

HOME & AWAY PLAN OVERVIEWS



DOCUMENTS THAT SERVE TO REROUTE PHW BENEFITS TO ANOTHER PLAN

DOCUMENT HEADER: MPI PLANS AS HOME PLAN

For individuals who are grandfathered by the MPI, this document authorizes contributions that would normally be due to the other pension and health plans (the Away Plans) to be remitted instead to the Motion Picture Industry Pension and Health Plans (the MPI Plans)

Example: A grip residing in GA and working outside of Los Angeles County indicates Local 44 on his/her startform and would like his/her benefits sent to the MPI Plans. Please note: This individual must be grandfathered by MPI.

COST: BENEFIT RATE IS MPI

DOCUMENT HEADER: THE IATSE NATIONAL BENEFIT FUNDS AS HOME PLAN SIDELETTER

This document is be used for participants in the IATSE National Benefit Funds (IATSE NBF) who are working under a collective bargaining agreement that would otherwise require for contributions to the Motion Picture Industry Pension and Health Plans (MPIPHP) and would like benefit contributions due on their behalf remitted to the IATSE National Benefit Funds.

Example: A Local 52 employee working only in NY, resides in PA and would like his/her benefits sent to the IATSE NBF instead of MPIPHP.

COST: BENEFIT RATE IS MPI

MOTION PICTURE INDUSTRY PENSION AND HEALTH PLANS
RESOLUTION REGARDING
MPI PLANS AS HOME PLAN

WHEREAS, the Directors desire to permit side agreements that provide for contributions that would normally be due to the other pension and health plans (the "Away Plans") to be remitted instead to the Motion Picture Industry Pension and Health Plans (the "MPI Plans"); and

WHEREAS, in the best interests of the MPI Plans and its Participants, the Directors desire to establish certain approval criteria with regard to such Away Plans;

NOW, THEREFORE, effective April 1, 2006, it is resolved as follows:

- Sideletters that provide that contributions by an employer on behalf of an employee that would normally be due the Away Plans will instead be made to the MPI Plans will be considered for approval by the Legal Committee pursuant to the following guidelines:
 - The Away Plans must be IATSE plans in which the employee would otherwise participate and which have a reciprocal agreement with the MPI Plans which allows contributions to be made pursuant to this resolution.
 - The sideletter will apply only to employee(s) in such circumstances and not to an entire crew, or significant portion thereof.
 - The sideletter must specify the name of the employer, the production company, and the production on which the employee is employed and for which contributions will be remitted to the MPI Plans.
 - The sideletter must provide that:
 - contributions to the MPI Plans are made at the rates set forth in the respective MPI Plans that apply to employees covered by the Producer-IATSE Basic Agreement; and
 - contributions are made for each work hour guaranteed employee by such employer or each hour worked by employee for such employer under the terms of the applicable collective bargaining agreement, whichever is greater, including straight time and overtime hours on any day worked; and
 - contributions are due to the MPI Plans from the first day the employee performs covered work on the specified production through and including the last such day, including pre-and post-production covered work; and
 - the compensation-based portion of the contribution to the Individual Account Plan will be based upon the scale minimum rate for the employee's classification set forth in the applicable West Coast Studio Local Agreement.
 - The sideletter must establish that the provisions contained therein are limited to hourly and compensation-based contributions only and that participation of employee in the MPI Plans will be ignored for purposes of employer's obligations, if any, with respect to the Post '60 and Supplemental Markets provisions. Notwithstanding the foregoing, neither the execution, acceptance nor approval of the sideletter shall release the Employer from any obligations with respect to Supplemental Markets or Post '60s payments, in the event it is later determined by the MPI Plans that the employment to be covered under the sideletter was under a collective bargaining agreement requiring such payments.

THE IATSE NATIONAL BENEFIT FUNDS AS HOME PLAN
SIDE LETTER

The parties below acknowledge and agree that, in accordance with the terms and conditions of the Resolution Regarding IATSE National Benefit Funds As Home Plans, attached and incorporated by reference herein, the undersigned Employer will participate in the IATSE National Pension Fund, the IATSE National Health and Welfare Fund and the IATSE Annuity Fund (collectively, the "IATSE NBF") as the Home Plan and will not participate in the Motion Picture Industry Health Plan (Active Fund and the Reserve Fund), Motion Picture Industry Pension Plan, or Motion Picture Industry Individual Account Plan (collectively, MPIPHP), with respect to the undersigned Employer's employment of Employee on the following production for the following Employer ("Applicable Employment")

Name of Production _____

Employer (Production Company) _____

Production City, State _____

Payroll Company _____

The parties understand that for the IATSE NBF to accept the side letter it must have received employer contributions to the IATSE National Pension Fund, IATSE National Health & Welfare Fund or the IATSE Annuity Fund on the employee's behalf at some time within the 18 months prior to receipt of the side letter. The employee represents that such contributions have been made on his or her behalf within the last 18 months.

The parties further understand that for the MPIPHP to recognize the side letter, the employee must not be currently eligible in the MPI Active Health Plan, not have been eligible for MPI Active Health benefits within the preceding 24 months, and not have qualified for MPI Active Health benefits in the future. Therefore the employee also represents that he or she is not currently eligible in the MPI Active Health Plan, has not been eligible for MPI Active Health within the last 24 months, and has not qualified for MPI Active Health benefits in the future.

The parties agree that the Employer will contribute to the IATSE NBF at the rates in effect under the collective bargaining agreement covering the Applicable Employment. Provided that this form is timely submitted, the Employer will not be required to make contributions to the MPIPHP for the Applicable Employment.

The parties agree that the Employer will make contributions only to the IATSE NBF on behalf of the Employee during the duration of the Employee's employment on the aforementioned production and will commence making contributions from the first hour worked on that production through the last hour worked or guaranteed, including pre- and post-production covered work. The parties understand that this side letter is applicable only to the Production listed above and that a new side letter must be executed for any future productions, even if they are with the same Employer.

As a condition of participation by the Employee in the IATSE NBF, the Employer will be required to report the number of actual days worked per week, in addition to hours worked, as a requirement for the IATSE National Pension Fund.

The Employer and IATSE (or the signatory Local, if applicable) acknowledge that they will be considered Employer and Union parties, respectively, under the trust agreements of the IATSE NBF. The Employer agrees that it will either submit a properly executed and full copy of the applicable collective bargaining agreement to the Fund Office with the Side Letter or provide one immediately upon request by the Fund Office. In addition, the Employer agrees to be bound by all of the terms and provisions of the Agreements and Declaration of Trust for the IATSE NBF and the IATSE NBF's Statement of Policy and Procedures for Collection of Contributions Payable by Employers, and agrees to be represented in the administration of the IATSE NBF by the Employer Trustees therein named or by their successors.

4/06 IATSE NBF As Home Plan Page 1 of 1

DOCUMENT HEADER: AWAY PLAN CONTRIBUTIONS

This document is to be used for participants in a plan other than the IATSE National Benefit Funds (IANBF) who are working under a collective bargaining agreement that would otherwise require contributions to the Motion Picture Industry Pension and Health Plans (MPIPHP) and who would like the benefit contributions due on their behalf remitted to their respective plans.

Example: A grip is working in Los Angeles and would like his/her benefits sent to Local 476's funds.

COST: BENEFIT RATE IS AWAY PLAN'S RATE (BUT NOT LESS THAN MPI)

MOTION PICTURE INDUSTRY PENSION AND HEALTH PLANS RESOLUTION REGARDING

AWAY PLAN CONTRIBUTIONS

WHEREAS, the Directors desire to formally acknowledge the occasional practice by which Employers and Unions have historically entered into side agreements that provide for contributions that would normally be due the Motion Picture Industry Pension and Health Plans (the "MPI Plans") to be remitted instead to the employee's "away" pension and health plans (the "Away Plans"); and

WHEREAS, in the best interests of the MPI Plans and its Participants, the Directors desire to establish certain approval criteria with regard to such Away Plans;

NOW, THEREFORE, effective June 25, 2003, it is resolved as follows:

- Side letters that provide that contributions that would normally be due the MPI Plans will instead be made to the employee's Home Plans will be considered for approval by the Legal Committee pursuant to the following guidelines:
 - The Away Plans must be IATSE or Basic Crafts plans in which the employee participates or desires to participate.
 - The side letter will apply only to employee(s) in such circumstances and not to an entire crew, or significant portion thereof.
 - The side letter must specify the name of the production on which the employee(s) is employed and for which contributions will be remitted to the Away Plans.
 - The side letter must provide that aggregate contributions to the Away Plans will not be less than the aggregate contributions that would have been paid to the MPI Plans.
 - The side letter must establish that the provisions contained therein are limited to hourly and compensation-based contributions only and that all other terms and conditions of the governing collective bargaining agreement remain unchanged, including the Post '60 and Supplemental Markets provisions.
 - The side letter must relate to all three MPI Plans.
 - The side letter, in a form attached hereto as Exhibit I, must be executed by the Plan-affiliated Local (the "MPI Local"), the "away" plan Local (the "Away Local"), the IATSE International (if applicable), the Away Plans, the Employer, the employee, and MPIPHP.
 - Side letters that are not materially different from those first presented to the Jt. Legal Committee on August 14, 2002 and which pre-date the effective date of this Resolution are not subject to this Resolution and are grandfathered absent unusual circumstances.
- In addition to the foregoing, Employee(s) covered by such side letter must meet the following conditions:
 - The employee must be employed in a classification covered by the IATSE Basic Agreement or by a Basic Crafts Agreement, as applicable.

Away Plan Resolution
Rev. 01/11/2006.MLB

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APPENDIX A to EXHIBIT II

STANDING AWAY PLAN PARTICIPATION AND CONTRIBUTION ELECTION FORM

The parties below acknowledge and agree that, in accordance with the terms and conditions of the AGREEMENT FOR AWAY PLAN PARTICIPATION AND CONTRIBUTIONS (the "Agreement") attached and incorporated by reference herein, the undersigned Employee will participate in the _____ ("Away Plans"), and will not participate in the Motion Picture Industry Health Plan (both the Active Fund and the Retiree Fund), Motion Picture Industry Pension Plan, or Motion Picture Industry Individual Account Plan (collectively, MPIPHP) with respect to the undersigned Employer's employment of Employee ("Applicable Employment") on the production titled

"_____"
Name of Production

Production City, State

The parties agree that the Employer will contribute to the Away Plans with respect to the Applicable Employment, and will not be required to make hourly or compensation-based contributions to MPIPHP. The parties represent that the aggregate contributions to the Home Plans shall be not less than the aggregate contributions that would have been made to the MPIPHP for Employee.

The parties acknowledge that the provisions of this election form are limited to hourly and compensation-based contributions only and that all other terms and conditions of the governing collective bargaining agreement remain unchanged, including the Post '60 and Supplemental Markets provisions, if any.

The parties understand that this document must be submitted to the MPIPHP (for approval) and the Away Plans.

EMPLOYEE WAIVER: EMPLOYEE MUST INITIAL HERE: _____ Employee agrees he or she is voluntarily and irrevocably waiving his or her right to participate in the MPIPHP for all Applicable Employment. Employee understands that Employee will earn no benefits, contributions, eligibility, credited hours or any other credits (including without limitation retiree health credits) under MPIPHP for the Applicable Employment. Employee further acknowledges that Employee has had an opportunity to review the various summary plan descriptions of MPIPHP. Employee agrees that Employee shall be liable for attorneys' fees if Employee brings any action to claim benefits, contributions, eligibility, credited hours or any credits under MPIPHP with respect to Applicable Employment.

Employer Information		
By	Title	Date
Contact	Address	Phone #
Employee Information		
Employee Name	SSN	Date
Employee Signature	Address	Phone #
MPI Local Information		
By	Title	Date
Contact	Address	Phone #


Appendix A - Away Plan 9/27/05

DOCUMENT HEADER: STANDING AWAY PLAN PARTICIPATION AND CONTRIBUTION FORM

This document is to be used for participants who are working under a collective bargaining agreement that would otherwise require contributions to the Motion Picture Industry Pension and Health Plans (MPIPHP) and who would like the benefit contributions due on their behalf remitted to their respective plans. (Specific to Locals 800/829)

Example: An Art Director is working in Local 800's jurisdiction and the individual indicates Local 829 on his/her startform and would like benefits sent to Local 829's plans.

COST: BENEFIT RATE IS AWAY PLAN'S RATE (BUT NOT LESS THAN MPI)



MEMORANDUM OF AGREEMENT
Between

I.A.T.S.E. LOCAL 476 and _____
for the production of "_____"

This Agreement is entered into by and between the International Alliance of Theatrical Stage Employees and Moving Picture Technicians, Artists and Allied Crafts Of The United States And Canada, AFL-CIO, CLC Local #476 ("I.A.T.S.E. Local 476") and _____ ("Production Company") with respect to pension contributions payable on behalf of _____ ("_____") employed by the Production Company on the production "_____".

(the "Production") which has previously done covered work under an I.A.T.S.E. agreement in I.A.T.S.E. Local _____'s jurisdiction and has traditionally had his/her benefit contributions paid into the IATSE National Health & Welfare Fund (the "IA Welfare Fund"), the IATSE National Pension Fund (the "IA Pension Fund") and the IATSE Annuity Fund (the "IA Annuity Fund").

The Production Company agrees to make contributions to the IA Welfare Fund, the IA Pension Fund and the IA Annuity Fund at the same rate required by the I.A.T.S.E. Agreement entered into by and between I.A.T.S.E. Local 476 and Production Company for the Production (the "Agreement") for covered work performed within Local 476's jurisdiction. Such contributions will be made in lieu of the requirements providing for health, pension and annuity contributions to any other benefit fund with respect to the services they have rendered on the Production under the terms of the Agreement.

The Production Company further agrees to be bound by the all of the terms and conditions of "The Agreement and Declaration of Trust for each respective Fund, to wit: (1) the IA Welfare Fund, as restated September 22, 2005, and as amended, (2) the IA Pension Fund, as restated September 22, 2005, and as amended, and (3) the IA Annuity Fund, as restated September 22, 2005, and as amended, and each respective Fund's Statement of Policy and Procedures for Collection of Contributions Payable by Employer, as related to the contributions due as set forth hereinabove.

AGREED AND ACCEPTED:

<p>_____ Production Company</p> <p>_____ Signature</p> <p>_____ Print Name</p> <p>By: _____</p> <p>Title: _____</p> <p>Dated: _____</p> <p>Phone: _____</p> <p>E-Mail: _____</p> <p>_____ Memoir (Print Name)</p> <p>_____ Signature</p> <p>Dated: _____</p> <p>Address: _____</p> <p>_____ Phone: _____</p> <p>E-Mail: _____</p>	<p>I.A.T.S.E. LOCAL 476</p> <p>_____ Signature</p> <p>_____ Print Name</p> <p>By: _____</p> <p>Title: _____</p> <p>Dated: _____</p> <p>Phone: _____</p> <p>E-Mail: _____</p>
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