

**AGREEMENT OF AUGUST 1, 2021 BETWEEN PRODUCER  
AND SOUTHERN CALIFORNIA DISTRICT COUNCIL OF  
LABORERS and its affiliate, STUDIO UTILITY EMPLOYEES,  
LOCAL 724, both affiliated with the LABORERS'  
INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO**

**Table of Contents**

<b><u>Article</u></b>		<b><u>Page</u></b>
1.	Scope of Agreement.....	1
2.	Recognition .....	2
3.	Union Security .....	2
4.	Wage Scales, Hours of Employment and Working Conditions.....	3
5.	Better Conditions - Deal Memos - Personal Service Contracts .....	3
6.	Authority of Union and Producer .....	4
7.	Grievance and Arbitration Procedure .....	4
8.	Conflict With Laws.....	11
9.	Term of Agreement.....	12
10.	Interpretation.....	12
11.	Health Plan.....	13
12.	Pension Plan.....	19
12A.	Motion Picture Industry Individual Account Plan .....	22
13.	Motion Picture Industry Health Plan - Retired Employees Fund.....	23
13A.	Loan-Out Companies .....	26
13B.	401(k) Plan Feasibility Study .....	26
14.	Pre '60 Theatrical Pictures; Pay Television.....	27
15.	Post '60 Theatrical Motion Pictures .....	28
16.	Policy, Applicability of Agreement and Subcontracting .....	44
17.	Charitable Contributions .....	46
18.	Contract Services Administration Trust Fund .....	46
18A.	Training/Apprenticeship Programs .....	49
19.	Implementation of Work Training Programs.....	49
20.	Labor-Management Meetings.....	49
21.	Supplemental Markets .....	49
21A.	Special Residual Formula for Theatrical Motion Pictures Licensed to Free Television and/or Supplemental Markets for which a Minimum Guarantee or Non-Returnable Advance is Payable.....	65
22.	Rental Facilities .....	66
23.	Report of Locations.....	66
24.	No Strike - No Lockout.....	66

<u>Article</u>		<u>Page</u>
25.	Employee Assistance Program for Drug and Alcohol Abuse .....	67
26.	Change of Name by Producer .....	68
27.	Payroll Companies and Paying Agents.....	68
28.	Gender - Included Meanings.....	68
29.	Low Budget Features .....	68
30.	Payroll Deposit.....	69
31.	California Sick Leave .....	70
32	Waiver of New York City Earned Sick Time Act and Similar Laws .....	72
33.	Project Information Sheet .....	73
34.	Diversity, Equity and Inclusion .....	74

## **§I. WAGE SCALES, HOURS OF EMPLOYMENT AND WORKING CONDITIONS**

### **Paragraph**

1.	Wage Scales .....	76
2.	Classification and Wage Schedule.....	81
2.1	Report of New Hires .....	81
3.	Payroll Week.....	81
4.	Fractional Payroll Week.....	82

## **§II. STUDIO WORKING CONDITIONS**

5.	Night Premiums .....	82
6.	Minimum Calls .....	82
7.	Overtime .....	83
8.	Workweek; Sixth or Seventh Day Worked in an Employee's Workweek .....	83
9.	Holidays .....	86
10.	Call-backs .....	91
10.1	Weekend Rest Period.....	92
11.	Golden Hour Provisions.....	93
12.	Interchange of Job Classifications .....	96
13.	Working in Higher Classification .....	96
14.	Layoff Provisions.....	96
15.	Change and Cancellation of Calls.....	97
17.	Time Cards and Computation of Work Time .....	97
18.	Stand-by Calls.....	97
19.	Pay-off Requirements .....	98

### **Paragraph**

### **Page**

20.	Meal Periods and Meals.....	98
-----	-----------------------------	----

### **§III. STUDIO ZONE AND SECONDARY STUDIO ZONE DEFINITIONS AND WORKING CONDITIONS**

<b><u>Paragraph</u></b>		<b><u>Page</u></b>
21.	Studio Zone.....	101
22.	Secondary Studio Zone .....	103
23.	Zone Waivers .....	104

### **§IV. NEARBY LOCATION DEFINITIONS AND WORKING CONDITIONS**

25.	Nearby Locations Defined .....	104
26.	Work Time; Travel Time .....	104
27.	Transportation .....	104
28.	Truck Travel Allowances.....	105
29.	Golden Hours .....	105

### **§V. DISTANT LOCATION MINIMUM WAGE SCALE**

31.	Distant Location Minimum Wage Scales .....	106
32.	Minimum Calls and Allowances on Distant Location .....	113

### **§VI. DISTANT LOCATION DEFINITIONS AND WORKING CONDITIONS**

36.	Distant Locations Defined .....	113
37.	Traveling Expenses and Accommodations .....	113
39.	Travel Time, Work-and-Travel Conditions and Pay Provisions.....	114
41.	Call-backs (Rest Period) .....	116
41.1	Weekend Rest Period on Distant Location .....	117
43.	Sixth Day Worked on Distant Location.....	117
44.	Golden Hours on Distant Location .....	117
45.	Meal Periods on Distant Location.....	118
46.	Night Premiums on Distant Location.....	119
47.	Time Cards on Distant Location .....	119
48.	Clean-Up Facilities on Location .....	119
49.	Other Working Conditions.....	120

<b><u>Paragraph</u></b>		<b><u>Page</u></b>
50.	Distant Location Assignments .....	120

## **§VII. GENERAL CLAUSES**

<b><u>Paragraph</u></b>		<b><u>Page</u></b>
51.	Hazardous Work .....	121
52.	Allowances for Hazardous Work.....	122
53.	Abnormally Cold or Wet Work .....	123
54.	Overscale Employees.....	123
55.	Nearby and Distant Locations.....	123
56.	Promotions .....	123
57.	Earnings Reports.....	123
58.	Personal Service Contracts.....	123
59.	Studio Pass .....	123
60.	Stewards.....	124
61.	Gang Bosses.....	124
62.	Leave of Absence.....	125
63.	Subcontracting .....	125
64.	Safety .....	125
65.	Pneumatic Tool Operators .....	127
66.	Bulletin Boards .....	127
67.	Foremen and Supervisory Employees .....	127
67.1	Non-Discrimination.....	128
68.	Seniority.....	128
69.	Substituting for Department Head .....	137
70.	Reporting of Accidents .....	137
71.	Employees in the Armed Services .....	137
72.	Vacations.....	137
73.	Jurisdictional Disputes .....	146
74.	Severance Pay .....	146
76.	Re-employment of Former Labor Union Officers .....	152
77.	Return of Transferred Employee to Bargaining Unit .....	153
78.	Technological Change .....	153
79.	Cell Phone Allowance.....	157

## **§VIII. DUTIES AND DIVISIONS OF WORK**

<b><u>Paragraph</u></b>		<b><u>Page</u></b>
81.	Duties and Divisions of Work.....	157

## **EXHIBITS:**

Exhibit "A".....	163
Exhibit "B" .....	165
Exhibit "C" .....	173
Exhibit "Z" Studio Zone and Secondary Studio Zone Map.....	174

**SIDELETTERS:**

No. 1	Workweek Provision.....	175
No. 2	1994 Basic Crafts Memoranda of Agreement; Interchange.....	176
No. 3	Work Opportunities in the Handling of Hazardous Waste Material .....	177
No. 4	Special Conditions for One-Hour Episodic Television Series, the Production of Which Commenced Prior to August 1, 2003, and for One-Half Hour and One-Hour Pilots.....	178
No. 5	Special Conditions for New One-Hour Episodic Television Series, the Production of Which Commences On or After August 1, 2003 and for One-Half Hour Digital or Videotape Single Camera Dramatic Television Series and Digital or Videotape Non- Dramatic Series of Any Length, the Production of Which Commences on or After October 1, 2006 .....	186
No. 6	Special Conditions for Movies for Television and Long-Form Television Motion Pictures, Made for DVD Productions and Low Budget Theatrical Productions .....	188

**SIDELETTERS (Cont'd)**

<u>Paragraph</u>		<u>Page</u>
No. 7	Studio Transportation Drivers, Local #399, I.B.T., AFL-CIO; International Brotherhood of Electrical Workers, Local #40; Studio Utility Employees, Local #724, Laborers International, AFL-CIO and the Alliance of Motion Picture and Television Producers – (Letter of Commitment).....	194
No. 8	Productions Made for Basic Cable .....	197
No. 9	Coverage Under the Agreement.....	198
No. 10	New Media Productions.....	200