

Summary of Changes to Industry Wide COVID-19 Return to Work Agreement

The joint Unions (IATSE, DGA, SAG-AFTRA and the Teamsters and Basic Crafts), have reached agreement with the Alliance of Motion Pictures and Television Producers (AMPTP) on an updated Return to Work Agreement (“Agreement”). The summary below highlights some of the more significant changes to our COVID-related safety protocols. A copy of the full Agreement will be provided to each local Union upon completion and execution.

Negotiations for the new Agreement began in June. As the negotiations progressed, COVID-19 infection numbers began growing in many parts of the country. Our new agreement reflects these increases, largely keeping intact the core safety protocols, with a few important updates that we describe below. The new Agreement does allow for the relaxation of certain protocols for fully vaccinated employees in areas in the United States and Canada with low infection rates. While we had hoped to further reduce many of the protocols, the growing infection rates simply did not allow us to do so at this time. As we have from the start, we continued to rely on the science with the goal of allowing production to continue while reducing the risk of Covid-19 transmission on set.

Term

The Agreement commences on July 19, 2021 and expires on September 30, 2021. The relatively short term allows the parties to quickly assess the impact of the modifications and respond appropriately.

Mandatory Vaccination Policies

On a production-by-production basis, a Producer may implement a policy providing that Zone A employees, and other specific classification on a case by case basis, be fully vaccinated against COVID-19 as a condition of employment.

To provide currently-unvaccinated Zone A employees with sufficient to time to get vaccinated, the Agreement gives Employees one week to schedule a vaccination appointment and receive their first vaccination shot, and six weeks from that date to get their second shot (if required) and complete the required waiting period. Currently unvaccinated Zone A employees who schedule their vaccination appointment and receive their first vaccination within this time period will remain eligible for employment on productions that institute a mandatory vaccination policy while they complete the process to become fully vaccinated. Those who do not do so will be ineligible for employment until they become fully vaccinated.

Identification and Verification of Vaccination Status

Producers must establish a way of clearly and visibly identifying an employee’s entitlement to work under the protocols for fully vaccinated individuals.

Proof of vaccination may be established by 1) a digital vaccination card, a government sanctioned passport system (e.g., New York’s Excelsior Pass), a system maintained by the vaccination

provider, or a system that verifies an individual's status against government records; or 2) production of a physical vaccination card.

Producers must keep such documentation secure and available only to those with a need to know. Employees who do not provide verification of their vaccination status will be treated as not fully vaccinated.

Testing and PPE

For areas of surging COVID infections in the United States and Canada and all areas outside the United States and Canada, we have retained the existing testing requirements, although we did expand the types of tests that are permitted in certain circumstances.

The Agreement does relax mask requirements for fully vaccinated employees, allowing them to take their masks off when working outdoors. Employees who are not fully vaccinated must wear face masks at all times (except when eating, drinking, or when their job duties prevent it).

In addition, we further relaxed the testing and PPE requirements for fully vaccinated employees when working in areas in the United States and Canada that have lower COVID-19 transmission and new case rates. Specifically, in such areas, fully vaccinated employees are not required to wear masks indoors provided certain air filtration standards are met. Fully vaccinated employees, while still undergoing periodic testing, will also be subjected to COVID-19 testing at a reduced frequency. Those who are not fully vaccinated will continue to wear masks and maintain the same frequency of periodic testing as the prior Agreement.

Productions in a metropolitan area (or applicable county if there is no applicable metropolitan area) must adhere to the standard protocols if for seven consecutive days: 1) its seven-day average transmission rate (R_t) is equal to or greater than 1.1, and 2) the number of daily new cases per 100,000 is equal to or greater than 10. Productions in areas with lower transmission rates and/or infection rates may apply the more relaxed standards; provided, however, if the area records a transmission rate and daily new case rate higher than those listed above for seven consecutive days, the standard protocols will be reinstated.

Ground Transportation

We also created some increased flexibility around ground transportation. Under the standard protocols, Vaccinated and unvaccinated employees will now travel in separate vans. Vans for vaccinated employees may operate at full capacity. Vans for unvaccinated employees may operate at 1) 75% capacity for trips between set and crew parking, lunch, and base camp, 2) 50% capacity for all other trips. In low infection areas, the prior limits on occupancy have been lifted. In both situations, all employees must be masked. If anyone is unmasked, physical distancing requirements apply.

Meals

Individually packaged or wrapped portions are no longer required. However, self-serve "buffet style" food service (e.g., salad bars, trays of food, or any food service that requires employees to

share utensils), will not be permitted for employees who are not fully vaccinated, and employees who are not fully vaccinated must continue to maintain physical distance from all employees during the entirety of the meal period.