

2024 WGA-Public Television Freelance Agreement

Summary

Term

November 22, 2024 – June 30, 2027

Minimum Rate Increases

All minimum rates will increase annually at the same percentage as the WGA's Minimum Basic Agreement (MBA): 3.5% upon ratification; 3% on July 1, 2025; July 1, 2026 (per the 2026 MBA).

Paid Parental Leave Contributions

The Companies will contribute an additional .5% of covered earnings to the PWGA Health Fund and any PBS writer covered by WGA health benefits may take up to eight weeks of protected, paid parental leave (\$2,000 per week), even if they are not currently working. All employees will have job protection when taking parental leave, even if not eligible for paid parental leave.

Health Care Top Up for Writing Teams

The Companies will pay an additional PWGA health fund contribution to qualify any individual writer, or (newly, as of this contract) each member of a team of writers, for health benefits if they write the story and telescript for a 60- or 90-minute documentary but fall short of earning the minimum necessary to qualify for WGA health benefits (currently \$45,397). This provision will take effect as of October 10, 2024.

Stronger Protections for Writers in Additional Capacities

No portion of any money owed to writers for WGA-covered writing services can be offset against the total amount paid to the writer for non-writing services (i.e.: producing or directing). Writing fees and fees for additional services must be delineated separately.

Please reach out to the Guild if you are presented with a new contract and your writing fees are automatically deducted from your overall fee in the budget.

Made for New Media Jurisdiction

Live action programs over 8 minutes that are made for new media, with budgets that are similar to PBS's made-for-TV national programs will have full WGA terms.

Live action programs over 8 minutes that don't have similar budgets to comparable national TV programs will have negotiable rates and residuals, but will be covered by other WGA terms like union security, credits, AI protections, written contracts with defined terms, pension and health contributions, etc.

Live action programs under 8 minutes will be covered at the Companies' option and will receive pension & health contributions only. Please call Guild staff if you are working on short segments for new media that you'd like help getting covered under union terms.

Streaming Residuals

Live action programs shown on PBS internet platforms (i.e.: Passport) outside of their broadcast license now pay 20% of the minimum for the first three-year out-of-license use period (up from 17.5%) and 15% of the minimum for additional internet use after that (up from 12.5%).

Reuse on AVOD (Advertising-based Video on Demand) platforms now pays 2% of gross receipts to the credited writer(s) (up from 1.2%).

Animation

The WGA now claims jurisdiction over animated programs over 5 minutes in length made for TV and new media. Writers employed on such programs will be required to become members in good standing of the WGA. Writing for programs less than 5 minutes in length will be covered under Guild terms at the company's option.

Minimum rates will apply to seasons of programs that are either greenlit for production, or that begin pre-production **after December 9, 2024**. Other contract terms will still apply to programs that are already greenlit or in pre-production. After July 1, 2026, minimums will apply to all animated shows over five minutes.

Animated programs that are subject to WGA minimums will pay no less than the following:

5-10 Minutes: \$2,300

10-15 minutes: \$4,500

15-30 minutes: \$9,000

30-45 minutes: \$12,750

45-60 minutes: \$17,000

These minimums will increase by 3% on July 1, 2025 and on July 1, 2026 in accordance with the rate negotiated in the 2026 MBA. Starting June 20, 2027 these minimums will match the then-current minimums for live action children's television.

Pension & health contributions will be paid on top of script fees for all writers and on top of weekly salaries for staff writers, head writers, and story editors.

Writers must have written contracts of employment within 10 days of commencing work. The contract must specify what steps are included in the writer's fee. Unlimited drafts

are not permitted. Please contact Guild staff if you are being asked to perform more work than is specified in your contract without additional compensation.

Animation writers will get paid within 7 days of delivery (or commencement if there is a fee associated with commencement) and interest will accumulate at 1.5% per month for any late payments. Animation writers will be subject to AI protections and WGA credits procedures.

Animation writers who qualify for WGA-Producer Health coverage will also be eligible for paid parental leave.

Animation writers will also receive residuals for AVOD and SVOD reuse (2% and 1.2% of accountable receipts, respectively).

Clear Designation of Residual Payments

Residuals that are pre-paid must be separately denoted in each writer's contract. Residual payments cannot be offset against payment for non-writing services (i.e.: producing or directing).

MBA Terms for Made-for-SVOD Programs

If the Companies make a program made primarily for a commercial subscription video on demand (SVOD) service (i.e.: Netflix, Hulu, etc.) they must become signatory to the MBA and full MBA terms will apply.

Artificial Intelligence

PBS will abide by the terms and protections won in the 2023 MBA on Artificial Intelligence:

The Company agrees neither traditional A.I. nor Generative A.I. (GAI) will be defined as a writer.

AI-produced written material will not be considered literary material or source material for purposes of determining writing credit. It may only be considered research material.

The Company may not require that a writer use a GAI program which generates written material that would otherwise be defined as 'literary material, and the Company must disclose if it is furnishing research material has been produced by GAI.

If a writer, with the consent of the Company, uses AI in the course of preparing written material or incorporates AI-produced material in written material, such written material

will be considered the writer's literary material and not material 'produced' by GAI.

“In Memoriam” Reuse

If the subject of a documentary has recently died, and the documentary is outside of its broadcast license period, the Companies can make a single national release of the documentary with no additional payment to the writer.

Use of Excerpts

Companies can use excerpts of programs for outreach purposes without additional payment. However, if the Company receives revenue from the use of these excerpts, the writer will receive 2% of the gross receipts. The excerpts cannot be all or substantially all of the program.

Limited Theatrical Releases

If a program made for PBS is shown theatrically with an admission charge the company will pay the writer 3% of their accountable receipts.

If the theatrically exhibited program is submitted for theatrical award consideration, the writer will receive 100% of the applicable minimum compensation if it is theatrically released only in a foreign country and 150% of the applicable minimum compensation if it is theatrically released in the United States.

No additional payment is due to the writer if the program is shown at a festival or charitable event, or to an audience of donors, funders, prospective donors, or production partners provided that the Company does not receive any money from this use.