

Changes to the Pension Plan Contribution Rate and Compensation Minimums

TO: 2020 WGA MBA Signatory
Companies

FROM: Producer-Writers Guild of
America Pension Plan



This document summarizes changes in
contribution rates, effective May 2,
2022.

These changes include:

- Pension Plan contributions increase from 10.5% of gross compensation to 11.25% of gross compensation.
- Minimums for this period will be .75% less than what is set forth in the 2020 Memorandum of Agreement.
- Guaranteed flat-deal employment commencing prior to May 22, 2022 is still subject to the 10.5% rate.
- The new rate of 11.25% shall apply to compensation received after May 2, 2022 for writers employed on a week-to-week or term basis regardless of when their employment commenced.
- For writing services on pilots and the first season of any one-hour series, the Pension Plan contribution rate will increase from 9% of gross compensation to 9.75% of gross compensation.

CONTRIBUTION RATE CHANGES

Effective May 2, 2022, the contribution rate to the Producer-Writers Guild of America Pension Plan ("Pension Plan") will increase by 0.75%, from 10.5% of gross compensation to **11.25% of gross compensation**. This change is a result of the Guild exercising its authority to divert monies to the Pension Plan from certain salary increases scheduled to go into effect on May 2, 2022. Therefore, the increase in those certain minimums, effective May 2, 2022, will be reduced by 0.75% from 3% to 2.25% and certain other salary increases will be reduced by 0.25% from 2.5% to 2.25%. The affected minimums are detailed in the 2020 Memorandum of Agreement. The rate changes are effective May 2, 2022.

Employment commencing on or after May 2, 2022 shall be subject to the new Pension Plan contribution rate of 11.25%. Guaranteed flat-deal employment commencing prior to May 2, 2022 is still subject to the 10.5% rate. The new rate of 11.25% shall apply to compensation received after May 2, 2022 for writers employed on a week-to-week or term basis regardless of when their employment commenced.

Exception: For writing services on pilots and the first season of any one-hour series, the Pension Plan contribution rate will increase from 9% of gross compensation to 9.75% of gross compensation.

Please see the complete Schedule of Minimums at www.wga.org for a list of minimums effective on May 2, 2020. A revised Schedule of Minimums for minimums effective on May 2, 2022 will be made available at www.wga.org in the coming weeks.

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WGA/PWGA AGREEMENT DATES, RATES, CEILINGS

WGA MBA RATES FOR PENSION AND HEALTH

FROM	DATE	TO	PENSION		HEALTH	Health - Paid Parental Leave (PPL)
			Pilots (and 1st Season)			
03/01/73		02/28/77	5.00%		3.50%	
03/01/77		02/28/81	5.00%		4.00%	
03/01/81		02/28/82	5.00%		4.00%	
03/01/82		02/28/85	6.00%		4.00%	
03/01/85		02/28/87	6.00%		5.50%	
03/01/87		08/31/89	6.00%		6.00%	
09/01/89		05/01/00	6.00%		6.50%	
05/02/00		05/01/01	6.00%		6.25%	
05/02/01		05/01/02	6.00%		6.50%	
05/02/02		05/01/03	6.00%		7.00%	
05/02/03		10/30/04	6.00%		7.50%	
11/01/04		09/30/08	6.00%		8.50%	
10/01/08		03/31/09	6.00%		8.00%	
04/01/09		05/01/11	6.00%		8.50%	
05/02/11		05/01/12	7.50%	6.00%	8.50%	
05/02/12		05/01/13	7.75%	6.25%	8.50%	
05/02/13		05/01/14	8.00%	6.50%	8.50%	
05/02/14		05/01/15	8.50%	7.00%	8.50%	
05/02/15		05/01/16	8.50%	7.00%	9.00%	
05/02/16		05/01/17	8.50%	7.00%	9.50%	
05/02/17		05/01/18	8.50%	7.00%	10.50%	
05/02/18		05/01/19	8.50%	7.00%	11.00%	
05/02/19		05/01/20	8.50%	7.00%	11.50%	
05/02/20		05/01/21	10.00%	8.50%	11.50%	0.5%
05/02/21		05/01/22	10.50%	9.00%	11.50%	0.5%
05/02/22		05/02/23	11.25%	9.75%	11.50%	0.5%

PENSION PLAN AND HEALTH FUND CEILINGS

03/02/73	03/01/81		\$ 100,000.00		
03/02/81	02/28/85		\$ 150,000.00		BOTH PP & HF
03/01/85	11/1/04		\$ 200,000.00		BOTH PP & HF
11/01/04	2/12/08	PENSION	\$ 200,000.00	HEALTH	\$ 250,000.00
02/13/08	PRESENT	PENSION	\$ 225,000.00	HEALTH	\$ 250,000.00
<u>TV Pilots (30 mins & less) as of 05/02/14</u>		<u>PENSION</u>	<u>\$ 170,000.00</u>	<u>HEALTH</u>	<u>\$ 170,000.00</u>
<u>TV Pilots (over 30 mins) as of 05/02/14</u>		<u>PENSION</u>	<u>\$ 225,000.00</u>	<u>HEALTH</u>	<u>\$ 225,000.00</u>
(as of 5/2/20) Compensation Limit		PPL	\$ 225,000.00		