

ARTICLE 18. Contract Services Administration Trust Fund

(a) Producer shall pay to the Industry Pension Plan through its Administrator, as agent for transmittal to Contract Services Administration Trust Fund ("CSATF"), sixty cents (\$0.60) per hour for each hour worked by or guaranteed an employee by such Producer during the period commencing August 1, 2021 to and including July 31,

2024 for employees who are subject to the Retired Employees Fund (on the same weekly and daily formula as the contributions paid under the Retired Employees Fund); provided, however, that in place and stead of the above cents per hour payments, such payments with respect to employees of laboratories shall be at the rate of one and seven-tenths cents (\$0.017) per hour on or after August 1, 2021 to and including July 31, 2024.

The Producers have established CSATF for the purpose of providing a Fund to be used for the administration of apprenticeship and other training programs within the motion picture industry; maintenance of appropriately classified and delineated seniority rosters within the motion picture industry; administration of safety programs and studies within the motion picture industry; administering and financing physical examinations in connection with any uniform industry retirement programs; and, generally, for the carrying on of similar such programs for the administration of other industry-wide services, studies or education. Such Trust Fund shall be administered by a Board of Trustees who shall be appointed by the Alliance of Motion Picture and Television Producers.

The parties agree that CSATF shall provide required safety training to individuals listed on the Industry Experience Roster created pursuant to Paragraph 68(b) of this Agreement. The Union shall be given an opportunity to provide input to CSATF with respect to the safety training courses required for each of its classifications and the curriculum for those courses.

A \$20.00 per hour stipend shall be paid to any individual for attending CSATF required safety training classes during non-work time. The stipend shall be paid to each individual in a single check within thirty (30) days following completion of all safety classes required for that individual's job classification. It is understood that any check so issued shall include payment for Course A of the Safety Pass Program, whether completed before or after the individual was placed on the Industry Experience Roster.

A \$20.00 per hour stipend shall be paid to any individual who attends required harassment prevention training administered by CSATF during non-working time.

(b) CSATF shall provide Second Step grievance services.

(c) The money received by the Administrator of the Industry Pension Plan from such payments, as above provided, shall be kept separate and apart from any funds of the Industry Pension Plan and shall forthwith be paid to CSATF.

Such money so paid by Producer shall not constitute nor be deemed to be wages due to the individual employees nor shall said money so paid be in any manner liable for or subject to the debts, contracts, liabilities or torts of such employees.

The Producers shall provide the Basic Crafts with the CSATF certified annual financial statements and its quarterly activity statement.

Upon a joint request by the IATSE and the Basic Crafts, the committee of the IATSE and Basic Crafts, not to exceed five (5) members, shall meet with the Executive Committee of the CSATF Board of Trustees to discuss CSATF quarterly activities statement and other matters related to CSATF that may arise. Such a meeting shall be held on an *ad hoc* basis.

(d) All Industry Experience Rosters of those employees subject to CSATF are to be administered under CSATF.

Employees shall be required to complete Course A of the Safety Pass Program before being placed on the Industry Experience Roster.

(e) The Producers will establish a procedure whereby any interested party may contact CSATF to obtain information relative to the past employment of an individual on a specific motion picture. In response to such an inquiry, CSATF will make a good faith effort to contact the involved Producer and secure such information on behalf of the interested party. The Producer, on its part, will make a good faith effort to respond to such inquiries by CSATF.

(f) The Union shall provide CSATF with copies of any and all contracts that it enters into directly with a Producer.

(g) In the event that an individual contacts CSATF claiming that he or she did not receive a notification from CSATF, CSATF, after satisfying itself as to the identity of the individual, will email a copy of the notice to the individual. CSATF will copy the Union on such email transmission, barring any legal restrictions, such as privacy or other concerns. In addition, during the term of this Agreement, and barring any legal restrictions, such as privacy or other concerns, CSATF shall explore whether it is reasonably able to provide the Union with electronic access to CSATF's database of notices to its members.

The provisions of this Article are made expressly for the benefit of CSATF.