



To: All ANA-4A's Joint Policy Committee on Broadcast Talent Union Relations (JPC) Authorizers and Commercial Announcements Agreement Signatories

From: Stacy Marcus, JPC Chief Negotiator
Kim Stevens, JPC Director of Industry Relations

Date: June 5, 2018

Re: **2018 Extension to the Commercial Announcements Agreement**

The JPC and American Federation of Musicians (“AFofM”) have agreed to extend and modify the terms of the 2014-2018 Commercial Announcements Agreement (the “CBA”), as follows (the “Extension Agreement”):

- **Term and Effective Date.** The term of the CBA was extended for eighteen (18) months, commencing June 5, 2018 (the “Effective Date”) and concluding December 4, 2019.
- **Base Wages.** Base wages increased by two percent (2%) for services provided on or after the Effective Date. All payments under the CBA (e.g., use and re-use cycles) will continue to be based on their current ratio to the applicable session fee. Rates are effective June 5, 2018. For services performed for commercials made after June 5, 2018, all retroactive payments must be made not later than 60 days from June 14, 2018.

In all other respects, the provisions of the CBA remain in full force and effect during the Extension Agreement. We are working with the AFofM to prepare rate charts for circulation to the industry.