

**Program Productions, LLC – IATSE 762 Chicago**  
**Special Agreement**

This Special Agreement, including Appendix B attached hereto, is made and entered into and will be effective as of June 15, 2025, by and between **Program Productions, LLC** ("PPI", "Employer" or "Company") and **the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists, and Allied Crafts of the United States**, its Territories, and Canada, AFL-CIO, CLC and its Local 762 ("IATSE" or "Union") The Special Agreement integrates all subject matter of the 1/27/2025 Collective Bargaining Agreement (CBA) with the inclusion of the matters specifically described as follows:

**ARTICLE I: Recognition, Jurisdiction, and Application of Agreement**

b. Inclusions: The following positions are applicable and will be considered included herein: Venue Support Technician (VST) and Headset Technician (HT).

**ARTICLE V: Hiring and Hiring Practices**

c. The Hire List:

The Hire List for Venue Support Technicians (VST) and Headset Technicians (HT) shall be a separate referral list.

**ARTICLE XII: Minimum Conditions**

c. The following terms and conditions shall be

added: 10-Hour Minimum Call:

All employees on Major League Baseball (MLB) game days will be guaranteed at least ten (10) hours of paid time, including nine (9) hours of work and a one-hour paid meal period. All payments under this Agreement shall be in one-quarter (.25) hour increments.

5-Hour Minimum Call:

Any work performed on a non-Major League Baseball (MLB) game days will be guaranteed at least five (5) hours of paid time. Any work performed in excess of five (5) hours will become a ten (10) hour guarantee.

**ARTICLE XV: Job Classifications**

The following positions shall be added:

- o. Venue Support Technician (VST): While assigned to this position the VST is either working in the truck compound or ballpark. The VST shall work under the direction of the MLB Manager and/or PDER to implement his/her instructions for providing the audio/visual portion of the replay system. The VST shall have the required skills to execute camera, video, and audio cabling, connections, patching, wired and wireless headset setup, troubleshooting, and to operate/perform other related equipment/services necessary to the fulfillment of his/her job skills and responsibilities. Additional skills include but are not limited to running and interfacing with multiple building-to-truck, truck-to-truck, and other interconnect cabling.
- p. Headset Technician (HT): Shall work under the direction of the MLB Manager and/or PDER to implement his/her instructions for providing the audio/visual and communications portion of the replay system. The HT shall have the required skills to set up and fax the wired and wireless replay communications headsets, and to operate/perform other related equipment/services necessary to the fulfillment of his/her job skills and responsibilities. Additional skills include but are not limited to, running and interfacing with multiple building-to-truck, truck-to-truck, and other interconnect cabling.

### **ARTICLE XXIII: Health and Welfare**

The contributions shall be as follows for the additional personnel described in Article XV, paragraphs t and u above:

- a. For each hour worked by an Employee or paid for by Employer, Employer shall contribute to the IATSTE Health and Welfare Plan the following:

6/15/25-12/31/25:	\$5.00
1/1/26-12/31/26:	\$6.00
1/1/27-12/31/27:	\$7.00
1/1/28-12/31/28:	\$8.00
1/1/29-12/31/29:	\$8.65

- b. The Employer shall contribute to the IATES Annuity Fund on behalf of each Employee the following percentage of such Employee's gross wage:

6/15/25-12/31/25:	3%
1/1/26-12/31/26:	3%
1/1/27-12/31/27:	3%
1/1/28-12/31/28:	4.25%
1/1/29-12/31/29:	4.60%

- c. In addition to the mandatory uniform employer contribution for all eligible Employees, each such Employee may elect to defer part of their salary, subject to the statutory limitations and the rules of the Annuity Fund, and the Employer will transmit those salary deferrals to the Annuity Fund each month following the end of the month in which the covered services were performed.

- d. The Employer shall make the following defined pension plan contributions to the IATSE National Pension Fund on behalf of each Employee per day worked:

6/15/25-12/31/25:	\$5.00
1/1/26-12/31/26:	\$6.50
1/1/27-12/31/27:	\$8.00
1/1/28-12/31/28:	\$9.50
1/1/29-12/31/29:	\$11.00

- e. The Employer 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 IATSE National Health & Welfare Fund, (2) the IATSE National Pension Fund and (3) the IATSE Annuity Fund, each as restated September 22, 2005, and as amended, respectively, and each respective Fund's Statement of Policy and Procedures for Collection of Contributions Payable by Employers, as related to the contributions due as set forth hereinabove.

### **ARTICLE XXV: National Telecasts**

This Article is not applicable to the newly included positions.

## **ARTICLE XXVII: Term of Agreement**

The term of this Agreement is modified to the extent the Parties extend their current CBA and the dates contained herein.

### **SIGNATURES**

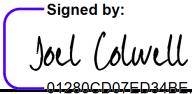
INTERNATIONAL ALLIANCE OF THEATRICAL  
STAGE EMPLOYEES, MOVING PICTURE  
TECHNICIANS, ARTISTS AND ALLIED  
CRAFTS

By:   
F41B6090DB84F6  
Justin Conway

Its: International representative

Date: 6/6/2025 | 1:24 PM PDT

I.A.T.S.E LOCAL 762

By:   
01280CD07ED34BE...  
Joel Colwell

Its: Business Manager IA762

Date: 6/6/2025 | 5:34 PM CDT

Program Productions, LLC

By:   
7EB060EE62FB2400...  
Scott West

Its: CEO

Date: 6/7/2025 | 4:23 AM PDT

**APPENDIX B – ADDITIONAL WAGES**

		+2.5%	+2.5%	+2.5%	+2.5%
<b>Craft</b>	<b>6/15/25 - 12/31/25</b>	<b>1/1/26 - 12/31/26</b>	<b>1/1/27 - 12/31/27</b>	<b>1/1/28- 12/31/28</b>	<b>1/1/29- 12/31/29</b>
	Per hour	Per hour	Per hour	Per hour	Per hour
Venue Support Tech (VST)	\$48.50	\$49.71	\$50.96	\$52.23	\$53.53
Headset Tech (HT)	\$28.50	\$29.21	\$29.34	\$30.69	\$31.46
	<b>Day Rate</b>	<b>Day Rate</b>	<b>Day Rate</b>	<b>Day Rate</b>	<b>Day Rate</b>
VST Day Rate	\$509.25	\$521.98	\$535.03	\$548.41	\$562.12
(HT) Day Rate	\$299.25	\$306.73	\$314.40	\$322.26	\$330.32