract will follow in five business days.

Company shall pay writers in the following installments for programs and segments 3 minutes and over:

40% upon delivery of Outline  
50% upon delivery of First Draft  
10% upon delivery of Final Draft

The Company shall pay writers 100% upon delivery for segments assigned under 3 minutes.

Any script fees paid past 14 days of delivery of literary material shall accrue late penalties of 1.5% per month.

### **Artificial Intelligence**

Sesame Workshop shall abide by the terms and protections won in the 2023 MBA on Artificial Intelligence:

The Company agrees neither traditional A.I. nor Generative A.I. (GAI) shall be defined as a writer.

GAI produced written material shall not be considered literary material or source material for purposes of determining writing credit. It may only be considered research material.

The Company may not require that a writer use a GAI program which generates written material that would otherwise be defined as 'literary material, and the Company must disclose if it is furnishing research material has been produced by GAI.

If a writer, with the consent of the Company, uses AI in the course of preparing written material or incorporates AI-produced material in written material, such written material shall be considered the writer's literary material and not material 'produced' by GAI.