

2024-2025 WAGE SCHEDULE 4

Your wage schedule may be defined by the season and contract. Please reach out to a Business Agent for details.

| STUDIO MINIMUM WAGE SCHEDULE WITH FILMING PRIOR TO 8/4/24 SEASONS 2 & 3 TIER 1 & 2 ALL SUBSCRIBERS ONE-HALF HOUR AND ONE HOUR EPISODIC SERIES 2021 NEW MEDIA SIDELETTER WITH LONG-FORM SIDELETTER TERMS AND CONDITIONS 8/4/24 - 8/2/25 | OCC. CODE | ONE YEAR LAG RATES | B SCHEDULE WEEKLY 54 HOUR GUARANTEE | WEEKLY RATE |
|---|--------------|-----------------------|--|-------------|
| PROPMAKER FOREPERSON | 7300 | \$57.43 | | \$3,068.62 |
| PROPMAKER GANG BOSS | 7301 | \$53.19 | | |
| PROPMAKER JOURNEYPerson | 7303 | \$50.28 | | |
| PROPMAKER WELDER JOURNEYPerson | 7303 | \$52.29 | | |
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| SFX FOREPERSON | 7310 | \$57.43 | | \$3,068.62 |
| SFX GANG BOSS | 7311 | \$53.19 | | |
| SFX JOURNEYPerson | 7313 | \$50.28 | | |
| SFX LICENSED POWDERPERSON | 7315 | \$57.66 | | |
| SFX ASSISTANT LICENSED POWDERPERSON | 7317 | \$53.83 | | |
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| PROPERTY MASTER | 7331 | \$56.63 | \$55.89 | \$3,409.29 |
| ASST. PROPERTY MASTER | 7332 | \$50.27 | \$49.52 | \$3,020.72 |
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| PROPERTY/GREENS FOREPERSON | 7320 | \$52.79 | | \$3,068.62 |
| PROPERTY LEADPERSON/GANG BOSS | 7351 | \$49.23 | \$48.51 | \$2,959.11 |
| PROPERTY PERSON, SWING GANG, SET DRESSING, GREENS | 7369 | \$47.06 | | |
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| DRAPERY FOREPERSON | 7321 | \$57.43 | | \$3,068.62 |
| DRAPERY GANG BOSS | 7323 | \$53.19 | | |
| DRAPERY JOURNEYPerson | 7326 | \$50.28 | | |
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| FLOORCOVERING FOREPERSON | 7324 | \$57.43 | | \$3,068.62 |
| FLOORCOVERING GANG BOSS | 7327 | \$53.19 | | |
| FLOOR COVERING JOURNEYPerson | 7370 | \$50.28 | | |
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| UPHOLSTERY FOREPERSON | 7320 | \$57.43 | | \$3,068.62 |
| UPHOLSTERY GANG BOSS | 7322 | \$53.19 | | |
| UPHOLSTERY JOURNEYPerson | 7325 | \$50.28 | | |
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| PROPERTY SEWING FOREPERSON | 7328 | \$53.19 | | |
| PROPERTY SEWING PERSON | 7329 | \$50.28 | | |
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| SET DECORATOR WEEKLY (ON CALL) | 7390 | \$832.01 | | \$3,466.71 |
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| CONSTRUCTION COORDINATOR WEEKLY (ON CALL) | 7392 | \$810.35 | | \$3,376.44 |

*The Licensed Powderperson rate is applicable to the first such person assigned to the job; they may also Gang Boss the job. When such Licensed Powderperson serves as a Gang Boss and is in charge of a crew and a preponderance of such persons in the crew is receiving the rate for Occupational Code #7315, the Licensed Powderperson serving as a Gang Boss shall be paid fifteen percent (15%) above the rate for Occupational Code #7315.

* When a Class #1 Licensed Powderperson Occupational Code #7315 is working with explosives and such explosives are detonated, a bonus of ten percent (10%) shall be paid to such Powderperson. The Gang Boss rate under such circumstances, if applicable, shall be fifteen percent (15%) above the bonus rate.

TERMS AND CONDITIONS FOR ONE HOUR AND ONE HALF HOUR PRIME TIME DRAMATIC TELEVISION MOTION PICTURES RECORDED DIGITALLY; 2021 NEW MEDIA SIDELETTER WITH LONG-FORM SIDELETTER CONDITIONS 8/1/24 - 7/31/27

YOUR TERMS AND CONDITIONS MAY BE DEFINED BY THE SEASON AND CONTRACT. PLEASE REACH OUT TO A BUSINESS AGENT FOR DETAILS
MINIMUM TERMS AND CONDITIONS: This shall not preclude negotiating "BETTER TERMS AND CONDITIONS"

DAILY REST PERIODS FOR ON AND OFF PRODUCTION

DAILY TURNAROUND - REST PERIOD FROM DISMISSAL TO NEXT DAY'S CALL 10 HOURS LOS ANGELES COUNTY/9 HOURS DISTANT LOCATION

WEEKEND REST PERIOD

REST PERIOD FROM DISMISSAL ON 5TH DAY OF WORKWEEK TO START OF FOLLOWING WORKWEEK 54 HOURS

REST PERIOD FROM DISMISSAL ON 6TH DAY OF WORKWEEK TO START OF FOLLOWING WORKWEEK 32 HOURS

6TH DAY OF WORK OCCURS ON THE 7TH DAY OF THE WORKWEEK 32 HOURS BETWEEN THE 5TH DAY WORKED AND THE 7TH DAY OF THE WORKWEEK

A MINIMUM OF ONE HALF HOUR OF DOUBLE TIME SHALL BE PAID FOR THE INITIAL INVASION OF THE DAILY AND WEEKEND REST PERIODS. THEREAFTER, THE DOUBLE TIME INVASION WILL BE PAID IN ONE-TENTH HOUR INCREMENTS

MINIMUM CALL

DAILY/WEEKLY/ON-CALL 8 HOURS/9 HOURS/DAILY OR WEEKLY "ON CALL" RATE

TRAVEL ONLY - STRAIGHT TIME ALLOWANCE 4 HOURS MINIMUM UP TO 8 HOURS TRAVEL MAXIMUM NOW INCLUDES PENSION AND HEALTH

4 HOUR MINIMUM CALL APPLIES FOR ANY DAY ON WHICH AN EMPLOYEE DOES NOT WORK AND REPORTS TO TRAINING

CANCELLATION OF CALL

CALL MAY NOT BE CANCELLED AFTER DISMISSAL FOR DAY AND DEPARTURE FROM WORK SITE PAID AN EIGHT (8) HOUR MINIMUM CALL

EMPLOYEES NOT YET ON PAYROLL CALL MAY NOT BE CANCELLED ONCE ISSUED

IF CHANGED OR CANCELLED AFTER 8:00 PM OF DAY PRECEDING PAID AN EIGHT (8) HOUR MINIMUM CALL

WEATHER PERMITTING CALL CAN BE CANCELLED UP TO 4 HOURS PRIOR W/4 HRS PAID STRAIGHT TIME

PAY-OFF REQUIREMENTS

WAGES ARE DUE TO EMPLOYEES NO LATER THAN THE THURSDAY FOLLOWING THE END OF EACH PRODUCTION WORK WEEK/ON FRIDAY FOR DISTANT LOCATION

OVERTIME

TIME AND ONE HALF AFTER 8 HOURS WORKED TO 12 HOURS WORKED/6TH DAY

DOUBLE TIME AFTER 12 HOURS WORKED/7TH DAY/HOLIDAY WORKED

TRIPLE TIME AFTER 15 HOURS ELAPSED

ON CALL EMPLOYEES 6TH DAY TIME AND ONE HALF/7TH DAY DOUBLE TIME

RIDES AND ROOMS - CHECK CALL SHEET FOR CONTACT INFORMATION PRODUCER WILL RESERVE ROOM FOR THE LENGTH OF TURNAROUND OR UNTIL CALL TIME, WHICHEVER IS EARLIER. SECURE PARKING WILL BE PROVIDED

MEALS

NON-DEDUCTIBLE BREAKFAST aka NDB 30 MINUTE SIT DOWN MEAL BREAK WITHIN 1 HOUR BEFORE OR AFTER CALL TIME NOT DEDUCTED FROM TIME CARD

1ST DEDUCTIBLE MEAL NOT LESS THAN ONE-HALF(1/2) HOUR NOR MORE THAN ONE (1) HOUR - MAY BE EXTENDED BY 15 MINUTES TO COMPLETE SET UP

2ND MEAL MAY BE NON-DEDUCTIBLE (AKA WALKING) PROVIDING EACH EMPLOYEE IS GIVEN A REASONABLE OPPORTUNITY TO EAT-MAY BE EXTENDED BY 30 MINUTES TO COMPLETE SET UP AND/OR WRAP

IF PRODUCTION PROPOSES EITHER FRENCH HOURS OR 'ROLLING LUNCHES' IN PLACE OF A FULL CREW MEAL BREAK, PLEASE CALL A BUSINESS REP TO REVIEW

MEAL PENALTIES - GRACE SHALL NOT BE SCHEDULED NOR AUTOMATIC

OUTSIDE STUDIO

INSIDE STUDIO

1ST HALF HOUR OR FRACTION OF \$7.50

\$8.50

2ND HALF HOUR OR FRACTION OF \$10.00

\$11.00

3RD AND 4TH HALF HOUR OR FRACTION THEREOF \$12.50

\$13.50

EACH 5TH AND SUCCEEDING HALF HOUR \$25.00

\$25.00

AFTER 20 MEAL PENALTIES IN A WORKWEEK, ONE HOUR OF STRAIGHT TIME SHALL BE PAID FOR EACH SUCCEEDING 1/2 HOUR INVASION OR FRACTION THEREOF

HOLIDAYS

NEW YEAR'S DAY, MLK JR., PRESIDENT'S DAY, GOOD FRIDAY, MEMORIAL DAY, JUNETEENTH, INDEPENDENCE DAY, LABOR DAY, THANKSGIVING, THE DAY AFTER THANKSGIVING, CHRISTMAS DAY

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| | PILOTS & SEASON 1 | SEASON 2 | SEASON 3+ |
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| DAILY EMPLOYEES: | NO PAY FOR HOLIDAY NOT WORKED | 50% UNWORKED HOLIDAY PAY | 100% UNWORKED HOLIDAY PAY |
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|-------------------|-------------------------------|--------------------------|---------------------------|
| WEEKLY EMPLOYEES: | NO PAY FOR HOLIDAY NOT WORKED | 50% UNWORKED HOLIDAY PAY | 100% UNWORKED HOLIDAY PAY |
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VACATION

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| | PILOTS & SEASON 1 | SEASON 2 | SEASON 3+ |
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|------------------|-----------------|------------------|-------------------|
| DAILY EMPLOYEES: | NO VACATION PAY | 50% VACATION PAY | 100% VACATION PAY |
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|-------------------|-----------------|------------------|-------------------|
| WEEKLY EMPLOYEES: | NO VACATION PAY | 50% VACATION PAY | 100% VACATION PAY |
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LOCATIONS/TRAVEL

THIRTY MILE ZONE aka TMZ DEFINED THIRTY MILE RADIUS FROM BEVERLY BL. & LA CIENEGA BL. PLUS AGUA DULCE, CASTAIC, LEO CARRILLO ST. BEACH, ONTARIO INT. AIRPORT, PIRU, POMONA INC. FAIRGROUNDS, MGM, CONEJO RANCH PROPERTY

DRIVE TO MILEAGE ALLOWANCE IS \$.30 ROUND TRIP FROM PRODUCTION CENTER TO ZONE LOCATION APPLIES WHEN REPORTING TO A ZONE LOCATION OUTSIDE A 10 MILE RADIUS FROM A POINT DESIGNATED BY PRODUCER AS "PRODUCTION CENTER"

SECONDARY ZONE DEFINED TEN MILE RADIUS BEYOND THE TMZ PLUS JOHN WAYNE AIRPORT, CITY OF HUNTINGTON BEACH

TRANSPORTATION BETWEEN PRODUCTION LOCATIONS WHEN AN EMPLOYEE IS REQUIRED TO TRANSPORT THEMSELVES BETWEEN PRODUCTION LOCATIONS, THEY SHALL BE REIMBURSED FOR SUCH TRAVEL AT THE APPLICABLE IRS RATE

TRAVEL ONLY STRAIGHT TIME ALLOWANCE NOW INCLUDES PENSION AND HEALTH 4 HOURS MIN UP TO 8 HOURS MAX TRAVEL TIME

WORK AND TRAVEL ALL HOURS ACCRUE AS WORK HOURS PORTAL TO PORTAL

BENEFIT CONTRIBUTIONS

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| HEALTH, PENSION AND INDIVIDUAL ACCOUNT PLAN, AS WELL AS CSATF. | CONTRIBUTIONS REMITTED ON THE BEHALF OF THE EMPLOYEE TO MPIP* (ARTICLES XII, XIII, XIII, XIV, XI, & XXVIII OF THE BASIC AGREEMENT), AND CSATF* (ARTICLES XXV & XXVI) *MPIP - Motion Picture Industry Pension and Health Plan *CSATF - Contract Services Administration Trust Fund |
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