



WRITERS GUILD OF AMERICA WEST

- The Guild is a labor union that represents 11,000 writers of feature films, television series and programs for streaming
- With our sister Guild, Writers Guild of America East, we negotiate an industry-wide collective bargaining agreement that sets the terms for hiring writers

The WGA's Role in the Industry

- We provide guidance and advice regarding MBA provisions to writers and their representatives, at all stages of the development process
- We aggressively enforce minimum AND overscale terms, in concert with writers and their representatives
- Through coordinated actions and political activities, the WGA seeks to improve the working lives of writers
 - **Case in Point: The Agency Campaign**

WGA Membership

- A writer earns “units” by writing literary material under WGA jurisdiction
- A writer needs 24 units to achieve “current, active” status
 - This is the number of units obtained by writing a feature length theatrical motion picture

WGA Working Rule 8

No Member shall accept employment with, nor option or sell literary material to, any person, firm or corporation who is not signatory to the applicable MBAs.

- WGA Members must check the signatory status of companies before such sale or employment:
 - Call WGAE or WGA Signatory Departments
 - Signatory Lookup Tool Online

The information provided herein is for summary purposes only. If there is any inconsistency between this presentation and the MBA or the WGA Constitution and Bylaws, the official WGA documents govern.

Becoming a WGA Signatory

- To employ WGA members, companies must become signatory to the Minimum Basic Agreement
- Can do so by contacting our signatories department at 1-323-782-4514 or signatories@wga.org
- As a signatory, company agrees to abide by the minimum terms of the MBA, including, for example:
 - Initial compensation
 - Pension and health benefit contributions
 - Credits
 - Residuals
 - Separated Rights

The Basics of Hiring WGA Members as an MBA Signatory

- Compensation determined by what market the program is made for
- Contracts, worklists and notices of tentative writing credit must be sent to the Guild
- Benefit contributions are owed on top of compensation
- Credits are determined by the WGA
- Residuals are paid in perpetuity and have various fixed and revenue-based residuals formulas



2023 WGA MBA Key Terms

After a 148-day strike, WGA negotiated a number of new provisions that all signatory employers must follow:

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FEATURES:

TWO STEP DEALS

- Mandatory **two step deals** for first draft deals at 200% of minimum or less
- Two steps: first draft and a rewrite

ACCELERATED PAYMENT STRUCTURE FOR SCREENWRITERS

- Screenwriters working at 200% of minimum or less must get their fee paid 50% on commencement, **25% after 9 weeks** upon invoice, and 25% on delivery.

STREAMING FEATURES

- Made for streaming features over \$30 million in budget:
 - Initial compensation (Story & Teleplay) minimum of **\$100,000**

STREAMING: SVOD AND AVOD

IMPROVED TERMS IN HIGH BUDGET SVOD (HBSVOD)

- **76%** three-year increase to foreign fixed streaming residual for largest global subscription services
- New **viewership-based streaming bonus** for views in the first 90 days and the first 90 days in subsequent years for original HBSVOD films & series
- Streaming data **transparency**

MINIMUMS & RESIDUALS FOR AVOD PROGRAMS

- High-budget programs get the **same terms as HBSVOD** including network primetime script fees for the highest budgets
- **2%** residual for reuse on AVOD

TELEVISION:

WEEKLY COMPENSATION

- Staff writers who write scripts will now be paid their script fee
- New minimum rate for all writer-producer levels

Title	5/2/2024 – 5/1/2025 20 Week Rate
Staff Writer	\$4,940
Story Editor/Executive Story Editor	\$8,055
Writer-Producer (Co-Producer and up)	\$8,822

TELEVISION:

DEVELOPMENT ROOMS IN TV AND HBSVOD

REQUIRED STAFF AND DURATION

- Development room: 3 or more writers convened before a series order
- Minimum staff: 3 writer-producers (incl. showrunner)
- Guarantee of 10 consecutive weeks

PREMIUM COMPENSATION UP TO 19 WEEKS

- Premium weekly rate 25% higher than highest applicable weekly
 - Staff Writer: **\$6,959**
 - SE/ESE: **\$12,978**
 - Wr-Prod: **\$14,214**
- No crediting against episodic fees

20+ WEEK DEVELOPMENT ROOMS

- Treated as regular writers rooms
 - Pre-season 1: 3 writer-producers required incl. showrunner
 - Post-season 1: Required number of writers based on anticipated episode order

TELEVISION:

WRITERS ROOM STAFFING AND DURATION

MINIMUM STAFF SIZE		
Episode Order	Required Writers	Required Writer-Producers
1 to 6	3	3
7 to 12	5*	3
13+	6*	3
*Additional writers above may be any level		
Single writer employed to write all episodes exempted from requirements		

REQUIRED EMPLOYMENT DURATION

- Minimum staff must be guaranteed **20 weeks** or duration of the post-greenlight room, whichever is less
- 2 development room writers must be hired back (if available); development weeks may be credited but not compensation

TELEVISION:

PRODUCTION REQUIREMENTS

**FOR SERIES IN
PAY TV,
HBSVOD

SINGLE
CAMERA

FILMED IN
US/CANADA**

- 2 Writer-Producers, along with the showrunner, must be employed for:
 - **20 weeks of production or duration of production, whichever is less**
- **Flexibility in Staffing:**
 - Required positions and weeks may be allocated to more than 2 writers ***of any level***

ARTIFICIAL INTELLIGENCE

AI REGULATED:

- Neither AI nor “generative AI” (GAI) is a writer
- AI can’t write or rewrite literary material = protects against lower compensation
- AI will not be considered source material = protects writers’ credit and separated rights
- A writer can choose to use AI but can’t be required to
- Company must disclose AI-generated material given to the writer
- WGA reserves all rights to challenge use of writers’ material to train AI