

| SEASON 3 AND ABOVE VIDEOTAPE ELECTRONICS SUPPLEMENTAL AGREEMENT WAGES FOR NON DRAMATIC PROGRAMS - ARTICLE 15 (b)(1) | | NON DRAMATIC, AWARD/RED CARPET SHOWS, PARADE SHOWS, REALITY SHOWS UTILIZING A DIY/"HOW TO" OR "DOCU FOLLOW" FORMAT AND REALITY SHOWS NOT COVERED IN ARTICLE 15 (b)(2) SUCH AS: KARDASHIANS; HOUSE HUNTERS; LOVE IS BLIND; PAWN STARS. 9/29/24 - 9/27/25 | |
|---|-------|--|------------|
| | | DAILY/8 HOURS | WEEKLY |
| PROPMAKER FOREPERSON | CHIEF | 54.25/434 | 49.85/1994 |
| PROPMAKER GANG BOSS | OTHER | 44.75/358 | 40.78/1631 |
| PROPMAKER | OTHER | 44.75/358 | 40.78/1631 |
| | | | |
| SPFX FOREPERSON | CHIEF | 54.25/434 | 49.85/1994 |
| SPFX GANG BOSS | OTHER | 44.75/358 | 40.78/1631 |
| SPFX ASSISTANT | OTHER | 44.75/358 | 40.78/1631 |
| SPFX LICENSED POWDER PERSON: ADDITIONAL \$20.00 PER SHIFT | | | |
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| PROP MASTER | CHIEF | 54.25/434 | 49.85/1994 |
| ASST. PROP MASTER | OTHER | 44.75/358 | 40.78/1631 |
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| PROPERTY LEADPERSON / GANG BOSS | CHIEF | 54.25/434 | 49.85/1994 |
| PROPERTY PERSON | OTHER | 44.75/358 | 40.78/1631 |
| ON SET DRESSER | OTHER | 44.75/358 | 40.78/1631 |
| GREENS | OTHER | 44.75/358 | 40.78/1631 |
| | | | |
| SET DECORATOR (ON CALL) | CHIEF | \$477.00 | \$2,181.00 |
| CONSTRUCTION COORDINATOR (ON CALL) | CHIEF | *STN | *STN |
| THERE IS NO CONSTRUCTION COORDINATOR RATE IN THE VTA, BUT COORDINATORS SHOULD BE NEGOTIATING ABOVE SCALE RATES FOR MOST SHOWS | | | |
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| DRAPERY FOREPERSON | CHIEF | 54.25/434 | 49.85/1994 |
| DRAPERY GANG BOSS | OTHER | 44.63/358 | 40.78/1631 |
| DRAPERY JOURNEYPerson | OTHER | 44.63/358 | 40.78/1631 |
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| FLOORCOVERING FOREPERSON | CHIEF | 54.25/434 | 49.85/1994 |
| FLOORCOVERING GANG BOSS | OTHER | 44.63/358 | 40.78/1631 |
| FLOOR COVERING JOURNEYPerson | OTHER | 44.63/358 | 40.78/1631 |
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| UPHOLSTERY FOREPERSON | CHIEF | 54.25/434 | 49.85/1994 |
| UPHOLSTERY GANG BOSS | OTHER | 44.63/358 | 40.78/1631 |
| UPHOLSTERY JOURNEYPerson | OTHER | 44.63/358 | 40.78/1631 |
| | | | |
| PROPERTY SEWING FOREPERSON | CHIEF | 54.25/434 | 49.85/1994 |
| PROPERTY SEWING PERSON | OTHER | 44.63/358 | 40.78/1631 |
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| STN*=Subject To Negotiation | | | |
| * NO STN RATE MAY BE LESS THAN THE SCALE KEY OR JOURNEYPerson RATE AS APPLICABLE. | | | |

VIDEOTAPE SUPPLEMENTAL AGREEMENT

TERMS AND CONDITIONS - VIDEOTAPE SUPPLEMENTAL AGREEMENT 10/1/2024 - 9/30/2027

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

DAILY REST PERIODS FOR ON AND OFF PRODUCTION

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

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| REST PERIOD FROM DISMISSAL ON 5TH DAY OF WORKWEEK TO START OF FOLLOWING WORKWEEK | 54 HOURS |
| REST PERIOD FROM DISMISSAL ON 6TH DAY OF WORKWEEK TO START OF FOLLOWING WORKWEEK | 32 HOURS |
| 6TH DAY OF WORK OCCURS ON THE 7TH DAY OF THE WORKWEEK | 32 HOURS BETWEEN THE 5TH DAY WORKED AND THE 7TH DAY OF THE WORKWEEK |

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

MINIMUM CALL

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| DAILY/WEEKLY/ON-CALL | 8 HOURS/9 HOURS/DAILY OR WEEKLY "ON CALL" RATE |
| TRAVEL ONLY - STRAIGHT TIME ALLOWANCE | 4 HOURS MINIMUM UP TO 8 HOURS TRAVEL MAXIMUM NOW INCLUDES PENSION AND HEALTH |
| 4 HOUR MINIMUM CALL | APPLIES FOR ANY DAY ON WHICH AN EMPLOYEE DOES NOT WORK AND REPORTS TO TRAINING |

CANCELLATION OF CALL

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| 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

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| TIME AND ONE HALF | AFTER 8 HOURS WORKED TO 12 HOURS WORKED/6TH DAY |
| DOUBLE TIME | AFTER 12 HOURS WORKED/7TH DAY/HOLIDAY WORKED |
| TRIPLE TIME | AFTER 15 HOURS ELAPSED |
| ON CALL EMPLOYEES | 6TH DAY TIME AND ONE HALF/7TH DAY DOUBLE TIME |
| RIDES AND ROOMS - CHECK CALL SHEET FOR CONTACT INFORMATION | PRODUCER WILL RESERVE ROOM FOR THE LENGTH OF TURNAROUND OR UNTIL CALL TIME, WHICHEVER IS EARLIER. SECURE PARKING WILL BE PROVIDED |

MEALS

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| 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 JOB WRAP |

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

MEAL PENALTIES - GRACE SHALL NOT BE SCHEDULED NOR AUTOMATIC

| | OUTSIDE STUDIO | INSIDE STUDIO | |
|---|----------------|---------------|--|
| 1ST HALF HOUR OR FRACTION OF | \$7.50 | \$8.50 | |
| 2ND HALF HOUR OR FRACTION OF | \$10.00 | \$11.00 | |
| 3RD AND 4TH HALF HOUR OR FRACTION THEREOF | \$12.50 | \$13.50 | |
| EACH 5TH AND SUCCEEDING HALF HOUR | \$25.00 | \$25.00 | |

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

HOLIDAYS

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

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

VACATION

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

LOCATIONS/TRAVEL

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| THIRTY MILE ZONE aka TMZ DEFINED | THIRTY MILE RADIUS FROM BEVERLY BL. & LA CIENEGA BL. PLUS AGUA DULCE, CASTAIC, LEO CARRILLO ST. BEACH, ONTARIO INT. AIRPORT, PIRU, POMONA INC. FAIRGROUNDS, MGM, CONEJO RANCH PROPERTY |
| DRIVE TO MILEAGE ALLOWANCE IS \$.30 ROUND TRIP FROM PRODUCTION CENTER TO ZONE LOCATION | APPLIES WHEN REPORTING TO A ZONE LOCATION OUTSIDE A 10 MILE RADIUS FROM A POINT DESIGNATED BY PRODUCER AS "PRODUCTION CENTER" |
| SECONDARY ZONE DEFINED | TEN MILE RADIUS BEYOND THE TMZ PLUS JOHN WAYNE AIRPORT, CITY OF HUNTINGTON BEACH |
| TRANSPORTATION BETWEEN PRODUCTION LOCATIONS | WHEN AN EMPLOYEE IS REQUIRED TO TRANSPORT THEMSELVES BETWEEN PRODUCTION LOCATIONS, THEY SHALL BE REIMBURSED FOR SUCH TRAVEL AT THE APPLICABLE IRS RATE |
| TRAVEL ONLY STRAIGHT TIME ALLOWANCE NOW INCLUDES PENSION AND HEALTH | 4 HOURS MIN UP TO 8 HOURS MAX TRAVEL TIME |
| WORK AND TRAVEL | ALL HOURS ACCRUE AS WORK HOURS PORTAL TO PORTAL |

BENEFIT CONTRIBUTIONS

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