



# VFX UNION



Friday May 16, 2025

## **Highlights of the IATSE TCF US Productions 27 (Avatar) VFX Agreement**

- Three-year agreement.
- Preferential hiring rights, without a loss of pay, on future Avatar films for current bargaining unit employees.
- MPIPHP benefits, including a full bank of health care hours retroactive to August 1, 2024.
- New wage scale rates based on a 40-hour work week on future films, protection of 12-hour daily guarantee on current production.
- Over ⅓ of unit to receive immediate rate increases retroactive to January 1, 2025.
- IATSE Basic Agreement annual wage increases.
- Minimum call rates for Sixth and Seventh days of work.
- Meal penalties and rest periods.
- Dismissal and displacement pay.
- Job security protections including a fair discipline process and grievance procedure.
- Protections against technological change and subcontracting.
- Adopted A.I language from the IATSE Basic Agreement.
- Increased pay for working in a higher paid classification.
- Established Labor Management Cooperative Committee.
- Juneteenth as a paid holiday.