

ARTICLE 4. WAGES

During the term of this Agreement, the minimum wage scales shall be as follows:

A. Minimum wage rates for employees working on theatrical and television motion pictures shooting within the jurisdiction of this Agreement, except for long-form television motion pictures, pilots and new one-hour series:

CATEGORY	10/1/21- 10/2/21	10/3/21- 10/1/22	10/2/22- 9/30/23	10/1/23- 9/30/24
Art Director (5 day week)	\$4,768.41	\$4,911.46	\$5,058.80	\$5,210.56
Assistant Art Director (Daily (8 hours))	672.68	692.86	713.65	735.06
Costume Designer (5 day week)	4,142.10	4,266.36	4,394.35	4,526.18
Assistant Costume Designer (Daily (8 hours))	465.61	479.58	493.97	508.79
Charge Scenic Artist (Daily (8 hours))	636.78	655.88	675.56	695.83
Journey Scenic Artist (Daily (8 hours))	519.30	534.88	550.93	567.46
Shopper (Daily (8 hours))	309.91	319.21	328.79	338.65

B. Minimum wage rates for employees working on one-hour series shooting within the jurisdiction of the Agreement, for which the principal photography of the first episode of the first season commenced on or before September 28, 2013:

CATEGORY	10/1/21- 10/2/21	10/3/21- 10/1/22	10/2/22- 9/30/23	10/1/23- 9/30/24
Art Director (5 day week)	\$4,632.00	\$4,770.96	\$4,914.09	\$5,061.51
Assistant Art Director (Daily (8 hours))	652.75	672.33	692.50	713.28
Costume Designer (5 day week)	4,025.30	4,146.06	4,270.44	4,398.55
Assistant Costume Designer (Daily (8 hours))	443.89	457.21	470.93	485.06

CATEGORY	10/1/21- 10/2/21	10/3/21- 10/1/22	10/2/22- 9/30/23	10/1/23- 9/30/24
Charge Scenic Artist (Daily (8 hours))	618.24	636.79	655.89	675.57
Journey Scenic Artist (Daily (8 hours))	504.17	519.30	534.88	550.93
Shopper (Daily (8 hours))	301.25	310.29	319.60	329.19

C. Minimum wage rates for employees working on one-hour series shooting within the jurisdiction of the Agreement, for which the principal photography of the first episode of the first season commences on or after September 29, 2013 (includes a pilot with a firm series commitment at the time of the pilot order):¹

CATEGORY	10/1/21- 10/2/21	10/3/21- 10/1/22	10/2/22- 9/30/23	10/1/23- 9/30/24
Art Director (5 day week)	\$4,607.16	\$4,768.41	\$4,911.46	\$5,058.80
Assistant Art Director (Daily (8 hours))	666.02	672.68	692.86	713.65
Costume Designer (5 day week)	3,926.16	4,142.10	4,266.36	4,394.35
Assistant Costume Designer (Daily (8 hours))	452.05	465.61	479.58	493.97
Charge Scenic Artist (Daily (8 hours))	618.23	636.78	655.88	675.56
Journey Scenic Artist (Daily (8 hours))	504.17	519.30	534.88	550.93
Shopper (Daily (8 hours))	300.88	309.91	319.21	328.79

¹ It is the intention of the parties that the rates in Section C. lag the rates in Section A. by one year starting on September 28, 2014 and for all wage rate periods thereafter.

D. Minimum wage rates for employees working on long-form television motion pictures and pilots without a firm series commitment at the time of the pilot order, shooting within the jurisdiction of the Agreement:

CATEGORY	10/1/21-10/2/21	10/3/21-10/1/22	10/2/22-9/30/23	10/1/23-9/30/24
Art Director (5 day week)	\$4,393.70	\$4,525.51	\$4,661.28	\$4,801.12
Assistant Art Director (Daily (8 hours))	617.99	636.53	655.63	675.30
Costume Designer (5 day week)	3,821.20	3,935.84	4,053.92	4,175.54
Assistant Costume Designer (Daily (8 hours))	429.55	442.44	455.71	469.38
Charge Scenic Artist (Daily (8 hours))	585.84	603.42	621.52	640.17
Journey Scenic Artist (Daily (8 hours))	477.73	492.06	506.82	522.02
Shopper (Daily (8 hours))	286.14	294.72	303.56	312.67

E. Weekly rates for employees who work three (3) or fewer days in a workweek shall be prorated at one-fifth (1/5) for each day worked. Weekly employees who work more than three (3) days in a workweek shall be entitled to a full week's pay, except as provided in Paragraph F. below.

F. Weekly rates for employees who work four (4) days in a workweek shall be prorated at one-fifth (1/5) for each day worked provided that the prorated workweek precedes or follows three (3) consecutive workweeks. Producer will not use this provision to avoid paying for a holiday for which the employee would otherwise have been paid during any week of employment.