

WGA Negotiations—Status as of May 1, 2023

WGA PROPOSALS	AMPTP OFFERS
MINIMUMS	
6%-5%-5% for all minimums including residual bases.	4%-3%-2% (one-time increase to most residual bases of 2% or 2.5%).
FEATURES	
STREAMING FEATURES: Streaming features with a budget of \$12 million or more receive full theatrical terms, including better initial compensation and residuals.	Made-for HBSVOD programs 96+ mins., with a budget of \$40 million or more, receive 9% increase to initial compensation; no improvement in residuals.
GUARANTEED 2ND STEP: Require a 2 nd step if hired for a screenplay for less than 250% of minimum.	Rejected our proposal. Countered by offering meetings to educate creative executives and producers about screenwriters' free work concerns.
WEEKLY PAY: 50% pay upon commencement, 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.	Rejected our proposal. Refused to make a counter.
APPENDIX A	
ESTABLISH MINIMUMS FOR STREAMING: Extend television "Appendix A" terms to high budget shows made for SVOD (including weekly minimums, 13-week guarantees, and residuals based on "aggregate").	Appendix A weeklies apply only to high budget Comedy/Variety programs made for SVOD. Budget break is \$700,000 for 30-minute show, \$1.15 million for 60-minute show. No aggregate or 13-week 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 (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 <u>Example:</u> 8 episodes requires 7 writers incl. 4 Writer-Producers; 10 episodes requires 8 writers incl. 5 Writer-Producers.	Rejected our proposals. Refused to make a counter.
DURATION OF EMPLOYMENT	
Pre-greenlight rooms: Minimum staff guaranteed 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 through production. - One writer must be employed through post.	Rejected our proposals. Refused to make a counter.
TV WEEKLIES	
- Increase weekly rates of Staff Writers and Story Editors/Executive Story Editors by 6%-5%-5%. - Establish new Writer-Producer tier with weekly rate 25% above SE/ESE.	- Increase weekly rates of Staff Writers and Story Editors/Executive Story Editors by 4%-3%-2%. - Establish new Writer-Producer tier with weekly rate 2-7% above SE/ESE (dep. on term of empl.).

WGA PROPOSALS		AMPTP OFFERS	
PRE-GREENLIGHT ROOM COMPENSATION			
Pre-greenlight room weekly services paid at 25% premium. Premium applies whenever writers are hired before a series or season order, including in-between seasons.		5% premium for “development room” weekly services. Premium applies only when 3 or more writers (including teams) are hired for 10 or fewer weeks 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 service’s foreign subscriber count.		HBSVOD residual based on foreign subscriber count for largest global streaming services. Paramount+ and Max continue to pay a lower license-fee-based residual.	
Foreign Subs. #	Foreign Payment (% of Residual Base)	Foreign Subs. #	Foreign Payment (% of Residual Base)
Less than 20 million	50% (\$6,673)	Less than 1 million	8% (\$1,068)
		1-5 million	16% (\$2,135)
		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.			
VIEWERSHIP-BASED STREAMING RESIDUALS (“TIERED FIXED”)			
Establish a viewership-based residual—in addition to existing fixed residual—to reward programs with greater viewership. Require transparency regarding program views.		Rejected our proposal. Refused to make a counter.	
AD-SUPPORTED FREE STREAMING SERVICES			
High-budget programs made-for AVOD get TV weeklies and script fees and improved residuals.		Rejected our proposal. Refused to make a counter.	
PENSION & HEALTH—TEAMS			
Each member of a team gets P&H contributions as if they were writing as an individual.		Rejected our proposal. Refused to make a counter.	
ARTIFICIAL INTELLIGENCE			
Regulate use of artificial intelligence on MBA-covered projects: AI can’t write or rewrite literary material; can’t be used as source material; and MBA-covered material can’t be used to train AI.		Rejected our proposal. Countered by offering annual meetings to discuss advancements in technology.	
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.			