

# New Contribution Rates And Parental Leave Benefit

October 7, 2020

## CONTRIBUTION RATE INCREASE FOR PENSION PLAN AND NEW PARENTAL LEAVE BENEFIT

**TO:** All Signatory Employers

**FROM:** PWGA Contributions  
Department



There are new changes to the contributions rates and there is also a new Parental Leave Benefit that requires a contribution.

These changes include:

- Effective May 2, 2020, the total contribution rate to the Writers' Guild-Industry Health Fund is **12%**.
  - Effective May 2, 2020, the new MBA Paid Parental Leave Benefit requires a **new** 0.5% contribution to the Health Fund on all reportable compensation. This is included in the 12% rate calculation.
- Effective May 2, 2020, the contribution rate for the Pension Plan has also increased to 10%. **Pilot** employment contribution rate has increased to 8.5%.

Dear Signatory Employer,

The contribution rates for the Health Fund and Pension Plan have changed and are retroactive to May 2, 2020. These changes are the result of the Writer's Guild of America's 2020 bargaining agreement.

Please make a note of these changes so that you can continue to make proper, timely contributions.

**Effective May 2, 2020, The total percentage of contributions payable to the Health fund for contracts entered into 5/2/20 or later is 12%.**

The rate breakdown is as follows:  
11.5% for Health Fund Benefits and 0.5% as a result of a **new** MBA provision which creates a Paid Parental Leave Benefit. These contributions are due to the Health Fund on all reportable compensation and should be remitted in a **single payment** along with your regular contribution payment to the Health Fund.

The contribution rate for the Pension Plan has also increased to 10% and the Pilot employment contribution rate has increased to 8.5%.

Guaranteed employment for contracts dated on or after May 2, 2020 shall be subject to the new rates. Guaranteed flat-deal employment (theatrical, episodic, etc.) for contracts dated prior to May 2, 2020 are still subject to the previous rates.

The new rates shall also apply to services performed on or after May 2, 2020 for writers employed on a week-to-week, staff or term basis, regardless of when their employment commenced. Optional

services are payable at the rate in effect on the day the option is exercised.

Please see the Agreement Rate Chart for a complete iteration of the rates as well as the WGA Schedule of Minimums. There is also more information in the WGA Memorandum of Agreement Regarding the Paid Parental Leave Benefit.

The WGA Schedule of Minimums can be found at and is effective as of May 2, 2020:

[www.wga.org](http://www.wga.org)

The Agreement Rate Chart can be found at:

[https://wgaplans.org/contributions/forms/Pension\\_Agreement\\_Rate\\_Chart.pdf](https://wgaplans.org/contributions/forms/Pension_Agreement_Rate_Chart.pdf)

The Paid Parental Leave Benefit information can be found on Page 36 at:

[https://www.wga.org/uploadedfiles/contracts/2020\\_mba\\_moa.pdf](https://www.wga.org/uploadedfiles/contracts/2020_mba_moa.pdf)

If you have any questions or concerns, please contact the Contributions Department at: (818) 846-1015, then press 3, and then press 2.

We will be glad to assist you.

CONTRIBUTIONS DEPARTMENT