

- d. *Employers agree to issue the following bulletin re: “Secure Parking” to appropriate production personnel:*

“During the 2025 negotiations with Local 798, the Union and the Employers discussed safety concerns regarding hair stylists and make-up artists who are required to report to work very early in the morning and/or return home late in the evening and who utilize their personal vehicle or public transportation to commute to work and find themselves walking alone to or from a parking lot or transit stop in the dark.

“Productions must be cognizant of the safety of hair stylists and make-up artists upon their arrival and departure. When the conditions described in the preceding paragraph exist, productions should offer these hair stylists and make-up artists an escort and/or transportation to and from their cars or transit stop, to the extent it is reasonably practicable to do so. Hair stylists and make-up artists should also feel free to ask for these services if they have safety concerns. Furthermore, production security or other production personnel should be present and ready to assist employees who are arriving early and leaving late.”

- e. *Employers agree to re-issue the following modified bulletin re “Working Accommodations” to appropriate production personnel:*

“During negotiations for the ~~2022-2025~~ Local 798 Major Film Theatrical and Television Series Agreement and the ~~2022-2025~~ Local 798 Supplemental Digital Production Agreement, the Union raised concerns about the working accommodations of employees in the Make-up and Hair Departments. Please remind your companies to communicate to the production personnel who are responsible for setting up holding areas **and/or the locations for other hair and/or make-up services** that they should provide suitable working accommodations to the extent possible and consistent with the shooting site.

“When considering whether working accommodations are suitable, companies should consider factors such as adequate light, protection from the elements, ventilation, bathroom accessibility and maintenance, and compliance with applicable health and safety standards, rules and regulations **and the security of employees**. Participation of the Hair and Make-up Department Heads (or their designees) in production logistics meetings may be helpful to identify potential issues with the suitability of working accommodations in advance of the day of shooting. It is understood that the working accommodations will necessarily vary depending on the circumstances of the shooting site.

“Please ensure that a copy of this bulletin is distributed to the appropriate personnel in your production offices.”

- g. *Employers agree to issue the following bulletin re “Climate Control” to appropriate production personnel:*

“During the 2025 negotiations for the Local 798 Major Film Theatrical and Television Series Agreement and Supplemental Digital Production Agreement, the Union discussed that employees work under varied conditions, including a wide range of temperatures. The Union raised concerns regarding employees’ receipt of accommodations for heating (when working in a cold environment) and cooling (when working in a hot environment).

“Accordingly, this bulletin serves as a reminder that Employers should endeavor to provide those accommodations, which may include air conditioning or heating, fans, shade or heating tents and similar accommodations, when the temperature calls for those arrangements to be made. It is understood that the exact nature of the accommodations may vary depending on the circumstances, such as availability in the location where the work is taking place.”

- h. *Employers agree to issue the following bulletin re “Restrooms and Menstrual Products” to appropriate production personnel:*

“During the negotiations for the 2025 Local 798 Major Film Theatrical and Television Series Agreement and Supplemental Digital Production Agreement, the Union raised concerns about the provision of adequate restroom facilities for employees. Please remind production personnel responsible for setting up restroom facilities that they should ensure that an adequate number of restroom facilities are provided and are cleaned on a regular schedule. Furthermore, productions should make reasonable efforts to provide a gender neutral bathroom, which may include relabeling a single occupancy bathroom to be gender neutral.

“In addition, the Union requested, and the parties agreed, that Employers will make best efforts to provide menstrual products, including tampons and menstrual pads, at no cost to the employee.

“Please ensure that a copy of this bulletin is distributed to the appropriate personnel in your production offices.”

10. **Non-Deductible Breakfast (NDB) Notations on Timecards**

Employers agree to issue the following bulletin to appropriate production personnel:

“During the 2025 negotiations with for the Local 798 Major Film Theatrical and Television Series Agreement and Supplemental Digital Production Agreement, the Union raised a concern that Make-up Artists and Hair Stylists are sometimes asked to notate on their time cards that they have taken a non-deductible breakfast (“NDB”) when in fact they have not. The Union also reported that other employees sometimes mark an NDB on the Hair Stylists’ and Make-up Artists’ time cards when they have not taken an NDB.

“Productions are hereby reminded that employees should never be asked to report information on their time cards that is not accurate, nor should other individuals modify the time card of an employee to report inaccurate information.

“Any employee who is asked to report an NDB on a time card, and who has not in fact taken an NDB, should immediately contact a representative of Employer’s Labor Relations department (or may contact a representative of Local 798 and ask that Local 798 contact the Employer on the employee’s behalf) and report the incident. Likewise, if an employee’s time card is modified to include an NDB that the employee has not taken, the employee (or Local 798) should so report to Labor Relations. When the Employer is notified, a Labor Relations representative will promptly investigate and, if requested, shall endeavor to maintain in confidence the identity of the employee who was the source of the report.

“This bulletin will also serve as a reminder that an employee who has been instructed to take an NDB, whether by direction on the call sheet or otherwise, should do so unless the employee has received approval from a supervisor not to do so.”