Re: October 1, 2022 Return to Work Agreement

This letter is to memorialize the parties’ agreement on a new Return to Work Agreement as of October 1, 2022, under which the terms of Parts I and II of the Return to Work Agreement as of July 19, 2021, as modified by the letter agreements dated February 15, 2022, May 6, 2022 and July 16, 2022, are further modified as indicated below. The Agreement shall expire on January 31, 2023.

1. “Escalation Trigger” — Revise the “Escalation Trigger” so that Part I applies to work performed within the United States and Canada in a metropolitan area (or county, if there is no metropolitan area) or Province, as applicable, that meets the following metric (hereinafter, the “Escalation Trigger”): more than 14 new weekly COVID hospital admissions per 100,000 people over a seven-day interval (as reported by covidactnow.org)
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for work performed within the United States or as reported by the applicable provincial health authority for work performed within Canada).

Productions in a metropolitan area (or county, if there is no metropolitan area) or Province, as applicable, that meets the Escalation Trigger shall utilize the protocols in Part I immediately if the Escalation Trigger is met as of October 1, 2022.

If the metropolitan area (or county if there is no metropolitan area) or Province, as applicable, meets the Escalation Trigger subsequent to October 1, 2022, productions located in those areas shall immediately implement the masking requirements provided in Part I, but in no case later than 24 hours after the day on which the Escalation Trigger has been met, and shall utilize the other protocols contained in Part I as soon as practicable but no later than seven (7) days after the day on which the Escalation Trigger has been met.

Productions may utilize the protocols contained in Part II of the Return to Work Agreement in a metropolitan area (or county if there is no metropolitan area) or Province, as applicable, in which the Escalation Trigger is not met or is no longer met on or after October 23, 2022.

2. **Testing**

   Effective October 23, 2022, revise Part I of the Return to Work Agreement to allow periodic testing requirements for “Zone A” employees who work five (5) or more days in a week to be satisfied by testing with an antigen test once each day the employee works, regardless of the employee’s vaccination status.

3. **Temporary COVID-19 Sick Leave**

   All employees shall have a total of six (6) days of temporary COVID-19 paid sick leave per Producer, which may be used during the period beginning October 1, 2022 and ending on January 31, 2023, to cover one or more Eligible COVID-19 Events.

Sincerely,

Carol A. Lombardini
CAL, ywl
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ACCEPTED AND AGREED:
By: ____________________________
    Duncan Crabtree-Ireland
    on behalf of SAG-AFTRA

ACCEPTED AND AGREED:
By: ____________________________
    Russell Hollander
    on behalf of the DGA

ACCEPTED AND AGREED:
By: ____________________________
    Thomas J. O’Donnell
    on behalf of Teamsters Local #817
    and Casting Directors

ACCEPTED AND AGREED:
By: ____________________________
    Lindsay Dougherty
    on behalf of the Basic Crafts Unions
    and Teamsters Local #399 Location
    Managers and Casting Directors

ACCEPTED AND AGREED:
By: ____________________________
    Matthew D. Loeb
    on behalf of the IATSE