

**MEMORANDUM OF AGREEMENT FOR  
THEATRICAL TEAMSTERS LOCAL 817, LOCATION SCOUTS/MANAGERS --  
ASSOCIATION OF  
INDEPENDENT COMMERCIAL PRODUCERS  
COMMERCIAL AGREEMENT**

This Memorandum of Agreement is entered into between the Teamsters Local 817 ("Union") and the Association of Independent Commercial Producers, Inc. ("AICP") on behalf of those production companies that have authorized it to negotiate and execute this Memorandum of Agreement on its behalf. Each such production company is hereinafter referred to as the "Employer" or "Producer."

The terms of the 2019 Commercial Agreement, Location Scouts/Managers (including all side letters) ("2019 Commercial Agreement") and the 2022 Memorandum of Agreement, Location Scouts/Managers ("2022 Memorandum of Agreement") shall be incorporated in the Teamsters Local 817, Location Scouts/Managers – Association of Independent Commercial Producers Commercial Agreement of 2025 ("2025 Commercial Agreement") except as modified below and subject to conforming changes. The terms of this Memorandum of Agreement shall prevail over any inconsistent provision in the 2019 Commercial Agreement and the 2022 Memorandum of Agreement. The language in this Memorandum of Agreement is not in contract language, except when so designated or when the context clearly indicates otherwise.

1. **Article XXII (Term).** The term of the 2025 Commercial Agreement shall be from January 1, 2025 through and including December 31, 2027.
2. **Ratification Notice Required.** All terms, provisions and conditions that are agreed upon between the AICP and Union in negotiations and contained in this Memorandum of Agreement, other than the Term referred to in Paragraph 1 herein, shall be effective 30 days after written notice of ratification by the Union is given to AICP.
3. **Article XVIII (Reimbursement of Expenses).**

- a. Paragraph (b) shall be amended to reflect the current IRS mileage reimbursement rate:

"Reimbursement for mileage traveled on behalf of the Employer shall be at the current rate recognized by the Internal Revenue Service (currently ~~\$7.5~~ \$0.70 cents per mile)."

- b. Paragraph (c) shall be amended as follows:

"Reimbursement for use of the employee's entire kit (e.g., computer, cell phone, cameras, printer, vehicle & maps) shall be no less than ~~\$55.00~~ \$85.00, per workday, including shoot days."

4. **Article XI (Wages).** Section C wage rates shall be increased (compounded) effective on the dates shown:

- a. Thirty days after AICP receives written notice of ratification from the Union:  
5.0%
- b. January 1, 2026: 4.0%
- c. January 1, 2027: 4.0%

5. **Article IX (Benefit Fund Contributions).** The Actual Hourly Costs of Benefits in Section (a) shall be updated to the current rates as follows:

**Current:**

Active Health Plan: \$10.345  
Retiree Health Plan: \$1.96  
Pension Plan: \$5.209  
**TOTAL: \$17.514**

**Effective 03/23/2025:**

Active Health Plan: \$10.935  
Retiree Health Plan: \$2.28  
Pension Plan: \$6.096  
**TOTAL: \$19.311**

It is understood that the Pension and Welfare contributions to the MPIPHP herein may be modified to rates set by the Board of Directors of the MPIPHP upon a determination by the Actuaries and Consultants of the MPIPHP Plans.

6. **Article XV (Holidays).** Paragraph (a) shall be amended as follows:

“Recognized holidays shall be ~~the same as those designated in the then current Screen Actors Guild-Commercials Contract~~: New Year's Day, Martin Luther King, Jr.'s Birthday, President's Day, Memorial Day, Juneteenth, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, and Christmas Day.”

7. **Housekeeping.**

- a. Pursuant to **Article XXIII (CIAF)**, the CIAF contribution rates shall be updated to reflect the current CIAF contribution rates in the IATSE CPA.
- b. **Article IX, Benefit Funds Contributions** shall be amended as follows for clarification purposes:

“The Employer will on the 10th day of each month pay to Local 817 Scholarship Fund, a sum equal to 2% of the gross compensation paid to each employee for work performed in the prior month covered by this Agreement for the preceding month for the purpose of providing educational training and scholarships for qualified employees, their families or dependents.”

[SIGNATURE PAGE FOLLOWS]

For the Teamsters Local 817

B. Canone

3/17/25  
Date:

For the Association of Independent  
Commercial Producers, Inc.

M. Miller

3/17/2025  
Date: