

HBO FILMS LONG FORM SIDELETTER & MOVIES OF THE WEEK & LIMITED SERIES TERMS AND CONDITIONS AT A GLANCE 7/30/2024-1/1/2025

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

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
 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
 RIDES AND ROOMS UPON REQUEST, CITING SAFETY - COURTESY HOUSING OR ROUND-TRIP TRANSPORTATION HOME PROVIDED-AFTER 14 HOURS

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 TV/STREAMING

	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, INDEPENDENCE DAY, LABOR DAY, THANKSGIVING, THE DAY AFTER THANKSGIVING, CHRISTMAS DAY
 DAILY EMPLOYEES: NO PAY FOR HOLIDAYS NOT WORKED
 WEEKLY EMPLOYEES: NO PAY FOR HOLIDAYS NOT WORKED

VACATION

DAILY EMPLOYEES: NO VACATION PAY
 WEEKLY EMPLOYEES: NO VACATION PAY

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 4 HOURS MIN UP TO 8 HOURS MAX TRAVEL TIME
 WORK AND TRAVEL ALL HOURS ACCRUE AS WORK HOURS PORTAL TO PORTAL

BENEFIT CONTRIBUTIONS

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