

PAY TV i.e. HBO & STARZ & SHOWTIME PILOT & SEASON 1 & 2 TERMS AND CONDITIONS AT A GLANCE 1/1/2023-1/1/2025

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 AND DISTANT LOCATION		
AFTER SEVEN DAYS OF WORK IN A WORKWEEK, THE MINIMUM WEEKEND REST AFTER THE SEVENTH DAY SHALL BE 12 HOURS			
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 DAILY/WEEKLY 1/5TH OF 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 A 4 HOUR MINIMUM CALL FOR DAILY OR 1/2 OF 1/5TH THE WEEKLY RATE FOR WEEKLY EMPLOYEES		
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		
EXCEPT WHERE BETTER CONDITIONS EXIST, IN THE EVENT AN EMPLOYEE WORKS MORE THAN 14 HOURS ON TWO CONSECUTIVE DAYS, IF THE REST PERIOD IS INVADDED, THE EMPLOYEE SHALL RETURN AT THEIR RATE IN EFFECT AT TIME OF DISMISSAL, PLUS AN ADDITIONAL HOUR OF STRAIGHT TIME, FOR ALL HOURS WORKED UNTIL THE REQUIRED REST IS PROVIDED.			
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		
FRENCH HOURS ARE PERMISSIBLE ON A DAILY BASIS - WITH APPROVAL BY MAJORITY OF UNION EMPLOYEES - VOTE MONITORED BY SHOP STEWARD HOT FOOD MUST BE PROVIDED NO LATER THAN 4 HOURS AFTER CALL/DOUBLE TIME AFTER 11.0 CONSECUTIVE HOURS			
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 WILL BE PAID FOR UNWORKED HOLIDAYS PROVIDED THE DAILY EMPLOYEE HAS WORKED FOR ALL THE SCHEDULED WORKDAYS IN THEIR DEPARTMENT FOR TWO WEEKS PRIOR TO THE HOLIDAY AND THE NEXT SCHEDULED WORKDAY FOLLOWING THE HOLIDAY			
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		
ANY EMPLOYEE WHOSE PRIMARY RESIDENCE IS MORE THAN 60 MILES FROM A PRODUCTION LOCATION	MUST BE PROVIDED HOUSING OR ALLOWANCE AND PER DIEM OF \$60		
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		