



Friday May 16, 2025

Highlights of Marvel and Disney Visual Effects (VFX) Agreements

- Overtime pay + minimum hours guarantees.
- Inclusion in MPI Healthcare & Pension – an increase in total compensation of approximately \$13/per hour worked for every employee in the form of health care and retirement contributions paid by the studios.
- MPI Monthly premiums for employees are \$0 for single, \$25 for employee +1, and \$50 for employee +2 or more.
- MPI contributions backdated for hours worked since August 1, 2024.
- Minimum rates established for all titles.
- Pay raises on minimum rates retroactive to January 1, 2025.
- Annual minimum rate increases match those in the IATSE/AMPTP Basic agreement- Year 2 - 4%, Year 3- 3.5%, and Year 4- TBD, matching the increase in the next Basic Agreement.
- Turnaround and rest protections are the same as the Editorial crew.
- Meal penalties for violating lunch breaks.
- Pay for all hours worked.
- Job descriptions for each role.
- Extra pay for hazardous set conditions, and health and comfort during long post-production assignments.
- Legally binding agreements, enforced through a grievance and arbitration procedure.
- Fair discipline protections and the elimination of “at-will” employment.
- First contract is for four years, then reopened to negotiate further improvements.