



To: All ANA-4A's Joint Policy Committee on Broadcast Talent Union Relations (JPC) Authorizers and Commercial Announcements Agreement Signatories

From: Stacy Marcus, JPC Chief Negotiator
Douglas Wood, JPC Legal Counsel

Date: June 14, 2017

Re: **2017 Extension to the Commercial Announcements Agreement**

The JPC and American Federation of Musicians (“**AFofM**”) have agreed to extend and modify the terms of the 2014-2017 Commercial Announcements Agreement (the “**CBA**”), as follows (the “**Extension Agreement**”):

- **Term and Effective Date.** The term of the CBA was extended for one (1) year, commencing June 5, 2017 (the “**Effective Date**”) and concluding June 4, 2018.
- **Base Wages.** Base wages increased by two percent (2%) for services provided on or after the Effective Date. All payments under the CBA (e.g., use and re-use cycles) will continue to be based on their current ratio to the applicable session fee. Rates are effective June 5, 2017. For services performed for commercials made after June 5, 2017, all retroactive payments must be made not later than 60 days from June 14, 2017.

In all other respects, the provisions of the CBA remain in full force and effect during the Extension Agreement. We are working with the AFofM to prepare rate charts for circulation to the industry.

Should you have any questions, please reach out to Stacy Marcus, JPC Chief Negotiator, at smarcus@reedsmith.com.

Session Fees

American Federation of Musicians Commercial Announcements Agreement Hours

Effective 6/5/2017 – 6/4/2018 (1-year extension of 2014 agreement with 2% raise in wages only)

Hours		LAOC	SSC No Doubles	SSC 1 Double (+30%)	SSC 2 Doubles (+45%)	SSC 3 Doubles (+60%)	SSC 4 Doubles (+75%)
1:00	Wage	259.50	129.75	168.68	188.14	207.60	227.06
	Pension	42.82	21.41	27.83	31.04	34.25	37.47
	H&W	41.57	33.79	36.12	37.29	38.46	39.62
1:20	Wage	346.00	173.00	224.90	250.85	276.80	302.75
	Pension	57.09	28.55	37.11	41.39	45.67	49.95
	H&W	46.76	36.38	39.49	41.05	42.61	44.17
1:40	Wage	432.50	216.25	281.13	313.56	346.00	378.44
	Pension	71.36	35.68	46.39	51.74	57.09	62.44
	H&W	51.95	38.98	42.87	44.81	46.76	48.71
2:00	Wage	519.00	259.50	337.35	376.28	415.20	454.13
	Pension	85.64	42.82	55.66	62.09	68.51	74.93
	H&W	57.14	41.57	46.24	48.58	50.91	53.25
2:20	Wage	605.50	302.75	393.58	438.99	484.40	529.81
	Pension	99.91	49.95	64.94	72.43	79.93	87.42
	H&W	62.33	44.17	49.61	52.34	55.06	57.79
2:40	Wage	692.00	346.00	449.80	501.70	553.60	605.50
	Pension	114.18	57.09	74.22	82.78	91.34	99.91
	H&W	67.52	46.76	52.99	56.10	59.22	62.33
3:00	Wage	778.50	389.25	506.03	564.41	622.80	681.19
	Pension	128.45	64.23	83.49	93.13	102.76	112.40
	H&W	72.71	49.36	56.36	59.86	63.37	66.87

ADDITIONAL INFORMATION

Minimum call is one hour. Three (3) announcements can be claimed in a one-hour session; one additional announcement can be claimed for each subsequent 20 minute period.

All sessions with only one musician require that the single performer be paid at LAOC rate.

Pension for overscale performers is calculated at the scale rate.

Pension Contribution %:
6/5/2017 thru 6/4/2018=16.5%

First Double is 30%, each additional Double is 15%. Leader and/or Contractor Doubles are calculated at the sideman rate.

"Sessions employing 10 or more Musicians and Leader require a Contractor. The Contractor may be one of the Side Musicians."

Performers acting as both Arranger and Orchestrator receive reuse as Arranger only.

If a sideline musician falls into the category of principal performer under SAG-AFTRA, they are paid the SAG-AFTRA rates for session and use.

Premium rates apply on Sunday, Holidays and between midnight and 8:00am on weekdays.

Health & Welfare (H&W) is \$26.00 + 6% of session wages (maximum of 2 lines for each performer, per report).

H&W on all Re-use, Conversion and Dubbing is 6% of scale wages only.

Cartage is \$25.00 for small instruments, drums and amps, \$50.00 for harp, keys, string bass, chimes, vibraphone.

"MADE-FOR" INTERNET/NEW MEDIA

Same rate whether "Made-for" or "Moved from" — see [pages 9-3, 4](#) for details.

*1 Year Extension
June 5, 2017 - June 4, 2018*

AFM

Session and Use Summary

	LAOC	Single Musician	SC
Session	259.50	259.50	129.75
Reuse			
Initial Use	73.52	73.52	36.76
13-Week Use, Dubs and Conversion	194.62	194.62	97.31
8-Week Use, Audio, Dubs and Conversion (80% of the 13-Week Rate)	155.70		77.85
8-Week Use, Internet / New Media	204.00		102.00
8-Week Use, Non-Broadcast	73.96		36.98

Foreign Use	LAOC	SC
12 months		
Europe including UK	162.18	81.09
Outside Europe	162.18	81.09
Worldwide (paid at start of cycle)*	259.50	129.75
24 months		
Europe including UK	243.28	121.64
Outside Europe	243.28	121.64
Worldwide (paid at start of cycle)	389.26	194.63

Sideline Musicians	
Leader – 8 hours	438.60
Leader – Overtime (per 15 minutes)	20.40
Single Musician – 8 hours	255.00
Single Musician – Overtime (per 15 minutes)	12.24
Side Musician – 8 hours	219.30
Side Musician – Overtime (per 15 minutes)	10.20

LAOC

Leader
Arranger
Orchestrator
Contractor

SC

Side Musician
Copyist

*For Worldwide use paid after the start of a 12 month foreign use cycle, you must be sure that Europe and Outside Europe are both paid to cover the cycle.

Use Fees

American Federation of Musicians Commercial Announcements Agreement Hours

Effective 6/5/2017 – 6/4/2018 (1-year extension of 2014 agreement with 2% raise in wages only)

	LAOC	SSC No Doubles	SSC 1 Double (+30%)	SSC 2 Doubles (+45%)	SSC 3 Doubles (+60%)	SSC 4 Doubles (+75%)
Initial Use Fee (Covers 1st 13-Week Cycle for All Spots Claimed at Original Session)						
Wage	73.52	36.76	47.79	53.30	58.82	64.33
Pension @ 16.5%	12.13	6.07	7.89	8.79	9.70	10.61
H&W @ 6%	4.41	2.21	2.87	3.20	3.53	3.86
13-Week Reuse, Dubbing, Conversion for TV or Audio (Rates are "Per Spot")						
Wage	194.62	97.31	126.50	141.10	155.70	170.29
Pension @ 16.5%	32.11	16.06	20.87	23.28	25.69	28.10
H&W @ 6%	11.68	5.84	7.59	8.47	9.34	10.22
8-Week Reuse, Audio Only (Rates are "Per Spot")						
Wage	155.70	77.85	101.21	112.88	124.56	136.24
Pension @ 16.5%	25.69	12.85	16.70	18.63	20.55	22.48
H&W @ 6%	9.34	4.67	6.07	6.77	7.47	8.17
8-Week Non-Broadcast Use (Rates are "Per Spot")						
Wage	73.96	36.98	48.07	53.62	59.17	64.72
Pension @ 16.5%	12.20	6.10	7.93	8.85	9.76	10.68
H&W @ 6%	4.44	2.22	2.88	3.22	3.55	3.88
52-Week (1 Year) Non-Broadcast Use (Rates are "Per Spot")						
Wage	194.62	97.31	126.50	141.10	155.70	170.29
Pension @ 16.5%	32.11	16.06	20.87	23.28	25.69	28.10
H&W @ 6%	11.68	5.84	7.59	8.47	9.34	10.22
104-Week (2 Year) Non-Broadcast Use (Rates are "Per Spot")						
Wage	291.94	145.97	189.76	211.66	233.55	255.45
Pension @ 16.5%	48.17	24.09	31.31	34.92	38.54	42.15
H&W @ 6%	17.52	8.76	11.39	12.70	14.01	15.33
52-Week (1 Year) Foreign Use in Europe Only or Outside of Europe Only (Rates are "Per Spot")						
Wage	162.18	81.09	105.42	117.58	129.74	141.91
Pension @ 16.5%	26.76	13.38	17.39	19.40	21.41	23.41
H&W @ 6%	9.73	4.87	6.33	7.05	7.78	8.51
52-Week (1 Year) Worldwide Foreign Use (Rates are "Per Spot")						
Wage	259.50	129.75	168.68	188.14	207.60	227.06
Pension @ 16.5%	42.82	21.41	27.83	31.04	34.25	37.47
H&W @ 6%	15.57	7.79	10.12	11.29	12.46	13.62
8-Week Internet/New Media Use (Rates are "Per Spot")						
Wage	204.00	102.00	132.60	147.90	163.20	178.50
Pension @ 16.5%	33.66	16.83	21.88	24.40	26.93	29.45
H&W @ 6%	12.24	6.12	7.96	8.87	9.79	10.71
26-Week (6 Month) Internet/New Media Reuse (Rates are "Per Spot")						
Wage	408.00	204.00	265.20	295.80	326.40	357.00
Pension @ 16.5%	67.32	33.66	43.76	48.81	53.86	58.91
H&W @ 6%	24.48	12.24	15.91	17.75	19.58	21.42

Use Fees

	LAOC	SSC No Doubles	SSC 1 Double (+30%)	SSC 2 Doubles (+45%)	SSC 3 Doubles (+60%)	SSC 4 Doubles (+75%)
52-Week (1 Year) Internet/New Media Use (Rates are "Per Spot")						
Wage	612.00	306.00	397.80	443.70	489.60	535.50
Pension @ 16.5%	100.98	50.49	65.64	73.21	80.78	88.36
H&W @ 6%	36.72	18.36	23.87	26.62	29.38	32.13
52-Week Initial Use, All Media (TV, Audio, Internet, Non-Broadcast and Foreign WW) (Covers 1st 52-Week cycle for each spot, rates are "Per Spot")						
Wage	2,539.80	1,269.90	1,650.87	1,841.36	2,031.84	2,222.33
Pension @ 16.5%	419.07	209.53	272.39	303.82	335.25	366.68
H&W @ 6%	152.39	76.19	99.05	110.48	121.91	133.34
52-Week Reuse, All Media (TV, Audio, Internet, Non-Broadcast and Foreign WW) (Rates are "Per Spot") (Covers each 52-Week cycle beyond the All Media Initial Use)						
Wage	1,904.86	952.43	1,238.16	1,381.02	1,523.89	1,666.75
Pension @ 16.5%	314.30	157.15	204.30	227.87	251.44	275.01
H&W @ 6%	114.29	57.17	74.29	82.86	91.43	100.01
104-Week (2 Year) Foreign Use In Europe or Outside of Europe (Rates are "Per Spot")						
Wage	243.28	121.64	158.13	176.38	194.62	212.87
Pension @ 16.5%	40.14	20.07	26.09	29.10	32.11	35.12
H&W @ 6%	14.60	7.30	9.49	10.58	11.68	12.77
104-Week (2 Year) Worldwide Foreign Use (Rates are "Per Spot")						
Wage	389.26	194.63	253.02	282.21	311.41	340.60
Pension @ 16.5%	64.23	32.11	41.75	46.57	51.38	56.20
H&W @ 6%	23.36	11.68	15.18	16.93	18.68	20.44



2018 EXTENSION TO THE COMMERCIAL ANNOUNCEMENTS AGREEMENT

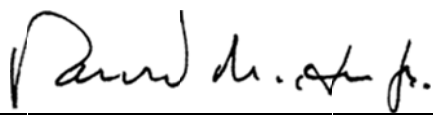
This extension agreement (“Extension Agreement”) is made on the 1st day of June, 2018 (the “Effective Date”), by and between the American Federation of Musicians (“AFofM”) and the ANA-4A’s Joint Policy Committee on Broadcast Talent Union Relations (“JPC”). By the terms of this Extension Agreement, the Commercial Announcements Agreement (the “CBA”) in effect from June 5, 2014 through and including June 4, 2018 shall be extended and modified as set forth below:

1. **Term and Effective Date.** The term of the CBA shall continue and extend through and including December 4, 2019, as of the Effective Date hereof.
2. **Base Wages.** Base wages shall increase by two percent (2%) for services provided on or after the Effective Date, provided all payments under the CBA (e.g., use and re-use cycles) will continue to be based on the their current ratio to the applicable session fee.


In all other respects, the provisions of the 2014-2018 Commercial Announcements Agreement shall remain in full force and effect through the term of this Extension Agreement.

IN WITNESS WHEREOF, the undersigned duly authorized representatives have entered into this Extension Agreement as of the Effective Date hereof.

AMERICAN FEDERATION OF MUSICIANS
OF THE UNITED STATES AND CANADA

By: 
Ray Hair, President

ANA-4A’S JOINT POLICY COMMITTEE
ON BROADCAST TALENT UNION
RELATIONS

By: 
Stacy Marcus, Chief Negotiator



THE JOINT POLICY
COMMITTEE, LLC

2019-20 EXTENSION TO THE COMMERCIAL ANNOUNCEMENTS AGREEMENT

This second extension agreement ("Second Extension Agreement") is made on the 1st day of November (the "Effective Date"), by and between the American Federation of Musicians and The Joint Policy Committee, LLC ("JPC"). By the terms of this Extension Agreement, the Commercial Announcements Agreement (the "CBA") in effect from June 5, 2014 through and including the previous extension through December 4, 2019 (the "First Extension Agreement"), shall be extended and modified as set forth below:

1. Term and Effective Date. The term of the CBA shall continue and extend through and including March 31, 2020, as of the Effective Date hereof.

2. Base Wages; Credit.

a. Base wages shall increase by one-half percent (0.5%) for services provided on or after the December 5, 2019. All payments under the CBA (e.g., use and re-use cycles) will continue to be based on their current ratio to the applicable session fee.

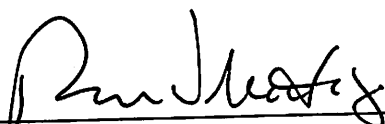
b. Rates are effective December 5, 2019. For services performed for commercials made after December 5, 2019, all retroactive payments must be made not later than 60 days from December 14, 2019.

c. The JPC will receive "credit" for the interim increase under this Second Extension Agreement in connection with the overall percentage increase agreed to by the bargaining parties during the 2020 negotiations.

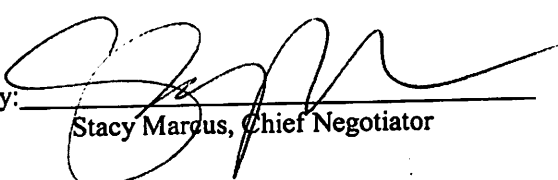
In all other respects, the provisions of the 2014-2018 Commercial Announcements Agreement (including the First Extension Agreement) shall remain in full force and effect through the term of this Second Extension Agreement.

IN WITNESS WHEREOF, the undersigned duly authorized representatives have entered into this Second Extension Agreement as of the Effective Date hereof.

AMERICAN FEDERATION OF MUSICIANS
OF THE UNITED STATES AND CANADA

By: 
Ray Hair, President

THE JOINT POLICY COMMITTEE, LLC

By: 
Stacy Mardus, Chief Negotiator

2020 EXTENSION TO THE COMMERCIAL ANNOUNCEMENTS AGREEMENT

This extension agreement ("Third Extension Agreement") is made on the 12th day of March, 2020 (the "Effective Date"), by and between the American Federation of Musicians ("AFM") and The Joint Policy Committee, LLC ("JPC"). By the terms of this Third Extension Agreement, the Commercial Announcements Agreement (the "CBA") in effect from December 4, 2019, through and including the previous extension through March 31, 2020 ("Second Extension Agreement"), shall be extended for ninety (90) days, up through and including June 29, 2020, and thereafter shall automatically extend for consecutive sixty-day periods, unless either party provides notice to the other of intent to terminate at least thirty (30) days prior to the termination of such extended period.

In all other respects, the provisions of the 2014 - 2020 Commercial Announcements Agreement (including the Second Extension Agreement) shall remain in full force and effect through the terms of this Third Extension Agreement.

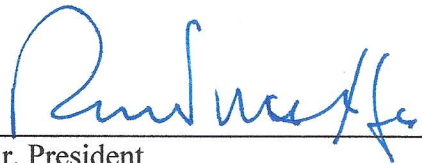
IN WITNESS WHEREOF, the undersigned duly authorized representatives have entered into this Third Extension Agreement as of the Effective Date hereof.

AMERICAN FEDERATION OF MUSICIANS
OF THE UNITED STATES AND CANADA

THE JOINT POLICY COMMITTEE, LLC

By: _____

Ray Hair, President



By: _____

Stacy Marcus, Lead Negotiator

