

SUMMARY COMPARISON OF LOCAL 52 AND

MOTION PICTURE INDUSTRY PLANS

FUNDING	
LOCAL 52 FUND	MOTION PICTURE INDUSTRY FUNDS
Funded by upfront employer contributions	Funded in part by employer contributions and in part by "residuals" known as "Post-60's and Supplemental Markets Payments." When a covered theatrical motion picture made after 1960 is shown on television or when it is sold on VHS, DVD or pay-per-view, payments are made to the Motion Picture Industries Plans

CAP'S ON HOURS	
LOCAL 52	MOTION PICTURE INDUSTRY PLANS
Television 8 hours Features 12 hours	No caps

PENSIONS		
	LOCAL 52	MOTION PICTURE INDUSTRY PLANS
1. <u>Vesting Credit</u>	100 days	400 hours (no caps)
2. <u>Monthly Pension Accrual Per Year</u>	0-29 days \$0 30-59 days \$19.25 60-89 days \$38.50 90-119 days \$57.75 120 or more days \$77.00	Pension Accrual is based on number of hours worked or guaranteed (no cap) <u>First 10 years</u> 2.95 cent per hour worked or guaranteed in a year <u>After 10 years</u> 3.93 cents per hour.
<u>Examples:</u> a) Member works 100 days, 15 hours per day	Local 52 Fund credit \$57.73 for the year	MPIP credit Member does <u>not</u> have 10 qualified years (minimum of 400 hours in a year) = \$44.75; with 10 or more qualified years = \$58.95

b) Member works 200days, 10 hours per day	Local 52 Fund credit = \$77.00	MPIP credit Member has less than 10 year = \$59.00 Member has 10 or more years = \$78.60
c) Member works 200 days, 14 hours per day	Local 52 Fund credit = \$77.00	MPIP Credit - Member has less than 10 year = \$59.00 Member has 10 or more years = \$110.04
3. Retiree Pension Increases	No guaranteed increases. Increases awarded based upon Fund surpluses.	No guaranteed increases. Increases are negotiated. 13th and 14th checks have been paid for last 6 years and are expected for next 3 years.

NOTE IT IS ANTICIPATED THAT THE MOTION PICTURE INDUSTRY PLAN WILL INCREASE BENEFIT'S 15% IN 2006, (RETROACTIVE TO 2003).

ANNUITY (RESERVE) FUNDS		
	LOCAL 52 RESERVE FUND	MOTION PICTURE INDUSTRY INDIVIDUAL ACCOUNT PLAN
	Television \$13.68 per day Features 8% of scale rate	Television and Features - 4% of scale rate plus 30.5 cents per hour (uncapped). Rate to go up to 4.5% plus 30.5 cents per hour August 1 2004 and to 5% plus 30.5 cents per hour on July31. 2005 In addition, if residual payments exceed what is required for Pension and Health benefits, 80% of the excess money is diverted to Individual Account Plan accounts. *
WELFARE		
	LOCAL 52 FUND	MOTION PICTURE INDUSTRY PLAN
Eligibility	Three tiers: 350 hours (capped) limited benefits for one year 700 hours (capped) improved limited benefits for one year 940 hours (capped) full benefits for one year	300 hours (uncapped)- full benefits for six-months

The proposed Local 52- Majors Agreement also provides for vacation payments of 1/2% of the

applicable straight-time hourly scale rate of pay for all hours worked at straight time effective May 15,2004 and an additional 1/2% effective May 15,2005. It has not yet been determined how these vacation payments will be paid.

BANK	
LOCAL 52	MOTION PICTURE INDUSTRY PLAN
No Bank	Up to 450 hours may be banked
BENEFITS	
LOCAL 52 FUND	MOTION PICTURE INDUSTRY
CIGNA	Choice of East Coast of Blue Cross or Oxford
MAINTENANCE OF BENEFITS	
LOCAL 52 WELFARE FUND	MOTION PICTURE INDUSTRY HEALTH PLAN
No protection against benefit cuts if Fund reserves decline.	If Fund reserves decline Producers must increase contributions to maintain negotiated benefits.
RETIREE BENEFITS	
LOCAL 52 FUNDS	MOTION PICTURE INDUSTRY HEALTH FUNDS
15 years with at least 60 days in 5 of 10 years immediately preceding retirement.	20 years and 20,000 hours (there are also additional ways to earn retiree benefits).

PLEASE NOTE THAT BOTH PLANS HAVE MANY DETAILED PROVISIONS THAT ARE NOT DISCUSSED IN THIS SUMMARY. THE DETAILS OF EACH PLAN MAY BE FOUND IN ITS SUMMARY PLAN DESCRIPTION.