



**2020 – 2022 LOW BUDGET  
THEATRICAL AGREEMENT**

2020-2022 LOW BUDGET  
THEATRICAL AGREEMENT

TABLE OF CONTENTS

<u>ARTICLE</u>		<u>Page No.</u>
ARTICLE I.	SCOPE AND APPLICATION .....	1
ARTICLE II.	RECOGNITION .....	3
ARTICLE III.	SUBCONTRACTING .....	4
ARTICLE IV.	UNION SECURITY .....	4
ARTICLE V.	ADMINISTRATION .....	4
ARTICLE VI.	ACCESS .....	5
ARTICLE VII.	RECORDS AND RESPONSIBILITIES .....	5
ARTICLE VIII.	JOB STEWARD .....	5
ARTICLE IX.	NO DISCRIMINATION .....	5
ARTICLE X.	NO STRIKE – NO LOCKOUT .....	6
ARTICLE XI.	GRIEVANCE PROCEDURE.....	6
ARTICLE XII.	MULTI-EMPLOYER UNIT .....	6
ARTICLE XIII.	PREFERENCE OF EMPLOYMENT.....	7
ARTICLE XIV.	TITLE CREDITS .....	7
ARTICLE XV.	MINIMUM TERMS AND CONDITIONS .....	8
ARTICLE XVI.	ASSISTANCE/INTERCHANGE.....	8
ARTICLE XVII.	WORK DAY, WEEK AND MINIMUM CALLS.....	8
ARTICLE XVIII.	OVERTIME.....	8
ARTICLE XIX.	REST PERIODS .....	9
ARTICLE XX.	MEALS .....	9
ARTICLE XXI.	LOCATIONS/TRAVEL .....	10
ARTICLE XXII.	CANCELLATION/CHANGE OF CALLS .....	11
ARTICLE XXIII.	HOLIDAYS .....	13
ARTICLE XXIV.	BENEFITS .....	13
ARTICLE XXV.	BEREAVEMENT LEAVE.....	15
ARTICLE XXVI.	VOLUNTARY POLITICAL CONTRIBUTIONS.....	15
ARTICLE XXVII.	401(K) PLANS .....	16
ARTICLE XXVIII.	PAYROLL DEPOSIT .....	16
ARTICLE XXIX.	WAGE RATES/PAYMENTS .....	17
ARTICLE XXX.	SPECIALIZED WORK .....	17
ARTICLE XXXI.	BEYOND TIER THREE .....	19
ARTICLE XXXII.	TRAINING TRUST FUND.....	19
ARTICLE XXXIII.	SAFETY .....	19
ARTICLE XXXIV.	SICK LEAVE .....	20
ARTICLE XXXV.	TERM AND EFFECTIVE DATE .....	21

APPENDIX A.	MINIMUM WAGE RATE SCHEDULE .....	22
APPENDIX B.	WAGE SCALE TIER ONE PRODUCTIONS ALL COVERED EMPLOYEES .....	23
APPENDIX C(1).	WAGE SCALE LOS ANGELES AND PRODUCTION CITIES TIER TWO PRODUCTIONS .....	25
APPENDIX C(2).	WAGE SCALE LOS ANGELES AND PRODUCTION CITIES TIER THREE PRODUCTIONS.....	27
APPENDIX D(1).	WAGE SCALE NON-PRODUCTION CITIES TIER TWO PRODUCTIONS.....	30
APPENDIX D(2).	WAGE SCALE NON-PRODUCTION CITIES TIER THREE PRODUCTIONS.....	32
APPENDIX E.	PROJECT INFORMATION SHEET .....	34
CANADIAN SUPPLEMENT	.....	35

2020-2022 LOW BUDGET  
THEATRICAL AGREEMENT

THIS AGREEMENT is made and entered into between \_\_\_\_\_ (“Employer”) and the INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES AND CANADA, AFL-CIO, CLC (“IATSE” or “Union”) for itself and on behalf of its affiliated locals and members of the bargaining unit described in Article II.

The Employer is engaged in the production of low budget theatrical productions throughout the United States and Canada for first exhibition in theatrical release. The IATSE represents motion picture technicians and artisans whose services are utilized by the Employer in connection with its productions. It is the intent of the parties hereto that this Agreement establish the wages and working conditions applicable to such motion picture production technicians and artisans.

ARTICLE I. - SCOPE AND APPLICATION

A. This Agreement shall be applicable to all low budget theatrical productions (as defined herein), produced in the United States or Canada, subject to the Canadian Supplement hereto, by Employer or by production entities which it controls, for first exhibition in theatrical release. As set forth herein, this Agreement shall be applicable to any feature length motion picture which has production costs budgeted within the low budget tiers reflected below. Production costs (“production costs”) means all production costs, “above” and “below the line” costs, “pre-production,” “production” and “post-production.” The costs of the premium for a completion bond and the contingency fund not to exceed ten percent (10%) of the budget shall not be included as part of the production costs.

B. During the term of this Agreement,<sup>1</sup> the low budget tiers shall be as follows:

	<u>ULTRA-LOW</u>	<u>TIER ONE</u>	<u>TIER TWO</u>	<u>TIER THREE</u>
Effective January 1, 2020	At least fifteen (15) days of scheduled principal photography and production costs budgeted at no more than 2.75 million dollars (\$2,750,000)	Production costs budgeted at no more than 7.5 million dollars (\$7,500,000)	Production costs budgeted over 7.5 million dollars and at not more than 11 million dollars (\$7,500,001 to \$11,000,000)	Production costs budgeted over 11 million dollars and at not more than 15 million dollars (\$11,000,001 to \$15,000,000)

---

<sup>1</sup> The applicable tier shall be based on the date on which principal photography commences and computed in US dollars. January 1<sup>st</sup> anniversary date wage rate and benefit contribution increases shall not be deemed “production costs” for films which commence principal photography prior to such anniversary date.

C. Prior to the commencement of pre-production work on a motion picture as defined above and covered by this Agreement, the Employer shall provide written notice to the IATSE General Office with the following information, a copy of the budget, and if known the crew list when available (or may submit the information, if known, in the form of a Project Information Sheet, attached as Appendix E to this Agreement) for each theatrical motion picture on which employees are employed under this Agreement no later than two (2) weeks after opening a production office for such motion picture or production. The Employer shall serve written notice on the IATSE General Office of its intent, or that of another production entity, to employ persons under this Agreement prior to engaging such employees for a given production. Such notice shall contain at least the following information, if known:

- (a) Project Title;
- (b) Signatory Employer;
- (c) Production Company(ies), if different from Signatory;
- (d) Location;
- (e) Start & Completion Date
- (f) Production office address and phone number;
- (g) Line Producer/UPM/Labor Relations contact(s) with phone number(s) and email addresses(es);
- (h) Payroll Services, if applicable;
- (i) Budget.

There shall be no penalty for inadvertent failure to comply with this provision.

Representatives of IATSE or retained professionals shall have the right to review the budget and the above specified information and make inquiries to Employer concerning the budget. Employer agrees to cooperate and provide the additional information to the extent it can reasonably do so.

D. Employer shall provide the IATSE, upon request, with a report of the actual expenditures of the production (Final Expenditure Report) and such other relevant materials as the IATSE may require which show the actual cost of the production. In the event that the production costs (excluding costs reimbursed by insurance) of the motion picture have exceeded the applicable budget Tier by more than ten percent (10%) as determined by the budget established at commencement of principal photography, then the employees employed on the motion picture and covered by Appendix A, paragraphs 1(a) and (b) shall be paid retroactively for all hours worked or paid for at the wage rates, premiums, overtime, travel pay, and all identifiable labor costs that would be applicable under the provisions of the then current IATSE-Producer Basic Agreement and IATSE Local Agreements.<sup>2</sup> For employees covered under Appendix A, paragraph 2, the wage rates shall be paid retroactively with a ten percent (10%) increase. If such overages are caused by an act of God, fire, earthquake, or governmental action, the above-referenced retroactive additional payments shall not be required. Notwithstanding the above-stated provisions, if the actual production costs (excluding costs reimbursed by insurance) of the motion picture exceed the applicable budget Tier with a ten percent (10%) or greater

---

<sup>2</sup> References in Article I.D, to the Basic Agreement and Local Agreements for productions based in Canada shall be deemed to be references to the standard Local IATSE agreement applicable to theatrical motion picture production in the Province where production takes place.

variance and the Employer provides written notice to the IATSE that the production costs (excluding costs reimbursed by insurance) have exceeded the applicable ceiling in the relevant low budget category established under this Agreement no later than two (2) weeks prior to the completion of all post-production, then the wage rates applicable hereunder shall be automatically adjusted to the rates applicable to productions in the category established under this Agreement that encompasses the production costs of the production. If Employer fails to provide the above written notice of a ten percent (10%) or greater variance, and/or if the production costs (excluding costs reimbursed by insurance) exceed the applicable Tier Three limit, with a ten percent (10%) or greater variance, then the labor costs as described in the IA Basic Agreement and the Local Agreements shall be applicable on a retroactive basis.

E. All information received or reviewed by representatives of the IATSE or retained professionals shall be confidential and neither the IATSE nor its representatives or retained professionals shall disclose any such information except as necessary to enforce their rights under this Agreement.

F. The Union shall have the right at any time, whether during pre-production, production, post-production, or after exhibition, to inspect at the Employer's offices all records, documents, and information relating to the budget and the actual costs of the production, including the right to use retained professionals. Notwithstanding the provisions of Article XI, the Union shall have the right to inspect budget records as set forth above and to assert a grievance and proceed to arbitration on the enforcement and implementation of the provisions of this Article I within twelve (12) months following the initial release or exhibition of a covered film.

## ARTICLE II. - RECOGNITION

A. The Employer recognizes the Union as the exclusive collective bargaining representative of all production technicians and artisans employed in classifications traditionally represented by the Union under the IATSE-Producer Basic Agreement including production coordinators, assistant production coordinators, production accountants, assistant production accountants and art department coordinators.<sup>3</sup> This Agreement is not applicable to office clerical employees, production assistants, guards or supervisors as defined by the National Labor Relations Act.<sup>4</sup>

B. Productions covered by this Agreement include those produced on film, tape, digitally or otherwise, whether by means of motion picture camera, electronic cameras, or new devices, without regard to their manner of distribution or viewing.

---

<sup>3</sup> Production coordinators, assistant production coordinators, production accountants, assistant production accountants, art department coordinators, publicists, and story analysts shall be included on a production basis only.

<sup>4</sup> For theatrical motion pictures whose budgets exceed Tier III limitations, see Article XXXI. For all other projects the Employer intends to produce in Canada, the Employer will notify the IATSE in advance and will discuss its intended production plans for Canada with the appropriate Canadian affiliate(s) of the IATSE, and specifically projects bound to the Canadian Supplement hereto.

C. Where behind the scene production work is being performed by employees on the payroll of the Employer, their work shall be subject to the appropriate collective bargaining agreement.

### ARTICLE III. - SUBCONTRACTING

A. There shall be no subcontracting of historically and traditionally performed bargaining unit work except as provided herein.

B. The various work flows made possible by digital motion picture technology shall not be sub-contracted from the time the recorded media leaves the digital imaging source through and including the delivery of the media to the editor. This work is within the jurisdiction of the IATSE and covered by this Agreement, without respect to where it is performed (including, but not limited to on set, adjacent to set, near set or at a location otherwise created by mobile operations).

C. To meet its need to employ technicians qualified to perform the work described in (B) above, the Employer may hire employees to perform this work without respect to their status on the Industry Experience Roster, where applicable, or any other applicable preference of employment system.

### ARTICLE IV. - UNION SECURITY

A. Employees covered by this Agreement, as a condition of employment, shall become and thereafter remain members in good standing of the Union on and after the thirtieth day of their employment or thirty days following the execution of this Agreement, whichever is later. The foregoing shall be subject to and limited by applicable law and to the extent that any applicable law does not permit the form of union security herein provided, then and in that event, this Agreement shall be deemed to provide for the maximum form of union security permitted by said law. The foregoing shall be deemed satisfied by membership in any local union affiliated with the Union. "Members in good standing" shall be defined, interpreted and implemented by the parties in compliance with applicable law including an employee who meets the financial obligations only in accordance with the provisions of the National Labor Relations Act.

B. The Employer shall not object to the payroll company deduction of all appropriate union dues/service fees from all wages earned by the employees covered by this Agreement who have executed the appropriate payroll deduction authorization form.

### ARTICLE V. - ADMINISTRATION

In order to achieve consistency and continuity in the administration of this Agreement, and its Canadian Supplement, the IATSE shall designate both a U.S. East Coast and West Coast and Canadian representative responsible for the administration of the Agreement. The Employer shall designate a representative responsible for the administration of the Agreement.

## ARTICLE VI. - ACCESS

The designated representatives of the Union, including local union representatives authorized by the IATSE, shall be permitted reasonable access to all production sites where persons covered by the Agreement are performing services.

## ARTICLE VII. - RECORDS AND RESPONSIBILITIES

A. By virtue of this Article VII, the Employer hereby authorizes any payroll service it has engaged to process payroll for a theatrical production subject to this Agreement to provide payroll information on employees covered by this Agreement employed on such production to an authorized representative of the IATSE upon request. The IATSE will notify the Employer of such request to its payroll service.

B. In the event an Employer uses a payroll company or other outside person(s), or entity (herein referred to as the payroll service) to handle or facilitate the payment of wages or other benefits to or on behalf of an employee or employees covered under this agreement, the employer agrees and acknowledges that it is and remains the Employer of such Employee(s) for the purposes of all provisions of this Agreement, and that the Employer remains liable and responsible for compliance with such provisions.

## ARTICLE VIII. - JOB STEWARD

The IATSE may appoint separate stewards for production and off production units. The identity of the designated steward shall be made known to the production manager of each covered motion picture. It is understood that the steward shall in no way be discriminated against for any cause whatsoever in the performance of their duties as a steward.

## ARTICLE IX. - NO DISCRIMINATION

The parties agree that under this Agreement, there shall be no discrimination with respect to wages, terms, conditions, privileges of, or opportunities for employment because of race, color, religion, sex (including pregnancy), gender, gender identity, gender expression, military or veteran status, medical condition (including genetic characteristics), sexual orientation, age, national origin, disability, linguistic characteristics (such as accent or limited English proficiency where not justified by business necessity), marital status, Union membership or any other basis prohibited by law.

Except for discrimination claims brought by employees who have no other federal, state, or local statutory remedy, claims alleging a violation of this "No Discrimination" provision are not subject to arbitration. Claims under this provision brought by employees that do not have a federal, state or local statutory remedy shall be subject to the grievance and arbitration provisions of this Agreement and shall apply California law with respect to the arbitration of the dispute. As for all other claims alleging a violation of this provision, non-binding mediation shall be the exclusive contractual remedy. Notwithstanding the above, the Employer acknowledges that this



provision shall in no way constitute a waiver of any employee's federal, state or local statutory rights or remedies.

#### ARTICLE X. - NO STRIKE – NO LOCKOUT

During the term of this Agreement, there shall be no strikes, picketing, work stoppages or disruptive activity by the Union or by an employee, or lockout by the Employer. Employees have the right to observe and shall not be required to cross any lawful picket line.

Notwithstanding the foregoing, the Union shall not be barred from engaging in such concerted activity if the Employer fails to pay the wages earned by employees covered by this Agreement or to remit benefit contributions, and to promptly remedy such material breaches of this Agreement upon demand by the Union.

#### ARTICLE XI. - GRIEVANCE PROCEDURE

A. Any dispute between the Union and the Employer concerning the interpretation and/or application of this Agreement which cannot be initially resolved between the Union's designated representative, including local union representatives authorized by the IATSE and the Producer, or thereafter cannot be resolved by the IATSE International President or his designated representative and the Employer's designated representative, may be submitted to arbitration by either party for resolution by a final and binding award. If an arbitrator cannot be mutually selected, then one shall be selected from an arbitration panel obtained from the American Arbitration Association in the United States and in Canada either party may apply to the applicable Minister of Labour to appoint an arbitrator pursuant to the procedures of the applicable Provincial or Federal legislation. The arbitrator and parties shall follow the labor arbitration rules of the American Arbitration Association in the United States and the applicable arbitral jurisprudence in Canada. Any claim not reduced to writing and submitted to the other party within thirty (30) calendar days following the incident giving rise to the claim or within thirty (30) calendar days after the aggrieved party had a reasonable opportunity to become aware of the incident, whichever is later, but in no event more than one (1) year after the incident, shall be deemed to be waived.

B. The Union shall not be required to utilize the provisions of (A) above if the Employer fails to pay the wages earned by employees covered by this Agreement or remit required benefit contributions and fails to promptly remedy such material breaches of this Agreement on demand by the Union and the Union may pursue any and all remedies available in law or equity.

#### ARTICLE XII. - MULTI-EMPLOYER UNIT

Notwithstanding the geographical scope of this Agreement, the employees hired by the Employer to perform services in the County of Los Angeles, or hired by the Employer in the County of Los Angeles to perform services outside the County of Los Angeles shall be deemed to be within the multi-employer bargaining unit established by the Producer - IATSE 2018 Basic

Agreement and its successor agreements (“BA”) and specifically subject to the BA’s provisions covering the Industry Experience Roster (Article IX), Health and Pension Plans, including the Individual Account Plan (Articles XII, XIII, XIII A, XIV, XIX, and XXVIII), and the Contract Services Administration Trust Fund (Articles XXV and XXVI); provided, however, the wages, working conditions and other terms and conditions of this Agreement shall be fully applicable to employees covered by this Agreement. Furthermore, the sideletter to the BA covering the exhibition of motion pictures transmitted via new media shall be applicable to motion pictures subject to this Agreement.

### ARTICLE XIII. - PREFERENCE OF EMPLOYMENT

A. In hiring persons within the geographic area covered by Article XII, which provisions are fully applicable under this Agreement, the Employer will adhere to the provisions of Article IX of the IATSE Basic Agreement and Article 68 of the Local Agreements pertaining to seniority and eligibility for employment; provided, however, that individuals otherwise entitled to preference who are not willing to work for the rates and conditions established by this Agreement shall be deemed “unavailable” and the employer may then hire from any source. Further, the Union, through its affiliated local unions, will initiate procedures to provide the Employer on a timely basis with the names of individuals entitled to preference who will work for the minimum rates and conditions established by this Agreement.

B. Camera department personnel, other than those based in Los Angeles, who are covered by the agreement for thirty (30) days or more in a two (2) year period may, upon application to the Contract Services Administration Trust Fund (“CSATF”), have their names added to the industry experience roster established under the Producer-IATSE Basic Agreement. The employee shall have the burden of establishing his / her eligibility for such industry experience roster placement subject to the then current rules and procedures applicable to such placement.

C. Except where the Industry Experience Roster applies, the Employer will give first consideration to qualified persons referred by local union affiliates of the IATSE located in the geographic area of a covered production.

D. Notwithstanding the above, the Employer may employ one (1) person per production from a bona fide industry training program at the rate applicable to their classification, in consultation with the affected local union.

### ARTICLE XIV. - TITLE CREDITS

Title credits may be given to all department heads and key employees in accordance with standard industry practice. The form in which screen credits are given need not conform to an employee’s classification and no presumptions shall flow from the form of such credit. The Employer shall give title credit to the IATSE by displaying its official seal in accordance with standard industry practice.

## ARTICLE XV. - MINIMUM TERMS AND CONDITIONS

The wage scales and working condition provisions of this Agreement shall be minimums and employees shall not be precluded from obtaining “better conditions” as that term is understood in the motion picture industry. Any employee enjoying such better conditions shall not have their wages or working conditions reduced as a consequence of this Agreement.

## ARTICLE XVI. - ASSISTANCE/INTERCHANGE

Where the grip, property and electric departments have been staffed by a department head, assistant and a Journeyperson, they and others within said departments may assist each other in the performance of the respective duties of said departments.

## ARTICLE XVII. - WORK DAY, WEEK AND MINIMUM CALLS

A. The work week shall be any five (5) or six (6) consecutive work days within seven (7) consecutive days. The work week may be shifted two (2) times without incurring additional costs during principal photography. The foregoing applies to both the main unit and any second unit independently and such units’ work week weeks need not be identical or simultaneously shifted. Reasonable advance notice shall be given of any work week shift which shall be subject to a minimum thirty-two (32) hour rest period and there must be at least one full work week between shifts.

B. The minimum daily work call during pre-production and production shall be eight (8) hours excluding meals. Work time begins at the time of the set call and ends at the time of set dismissal. The minimum call on a travel only day shall be four (4) hours and the maximum shall be eight (8) hours paid as a straight time allowance. On a day when an employee is required to both work and travel, all hours such day shall be considered work hours.

C. Call times must be issued before an employee has been dismissed for the day. The Employer may issue call times at general crew wrap to any employee dismissed earlier than the rest of the crew.

## ARTICLE XVIII. - OVERTIME

A. The first eight (8) work hours during the first five (5) days of a work week shall be at straight time. Work hours in excess of eight (8) on the first five (5) days of the work week and on a sixth work day shall be paid at time and one-half. Double time shall be paid on the first six (6) work days of the work week and for all hours worked on a seventh work day in a work week or on a designated holiday in the following manner:

### 1. Ultra Low and Tier One Productions

- a. After fourteen (14) elapsed hours from January 1, 2020 thru December 31, 2021;
- b. After thirteen (13) hours worked beginning January 1, 2022.

2. Tier Two and Tier Three Productions

- a. After fourteen (14) elapsed hours from January 1, 2020 thru December 31, 2020;
- b. After thirteen (13) hours worked beginning January 1, 2021.

B. In order to discourage excessively long work days, work hours beyond fifteen (15) on any day shall be paid at triple time.

C. All time is to be computed in one-tenth (1/10) hourly units and overtime premiums shall not be compounded.

ARTICLE XIX. - REST PERIODS

There shall be a ten (10) hour rest period from set wrap to set call for both on and off production personnel except as otherwise provided in Article XXI. There will be a forty-eight (48) hour rest period following a five (5) day work week and a thirty-two (32) hour rest period following a six (6) day work week. There will be a thirty-two (32) hour rest period preceding the sixth (6<sup>th</sup>) work day when occurring on the seventh (7<sup>th</sup>) day of the work week. The minimum weekend rest period following work on the seventh (7<sup>th</sup>) work day of the work week shall be twelve (12) hours. The maximum penalty for a rest period invasion will not exceed triple time under any circumstances. If the full rest period is not provided, then the employee shall be paid on return to work at the applicable base rate or overtime rate, plus an additional hour of straight time, for all invaded hours or portion thereof if at least eight (8) hours of rest has been provided, or for all hours worked if less than eight (8) hours of rest is provided until a ten (10) hour rest period is provided.

ARTICLE XX. - MEALS

A. Meal periods shall not be less than one-half (½) hour nor more than one (1) hour in length. Not more than one (1) meal period shall be deducted from work time for an employee during the minimum call. (A second meal period may be deducted from work time for those employees who work in excess of the minimum call.) When the Employer furnishes meals, they shall be appropriate for the time of day and shall not be “fast food” with limited dietary options.

B. The employee’s first meal period should commence within six (6) hours following the time of the first call for the day; succeeding meal periods shall commence within six (6) hours after the end of the proceeding meal period. An employee’s first meal period shall commence no earlier than three (3) hours after such employee reports for work except for persons called in earlier than the regular crew call who are provided with a hot non-deductible breakfast (within one (1) hour before or after the regular crew call) in which case their first deductible meal period will be due at the same time as the meal is due for the regular crew. Employees receiving a non-deductible breakfast shall be provided up to thirty (30) minutes for such meal.

C. The first deductible meal period may be extended by fifteen (15) minutes to complete a set up and a second deductible meal period may be extended by thirty (30) minutes to complete a set up and/or wrap. Extensions of the meal periods are not to be scheduled and, if

exceeded, meal penalties shall relate back to the time the meal was otherwise due. Any second meal, excluding a non-deductible breakfast, may be a non-deductible walking meal, provided each employee is given a reasonable opportunity to eat and is dismissed within two (2) hours from the time the meal was otherwise due. With respect to all non-deductible meals, the employee shall be given a reasonable opportunity to eat.

- D. A meal penalty allowance for delayed meals shall be computed as follows:
- |     |  |         |
|-----|--|---------|
| (1) | First one-half hour meal delay or fraction thereof                     | \$8.50  |
| (2) | Second one-half hour meal delay or fraction thereof                    | \$11.00 |
| (3) | Third and each succeeding one-half hour meal delay or fraction thereof | \$13.50 |

Such allowance shall be in addition to the compensation for work time during the delay and shall not be applied as part of any guarantee.

E. When an Employer furnishes meals to a shooting unit, and an “off production” crew is working on the same site at the same time for the same production, the Employer will either furnish meals to the “off production” crew or pay the “off production” crew a meal allowance. Payments of per diem to an employee shall be deemed to satisfy the meal allowance obligation.

#### ARTICLE XXI. - LOCATIONS/TRAVEL

A. Employees shall report to work at designated local production locations within a circular thirty (30) mile zone, the radius of which is the Employer’s production office, unless there are access difficulties, in which case the Employer will make appropriate transportation arrangements. On any day in which an employee reports to any production location and who works in excess of fourteen (14) work hours, the employee will be offered either, at the Employer’s discretion, transportation home and back to work the next day or hotel accommodations.

B. The thirty (30) mile zone in Los Angeles shall be measured from the intersection of Beverly Boulevard and La Cienega Boulevard, and include Agua Dulce, Castaic (including Lake Castaic), Leo Carillo State Beach, Ontario International Airport, Piru and Pomona (including the Los Angeles County Fair Grounds.) The Metro-Goldwyn-Mayer, Inc., Conejo Ranch property shall be considered as within the studio zone. In New York City, the thirty (30) mile zone shall be measured from Columbus Circle.

C. When an employee is required to transport themselves between production locations, they shall be paid a mileage allowance for such travel at the applicable IRS or CRA rate unless they are being provided with a reasonable car allowance. All mileage calculations are to be based on the shortest “driveable” route.

D. Employees may be requested to report to a production location outside the thirty (30) mile zone, in which case the employee shall be paid all transportation costs, including mileage, computed from the perimeter to the distance from the thirty (30) mile zone to the reporting place and return calculated at the current IRS allowable rate in the U.S. and the current

CRA allowable reimbursement rate in Canada. Such travel time outside of the thirty (30) mile zone shall be paid as an allowance at the employee's regular hourly rate and such travel time shall not accrue toward the required rest period.

E. Any employee whose primary residence is more than sixty (60) miles from a production location shall be provided with a per diem allowance and either housing or a housing allowance. Prior to travel, the employer shall notify employees of arrangements for cashing per diem allowance checks. Employees may be provided coach-class air transportation to and from an overnight location. Housing provided by the Employer shall be single bedroom housing if available. The per diem allowance shall be as follows:

Breakfast	\$10.00
Lunch	\$15.00
Dinner	\$29.00

Any meals provided by the Employer may be deducted from the per diem at the above stated rates.

F. Work time for employees on overnight location, including distant hires under Article XXI (E), shall be calculated on a portal-to-portal basis and they shall be provided with transportation to and from the daily production location. Rest periods shall be calculated on a portal-to-portal basis when working inside the zone as set forth above.

G. On any day in which an employee reports to any production location outside the local 30 mile production zone described above and whose work and travel time from the edge of zone exceeds fourteen (14) hours, the employee will be offered either, at the Employer's discretion, transportation home and back to work the next day or hotel accommodations.

H. For the sixth or seventh day not worked on distant locations the following shall apply: (1) on Tier One productions as defined in Article I above, the employee shall receive an amount equivalent to an extra one (1) day's per diem and the Employer shall make pension and health contributions for (1) four (4) hours for those employees subject to Article XII hereof or an amount equivalent to one half (1/2) of the daily benefit contribution amount applicable to each individual employee on distant location who is not subject to Article XII hereof; or (2) on Tier Two and Tier Three productions as defined in Article I above, the employee on distant location shall be paid four (4) hours of straight time at the wage rates applicable to such employee plus pension and health contributions for eight (8) hours or at the daily contribution rate, whichever is applicable, for each idle sixth or seventh day. No more than two (2) idle days shall be permitted in a workweek, except as a result of a workweek shift pursuant to Article XVII(A). The foregoing shall not apply to "on call" employees subject to Article XII and the provisions of the BA establish the basis of benefit contributions for 6<sup>th</sup> and 7<sup>th</sup> days on distant location.

## ARTICLE XXII. - CANCELLATION/CHANGE OF CALLS

A. In the event of a cancellation of a call, if notification is not given by 5:00 p.m. of the previous day's work, then the employee shall be paid an eight (8) hour minimum call unless

the cancelled call was for travel only, in which case the employee shall be paid a four (4) hour minimum call. For Employees who are not yet on the Employer's payroll, such work call cannot be cancelled.

B. Calls may be changed for current employees by 8:00 p.m. the day preceding the call, or with six (6) hours' notice on the day of the call, provided such notice is given after 7:00 a.m.; in addition, calls may be pushed to a later hour as long as employees receive at least nine (9) hours' notice.

C. The Employer may issue a "weather-permitting" call for snow, sleet, ice storms or hurricanes to employees prior to their dismissal for the day and to persons not on payroll up to twelve (12) hours before their call time (even if a call had previously been given). The Employer shall provide notice to the Union upon the issuance of a "weather-permitting" call. The Employer may cancel a "weather-permitting" call up to four (4) hours prior to the call time.

In the event a daily employee is notified not to report to work, they shall be paid four (4) hours of pay at straight time, and the Employer shall contribute one-third (1/3) of the daily amount due under Article XXIV, or, for employees receiving MPIPHP contributions, four (4) hours of benefit contributions; however, if the notification to the daily employee is untimely, the daily employee shall be paid for an eight (8) hour minimum call.

In the event an "on call" employee is notified not to report to work, they shall be paid one-half (1/2) of one-fifth (1/5) of his or her weekly rate, and the Employer shall contribute one-third (1/3) of the amount due under Article XXIV, or, for employees receiving MPIPHP contributions, four (4) hours of benefit contributions; however, if the notification to the "on call" employee is untimely, or the Employer authorizes the "on call" employee to work that day, the "on call" employee shall be paid for the day.

The foregoing is in addition to the Employer's rights under the Article XXII(D) below. The Union agrees that it will not unreasonably deny a request by the Employer to issue a "weather-permitting" call under this paragraph for other weather conditions.

D. Notwithstanding the above, the Employer may cancel calls due to inclement weather (snow, sleet, ice storms, hurricanes), provided that the Employer provides notice to the Union as soon as practicable. The employees must be notified of the cancellation no later than 8:00 p.m. the night before the call. This provision shall also be applicable to calls for the first day of a new workweek (e.g., Monday) so long as the Employer makes the effort to inform employees on the last day of the preceding workweek (i.e., Friday in the case of a Monday call) of the possibility that the call will be cancelled and the employee is notified of the cancellation before 8:00 p.m. on the evening prior to the call (i.e., Sunday in the case of a Monday call.) The Union agrees that it will not unreasonably deny a request by the Employer to cancel a call under this subparagraph (D) due to other weather conditions.

### ARTICLE XXIII. - HOLIDAYS

A. The following shall be recognized as holidays: New Year's Day, Martin Luther King, Jr. Day, Presidents' Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving, and Christmas Day. Holidays are to be celebrated on the day they are officially celebrated, except when recognized on a different day under the Screen Actors Guild Codified Basic Agreement in which case they will be celebrated on the same day. Weekly employees and those on distant location shall be paid for an unworked holiday falling within their regular work week. A weekly employee shall not be converted to a daily employee for the purpose of evading the holiday obligation under this paragraph.

B. For work performed in Canada, Employer may elect to observe the following Canadian holidays in lieu of the referenced holidays in this Article:

1. Victoria Day in lieu of Memorial Day; and
2. Canada Day in lieu of Independence Day (July 4<sup>th</sup>);

provided that the two holidays are within the employee's period of employment and the Employer gives no less than two (2) weeks' notice to the affected employee, unless the employee has been employed fewer than two (2) weeks prior to the first of the two holidays, in which case the Employer will provide notice to the affected employee at the time of hire. When the employee has not been employed on the Canadian holiday set forth above, but is employed to work on the U.S. holiday, the employee shall be paid a premium for the corresponding U.S. holiday.

The Union will not unreasonably deny requests to exchange other Canadian holidays for those listed in this Article (such as Family Day in lieu of Presidents' Day or Easter Monday in lieu of Good Friday).

### ARTICLE XXIV. - BENEFITS

A. Employees who are covered by Article XII hired by the Employer to perform services in the County of Los Angeles, or hired by the Employer in the County of Los Angeles to perform services outside the County of Los Angeles shall have benefit contributions remitted on their behalf to the Motion Picture Industry Pension and Health Plans ("MPIPHP") and Contract Services Administration Trust Fund for every hour worked or guaranteed at the then current rates established by the MPIPHP and Contract Services Administration Trust Fund.<sup>5</sup>

---

<sup>5</sup> The provisions of Article XII shall also be applicable to employees in job classifications within the jurisdiction of any West Coast Studio Local of the IATSE whose contract jurisdiction under the BA is not limited to the County of Los Angeles, provided, however, the Employer shall not be required to make contributions pursuant to Article XII on behalf of such employee if such West Coast Studio Local has agreed that contributions may be made on behalf of such employee pursuant to subparagraph (F) of Article XXIV.



B. For camera department employees, post-production employees and publicists, Local 52-represented employees employed or hired in New York and New Jersey (except that part of New Jersey outside a 65 mile radius of Columbus Circle) or for Local 161 – represented employees employed or hired in New York, New Jersey or Connecticut who are not employed under Article XII, contributions shall be made to the MPIPHP for all hours worked or guaranteed at the then current rates established by the MPIPHP.<sup>6</sup>

C. For employees covered by the MPIPHP as provided in A and B above, the Employer shall make a six percent (6%) contribution to the Individual Account Plan. Contributions shall be based on the regular base scale hourly rate of pay for each covered employee’s classification for all hours worked or guaranteed.

D. The Health and Defined Benefit contribution payments may be modified to rates set by the Board of Directors of the MPIPHP based on a determination by the actuaries and consultants of the MPIPHP which will be based upon the hourly cost per participant of benefits.

E. Unless otherwise specified, for persons hired within the jurisdiction of the IATSE, benefit contributions shall be made to the appropriate benefit plans referenced in (F) and (G) of this Article XXIV in the following aggregate amounts:

- (i) For individuals employed on Ultra Low and Tier One productions:  
Effective January 1, 2020 \$112.00 per day;  
Effective January 1, 2021 \$116.00 per day;  
Effective January 1, 2022 \$121.00 per day and
- (ii) For individuals employed on Tier Two and Tier Three productions:  
Effective January 1, 2020 \$114.00 per day;  
Effective January 1, 2021 \$118.00 per day;  
Effective January 1, 2022 \$123.00 per day.

F. For persons hired within the geographical jurisdiction of production city locals (as set forth in Appendix A(1)(b) having their own established benefit plans that meet the requirements of 29 U.S.C. section 302, benefit contributions shall be made to such benefit plans in the following aggregate amounts:

- (i) For individuals employed on Tier One productions:
  - (a) For Ultra Low Budget productions:  
Effective January 1, 2020 \$119.00 per day;  
Effective January 1, 2021 \$123.00 per day;  
Effective January 1, 2022 \$128.00 per day and

---

<sup>6</sup> The inclusion of camera department employees, post-production employees and publicists hired outside of the County of Los Angeles shall not serve, in and of itself, to trigger any obligations arising under Articles XIX or XXVIII of the Basic Agreement nor the New Media sideletter thereto.

- (b) For all other Tier One productions:
  - Effective January 1, 2020 \$126.00 per day;
  - Effective January 1, 2021 \$130.00 per day;
  - Effective January 1, 2022 \$135.00 per day and
- (ii) For individuals employed on Tier Two productions:
  - Effective January 1, 2020 \$143.00 per day;
  - Effective January 1, 2021 \$147.00 per day;
  - Effective January 1, 2022 \$152.00 per day and
- (iii) For individuals employed on Tier Three productions:
  - Effective January 1, 2020 \$147.00 per day;
  - Effective January 1, 2021 \$151.00 per day;
  - Effective January 1, 2022 \$156.00 per day.

G. The Union will notify the Employer of the allocation of all benefit contributions into the benefit plans referenced above, not only the IATSE National Benefit Funds which include the IATSE National Pension Fund, the IATSE National Health and Welfare Fund, and the IATSE Annuity Fund. The Union may, upon ten (10) days written notice to the Employer, modify the allocation formula. The Union will make its best effort to provide such notice prior to the commencement of production.

H. For those jurisdictions not otherwise referenced that have their own benefit plans, the IATSE shall notify the Employer of the allocation into such plans.

I. The Employer will execute any documents required to constitute it an appropriate Employer contributor to any of the foregoing benefit plans.

ARTICLE XXV. - BEREAVEMENT LEAVE

In the event of the death of a parent, grandparent, grandchild, sibling, spouse, or child of an eligible employee, such employee shall be allowed up to three paid days off and his/her job shall be available upon return from bereavement leave. Employees who work fifty percent (50%) or more of the total work days of their department shall be deemed eligible for bereavement leave pay. Payment for bereavement leave may be deferred until the Employer can determine the employee’s eligibility. Bereavement pay shall be calculated on the same basis as unworked holidays.

ARTICLE XXVI. - VOLUNTARY POLITICAL CONTRIBUTIONS

The Employer agrees to deduct from each employee’s gross wages at each payroll period such voluntary contributions to the IATSE Political Action Committee (“IATSE PAC”) as the employee has authorized in writing to be deducted. At least once a month, the Employer will issue a single check for deductions payable to the IATSE PAC and remit same directly to the IATSE PAC. Along with the check, the Employer will provide the PAC with the following information: (1) the name of each employee for whom a deduction has been made, (2) the

employee's social security number, and (3) the amount of the deduction. Employees who wish to cancel or modify their deduction will sign a card supplied by the Union for such purpose. The Union will be responsible for obtaining any refund from the IATSE PAC. The Union will reimburse the Employer annually for all actual costs incurred in administering this deduction and will indemnify and hold harmless the Employer from any and all liability arising from deductions provided for in this section. Administration of the foregoing may be assigned to the Employer's payroll service. This Article shall not be operative in Canada unless and until the IATSE establishes a PAC in compliance with Canadian law.

#### ARTICLE XXVII. - 401(K) PLANS

If an employee covered by this Agreement is eligible to participate in an IRS Qualified 401(k) Plan sponsored by the IATSE or an IATSE Local Union, the Employer will honor the written authorization of such employee to deduct from the employee's gross wages the specified eligible amount to be remitted to such 401(k) Plan. Either the Local Union sponsoring such 401(k) Plan or the Plan Administrator shall confirm in writing that employees are eligible to participate and shall provide any other information relevant to the proper administration of authorized employee contributions to the Employer or its designated payroll service who may be assigned administrative responsibility for this provision.

#### ARTICLE XXVIII. - PAYROLL DEPOSIT

A. In situations where the Union has reason to be concerned over the financial viability of a signatory Employer to this Agreement, other than a signatory to its predecessor, or where a signatory to this Agreement or its predecessor has not met its financial obligations, in order to secure performance, the following shall be applicable:

- (1) The Union may require the Employer to deposit with the Union (or payroll service approved by the Union) an amount equal to the two highest budgeted payroll weeks of estimated payroll and fringe benefit contributions for covered employees. Such amount shall be reduced by consent of the Union upon completion of principal photography to an amount appropriate for post production and released upon completion of post production and verification by the Union that all contractual obligations have been met by the Employer.
- (2) Deposited amounts may only be drawn upon for the sole purpose of satisfying amounts owed to covered employees under this Agreement.
- (3) In the event a payroll service is to be utilized to hold and/or guarantee the deposit, the Employer shall provide the Union with written verification of the payroll service's consent to do so which must be executed by the payroll service.
- (4) Failure to make the required deposit as set forth herein shall be deemed a material breach of this Agreement.

## ARTICLE XXIX. - WAGE RATES/PAYMENTS

A. The applicable minimum wage rates for positions covered by this Agreement are set forth in Appendices A, B, C, and D attached. Specifically, as set forth in Appendices A, B, C, and D attached, there shall be various minimum rates of compensation applicable to productions having production costs within the budget Tiers specified in Article I hereof. There are no guarantees of employment beyond one (1) day for daily employees and one (1) week for weekly employees. If a weekly employee works a partial work week at the beginning or end of production or after the completion of post-production (e.g., for conforming visual effects shots and titles, making last minute song changes before a mix, film festival adjustments), it may be prorated at the rate of one-fifth (1/5) of the weekly rate for each workday.

B. With respect to an “Ultra Low Budget Film”, one with at least fifteen days of scheduled principal photography whose production costs do not exceed two million and seven-hundred fifty thousand dollars (\$2,750,000) as budgeted, the wage rates for covered employees shall be as negotiated with such an employee provided however they shall be at rates not less than one-hundred twenty-five percent (125%) of the applicable statutory minimum wage and overtime shall be computed and paid in compliance with applicable law. Evidence of a pattern or practice of wage payments not meeting the foregoing standards shall entitle all covered employees on the film to an adjustment to the then current Tier Two minimum wage rates and working conditions retroactive to each covered employees’ first day of employment.

C. If an employee works continuously for two (2) or more hours in a higher classification with appropriate authorization, the rate of the higher classification shall be applicable for the entire day.

D. Wages must be paid to employees no later than the Friday following the end of each production work week.

E. Preparation pay for Script Supervisors shall be calculated at not less than the minimum scale per day and shall not be less than two (2) work days. Pay for timing is in addition to, and separate from, preparation pay.

## ARTICLE XXX. - SPECIALIZED WORK

A. The Employer will not require any employee to perform any work that the employee reasonably considers to present a clear and present danger to his or her health or safety.

B. The employees selected to perform specialized work and Employer are to negotiate and agree upon a rate in advance for such work and, if no agreement is so reached, the employee will not jeopardize working opportunities by refusing to perform such work. The employee may seek assistance from the Business Representative of the Local Union in connection with these negotiations, provided that there is no delay to the production in doing so. The Business Representative need not be present for the negotiations.

C. If an employee is required to sign a waiver for any state or governmental agency or owner of private property and refuses to sign such a waiver, such employee may be replaced, but such refusal shall not limit such employee's future employment opportunities with Employer. When the Employer knows in advance that such a waiver is required, the Employer will advise the Local Union of the situation.

D. The Employer will strictly conform with all recognized industry health and safety standards and all applicable health and safety rules and regulations.

E. For taking motion pictures on aerial flights or submarine diving, employee shall receive forty dollars (\$40.00) per flight or dive but with a maximum of payment in a single shift of one hundred twenty dollars (\$120.00).

F. Any employee designated by Employer to work completely under water using a diving mask, air helmet or diving suit, including skin diving, will be paid a bonus of twenty-five percent (25%) the rate in effect at the time of such performance for the entire work shift, except when the total time required by the employee to perform such work, including diving, is less than one (1) hour.

G. Any employee designated and required by Employer to dive to the depth of fifteen (15) feet or more in water using a diving mask, air helmet or diving suit, including skin diving, will be paid an allowance of forty dollars (\$40.00) for each dive with a maximum payment in a single shift of one hundred twenty dollars (\$120.00). Such allowance shall supersede and replace the twenty-five percent (25%) bonus referred to in (F) above. When an employee is required to dive under water twenty (20) feet or more, he shall be accompanied by another diver.

H. The following provisions shall be applicable to employees required to be under water when performing their work:

- (1) A dressing room shall be provided.
- (2) Hot drinks or nourishment shall be available if water is cold.
- (3) A rest period of ten (10) minutes shall be allowed for each hour so worked. Not more than two (2) consecutive hours shall elapse without a rest period.
- (4) In the event safety conditions so warrant, it shall be the practice of underwater workers in the performance of such work to work jointly in pairs.
- (5) Employer will provide suitable wearing apparel for abnormal cold or wet work.
- (6) When required by Employer to work in water three (3) feet or more in depth for a period of an aggregate of at least four (4) hours during any workday, employee will be paid a fifteen percent (15%) bonus above the applicable scale rate for all hours worked during the work shift.

### ARTICLE XXXI. - BEYOND TIER THREE

A. For all productions with production costs in excess of the Tier Three budget limits, as defined in Article I, in the United States the wages, benefits and terms and conditions of the following agreements, as applicable, shall apply to such productions: the current Producer - IATSE Basic Agreement, the “Majors” Agreements of the New York Production Locals, and/or Theatrical and Television Motion Picture Area Standards Agreement. The Employer will execute any documents required to implement this Agreement.

B. For all productions with production costs in excess of the Tier Three budget limits in Canada, the established theatrical motion picture agreements of the respective Canadian locals of the IATSE which cover theatrical motion pictures with budgets exceeding such limits shall be applicable to such productions.

### ARTICLE XXXII. - TRAINING TRUST FUND

The Employer shall contribute to the IATSE Entertainment and Exhibition Industries Training Trust Fund during the term of this Agreement the amount of .25% of gross wages paid an employee covered by this Collective Bargaining Agreement excluding, however, wages paid to employees for which contributions to the Contract Services Administration Trust Fund are required. All contributions to the Fund shall be payable no later than the fifteenth (15<sup>th</sup>) day of the month for the hours worked in the preceding month. All contributions shall be payable to IATSE Training Trust Fund, P.O. Box 51317, Los Angeles, CA 90051-5617, along with a list of all covered employees and the total gross wages paid to each employee in the reported month. Employer agrees to be signatory to the IATSE Entertainment and Exhibition Industries Training Trust Fund, established June 22, 2011, (“Trust Agreement”) and to abide by and be bound by its terms and conditions, and any amendments thereto, and all policies and procedures of the Fund, including Collection of Contributions Payable by Employers, as related to the contributions due as per the above referenced collective bargaining agreement.

### ARTICLE XXXIII. - SAFETY

A. Complaints of unsafe conditions will be promptly investigated by the Employer and appropriate action will be taken if the Employer finds that an unsafe condition does exist.

B. Employer will designate an individual as the responsible safety officer for its respective studio, facility, location, or work site.

C. Employer will advise the crew of the appropriate person to contact regarding health and safety matters. Call sheets shall identify the name, phone number, and any other contact information of the Employer’s safety contact, which may be an individual or a department. For departments that do not otherwise receive call sheets, the preceding information will be otherwise disseminated and posted at studio facility and work site.

D. Employer will provide to the Local Unions the name and contact information for the Employer’s Safety Representative (which may be an individual or a department).

E. When the Employer engages an environmental consultant to examine a location where employees employed under this Agreement will be working, the Employer will provide the Local Unions with a summary report prepared by the environmental consultant of the inspection and abatements (if any), showing the location examined, the date, the materials sampled and the results compared to regulatory guidelines. The Union agrees to keep all such reports confidential except as permitted by law and except that one Local Union may share a copy of such report with another IATSE Motion Picture Local, provided that such Local agrees to keep such report confidential.

Inadvertent failure to provide any such report to the Union shall not be considered a breach of the Agreement.

F. Safety Representatives will remain available to the Local union to discuss any particular health and safety concerns regarding their Company.

G. Employers that do not have their own hotline will include the IATSE Safety Hotline (844-422-9273) on daily call sheets and provide the number to the crew in any start paperwork.

#### ARTICLE XXXIV. - SICK LEAVE

The IATSE expressly waives, to the full extent permitted by law, application of the following to all employees employed under this Agreement: the New York City Earned Safe and Sick Time Act of 2013 (N.Y.C. Admin. Code, Section 20-911 *et seq.*); the Westchester County Earned Sick Leave Law (Section 700.36 *et seq.* of the Laws of Westchester County Section 1-24-045 of the Municipal Code of Chicago; the Cook County Earned Sick Leave Ordinance (Ordinance No. 16-4229); the San Francisco Paid Sick Leave Ordinance (San Francisco Administrative Code Section 12W); the Paid Sick Leave Ordinance of Berkeley, California (Municipal Code Chapter 13.100); all requirements pertaining to “paid sick leave” in Chapter 37 of Title 5 of the Municipal Code of Emeryville, California (including, but not limited to, Chapter 37.0.1.e), 37.03, 37.07.a)1)B.ii. and 37.07.f)); the Oakland Sick Leave Law (Municipal Code Section 5.92.030.); Chapter 4.62.025 of the Santa Monica Municipal Code (enacted by Ordinance No. 2509); the Seattle Paid Sick and Safe Time Ordinance (Ordinance No. 123698); Chapter 18.10 of Title 18 of the Municipal Code of the City of Tacoma, Washington (enacted by Ordinance No. 28275); Article 8.1 of Title 23, Chapter 2 of the Arizona Revised Statutes; the New Jersey Paid Sick Leave Act (C.34:11-56a *et seq.*); Chapter 160 of the Ordinances of the Township of Bloomfield, New Jersey (enacted by Ordinance No. 15-10); the Paid Sick Time for Private Employees Ordinance of East Orange, New Jersey (Ordinance No. 21-2014; East Orange Code Chapter 140, Section 1 *et seq.*); Chapter 8.56 of the Revised General Ordinances of New Brunswick, New Jersey; Chapter 8, Article 5 of the Municipal Code of the City of Plainfield, New Jersey; the Paid Sick Time Law of Jersey City, New Jersey (Chapter 4 of the Jersey City Municipal Code); the Sick Leave for Private Employees Ordinances of Elizabeth, New Jersey (Ordinance No. 4617); Irvington, New Jersey (Ordinance No. MC-3513); Montclair, New Jersey; Newark, New Jersey (City Ordinance 13-2010); Morristown, New Jersey (Ordinance No. O-35-2016); Passaic, New Jersey (Ordinance No. 1998- 14); Paterson, New Jersey (Paterson Code Chapter 412); and Trenton, New Jersey (Ordinance No. 14-45) and any other ordinance,

statute or law requiring paid sick leave that is hereafter enacted. It is understood that the IATSE and the Employer shall memorialize any such waiver for any newly-enacted law by letter agreement.

ARTICLE XXXV. - TERM AND EFFECTIVE DATE

This Agreement shall be effective as of January 1, 2020 and shall remain in full force and effect through December 31, 2022.

THE INTERNATIONAL ALLIANCE OF  
THEATRICAL STAGE EMPLOYES, MOVING  
PICTURES TECHNICIANS, ARTISTS, AND  
ALLIED CRAFTS OF THE UNITED STATES  
AND CANADA, AFL-CIO CLC

\_\_\_\_\_

BY \_\_\_\_\_

BY \_\_\_\_\_

ITS \_\_\_\_\_

ITS \_\_\_\_\_

DATED \_\_\_\_\_

DATED \_\_\_\_\_



## APPENDIX A - MINIMUM WAGE RATE SCHEDULE

### 1. Production Cities

- a. For all persons hired to work on a production (without respect to where hired or employed) with production costs budgeted within Tier One, the minimum wage rates of Appendix B shall apply.
- b. For persons hired in the Production Cities to perform services in said cities or hired in said cities to perform services outside of said cities, and for persons hired outside of said cities to perform services in the Production Cities, hereafter identified, the applicable minimum wage rates of Appendix C shall apply on productions with production costs budgeted within Tier Two or Tier Three.

The Production Cities are:

Chicago, Illinois  
Cleveland, Ohio  
Detroit, Michigan  
Orlando, Florida  
San Francisco, California  
St. Louis, Missouri  
New York, New York  
Washington, D.C.

- c. For persons hired under Article XII to work on a production with production costs budgeted within Tier Two or Tier Three, the applicable minimum wage rates of Appendix C shall apply.
- d. Dolly grips hired on a weekly basis may be paid the same rate as a Best Boy Grip employed on a weekly basis.
- e. Swing Gang members hired on a weekly basis shall be paid the same rate as a Craft Service person employed on a weekly basis.

### 2. All Other Production Locations

For persons hired at all other locations to perform services outside of the Production Cities to work on a production with production costs budgeted within Tier Two or Tier Three, the minimum applicable wage rates set forth in Appendix D shall apply.

APPENDIX B - WAGE SCALE  
TIER ONE PRODUCTIONS  
ALL COVERED EMPLOYEES

HOURLY WAGES <sup>1</sup>	
Director of Photography	STN
Camera Operator	STN
Digital Imaging Technician	STN
1st Asst. Camera	Key
2nd Asst. Camera	2nd
Still Photographer	STN
Film Loader	3rd
Camera Utility	Key
Digital Utility	3rd
Publicist	Key
Key Grip	Key
Best Boy Grip	2nd
Company Grip	3rd
Dolly Grip	2nd
Chief Lighting Technician	Key
Asst. Chief Lighting Technician	2nd
Lighting Programmer	2nd
Lighting Technician	3rd
Rigging Gaffer	Key
Art Director (Weekly on Call)	STN
Production Designer	STN
Lead Person	Key
On Set Dresser	2nd
Swing Gang	3rd
Lead/Production Painter	Key
Set Painter	3rd
Set Designer	Key
Scenic Artist	STN
Construction Coordinator	STN
Propmaker Foreman	Key
Propmaker	3rd
Gang Boss	2nd
Special Effects Foreman	STN
Asst. Special Effects	STN
Set Decorator	STN

HOURLY WAGES <sup>1</sup>	
Key Greens	2nd
Marine Coordinator	STN
Boat Handlers	STN
On Set Picture Cars & Boats	STN
Costume Designer	STN
Key Costumer	Key
First Set Costumer	2nd
Custom Made Costumer	2nd
Costumer	3rd
Head Makeup Artist	Key
Makeup Artist	2nd
Head Hair Stylist	Key
Hair Stylist	2nd
Sound Mixer	STN
Re-Recording Mixer	STN
Microphone Boom Operator	2nd
Utility Sound Technician	3rd
Video Assist (Record)	Key
Script Supervisor	Key
First Aid/Medic	2nd
Craft Services	2nd
Craft Utility	3rd
Studio Teacher/ Set Teacher	Key
Editor (Weekly on Call)	STN
Sound Editor	STN
Music Editor	STN
Asst. Editor (45 hr/wk)	Key
Apprentice Editor (40 hr/wk)	3rd
Production Coordinator	Key
Asst. Production Coordinator	2nd
Art Dept. Coordinator	2nd
Accountant	Key
Assistant Accountant	2nd
Story Analyst	Key
Location Manager (On Call)	STN <sup>2</sup>

<sup>1</sup> Any rate “Subject to Negotiation” or “STN” shall be greater than the key rate (excluding “All Others”) except as otherwise provided. The “STN” for “All Others” shall not be lower than the 3rd rate in any circumstances.

<sup>2</sup> Location scouts are not covered by this Agreement unless promoted to an Assistant Location Manager or Location Manager in which case they shall be covered from their date of hire on the production. Footnote 1 shall not be applicable to this classification.

Prop Master	Key
Asst. Prop Master	2nd

Assistant Location Manager	STN <sup>2</sup>
All Others	STN

<u>Effective 01/01/20</u>		
Key	\$27.87	Hour
2nd	\$25.18	Hour
3rd	\$22.48	Hour

<u>Effective 01/01/21</u>		
Key	\$28.71	Hour
2nd	\$25.94	Hour
3rd	\$23.15	Hour

<u>Effective 01/01/22</u>		
Key	\$29.57	Hour
2nd	\$26.72	Hour
3rd	\$23.84	Hour

APPENDIX C(1) - WAGE SCALE  
LOS ANGELES AND PRODUCTION CITIES  
TIER TWO PRODUCTIONS

HOURLY WAGES <sup>1</sup>			
CLASSIFICATION	EFFECTIVE 01/01/20	EFFECTIVE 01/01/21	EFFECTIVE 01/01/22
Director of Photography	STN	STN	STN
Camera Operator	\$52.88	\$54.47	\$56.10
Digital Imaging Technician	\$52.88	\$54.47	\$56.10
1st Asst. Camera	\$45.89	\$47.27	\$48.69
2nd Asst. Camera	\$35.16	\$36.21	\$37.30
Still Photographer	\$52.88	\$54.47	\$56.10
Film Loader	\$31.65	\$32.60	\$33.58
Camera Utility	\$36.67	\$37.77	\$38.90
Digital Utility	\$31.65	\$32.60	\$33.58
Publicist	\$36.67	\$37.77	\$38.90
Key Grip	\$36.67	\$37.77	\$38.90
Best Boy Grip	\$33.15	\$34.14	\$35.16
Company Grip	\$31.65	\$32.60	\$33.58
Dolly Grip	\$34.34	\$35.37	\$36.43
Chief Lighting Technician	\$36.67	\$37.77	\$38.90
Asst. Chief Lighting Technician	\$33.15	\$34.14	\$35.16
Lighting Programmer	\$33.15	\$34.14	\$35.16
Lighting Technician	\$31.65	\$32.60	\$33.58
Rigging Gaffer	\$34.38	\$35.41	\$36.47
Art Director (Weekly on Call)	\$2,881.76	\$2,968.21	\$3,057.26
Production Designer	STN	STN	STN
Lead Person	\$33.15	\$34.14	\$35.16
On Set Dresser	\$33.15	\$34.14	\$35.16
Swing Gang	\$31.65	\$32.60	\$33.58
Lead/Production Painter	\$40.29	\$41.50	\$42.75
Set Painter	\$35.08	\$36.13	\$37.21
Set Designer	\$38.98	\$40.15	\$41.35
Scenic Artist	STN	STN	STN
Construction Coordinator	STN	STN	STN
Propmaker Foreman	\$37.18	\$38.30	\$39.45
Propmaker	\$32.38	\$33.35	\$34.35
Special Effects Foreman	STN	STN	STN
Asst. Special Effects	STN	STN	STN
Set Decorator	STN	STN	STN
Prop Master	\$36.67	\$37.77	\$38.90

<sup>1</sup> Any rate “Subject to Negotiation” or “STN” shall be greater than the key rate (excluding “All Others”) except as otherwise provided. The “STN” for “All Others” shall not be lower than the 3rd rate in any circumstances.

HOURLY WAGES <sup>1</sup>			
CLASSIFICATION	EFFECTIVE 01/01/20	EFFECTIVE 01/01/21	EFFECTIVE 01/01/22
Asst. Prop Master	\$32.38	\$33.35	\$34.35
Marine Coordinator	\$32.38	\$33.35	\$34.35
Boat Handler	\$31.54	\$32.49	\$33.46
On Set Picture Cars & Boats	\$31.54	\$32.49	\$33.46
Key Greens	\$33.15	\$34.14	\$35.16
Costume Designer	STN	STN	STN
Key Costumer	\$36.67	\$37.77	\$38.90
First Set Costumer	\$33.15	\$34.14	\$35.16
Custom Made Costumer	\$33.15	\$34.14	\$35.16
Costumer	\$31.65	\$32.60	\$33.58
Head Makeup Artist	\$42.14	\$43.40	\$44.70
Makeup Artist	\$35.84	\$36.92	\$38.03
Head Hair Stylist	\$42.14	\$43.40	\$44.70
Hair Stylist	\$35.84	\$36.92	\$38.03
Sound Mixer	\$57.34	\$57.34	\$57.34
Re-Recording Mixer	\$59.06	\$60.83	\$62.65
Microphone Boom Operator	\$39.81	\$41.00	\$42.23
Utility Sound Technician	\$38.11	\$39.25	\$40.43
Video Assist (Record)	\$36.67	\$37.77	\$38.90
Script Supervisor	\$36.95	\$38.06	\$39.20
First Aid/Medic	\$33.15	\$34.14	\$35.16
Craft Services	\$33.15	\$34.14	\$35.16
Craft Utility	\$31.65	\$32.60	\$33.58
Studio Teacher/Set Teacher	\$36.67	\$37.77	\$38.90
Editor (Weekly on Call)	\$3,493.04	\$3,597.83	\$3,705.76
Sound Editor (48.6 hr/week)	\$2,516.67	\$2,592.17	\$2,669.94
Music Editor (48.6 hr/week)	\$2,516.67	\$2,592.17	\$2,669.94
Asst. Editor (45 hr/week)	\$2,029.28	\$2,090.16	\$2,152.86
Apprentice Editor (40 hr/week)	\$1,055.38	\$1,087.04	\$1,119.65
Location Mgr. (On Call) <sup>2</sup>	STN	STN	STN
Asst. Loc. Mgr. (On Call) <sup>2</sup>	STN	STN	STN
Production Coordinator	\$36.67	\$37.77	\$38.90
Asst. Production Coordinator	\$25.94	\$26.72	\$27.51
Art Dept. Coordinator	\$25.93	\$26.71	\$27.51
Production Accountant	\$28.71	\$29.57	\$30.46
Asst. Prod. Accountant	\$25.93	\$26.71	\$27.51
All Others	STN	STN	STN

<sup>2</sup> Location scouts are not covered by this Agreement unless promoted to an Assistant Location Manager or Location Manager in which case they shall be covered from their date of hire on the production. Footnote 1 shall not be applicable to this classification.

APPENDIX C(2) - WAGE SCALE  
LOS ANGELES AND PRODUCTION CITIES  
TIER THREE PRODUCTIONS

<u>HOURLY WAGES<sup>1</sup></u>			
<u>CLASSIFICATION</u>	<u>EFFECTIVE</u> <u>01/01/20</u>	<u>EFFECTIVE</u> <u>01/01/21</u>	<u>EFFECTIVE</u> <u>01/01/22</u>
Director of Photography	STN	STN	STN
Camera Operator	\$55.68	\$57.35	\$59.07
Digital Imaging Technician	\$55.68	\$57.35	\$59.07
1st Asst. Camera	\$48.31	\$49.76	\$51.25
2nd Asst. Camera	\$37.01	\$38.12	\$39.26
Still Photographer	\$55.68	\$57.35	\$59.07
Film Loader	\$33.34	\$34.34	\$35.37
Camera Utility	\$38.58	\$39.74	\$40.93
Digital Utility	\$33.34	\$34.34	\$35.37
Publicist	\$38.58	\$39.74	\$40.93
Key Grip	\$38.58	\$39.74	\$40.93
Best Boy Grip	\$34.90	\$35.95	\$37.03
Company Grip	\$33.34	\$34.34	\$35.37
Dolly Grip	\$36.16	\$37.24	\$38.36
Chief Lighting Technician	\$38.58	\$39.74	\$40.93
Asst. Chief Lighting Technician	\$34.90	\$35.95	\$37.03
Lighting Programmer	\$34.90	\$35.95	\$37.03
Lighting Technician	\$33.34	\$34.34	\$35.37
Rigging Gaffer	\$36.19	\$37.28	\$38.40
Art Director (Weekly on Call)	\$3,087.63	\$3,180.26	\$3,275.67
Production Designer	STN	STN	STN
Lead Person	\$34.90	\$35.95	\$37.03
On Set Dresser	\$34.90	\$35.95	\$37.03
Swing Gang	\$33.34	\$34.34	\$35.37
Lead/Production Painter	\$42.44	\$43.71	\$45.02
Set Painter	\$36.93	\$38.04	\$39.18
Set Designer	\$41.00	\$42.23	\$43.50
Scenic Artist	STN	STN	STN
Construction Coordinator	STN	STN	STN
Propmaker Foreman	\$39.15	\$40.32	\$41.53
Propmaker	\$34.08	\$35.10	\$36.15
Special Effects Foreman	STN	STN	STN
Asst. Special Effects	STN	STN	STN

<sup>1</sup> Any rate "Subject to Negotiation" or "STN" shall be greater than the key rate (excluding "All Others") except as otherwise provided. The "STN" for "All Others" shall not be lower than the 3rd rate in any circumstances.

<u>HOURLY WAGES<sup>1</sup></u>			
<u>CLASSIFICATION</u>	<u>EFFECTIVE</u> <u>01/01/20</u>	<u>EFFECTIVE</u> <u>01/01/21</u>	<u>EFFECTIVE</u> <u>01/01/22</u>
Set Decorator	STN	STN	STN
Prop Master	\$38.58	\$39.74	\$40.93
Asst. Prop Master	\$34.08	\$35.10	\$36.15
Marine Coordinator	\$34.08	\$35.10	\$36.15
Boat Handler	\$33.36	\$34.36	\$35.39
On Set Picture Cars & Boats	\$33.36	\$34.36	\$35.39
Key Greens	\$34.90	\$35.95	\$37.03
Costume Designer	STN	STN	STN
Key Costumer	\$38.58	\$39.74	\$40.93
First Set Costumer	\$34.90	\$35.95	\$37.03
Custom Made Costumer	\$34.90	\$35.95	\$37.03
Costumer	\$33.34	\$34.34	\$35.37
Head Makeup Artist	\$44.39	\$45.72	\$47.09
Makeup Artist	\$37.72	\$38.85	\$40.02
Head Hair Stylist	\$44.39	\$45.72	\$47.09
Hair Stylist	\$37.72	\$38.85	\$40.02
Sound Mixer	\$60.31	\$60.31	\$60.31
Re-Recording Mixer	\$62.12	\$63.98	\$65.90
Microphone Boom Operator	\$41.91	\$43.17	\$44.47
Utility Sound Technician	\$40.08	\$41.28	\$42.52
Video Assist (Record)	\$38.58	\$39.74	\$40.93
Script Supervisor	\$38.88	\$40.05	\$41.25
First Aid/Medic	\$34.90	\$35.95	\$37.03
Craft Services	\$34.90	\$35.95	\$37.03
Craft Utility	\$33.34	\$34.34	\$35.37
Studio Teacher/Set Teacher	\$38.58	\$39.74	\$40.93
Editor (Weekly on Call)	\$3,676.87	\$3,787.18	\$3,900.80
Sound Editor (48.6 hr/week)	\$2,583.95	\$2,661.47	\$2,741.31
Music Editor (48.6 hr/week)	\$2,583.95	\$2,661.47	\$2,741.31
Asst. Editor (45 hr/week)	\$2,136.63	\$2,200.73	\$2,266.75
Apprentice Editor (40 hr/week)	\$1,110.93	\$1,144.26	\$1,178.59
Location Manager (On Call) <sup>2</sup>	STN	STN	STN
Asst. Lc. Man. (On Call) <sup>2</sup>	STN	STN	STN
Production Coordinator	\$38.58	\$39.74	\$40.93
Asst. Production Coordinator	\$26.71	\$27.51	\$28.34
Art Dept. Coordinator	\$26.71	\$27.51	\$28.34
Production Accountant	\$29.58	\$30.47	\$31.38
Asst. Prod. Accountant	\$26.71	\$27.51	\$28.34

<sup>2</sup> Location scouts are not covered by this Agreement unless promoted to an Assistant Location Manager or Location Manager in which case they shall be covered from their date of hire on the production. Footnote 1 shall not be applicable to this classification.

<u>HOURLY WAGES<sup>1</sup></u>			
<u>CLASSIFICATION</u>	<u>EFFECTIVE</u> <u>01/01/20</u>	<u>EFFECTIVE</u> <u>01/01/21</u>	<u>EFFECTIVE</u> <u>01/01/22</u>
All Others	STN	STN	STN



APPENDIX D(1) - WAGE SCALE  
NON-PRODUCTION CITIES  
TIER TWO PRODUCTIONS

<u>HOURLY WAGES<sup>1</sup></u>			
<u>CLASSIFICATION</u>	<u>EFFECTIVE</u> <u>01/01/20</u>	<u>EFFECTIVE</u> <u>01/01/21</u>	<u>EFFECTIVE</u> <u>01/01/22</u>
Director of Photography	STN	STN	STN
Camera Operator	\$50.24	\$51.75	\$53.30
Digital Imaging Technician	\$50.24	\$51.75	\$53.30
1st Asst. Camera	\$43.60	\$44.91	\$46.26
2nd Asst. Camera	\$33.41	\$34.41	\$35.44
Still Photographer	\$50.24	\$51.75	\$53.30
Film Loader	\$30.07	\$30.97	\$31.90
Camera Utility	\$34.83	\$35.87	\$36.95
Digital Utility	\$30.07	\$30.97	\$31.90
Publicist	\$34.83	\$35.87	\$36.95
Key Grip	\$34.83	\$35.87	\$36.95
Best Boy Grip	\$31.51	\$32.46	\$33.43
Company Grip	\$30.07	\$30.97	\$31.90
Dolly Grip	\$32.62	\$33.60	\$34.61
Chief Lighting Technician	\$34.83	\$35.87	\$36.95
Asst. Chief Lighting Technician	\$31.51	\$32.46	\$33.43
Lighting Programmer	\$31.51	\$32.46	\$33.43
Lighting Technician	\$30.07	\$30.97	\$31.90
Rigging Gaffer	\$32.65	\$33.63	\$34.64
Art Director (Weekly on Call)	\$2,737.69	\$2,819.82	\$2,904.41
Production Designer	STN	STN	STN
Lead Person	\$31.51	\$32.46	\$33.43
On Set Dresser	\$31.51	\$32.46	\$33.43
Swing Gang	\$30.07	\$30.97	\$31.90
Lead/Production Painter	\$38.28	\$39.43	\$40.61
Set Painter	\$33.30	\$34.30	\$35.33
Set Designer	\$37.02	\$38.13	\$39.27
Scenic Artist	STN	STN	STN
Construction Coordinator	STN	STN	STN
Propmaker Foreman	\$35.33	\$36.39	\$37.48
Propmaker	\$30.76	\$31.68	\$32.63
Special Effects Foreman	STN	STN	STN
Asst. Special Effects	STN	STN	STN
Set Decorator	STN	STN	STN
Prop Master	\$34.83	\$35.87	\$36.95

<sup>1</sup> Any rate “Subject to Negotiation” or “STN” shall be greater than the key rate (excluding “All Others”) except as otherwise provided. The “STN” for “All Others” shall not be lower than the 3rd rate in any circumstances.

<u>HOURLY WAGES<sup>1</sup></u>			
<u>CLASSIFICATION</u>	<u>EFFECTIVE</u> <u>01/01/20</u>	<u>EFFECTIVE</u> <u>01/01/21</u>	<u>EFFECTIVE</u> <u>01/01/22</u>
Asst. Prop Master	\$30.76	\$31.68	\$32.63
Marine Coordinator	\$30.76	\$31.68	\$32.63
Boat Handler	\$30.10	\$31.00	\$31.93
On Set Picture Cars & Boats	\$30.10	\$31.00	\$31.93
Key Greens	\$31.51	\$32.46	\$33.43
Costume Designer	STN	STN	STN
Key Costumer	\$34.83	\$35.87	\$36.95
First Set Costumer	\$31.51	\$32.46	\$33.43
Custom Made Costumer	\$31.51	\$32.46	\$33.43
Costumer	\$30.07	\$30.97	\$31.90
Head Makeup Artist	\$40.06	\$41.26	\$42.50
Makeup Artist	\$34.04	\$35.06	\$36.11
Head Hair Stylist	\$40.06	\$41.26	\$42.50
Hair Stylist	\$34.04	\$35.06	\$36.11
Sound Mixer	\$54.46	\$54.46	\$54.46
Re-Recording Mixer	\$56.10	\$57.78	\$59.51
Microphone Boom Operator	\$37.84	\$38.98	\$40.15
Utility Sound Technician	\$36.19	\$37.28	\$38.40
Video Assist (Record)	\$34.83	\$35.87	\$36.95
Script Supervisor	\$35.10	\$36.15	\$37.23
First Aid/Medic	\$31.51	\$32.46	\$33.43
Craft Services	\$31.51	\$32.46	\$33.43
Craft Utility	\$30.07	\$30.97	\$31.90
Studio Teacher/Set Teacher	\$34.83	\$35.87	\$36.95
Editor (Weekly on Call)	\$3,318.39	\$3,417.94	\$3,520.48
Sound Editor (48.6 hr/week)	\$2,422.47	\$2,495.14	\$2,569.99
Music Editor (48.6 hr/week)	\$2,422.47	\$2,495.14	\$2,569.99
Asst. Editor (45 hr/week)	\$1,927.83	\$1,985.66	\$2,045.23
Apprentice Editor (40 hr/week)	\$1,002.60	\$1,032.68	\$1,063.66
Location Manager (On Call) <sup>2</sup>	STN	STN	STN
Asst. Lc. Man. (On Call) <sup>2</sup>	STN	STN	STN
Production Coordinator	\$34.83	\$35.87	\$36.95
Asst. Production Coordinator	\$25.94	\$26.72	\$27.51
Art Dept. Coordinator	\$25.93	\$26.71	\$27.51
Production Accountant	\$28.71	\$29.57	\$30.46
Asst. Prod. Accountant	\$25.93	\$26.71	\$27.51
All Others	STN	STN	STN

<sup>2</sup> Location scouts are not covered by this Agreement unless promoted to an Assistant Location Manager or Location Manager in which case they shall be covered from their date of hire on the production. Footnote 1 shall not be applicable to this classification.

APPENDIX D(2) - WAGE SCALE  
NON-PRODUCTION CITIES  
TIER THREE PRODUCTIONS

<u>HOURLY WAGES<sup>1</sup></u>			
<u>CLASSIFICATION</u>	<u>EFFECTIVE</u> <u>01/01/20</u>	<u>EFFECTIVE</u> <u>01/01/21</u>	<u>EFFECTIVE</u> <u>01/01/22</u>
Director of Photography	STN	STN	STN
Camera Operator	\$52.88	\$54.47	\$56.10
Digital Imaging Technician	\$52.88	\$54.47	\$56.10
1st Asst. Camera	\$45.89	\$47.27	\$48.69
2nd Asst. Camera	\$35.16	\$36.21	\$37.30
Still Photographer	\$52.88	\$54.47	\$56.10
Film Loader	\$31.65	\$32.60	\$33.58
Camera Utility	\$36.67	\$37.77	\$38.90
Digital Utility	\$31.65	\$32.60	\$33.58
Publicist	\$36.67	\$37.77	\$38.90
Key Grip	\$36.67	\$37.77	\$38.90
Best Boy Grip	\$33.15	\$34.14	\$35.16
Company Grip	\$31.65	\$32.60	\$33.58
Dolly Grip	\$34.33	\$35.36	\$36.42
Chief Lighting Technician	\$36.67	\$37.77	\$38.90
Asst. Chief Lighting Technician	\$33.15	\$34.14	\$35.16
Lighting Programmer	\$33.15	\$34.14	\$35.16
Lighting Technician	\$31.65	\$32.60	\$33.58
Rigging Gaffer	\$34.38	\$35.41	\$36.47
Art Director (Weekly on Call)	\$2,881.76	\$2,968.21	\$3,057.26
Production Designer	STN	STN	STN
Lead Person	\$33.15	\$34.14	\$35.16
On Set Dresser	\$33.15	\$34.14	\$35.16
Swing Gang	\$31.65	\$32.60	\$33.58
Lead/Production Painter	\$40.29	\$41.50	\$42.75
Set Painter	\$35.08	\$36.13	\$37.21
Set Designer	\$38.98	\$40.15	\$41.35
Scenic Artist	STN	STN	STN
Construction Coordinator	STN	STN	STN
Propmaker Foreman	\$37.18	\$38.30	\$39.45
Propmaker	\$32.38	\$33.35	\$34.35
Special Effects Foreman	STN	STN	STN
Asst. Special Effects	STN	STN	STN
Set Decorator	STN	STN	STN
Prop Master	\$36.67	\$37.77	\$38.90

<sup>1</sup> Any rate “Subject to Negotiation” or “STN” shall be greater than the key rate (excluding “All Others”) except as otherwise provided. The “STN” for “All Others” shall not be lower than the 3rd rate in any circumstances.

<u>HOURLY WAGES<sup>1</sup></u>			
<u>CLASSIFICATION</u>	<u>EFFECTIVE</u> <u>01/01/20</u>	<u>EFFECTIVE</u> <u>01/01/21</u>	<u>EFFECTIVE</u> <u>01/01/22</u>
Asst. Prop Master	\$32.38	\$33.35	\$34.35
Marine Coordinator	\$32.38	\$33.35	\$34.35
Boat Handler	\$31.68	\$32.63	\$33.61
On Set Picture Cars & Boats	\$31.68	\$32.63	\$33.61
Key Greens	\$33.15	\$34.14	\$35.16
Costume Designer	STN	STN	STN
Key Costumer	\$36.67	\$37.77	\$38.90
First Set Costumer	\$33.15	\$34.14	\$35.16
Custom Made Costumer	\$33.15	\$34.14	\$35.16
Costumer	\$31.65	\$32.60	\$33.58
Head Makeup Artist	\$42.14	\$43.40	\$44.70
Makeup Artist	\$35.84	\$36.92	\$38.03
Head Hair Stylist	\$42.14	\$43.40	\$44.70
Hair Stylist	\$35.84	\$36.92	\$38.03
Sound Mixer	\$57.34	\$57.34	\$57.34
Re-Recording Mixer	\$59.06	\$60.83	\$62.65
Microphone Boom Operator	\$39.81	\$41.00	\$42.23
Utility Sound Technician	\$38.11	\$39.25	\$40.43
Video Assist (Record)	\$36.67	\$37.77	\$38.90
Script Supervisor	\$36.95	\$38.06	\$39.20
First Aid/Medic	\$33.15	\$34.14	\$35.16
Craft Services	\$33.15	\$34.14	\$35.16
Craft Utility	\$31.65	\$32.60	\$33.58
Studio Teacher/Set Teacher	\$36.67	\$37.77	\$38.90
Editor (Weekly on Call)	\$3,476.17	\$3,580.46	\$3,687.87
Sound Editor (48.6 hr/week)	\$2,516.67	\$2,592.17	\$2,669.94
Music Editor (48.6 hr/week)	\$2,516.67	\$2,592.17	\$2,669.94
Asst. Editor (45 hr/week)	\$2,029.28	\$2,090.16	\$2,152.86
Apprentice Editor (40 hr/week)	\$1,055.38	\$1,087.04	\$1,119.65
Location Manager (On Call) <sup>2</sup>	STN	STN	STN
Asst. Lc. Man. (On Call) <sup>2</sup>	STN	STN	STN
Production Coordinator	\$36.67	\$37.77	\$38.90
Asst. Production Coordinator	\$26.71	\$27.51	\$28.34
Art Dept. Coordinator	\$26.71	\$27.51	\$28.34
Production Accountant	\$29.58	\$30.47	\$31.38
Asst. Prod. Accountant	\$26.71	\$27.51	\$28.34
All Others	STN	STN	STN

<sup>2</sup> Location scouts are not covered by this Agreement unless promoted to an Assistant Location Manager or Location Manager in which case they shall be covered from their date of hire on the production. Footnote 1 shall not be applicable to this classification.

APPENDIX E - PROJECT INFORMATION SHEET

LOW BUDGET THEATRICAL AGREEMENT  
PROJECT INFORMATION SHEET

**\*\*PLEASE PROVIDE A COPY OF THE BUDGET & A CURRENT CREW LIST\*\***

\*PROJECT TITLE: \_\_\_\_\_

\*TERM PARENT COMPANY: \_\_\_\_\_

\*PROJECT PRODUCTION COMPANY: \_\_\_\_\_

\*FEATURES:

Ultra Low     Tier One     Tier Two     Tier Three

**\*\*PLEASE COMPLETE THE FOLLOWING FOR ALL PROJECTS\*\***

\*PRODUCTION LOCATION(S): \_\_\_\_\_

\*POST-PRODUCTION LOCATION(S)/FACILITIES(S): \_\_\_\_\_

\*PRE-PRODUCTION:                      Start – \_\_\_\_\_                      Wrap – \_\_\_\_\_

\*PRINCIPAL PHOTOGRAPHY:                      Start – \_\_\_\_\_                      Wrap – \_\_\_\_\_                      # of Days of Principal Photography: \_\_\_\_\_

\*POST-PRODUCTION:                      Start – \_\_\_\_\_                      Wrap – \_\_\_\_\_

\*LINE PRODUCER: \_\_\_\_\_                      \*UNIT PRODUCTION MANAGER: \_\_\_\_\_

Email: \_\_\_\_\_                      Email: \_\_\_\_\_

Tele: \_\_\_\_\_                      Tele: \_\_\_\_\_

PRODUCTION OFFICE INFO:

Address: \_\_\_\_\_                      Address 2: \_\_\_\_\_

City: \_\_\_\_\_                      State/Province: \_\_\_\_\_                      Postal Code: \_\_\_\_\_                      Country: \_\_\_\_\_

Tele: \_\_\_\_\_                      Production Office Email: \_\_\_\_\_

\*To submit crew resumes, please email: \_\_\_\_\_

PAYROLL SERVICE: \_\_\_\_\_

Contact: \_\_\_\_\_                      Tele: \_\_\_\_\_                      Email: \_\_\_\_\_

\*Please note: Anything with an asterisk may be shared with prospective union crew at IATSE discretion.