WGA Negotiations—Status as of May 1, 2023

| WGA PROPOSALS | AMPTP OFFERS | | | |
|--|--|--|--|--|
| MINIMUMS | | | | |
| 6%-5%-5% for all minimums including residual | 4%-3%-2% (one-time increase to most residual | | | |
| bases. | bases of 2% or 2.5%). | | | |
| FEATURES | | | | |
| STREAMING FEATURES: Streaming features with | Made-for HBSVOD programs 96+ mins., with a | | | |
| a budget of \$12 million or more receive full | budget of \$40 million or more, receive 9% increase to | | | |
| theatrical terms, including better initial | initial compensation; no improvement in residuals. | | | |
| compensation and residuals. | | | | |
| GUARANTEED 2ND STEP : Require a 2 nd step if | , | | | |
| hired for a screenplay for less than 250% of | meetings to educate creative executives and | | | |
| minimum. | producers about screenwriters' free work concerns. | | | |
| WEEKLY PAY: 50% pay upon commencement, | Rejected our proposal. Refused to make a counter. | | | |
| and remaining 50% to be paid out weekly over the | | | | |
| writing period. Applies if writer is paid less than | | | | |
| 250% of minimum; writers above this threshold | | | | |
| have the right to opt-in to weekly pay. | | | | |
| APPENDIX A | | | | |
| ESTABLISH MINIMUMS FOR STREAMING: | Appendix A weeklies apply only to high budget | | | |
| Extend television "Appendix A" terms to high | Comedy/Variety programs made for SVOD. Budget | | | |
| budget shows made for SVOD (including weekly | break is \$700,000 for 30-minute show, \$1.15 million | | | |
| minimums, 13-week guarantees, and residuals | for 60-minute show. No aggregate or 13-week | | | |
| based on "aggregate"). | guarantees would apply, and writers can be | | | |
| | employed on a daily-rate basis. | | | |
| EPISODIC | TELEVISION | | | |
| PRESERVING THE WRITERS' ROOM | | | | |
| Pre-greenlight rooms: Minimum staff of 6 writers | Rejected our proposals. Refused to make a counter. | | | |
| (including 4 Writer-Producers) | | | | |
| | | | | |
| Post-greenlight rooms: | | | | |
| 1 writer per episode up to 6 episodes, then 1 | | | | |
| additional writer required for each 2 episodes | | | | |
| after 6 up to a max. of 12 writers | | | | |
| Example: 8 episodes requires 7 writers incl. 4 | | | | |
| Writer-Producers; 10 episodes requires 8 | | | | |
| writers incl. 5 Writer-Producers. | | | | |
| DURATION OF EMPLOYMENT | | | | |
| Pre-greenlight rooms: Minimum staff guaranteed | Rejected our proposals. Refused to make a counter. | | | |
| at least 10 consecutive weeks of work | | | | |
| | | | | |
| Post-greenlight rooms: | | | | |
| Writers on staff must get at least 3 weeks per | | | | |
| episode (up to a max. of 52 weeks). | | | | |
| Half of the minimum staff must be employed | | | | |
| <u> </u> | | | | |
| through production. | | | | |
| One writer must be employed through post. TY WEEK LES | | | | |
| TV WEEKLIES | 11 ((0) (0) (1) | | | |
| Increase weekly rates of Staff Writers and Story The state of | Increase weekly rates of Staff Writers and Story The state of Staff Writers and Story The staff Writers and | | | |
| Editors/Executive Story Editors by 6%-5%-5%. | Editors/Executive Story Editors by 4%-3%-2%. | | | |
| Establish new Writer-Producer tier with weekly | Establish new Writer-Producer tier with weekly | | | |
| rate 25% above SE/ESE. | rate 2-7% above SE/ESE (dep. on term of empl.). | | | |

| WGA PROPOSALS | | AMPTP OFFERS | | | |
|---|--|--|---|--|--|
| PRE-GREENLIGHT RO | | | | | |
| | ekly services paid at 25% | 5% premium for "development room" weekly services. | | | |
| premium. Premium applies whenever writers are | | Premium applies only when 3 or more writers | | | |
| hired before a series or season order, including in- | | (including teams) are hired for 10 or fewer weeks | | | |
| between seasons. | | before a season 1 of a series. | | | |
| MINIMUMS IN POST-PRODUCTION | | | | | |
| MBA weekly minimums during post. Rejected our proposal. Refused to make a counter. | | | | | |
| STREAMING | | | | | |
| FOREIGN STREAMING RESIDUALS | | | | | |
| | New HBSVOD residual based on streaming | | HBSVOD residual based on foreign subscriber count | | |
| service's foreign subscri | ber count. | for largest global streaming services. Paramount+ | | | |
| | | | and Max continue to pay a lower license-fee-based | | |
| | | residual. | | | |
| Foreign Subs. # | Foreign Payment | Foreign Subs. # | Foreign Payment | | |
| | (% of Residual Base) | | (% of Residual Base) | | |
| | 50% (\$6,673) | Less than 1 million | 8% (\$1,068) | | |
| Less than 20 million | | 1-5 million | 16% (\$2,135) | | |
| 00.45 ''' | 750((040,000) | 5-20 million | 35% (\$4,671) | | |
| 20-45 million | 75% (\$10,009) | 20-45 million | 40% (\$5,338) | | |
| 45-75 million | 100% (\$13,346) | More than 45 million | 60% (\$8,007) | | |
| More than 75 million | 150% (\$20,018) | | , | | |
| | \$ amounts are for a one-hour episode for the first year of use. | | | | |
| | STREAMING RESIDUALS (| , | 5.6.1. | | |
| | pased residual—in addition | Rejected our proposal. | Refused to make a counter. | | |
| | —to reward programs with | | | | |
| | uire transparency regarding | | | | |
| program views. | | | | | |
| AD-SUPPORTED FREE STREAMING SERVICES | | | | | |
| High-budget programs made-for AVOD get TV Rejected our proposal. Refused to make a counter. | | | | | |
| weeklies and script fees and improved residuals. PENSION & HEALTH—TEAMS | | | | | |
| Each member of a team gets P&H contributions as Rejected our proposal. Refused to make a counter | | | | | |
| | | rejected our proposal. Relused to make a counter. | | | |
| if they were writing as an individual. ARTIFICIAL INTELLIGENCE | | | | | |
| Regulate use of artificial intelligence on MBA- Rejected our proposal. Countered by offering annual | | | | | |
| | i't write or rewrite literary | | vancements in technology. | | |
| | <u>-</u> | meetings to discuss ad- | varicements in teermology. | | |
| material; can't be used as source material; and MBA-covered material can't be used to train AI. | | | | | |
| TENTATIVE AGREEMENTS | | | | | |
| SCRIPT FEES FOR STAFF WRITERS: Staff Writers receive script fees on top of their weeklies. | | | | | |
| SPAN: Increase span cap from \$400,000 to \$450,000 (basic cable to remain at \$375,000). Extend span | | | | | |
| protection to writers on limited series. | | | | | |
| OPTIONS & EXCLUSIVITY: Increase earnings cap from \$325,000 to \$350,000. | | | | | |
| PILOT & BACKUP SCRIPT PREMIUM FOR HBSVOD: 150% pilot premium and 115% backup script | | | | | |
| premium apply to programs made-for HBSVOD. | | | | | |
| P&H DIVERSION : WGA option to divert .5% of negotiated minimums increases to Pension or Health Fund. | | | | | |
| BROADCAST RERUNS: Allow one additional free "promotional" run for new made for broadcast series. | | | | | |
| COST | | | | | |
| WGA proposals would gain writers approximately \$429 million per year; AMPTP's offer is approximately \$86 | | | | | |
| million per year, 48% of which is from the minimums increase. | | | | | |
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