

COLLECTIVE BARGAINING AGREEMENT BETWEEN

WRITERS GUILD OF AMERICA EAST, INC.

AND STORY SYNDICATE LLC

June 15, 2025 – May 31, 2028

Article 1: Recognition and Scope

Story Syndicate, LLC (“The Company”) recognizes the Writers Guild of America East, Inc. (the “Guild” or the “Union”) as the exclusive collective bargaining representative for all full-time and regular part-time employees employed by the Company in the following job titles:

Producer
Archival Producer
Story Producer
Field Producer
Development Producer
Co-Producer
Associate Producer
Archival Coordinator
Archival Associate Producer
Archival Assistant
Archival Clearance
Production Manager
Production Coordinator
Production Assistant
Office Production Assistant
Media Operations Manager
Assistant Media Operations Manager
Development Coordinator
Development Assistant
Researcher
Supervising Producer*
Senior Producer*
Development Manager
Post-Production Supervisor*
Post-Production Coordinator

*To the extent that the Company utilizes the titles Supervising Producer, Post-Production Supervisor and Senior Producer, or variations thereof, such positions and individuals in such positions will be included in the bargaining unit only if the individuals do not have actual supervisory authority within the meaning of the National Labor Relations Act. When such positions are covered by this Agreement (i.e., individuals in those positions do not have supervisory authority), the parties shall bargain over the appropriate rate(s) for any such individuals, but the rate for Supervising Producer shall not be less than \$2600/week, and the rate for Post Production Supervisor shall not be less than \$2400/week, and the rate for Senior Producer shall not be less than \$2550/week.

The parties acknowledge that in the event of a co-production, this CBA shall apply to all job titles listed in this agreement who are employed by the company but not employees employed by other wholly separate production companies.

The parties acknowledge that freelance employees hired to work exclusively on Digital Projects (self-Distributed work on YouTube and other similar online and social media-based platforms) are not covered by this agreement. For clarity's sake, staff in the above listed titles are fully covered by this agreement, regardless of whether they are assigned any Digital Project-related work. When hiring such freelance employees to work on Digital projects, the Company shall make the nature of the project clear and shall not retaliate against any individual who refuses such work. The Company shall not use the assignment of Digital Projects to eliminate staff positions.

The Union and the Company agree that should any new non-supervisory job title be created for Story Syndicate after the adoption of the above unit description that is substantially similar to an included title, that they will discuss whether said title should be included from the bargaining unit.

At the beginning of every other month, the Company will provide to the Guild a list of all unit employees, including their dates of hire, hourly rate or weekly salary, job titles, project, addresses, cell phone numbers, and personal email addresses.

Article 2: Union Security

Except where prohibited by law, the Company agrees that it will not continue any employee in its employ under this collective bargaining agreement ("Agreement") unless they are a member in good standing of the Union, has made application for membership in the Union or for "agency fee" status within thirty (30) days following the beginning of their employment, or the effective date of this Agreement, whichever is later.

Except where prohibited by law, the failure of any employee covered hereunder to be or become a member in good standing of the Union by reason of a refusal to tender the initiation fees or periodic dues and assessments (or agency fees) uniformly required on a percentage basis of gross wages or incorporated with dues so uniformly required shall obligate the Company to discharge such person upon written notice to such effect by the Union unless such dues and/or initiation fees are tendered within thirty (30) days after such notice is received by the Company and the employee. Prior to any termination pursuant to this provision, the Guild shall provide the Company with information sufficient to establish that the Guild has complied with all legal obligations to the employee, including providing adequate notice of the amounts owed, and been provided a reasonable amount of time to make any required payments.

Article 3: Dues Checkoff

The Company agrees that upon thirty (30) days' notice thereafter from the Guild, it shall deduct initiation fees and membership dues and assessments uniformly required on a percentage basis of gross wages or incorporated with dues as designated by the Guild upon receipt from each employee who individually and in writing signs a voluntary check-off authorization card in the form and in the manner provided below and provided that all other circumstances comply with all applicable provisions of the federal law.

The Guild shall indemnify and hold the Company harmless from any claims, suits, judgments, attachments and from any other form of liability, including attorneys' fees incurred in defending any claim or action, as a result of making any deduction in accordance with the foregoing authorizations and assignments.

Article 4: Shop Stewards

The Union may appoint a Shop Steward, who shall have the right to investigate grievances during the work day provided that such investigations are of limited duration and do not interfere with the performance of any employee's work or the Employer's operations.

Article 5: Access

Union representatives shall have reasonable access to the company's facilities and production sites at mutually agreeable times and on reasonable advance notice.

Article 6: Management Rights

Except to the extent expressly abridged by a specific provision of this Agreement, the Company reserves and retains, solely and exclusively, all of its rights to manage the business, as such rights existed prior to the WGAE's becoming the collective bargaining representative of the employees covered by this Agreement.

The sole and exclusive rights of management, except to the extent expressly abridged by a specific provision of this Agreement, shall include, but are not limited to, the Company's rights: to establish or continue policies, practices, and procedures for the conduct of its business, including but not limited to the production and exploitation of Company programming, and, from time to time, to change or abolish such policies, practices, and procedures; to determine and, from time to time, re-determine the manner, location, and methods of its operations; to discontinue operations or practices in whole or in part; to transfer, sell, or otherwise dispose of its business relating in any way to Company operations, in whole or in part; to select and to determine and, from time to time, re-determine the number and types of represented employees required; to assign work to such represented employees in accordance with the requirements determined by the Company, to establish and change work schedules and

assignments, to transfer and promote represented employees, or to layoff, suspend, or terminate represented employees at any time and for any reason; to make and enforce reasonable rules for employee conduct, performance, and safety; and otherwise to take such measures as the Company may determine to be necessary for the orderly or economical Company operation.

Article 7: Grievance and Arbitration

1. Except as specifically provided for elsewhere in this Agreement, any complaint, controversy, dispute, or claim (herein, collectively, a “grievance” or “grievances”) between the parties hereto arising during the term of this Agreement with respect to the provisions of this Agreement or its interpretation or any alleged breach thereof, shall be discussed promptly and in good faith by the designated representatives of the parties in an effort to attain an amicable settlement.
2. All grievances must be presented by the grieving party to the non-grieving party in writing, no later than 45 days after the grieving party knew of the circumstances giving rise to the grievance. The Company and the Union shall meet within 10 days of receipt of the written grievance.
3. If the grievance is not resolved, the grieving party may, within 25 days following the grievance meeting (or, if the parties fail to meet as prescribed above, within 35 calendar days of presenting the written grievance), submit the grievance to arbitration before an impartial arbitrator. The Company and the Union shall attempt to agree upon a mutually satisfactory impartial arbitrator. If the parties are unable to agree on a mutually satisfactory arbitrator within five (5) business days after written request to arbitrate, the grieving party may submit the grievance to arbitration before an impartial arbitrator selected in accordance with the Labor Arbitration rules and procedures of the American Arbitration Association. The arbitrator shall have jurisdiction and authority solely to interpret, apply, and/or determine the meaning of any provision of this Agreement, and shall have no power to change, add to, or subtract from any provision, or to disregard any filing deadline referenced in this Article.
4. The determination of the arbitrator shall be final and binding upon the Company, the Union, and/or the represented employee(s); and the costs of the arbitration (e.g., arbitrator’s fee, filing fees) shall be borne equally by the Company and the Union, and each party shall bear its own other costs, legal fees, and expenses relating to the arbitration.
5. The time periods in this Article may be waived or held in abeyance only by written agreement between the parties.
6. Nothing herein shall prohibit current or former unit employees from pursuing legal remedies where permitted by law, but this provision shall be the exclusive remedy for resolving disputes arising under this Agreement.

Article 8: Labor Management Committee

Management and the Guild will establish a Joint Labor-Management Committee for the purpose of meeting regularly (e.g., quarterly) to discuss employee concerns and matters affecting relations between the parties, including among others, diversity, training, new technology, workload, overtime, work process, health and safety, and other such matters.

Article 9: Onboarding

1. The Company shall standardize the onboarding process for new unit employees, including but not limited to a welcome email introducing unit employees to pertinent project-specific and general Story Syndicate and Union contacts, a list of available resources, an employee manual and other relevant materials. To the extent possible, start paperwork will also include then-anticipated project calendars with key deliverables and key dates, out dates and payment schedules, which are subject to change.
2. Management will make best efforts to ensure that start paperwork is sent to and executed by unit employees at least 5 days prior to an employee's start date.
3. The Company shall convene an all-hands meeting at the start of each project to discuss schedules, processes, workflows, deliverables, production materials (e.g., applicable forms, logs, releases) and other known information related to the production.

Article 10: Non-Exclusivity

Management shall not prohibit unit employees from working on other projects or jobs during the time they are employed at the Company, provided that such work does not create a conflict of interest for the company, such as making same or similar content (e.g., film, television, or other monetized digital or video content), provided that it does not in any way interfere with or delay the work being performed for the Company, which shall be done on a first-priority basis. Employees shall inform management of any such film or television production work in advance, including when such work would be accomplished. For the sake of clarity, required work on Company projects should take precedence over work on an outside project, even if outside "regular working hours" or on weekends. This provision shall not apply to employees who are employed on a part time basis (i.e., fewer than 30 hours per week).

Article 11: Career Development and Staffing

1. Unit employees shall be afforded the opportunity to apply for all open positions within the organization and management shall post all such positions when they become available in a forum that all bargaining unit employees have access to.
2. Unit employees shall be afforded the opportunity once per project but not less than once per year to meet with their supervisor or an appropriate company representative upon the employee's request to discuss the employee's career opportunities, including

minimum qualifications for a job to which the employee may aspire, including educational requirements, work experience, and skills.

3. Upon request, each employee shall meet with their supervisor or an appropriate company representative at least once per project but not less than once per year for the purposes of receiving a verbal review of their performance. Such meetings shall not be used by the Company to discipline any employee nor shall such reviews be subject to the grievance and arbitration.
4. If an existing employee applies for a posted position, or formally requests a promotion, raise or title change in writing, and they are not offered the role, raise, promotion or change, they may request feedback on their application or request from their supervisor or a designated Company representative, including if relevant, what minimum qualifications for the promotion to which the employee may aspire, including educational requirements, work experience, and skills.
5. Management shall invite individuals willing to volunteer to serve in a mentor role to submit their names on a list that shall be shared upon request with bargaining unit employees who wish to enter into a mentee role.
6. Bargaining unit employees may request to attend relevant professional development opportunities, such as panels, workshops, screenings, film festivals, trainings and conferences. The Company shall continue to evaluate and approve such requests in its discretion on a case-by-case basis and shall give them good faith consideration. Employee's salaries shall be kept whole for participation in approved professional development classes or conferences.
7. Bargaining unit members who apply for other jobs within the Company are protected against retaliation for so doing.
8. Bargaining unit members shall have the opportunity to anonymously review management and such feedback will be submitted to the manager of the employee's choosing.
9. Management shall afford all unit employees the opportunity to pitch projects to the appropriate, relevant manager within the company.

Article 12: Discipline

1. Discipline may consist of counseling, verbal and written warnings, reprimands, suspensions, demotions, or discharge. Prior to discharge, any and all discipline shall be corrective in intent.
2. Discipline shall not be arbitrary or capricious in manner.
3. As required by law, employees shall have the right to Union representation at all investigatory meetings that may lead to discipline.
4. The Company will provide the employee and Union with copies of any written disciplinary action.

5. Nothing herein shall restrict the Company from discharging an employee for subjective, non-discriminatory reasons relating to performance issues or creative differences. The company shall make best efforts to give at least two weeks' notice to improve prior to such terminations.

Article 13: Nondiscrimination and Inclusion within the Unit

1. Management will not discriminate against bargaining unit members based on race, ethnicity, creed, color, national origin, native language or dialect, sex, age, physical or mental disability, criminal record, DACA status, marital and/or parental status, sexual orientation, religion, gender identity, gender expression, veteran status, pregnancy, childbirth, genetic characteristics, union activity, or any other factor protected by applicable law and each within the meaning of applicable law.
2. Management will make a concerted effort whenever circumstances permit to advertise open unit positions for which it has not identified a preferred current or former bargaining unit candidate, in particular in places with high exposure to underrepresented groups, to attract a diverse candidate pool. Such postings shall include minimum rates and any job qualifications or requirements. Management agrees to discuss open positions and job postings in labor management committee meetings, during which employees may make recommendations to management. Such recommendations may include but are not limited to procedures to decrease unconscious and conscious biases when reviewing applications. Management will make good faith efforts to consider these recommendations and address these concerns.
3. Management will provide applicants and hires into unit positions, including freelancers, the ability to self-identify their race/ethnicity based on EEOC guidelines and to self-identify their gender and sexual orientation. Management agrees to include this information on unit members in the monthly unit member report outlined in Article I, Recognition.
4. When management seeks candidates for a vacant bargaining unit position not being created for a specific candidate or for purposes of promoting an existing bargaining unit employee, the position will be posted for a minimum of one week, except where the position needs to be filled expeditiously. Management will make best efforts to interview at least one candidate from traditionally underrepresented groups (i.e., Black, indigenous, people of color, or those identifying as LGBTQ+) prior to making a hiring decision.
5. The Company shall abide by all applicable laws with regard to employees with a disability, or who request a disability-related accommodation. Management shall also discuss issues related to diversity generally in Labor Management Committee meetings, when requested.
6. For the purposes of recruitment of traditionally under-represented candidates, management shall provide resources (e.g., where to post for open positions, lists of past

employees, and programs or sites such as Media MKRS) to employees whose role it is to hire.

Article 14: Anti-Harassment

1. The Company will continue to provide its employees with a safe and respectful work environment.
2. Management shall clearly identify an appropriate supervisor-level representative to serve as a point person for unit employees who wish to make a report about harassment or discrimination, and such person shall have access to the relevant laws, management policies and related articles from this collective bargaining agreement. Unit employees may also report concerns to any other supervisor identified by management for such purposes.
3. In the event an employee brings a discrimination or harassment complaint through the Company's internal complaint procedures, at the request of the unit employee who makes such complaint, the Company shall inform the Guild of such complaint and, thereafter, of the resolution of such complaint. All concerns raised with the Company will be properly handled and addressed. Employees shall not be retaliated against for making claims under this Agreement.
4. Management shall maintain a sexual harassment policy and provide training in accordance with New York State law. Management shall provide such annual mandatory anti-harassment training at a designated time within each employee's shift.
5. In the event an employee brings a discrimination or harassment complaint through the Company's internal complaint procedures, any settlement agreement, separation agreement or release between the Company and employee will not contain a non-disclosure or non-disparagement agreement prohibiting disclosure of the facts underlying the employee's claims unless such agreement is the complainant's preference. If such a non-disclosure and non-disparagement policy is included, it shall be mutual.
6. Nothing in this contract prevents an employee from seeking a legal remedy; however, employee may not pursue the same claim(s) under this provision in more than one forum (i.e., the employee may not pursue claims at the EEOC or in a lawsuit while also arbitrating claims pursuant to this Agreement).
7. The Company shall continue to enforce its anti-harassment policy, ensure that the policy is available to all employees, and inform all employees of the policy on an annual basis.
8. The Company shall provide a safe outlet for every employee to communicate their pronouns, not just for queer, gender neutral, gender non-conforming, non-binary, and gender variant people.

Article 15: Appropriate Work Resources

Bargaining unit employees may request that the Company provide access to industry-related resources such as subscriptions, software and application licenses that are directly relevant to their job duties. Such requests shall be considered in good faith by the Company and will not be arbitrarily denied. Decisions shall be based in part upon the Company's evaluation of the direct need for the request, the costs associated with the request, and the discretion of the Company as to the need for any associated project. The Company may seek alternative methods of fulfilling such requests, for example, the purchase of group subscriptions.

Article 16: Workplace Transparency

Management shall create an organizational chart, including executive(s), relevant company staff, and other positions related to the series, at the beginning of every new project or season of an ongoing project indicating the reporting structure for said project or series, which it shall provide to unit employees at the start of each new project or series. In the case that a unit employee starts after the start of a project or series, they shall be provided the relevant organizational chart that was created at the start of the project or series.

Article 17: Health and Safety

1. Management agrees to provide employees with safe physical working conditions at the office and on set.
2. Management shall continue to maintain a policy for reporting and investigating injuries, illness, or other accidents that occur because of work activities.
3. A unit employee shall continue to have the right to refuse to perform work that is unsafe.

Article 18: Remote Work

Employees may request to work remotely, including on a hybrid schedule (e.g., work in the office a certain number of days a week). Any remote work arrangement must be made in coordination with and to the satisfaction of the employee's supervisor (i.e., showrunner, line producer, or comparable position). Management shall consider any remote work request in its discretion and in good faith and shall make decisions based on reasonable business considerations. For the sake of clarity, if management approves any remote work request, the company shall not be required to supply any basic equipment or other resources (i.e., laptop, printer, wi-fi, etc.) required to work from home, but the obligations set forth in Article 32: Kit Fee, Expenses and Equipment shall apply, where applicable.

Article 19: Artificial Intelligence

1. The Company and Union acknowledge that definitions of generative artificial intelligence ('GAI') vary, but agree that the term generally refers to a subset of artificial intelligence that learns patterns from data and produces content, including written material and video production, based on those patterns, and may employ algorithmic methods (e.g., ChatGPT, Llama, MidJourney, Dall-E).
2. The Company shall make best efforts to give the Union at least 45 days' notice of intent to use any new GAI tool that could result in the elimination or significant reduction in the number of days per week of an existing unit employee or role and shall meet and discuss with the union upon request about such changes. Management will make good faith efforts to respond to questions raised and will give good faith consideration to concerns raised by the union.

Article 20: Holidays

1. The Company shall offer the following paid holidays to bargaining unit employees: New Year's Day, MLK Day, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Indigenous People's Day, Thanksgiving, Day after Thanksgiving, and Christmas Day. Management shall make all reasonable efforts to ensure that all unit employees receive these days off. Unit employees who have these days off shall receive regular pay for the day.
2. If any of the above holidays falls on a Saturday or Sunday when a unit employee is not scheduled to work, the holiday shall be observed on the preceding Friday or following Monday, at the Company's discretion.
3. In the event that a unit employee must work on any of these holidays, they shall receive double time for hours worked if a non-exempt employee or a comp day if an exempt employee. In the event that an employee is unable to use the comp day within 30 days, the comp day shall be paid out.
4. In the event that a team including unit employees needs support on a holiday, it shall be management's responsibility to arrange such support.

Article 21: Vacation

1. All unit employees shall be entitled to accrue up to five (5) paid vacation days annually, which shall be accrued evenly beginning on the first day of employment.
2. Management will use best efforts to approve vacation requests.
3. Employees shall be permitted to carry over a maximum of two (2) vacation days either beyond the annual anniversary date of their employment, or to successive periods of employment if their interruption in service is forty-five (45) days or less. Notwithstanding the above, the maximum number of unused vacation days that any employee may have at any time (including any carried over days) shall be seven (7) days. Unused vacation days shall not be paid out when employment terminates.

Article 22: Parental and Family Leave

1. Employees shall be entitled to the paid and unpaid leave provisions of any applicable state Family Leave programs.
2. In any case, employees who have worked 1250 hours or 12 months without a break of more than 90 days shall be entitled to the unpaid leave outlined in FMLA.
3. In addition, unit employees are entitled to two weeks of paid leave upon the birth or adoption of a child after six months of continuous service.

Article 23: Paid Sick and Safe Leave

1. Unit employees shall be entitled to up to six (6) paid sick days annually, accrued at one hour per 30 hours of work. Notwithstanding the above, employees may utilize up to two (2) days of sick leave after one week of employment. Notwithstanding the above, employees may utilize up to two days of sick leave after one week of employment.
2. Sick leave may be used for the unit employee or immediate family member's mental or physical illness, injury, or health condition, and for the diagnosis, care, or treatment of a mental or physical illness, injury or health condition; or need for medical diagnosis or preventive care.
3. In addition to the above, a unit employee may also use accrued sick leave for "Safe Time" leave when the employee has been or whose family member has been the victim of domestic violence, family offense matters, sexual offense, stalking, or human trafficking for the following. For the purposes of this article, family member shall include any individual related by blood or marriage to the employee, and any other individual whose close association with the employee is the equivalent of a family relationship.
 - a. To obtain services from a domestic violence shelter, rape crisis center, or other shelter or services program;
 - b. To participate in safety planning, temporarily relocate, or take other actions to increase the safety of the employee or employee's family members;
 - c. To meet with an attorney or other social service provider to obtain information and advice on, and prepare for or participate in any criminal or civil proceeding;
 - d. To file a complaint or domestic incident report with law enforcement;
 - e. To meet with a district attorney's office;
 - f. To enroll children in a new school;
 - g. To take other actions necessary to maintain, improve, or restore the physical, psychological, or economic health or safety of the employee or employee's family member or to protect those who associate or work with the employee;
 - h. To meet with an attorney or other social service provider to obtain information and advice on, and prepare for or participate in any criminal or civil proceeding, including but not limited to, matters related custody, visitation, matrimonial

issues, orders of protection, immigration, housing, discrimination in employment, housing or consumer credit.

Article 24: Bereavement Leave

Employees engaged for a term of four consecutive weeks or more are entitled to take up to three (3) days of paid leave in the event of the death of an employee's spouse, domestic partner, child, stepchild, parent, stepparent, father-in-law, mother, mother-in-law, son-in-law, grandparents, daughter-in-law, brother, sister, stepbrother, stepsister, or an adult who stood in loco parentis to the employee during childhood. Employees may request to utilize accrued but unused vacation leave as additional bereavement leave, which request will not be unreasonably denied.

Article 25: Compensation / Minimum Wage Rates

The rates below are minimums for year one of the contract and nothing in this CBA prevents unit employees from negotiating higher rates.

Producer	\$2,250
Story Producer	\$2,075
Field Producer	\$1,900
Co-Producer	\$1,900
Associate Producer	\$1,425
Production Manager	\$1,900
Production Coordinator	\$1,450
Production Assistant	\$1,175
Office Production Assistant	\$1,000 (40 hours)
Media Operations Manager	\$1,775
Assistant Media Operations Manager	\$1,400
Archival Producer	\$1,950
Archival Clearance	\$1,425
Archival AP	\$1,300
Researcher	\$1,325
Archival Coordinator	\$1,325
Archival Assistant	\$1,225
Development Producer	\$1,925
Development Coordinator	\$1,325
Development Assistant	\$1,060
Post Production Coordinator	\$1,450
Senior Producer	\$2,550

The minimum rates below apply to Year 1 of the CBA, which shall begin upon ratification of this Agreement. In year 2 of the contract (beginning one year from the date of ratification), the

minimum rates shall increase by 2.5%. In Year 3, the minimum rates shall increase by an additional 2%.

For weekly employees, the weekly rate shall not be prorated except where permitted by law (e.g., employee's first and last week of employment; employee has exhausted paid time off) unless the part time nature of the job (i.e., fewer numbers of days per week) is agreed to in writing before the start of employment.

The parties expressly acknowledge that employees may be paid different rates on different projects as long as they are at or above the applicable minimum rates listed above.

Low Budget Productions

Notwithstanding the above, the parties agree that the minimum rates listed above shall not apply to Producers (Producers, Story Producers, Field Producers Archival Producers and Development Producers) working on low budget (\$1M or less) productions. For such low budget productions, at the Company's request, the parties will negotiate in good faith over (lower) minimum rates for such positions in exchange for the opportunity to receive additional (i.e., backend) compensation (e.g., based on either a percentage of the project's gross income or a flat fee if certain pickup or ratings/audience numbers are achieved.) Such compensation structure shall be set forth in writing and is subject to the employee's consent and agreed to in writing by the Union. The company shall provide 15 days' notice in the event that it intends to use this low budget exemption to the minimum rates, and provide information necessary to verify the applicable low budget status, and the Union shall keep such information confidential.

Article 26: Entertainment Industry Benefit Plan / Healthcare

1. Beginning on August 15, 2025, the Employer will make contributions on behalf of each such employee in the sum laid out below to the Entertainment Industry Flex Plan:
 - a. August 15, 2025: \$ 10 per day worked
 - b. August 15, 2026: \$ 11 per day worked
 - c. August 16, 2027: \$ 12 per day worked

For the purposes of this Article, "work day" shall include any day worked by the employee, including any paid sick days, vacation days, bereavement days, and Company holidays (See Articles 20-21; 23-24).

2. The Entertainment Industry Flex Plan is a Trust, operated pursuant to the terms and provisions of written Trust Agreements and employer agrees to be bound by all the terms and conditions of the Trust Agreements as they may be amended from time to time, including all decisions and determinations made by the Trustees or any impartial umpire as authorized by the Trust Agreements.
3. Payment of contributions to the Plan as herein provided must be received by the Plan by the 15th day of the calendar month following the payroll month in which the Employee

worked and shall be deemed delinquent thereafter. Payment of contributions to the Plan is otherwise subject to the rules, regulations and procedures of the Plan. Voluntary employee contributions have a limitation of 85% and must be remitted as soon as they may be segregated from the general assets of the employer, but in no event be received later than 15 business days after the day the funds are withheld from Employee's wages in accordance with 29 CFR 2510.3- 102.

4. For more information about remittance, please see www.flexplan.com/remittance
www.ei401kplan.com/remittance
5. Payments and remittance report should be mailed to: Entertainment Industry Benefit Plans PO Box 60669 Los Angeles CA 90060-0669

Article 27: Workweek and Overtime

1. Non-exempt (i.e., hourly) employees shall be paid time and one-half their regular rate of pay (i.e., an overtime rate) for all work beyond 40 hours.
2. Rest Period: There shall be a minimum 10-hour rest period between the time a bargaining unit employee leaves work/set (e.g., clocks out in the case of hourly employees) and the time the employee returns to work/set the next morning (e.g., clocks in the case of hourly employees).
 - a. Any non-exempt (hourly) bargaining unit employee (e.g., associate producer) who is provided less than a 10-hour rest period between shifts shall receive pay at 1.5 times their regular rate of pay for all hours of the 10-hour rest period they worked (i.e., overtime pay for all invaded hours). This payment shall be paid only to employees whose rest period was invaded.
 - b. Overtime exempt employees (e.g., producers) who are provided less than 9 hours between leaving set and the call-time the next day shall be provided 1.5x comp time in the amount of all invaded hours, rounded to the nearest half-hour. If an employee is not permitted to take the comp time accrued within four weeks, such comp time shall be paid out.
3. 7th Day Work: When an exempt (weekly) employee who has worked a full work week (approximately 40 or more hours) and a full day on a sixth day is directed by a non-bargaining unit supervisor or their designee to work for four (4) or more hours on a seventh (7th) consecutive day within the same workweek (Sunday to Saturday), the Employer shall either pay that employee their regular rate for the day (i.e., 1/5th of their weekly rate) or provide the Employee with one comp day. In such cases, the employee shall notify management in advance that they are being asked to work on a 7th consecutive day. The decision to provide a comp day or additional pay shall be at Employer's discretion, but employees must be permitted to use all comp time within four weeks of accrual or the comp time shall be paid out.

Article 28: Travel and Meals

1. All unit employees shall be permitted to take all meal and other breaks in accordance with applicable law. In any case, management shall make all best efforts to ensure that unit employees will be provided, at minimum, with meal breaks every six hours.
2. While working on set, all unit employees in their home area shall be provided with either an on-set meal or a \$25 reimbursement per day.
3. On travel days and while working overnight outside of their home area, unit employees shall receive a per diem of \$59 or the M&IE level set by the US GSA, whichever is higher.
4. While working overnight outside of their home area, unit employees shall be provided with adequate private lodging arranged and paid for by the Company.
5. Unit employees shall be reimbursed up to \$40 for the use of a car service, taxi or rideshare service in the following instances:
 - a. When the unit employee's service either in the office or on set on a given work day concludes after the hours of 10pm
 - b. When the unit employee's service either in the office or on set on a given work day requires travel before 6:00am

Article 29: Work Across Projects

1. The Company shall provide employees with a job description at the onset of their employment.
2. No unit employee shall be required to work on multiple projects, or multiple episodes of a series exceeding what was originally agreed to in the unit employee's deal memo, simultaneously without acknowledgement from the employee of the requirements set forth in Section 3 below.
3. If an employee is required to work on more than one project/series at the same time, management agrees to consult with the unit employee and consider in good faith the feasibility of the expected hours and division of work. The parties acknowledge that this situation is not intended to increase the number of hours worked weekly. If a unit employee is required to work across multiple series in a given week, management will provide clear written terms, including the job descriptions, expected division of hours between projects during the regular workweek, pay and expectations of the expected work for each respective project.
4. Nothing in this article shall prohibit unit employees from negotiating higher individual rates for working on multiple projects.

Article: 30 Credits

1. When a unit employee is hired to work across all episodes of a multiple episode branded series the Employer shall make all reasonable efforts, including recommending to the network, to ensure that they receive a Series credit.
2. Screen credits are at the network or platform's discretion and control. The Company, however, shall make best efforts to ensure that unit employees receive the appropriate credit for the work they performed.
3. Additionally, for any employee who works on every episode of a series, management shall recommend a screen credit that includes the word "Series" preceding their title.

Article 31: Termination Fees, Severance and Layoffs

1. When possible and practicable, the Company will notify employees regarding non-renewal of their employment (i.e., at the end of a project) within fourteen (14) days of their last day of employment.
1. In the event that an employee enters into a written agreement with the Employer for a specific project to work for the duration of that project, and the project is canceled prior to the scheduled or anticipated start date provided for in the written agreement, the Employer shall make best efforts to secure payment of a kill fee to the employee from the network or platform. The failure to secure or make any such payment shall not be a violation of this Agreement.

Article 32: Kit Fees, Expenses and Equipment

The Company shall provide or reimburse employees for any equipment or services (kit fees) necessary to complete assigned job duties. The company shall after consultation with unit employees determine in its discretion what equipment is necessary to complete assigned tasks. Reimbursement of expenses shall be made upon prior written approval. This provision is not intended to entitle employees to home office equipment or equipment or services resulting from their working remotely, nor is it intended to apply to equipment such as cell phones and laptop computers utilized or required in the regular course of business.

Article 33: Changes to Schedules and Dark Days

1. All known dark days and dark weeks (i.e., a week in which no work will be scheduled or performed) must be communicated at the start of the project.
2. The Company shall endeavor to provide employees with no less than eight (8) days' notice of any dark week.
3. If the Company provides at least eight (8) days' notice of a dark week, no payments shall be owed to employees during such dark week. If the Company provides less than eight days' notice of any dark week, impacted employees will be paid the following rates of pay based on the amount of notice provided:

- a. 6-7 days' notice: 25% of employee's rate
 - b. 3-5 days' notice: 45% of employee rate
 - c. 1-2 days' notice: 80% of rate.
4. Notwithstanding the above, the Company shall not be obligated to make the payments set forth in Section B in the event that the dark week(s) is occasioned by unforeseeable circumstances outside of the Company's control (i.e., pandemic; severe weather event; talent, participant or other illness, death or unavailability; network or platform cancellation of series).

Article 34: Individual Employment Agreements

1. Notwithstanding anything to the contrary, the following modifications shall be deemed to be made to the individual employment agreements, current or future, of all bargaining unit employees.
2. All future provisions shall comply with the Discipline Article of this Collective Bargaining Agreement.
3. All post-employment Non-Compete obligations in existence at the time of ratification shall be deleted in their entirety.
4. Any mandatory arbitration provisions shall be invalidated or restricted to cover only disputes that do not arise under this agreement.
5. Each individual employment agreement shall be amended to include the following provision: "Nothing in this Agreement prohibits employees from exercising their rights under Section 7 of the NLRA."

Article 35: No Strike, No Lockout

During the term of the Agreement, neither the WGAE, nor any represented employees, shall engage in any strike, picketing, sympathy strike, unfair labor practice strike, or refusal to cross a picket line or any boycott or any other interference in the conduct of the business of the Company. During the term of this Agreement, the Company shall not lock out any represented employees with respect to any operations covered by this Agreement. The WGAE shall take reasonable affirmative steps to assure that its members comply with this provision.

Notwithstanding the above, bargaining unit employees whose jobs require them to work from a specific location shall not be required to cross picket lines in situations where they have a reasonable fear for their personal safety and may discuss with their manager or supervisor how to perform the job in a safe manner.

Article 36: Separability

If any provision of this Agreement violates or requires either party to violate any applicable laws, to that extent, such provision shall be of no effect. All other provisions of this Agreement shall remain in full force and effect.

In the event any Article or Section of this Agreement is held invalid or enforcement of or compliance with which has been restrained as set forth above, the parties shall enter into immediate collective bargaining negotiations for the limited purpose of arriving at a satisfactory replacement for such Article or Section during the period of invalidity or restraint.

Article 37: Successorship

In the event that the Company sells any of its assets in the form of an asset transaction, the Company will provide reasonable advance written notice of such transaction to the Guild prior to any public announcement of the sale.


Article 38: Term of Agreement


This Agreement shall be effective from June 15, 2025 through May 31, 2028.

SIGNED this 14th day of July, 2025.

STORY SYNDICATE LLC

WRITERS GUILD OF AMERICA EAST, INC.

By:  _____

By:  _____