

**WAGE SCALES, HOURS OF EMPLOYMENT AND  
WORKING CONDITIONS**

**I. STUDIO MINIMUM WAGE SCALES**

1. (a) (1) (i) The following studio minimum wage scale shall be effective for the period commencing with August 1, 2021 to and including July 30, 2022 for employees employed on motion pictures covered under this Agreement other than one-half hour prime time dramatic television motion pictures recorded digitally.

Motion Picture Studio Grips, Local 80 8/1/21-730/22  Occ. Code No. Classification	Studio Minimum Rates			
	Schedule A Daily Emp.	Schedule B <sup>1</sup> Weekly Employees		Schedule C (Exempt)
	1½ after 8 and/or 40; Minimum Call – 8 hours	Weekly Guarantee- 54 cumulative hours 5 consecutive days; Min. Call - 9 hours		Weekly “On Call”
	Regular Basic Hourly Rate Per Hour	Regular Basic Hourly Rate Per Hour	Weekly Guar. Per Week	Per Week
4501 Head Grip Foreman <sup>2</sup>				\$3,124.59
4511 Grip Foreman				2,892.47
4521 Grip Sub-Foreman	\$51.69			
4523 Head Camera Crane Oper.	50.14			
4525 Camera Crane Electrical Control Operator	50.14			
4526 Crab Dolly Operator	50.14			
4527 Blue Goose Operator	50.14			
4531 Grip Gang Boss	49.24			
4541 Grip <sup>3</sup>	46.40			
4551 1st Company Grip	53.38	\$52.68	\$3,213.48	
4552 2nd Company Grip	48.45	47.61	2,904.21	
4571 Boat Handler 4572 Safety Diver 4573 Picture Boat Operator	Subject to Individual Negotiation			
4574 Marine Coordinator	Subject to Individual Negotiation			
	Schedule B-1 Weekly Employees <sup>1</sup>			
	Weekly Guarantee - 43.2 cumulative hours; 5 consecutive days; Min. Call - 7 hours			
	Regular Basic Hourly Rate		Weekly Guarantee	
	Per Hour		Per Week	
4560 Canvas Room Grip (regularly assigned)	\$47.12		\$2,110.98	

Motion Picture Studio Grips, Local 80 8/1/21-7/30/22		Studio Minimum Rates	
		Schedule A Daily Employees	Schedule C (Exempt)
		Daily - 8 hours; 1½ after 8; Minimum Call - 8 hours	Weekly “On Call”
		Regular Basic Hourly Rate	
		Per Hour	Per Week
Occ. Code No.	Classification		
4561	Crafts Service Foreperson	\$44.35 <sup>4</sup>	\$2,332.13
4562	Crafts Service Gang Boss <sup>5</sup>	41.41	
4563	Crafts Service Person	39.56	
4564	Sand Blaster <sup>6</sup>	41.02	
4565	Roofer <sup>6</sup>	41.02	
4566	Tar Pot Person <sup>6</sup>	41.02	
4567	Pneumatic Tool Operator <sup>7</sup>	41.41	
4568	Tool Room Keeper	40.76	

Footnotes applicable to this Paragraph 1(a)(1)(i) begin on page 31.

- (1) (ii) The following studio minimum wage scale shall be effective for the period commencing with August 1, 2021 to and including July 30, 2022 for employees employed on one-half hour prime time dramatic television motion pictures recorded digitally.

Motion Picture Studio Grips, Local 80 <b>8/1/21-7/30/22</b>		Studio Minimum Rates			
		Schedule A Daily Emp.	Schedule B-2 <sup>1</sup> Weekly Employees		Schedule C (Exempt)
[One-Half Hour Prime Time Dramatic Television Motion Pictures Recorded Digitally]		1½ after 8 and/or 40; Minimum Call – 8 hours	Weekly Guarantee- 50 cumulative hours Min. Call - 8 hours; 1½ after 40		Weekly “On Call”
Occ. Code	Classification	Regular Basic Hourly Rate	Regular Basic Hourly Rate	Weekly Guarantee	
No.		Per Hour	Per Hour	Per Week	Per Week
4501	Head Grip Foreman <sup>2</sup>				\$3,124.59
4511	Grip Foreman				2,892.47
4521	Grip Sub-Foreman	\$51.69			
4523	Head Camera Crane Oper.	50.14			
4525	Camera Crane Electrical Control Operator	50.14			
4526	Crab Dolly Operator	50.14			
4527	Blue Goose Operator	50.14			
4531	Grip Gang Boss	49.24			
4541	Grip <sup>3</sup>	46.40			
4551	1st Company Grip	53.38	\$52.68	\$2,897.40	
4552	2nd Company Grip	48.45	47.61	2,618.55	
4571	Boat Handler	Subject to Individual Negotiation			
4572	Safety Diver				
4573	Picture Boat Operator				
4574	Marine Coordinator	Subject to Individual Negotiation			
		Schedule B-3 Weekly Emp. <sup>1</sup>			
		Weekly Guarantee - 42 cumulative hours; Min. Call - 8 hours; 1½ after 40			
		Regular Basic Hourly Rate		Weekly Guar.	
		Per Hour		Per Week	
4560	Canvas Room Grip (regularly assigned)	\$47.12		\$2,026.16	

Motion Picture Studio Grips, Local 80 <b>8/1/21-7/30/22</b>  [One-Half Hour Prime Time Dramatic Television Motion Pictures Recorded Digitally]  Occ. Code No.    Classification	Studio Minimum Rates	
	Schedule A Daily Employees	Schedule C (Exempt)
	Daily - 8 hours; 1½ after 8; Minimum Call - 8 hours	Weekly “On Call”
	Regular Basic Hourly Rate	
	Per Hour	Per Week
4561 Crafts Service Foreperson	\$44.35 <sup>4</sup>	\$2,332.13
4562 Crafts Service Gang Boss <sup>5</sup>	41.41	
4563 Crafts Service Person	39.56	
4564 Sand Blaster <sup>6</sup>	41.02	
4565 Roofer <sup>6</sup>	41.02	
4566 Tar Pot Person <sup>6</sup>	41.02	
4567 Pneumatic Tool Operator <sup>7</sup>	41.41	
4568 Tool Room Keeper	40.76	

Footnotes applicable to this Paragraph 1(a)(1)(ii) begin on page 31.

- (2) (i) The following studio minimum wage scale shall be effective for the period commencing with July 31, 2022 to and including July 29, 2023 for employees employed on one-half hour prime time dramatic television motion pictures recorded digitally.

Motion Picture Studio Grips, Local 80 7/31/22-7/29/23  Occ. Code No. Classification	Studio Minimum Rates			
	Schedule A Daily Emp.	Schedule B <sup>1</sup> Weekly Employees		Schedule C (Exempt)
	1½ after 8 and/or 40; Minimum Call – 8 hours	Weekly Guarantee - 54 cumulative hours; 5 consecutive days; Min. Call - 9 hours		Weekly “On Call”
	Regular Basic Hourly Rate	Regular Basic Hourly Rate	Weekly Guar.	
	Per Hour	Per Hour	Per Week	Per Week
4501 Head Grip Foreman <sup>2</sup>				\$3,218.33
4511 Grip Foreman				2,979.24
4521 Grip Sub-Foreman	\$53.24			
4523 Head Camera Crane Oper.	51.64			
4525 Camera Crane Electrical Control Operator	51.64			
4526 Crab Dolly Operator	51.64			
4527 Blue Goose Operator	51.64			
4531 Grip Gang Boss	50.72			
4541 Grip <sup>3</sup>	47.79			
4551 1st Company Grip	54.98	\$54.26	\$3,309.86	
4552 2nd Company Grip	49.90	49.04	2,991.44	
4571 Boat Handler 4572 Safety Diver 4573 Picture Boat Operator	Subject to Individual Negotiation			
4574 Marine Coordinator	Subject to Individual Negotiation			
	Schedule B-1 Weekly Employees <sup>1</sup>			
	Weekly Guarantee - 43.2 cum. hours; 5 consecutive days; Min. Call - 7 hours			
	Regular Basic Hourly Rate		Weekly Guar.	
	Per Hour		Per Week	
4560 Canvas Room Grip (regularly assigned)	\$48.53		\$2,174.14	

Motion Picture Studio Grips, Local 80 7/31/22-7/29/23		Studio Minimum Rates	
		Schedule A Daily Employees	Schedule C (Exempt)
		Daily - 8 hours; 1½ after 8; Minimum Call - 8 hours	Weekly “On Call”
		Regular Basic Hourly Rate	
		Per Hour	Per Week
Occ. Code No.	Classification		
4561	Crafts Service Foreperson	\$45.68 <sup>4</sup>	\$2,402.09
4562	Crafts Service Gang Boss <sup>5</sup>	42.65	
4563	Crafts Service Person	40.75	
4564	Sand Blaster <sup>6</sup>	42.25	
4565	Roofer <sup>6</sup>	42.25	
4566	Tar Pot Person <sup>6</sup>	42.25	
4567	Pneumatic Tool Operator <sup>7</sup>	42.65	
4568	Tool Room Keeper	41.98	

Footnotes applicable to this Paragraph 1(a)(2)(i) begin on page 31.

- (2) (ii) The following studio minimum wage scale shall be effective for the period commencing with July 31, 2022 to and including July 29, 2023 for employees employed on one-half hour prime time dramatic television motion pictures recorded digitally.

Motion Picture Studio Grips, Local 80 7/31/22-7/29/23  [One-Half Hour Prime Time Dramatic Television Motion Pictures Recorded Digitally]	Studio Minimum Rates			
	Schedule A Daily Emp.	Schedule B-2 <sup>1</sup> Weekly Employees		Schedule C (Exempt)
	1½ after 8 and/or 40; Minimum Call – 8 hours	Weekly Guarantee- 50 cumulative hours Min. Call - 8 hours; 1½ after 40		Weekly “On Call”
	Regular Basic Hourly Rate	Regular Basic Hourly Rate	Weekly Guar.	
Occ. Code No. Classification	Per Hour	Per Hour	Per Week	Per Week
4501 Head Grip Foreman <sup>2</sup>				\$3,218.33
4511 Grip Foreman				2,979.24
4521 Grip Sub-Foreman	\$53.24			
4523 Head Camera Crane Oper.	51.64			
4525 Camera Crane Electrical Control Operator	51.64			
4526 Crab Dolly Operator	51.64			
4527 Blue Goose Operator	51.64			
4531 Grip Gang Boss	50.72			
4541 Grip <sup>3</sup>	47.79			
4551 1st Company Grip	54.98	\$54.26	\$2,984.30	
4552 2nd Company Grip	49.90	49.04	2,697.20	
4571 Boat Handler 4572 Safety Diver 4573 Picture Boat Operator	Subject to Individual Negotiation			
4574 Marine Coordinator	Subject to Individual Negotiation			
	Schedule B-3 Weekly Employees <sup>1</sup>			
	Weekly Guarantee - 42 cumulative hours; Min. Call - 8 hours; 1½ after 40			
	Regular Basic Hourly Rate		Weekly Guar.	
	Per Hour		Per Week	
4560 Canvas Room Grip (regularly assigned)	\$48.53		\$2,086.79	

Motion Picture Studio Grips, Local 80 7/31/22-7/29/23  [One-Half Hour Prime Time Dramatic Television Motion Pictures Recorded Digitally]  Occ. Code No. Classification		Studio Minimum Rates	
		Schedule A Daily Employees	Schedule C (Exempt)
		Daily - 8 hours; 1½ after 8; Minimum Call - 8 hours	Weekly “On Call”
		Regular Basic Hourly Rate	
		Per Hour	Per Week
4561	Crafts Service Foreperson	\$45.68 <sup>4</sup>	\$2,402.09
4562	Crafts Service Gang Boss <sup>5</sup>	42.65	
4563	Crafts Service Person	40.75	
4564	Sand Blaster <sup>6</sup>	42.25	
4565	Roofer <sup>6</sup>	42.25	
4566	Tar Pot Person <sup>6</sup>	42.25	
4567	Pneumatic Tool Operator <sup>7</sup>	42.65	
4568	Tool Room Keeper	41.98	

Footnotes applicable to this Paragraph 1(a)(2)(ii) begin on page 31.



- (3) (i) The following studio minimum wage scale shall be effective for the period commencing with July 30, 2023 to and including July 31, 2024 for employees employed on motion pictures covered under this Agreement other than one-half hour prime time dramatic television motion pictures recorded digitally.

Motion Picture Studio Grips, Local 80 7/30/23-7/31/24  Occ. Code No. Classification	Studio Minimum Rates			
	Schedule A Daily Emp.	Schedule B <sup>1</sup> Weekly Employees		Schedule C (Exempt)
	1½ after 8 and/or 40; Minimum Call - 8 hours	Weekly Guarantee - 54 cumulative hours; 5 consecutive days; Min. Call - 9 hours		Weekly “On Call”
	Regular Basic Hourly Rate	Regular Basic Hourly Rate	Weekly Guar.	
	Per Hour	Per Hour	Per Week	Per Week
4501 Head Grip Foreman <sup>2</sup>				\$3,314.88
4511 Grip Foreman				3,068.62
4521 Grip Sub-Foreman	\$54.84			
4523 Head Camera Crane Oper.	53.19			
4525 Camera Crane Electrical Control Operator	53.19			
4526 Crab Dolly Operator	53.19			
4527 Blue Goose Operator	53.19			
4531 Grip Gang Boss	52.24			
4541 Grip <sup>3</sup>	49.22			
4551 1st Company Grip	56.63	\$55.89	\$3,409.29	
4552 2nd Company Grip	51.40	50.51	3,081.11	
4571 Boat Handler 4572 Safety Diver 4573 Picture Boat Operator	Subject to Individual Negotiation			
4574 Marine Coordinator	Subject to Individual Negotiation			
	Schedule B-1 Weekly Employees <sup>1</sup>			
	Weekly Guarantee - 43.2 cumulative hours; 5 consecutive days; Min. Call - 7 hours			
	Regular Basic Hourly Rate		Weekly Guar.	
	Per Hour		Per Week	
4560 Canvas Room Grip (regularly assigned)	\$49.99		\$2,239.55	

Motion Picture Studio Grips, Local 80 7/30/23-7/31/24		Studio Minimum Rates	
		Schedule A Daily Employees	Schedule C (Exempt)
		Daily - 8 hours; 1½ after 8; Minimum Call - 8 hours	Weekly “On Call”
		Regular Basic Hourly Rate	
		Per Hour	Per Week
Occ. Code No.	Classification		
4561	Crafts Service Foreperson	\$47.05 <sup>4</sup>	\$2,474.15
4562	Crafts Service Gang Boss <sup>5</sup>	43.93	
4563	Crafts Service Person	41.97	
4564	Sand Blaster <sup>6</sup>	43.52	
4565	Roofer <sup>6</sup>	43.52	
4566	Tar Pot Person <sup>6</sup>	43.52	
4567	Pneumatic Tool Operator <sup>7</sup>	43.93	
4568	Tool Room Keeper	43.24	

Footnotes applicable to this Paragraph 1(a)(3)(i) begin on page 31.

- (3) (ii) The following studio minimum wage scale shall be effective for the period commencing with July 30, 2023 to and including July 31, 2024 for employees employed on one-half hour prime time dramatic television motion pictures recorded digitally.

Motion Picture Studio Grips, Local 80 7/30/23-7/31/24  [One-Half Hour Prime Time Dramatic Television Motion Pictures Recorded Digitally]		Studio Minimum Rates			
		Schedule A Daily Emp.	Schedule B-2 <sup>1</sup> Weekly Employees		Schedule C (Exempt)
		1½ after 8 and/or 40; Minimum Call - 8 hours	Weekly Guarantee- 50 cumulative hours Min. Call - 8 hours; 1½ after 40		Weekly “On Call”
		Regular Basic Hourly Rate	Regular Basic Hourly Rate	Weekly Guar.	
Occ. Code No. Classification	Per Hour	Per Hour	Per Week	Per Week	
4501 Head Grip Foreman <sup>2</sup>				\$3,314.88	
4511 Grip Foreman				3,068.62	
4521 Grip Sub-Foreman	\$54.84				
4523 Head Camera Crane Oper.	53.19				
4525 Camera Crane Electrical Control Operator	53.19				
4526 Crab Dolly Operator	53.19				
4527 Blue Goose Operator	53.19				
4531 Grip Gang Boss	52.24				
4541 Grip <sup>3</sup>	49.22				
4551 1st Company Grip	56.63	\$55.89	\$3,073.95		
4552 2nd Company Grip	51.40	50.51	2,778.05		
4571 Boat Handler 4572 Safety Diver 4573 Picture Boat Operator	Subject to Individual Negotiation				
4574 Marine Coordinator	Subject to Individual Negotiation				
	Schedule B-3 Weekly Employees <sup>1</sup>				
	Weekly Guarantee - 42 cumulative hours; Min. Call - 8 hours; 1½ after 40				
	Regular Basic Hourly Rate		Weekly Guar.		
	Per Hour		Per Week		
4560 Canvas Room Grip (regularly assigned)	\$49.99		\$2,149.57		

Motion Picture Studio Grips, Local 80 7/30/23-7/31/24  [One-Half Hour Prime Time Dramatic Television Motion Pictures Recorded Digitally]  Occ. Code No. Classification		Studio Minimum Rates	
		Schedule A Daily Employees	Schedule C (Exempt)
		Daily - 8 hours; 1½ after 8; Minimum Call - 8 hours	Weekly “On Call”
		Regular Basic Hourly Rate	
		Per Hour	Per Week
4561	Crafts Service Foreperson	\$47.05 <sup>4</sup>	\$2,474.15
4562	Crafts Service Gang Boss <sup>5</sup>	43.93	
4563	Crafts Service Person	41.97	
4564	Sand Blaster <sup>6</sup>	43.52	
4565	Roofer <sup>6</sup>	43.52	
4566	Tar Pot Person <sup>6</sup>	43.52	
4567	Pneumatic Tool Operator <sup>7</sup>	43.93	
4568	Tool Room Keeper	43.24	

Footnotes applicable to this Paragraph 1(a)(3)(ii) begin on page 31.

- 1 a) Weekly Employees - Employees under this schedule shall be paid at the scheduled Regular Basic Hourly Rate for the first forty (40) hours of the five-day workweek and not less than one and one-half (1½) times such Regular Basic Hourly Rate of pay for all time over forty (40) hours in such workweek, with a guarantee that the employee shall receive, for regular time and for such overtime as the necessities of the business may demand, a sum not less than the scheduled weekly guarantee for each five-day workweek.  
  
b) The guaranteed pay of weekly employees who absent themselves without the employer's consent may be reduced one-fifth (1/5) of the weekly guarantee for each day of absence.  
  
c) A combination of employment under studio and distant location schedules may be used to fulfill the weekly guarantee of five (5) days of studio employment.
- 2 The position of Head Grip Foreman, which shall be under the supervision of the Construction Superintendent or other studio designated representative, shall be eliminated from the bargaining unit, except that employees working as Head Grip Foremen as of August 1, 1990 shall be "grandfathered" and may remain in the bargaining unit. When a vacancy occurs in any position which replaces a present Head Grip Foreman as the Grip Department Head, serious consideration shall be given to grips in the bargaining unit in filling the vacancy.
- 3 If an "on production" employee works four (4) or more hours of the workday in an aerial lift used as a grip lighting platform, which lift is at a height of at least thirty-five (35) feet, the employee's rate will be adjusted to \$47.40 per hour effective August 1, 2021 (\$48.82 per hour effective July 31, 2022 and \$50.28 per hour effective July 30, 2023) (*i.e.*, the equivalent of the Special Lighting Technician's rate (Occ. Code No. 5431) under the Local 728 Agreement).
- 4 This Schedule may be used only if an "On Call" Schedule C Crafts Service Foreperson is also employed.
- 5 For heavy crane rigging, where special skill and experience is required, the supervising Crafts Service Gang Boss shall be paid a rate of \$.50 per hour higher than the rate for Occupational Code #5201.
- 6 Assisting IATSE crafts, as such crafts existed on March 1, 1945.

<sup>7</sup> Applicable when assisting IATSE crafts, as such crafts existed on March 1, 1945, including hand-supported motor-driven post-hole diggers.

(b) (1) “On Call” Employee Work on Recognized Holidays

If an employee hired under the “On Call” schedule is specifically instructed and required by Producer to perform work on a recognized holiday, under the direction and control of Producer, he shall be paid an additional one-fifth (1/5) of the “on call” weekly rate in effect for each such day so worked.

(2) “On Call” Employee Work on Six (6) or Seven (7) Days Within the Employee’s Workweek

If an employee hired under the “On Call” schedule is specifically instructed and required by Producer to perform work on six (6) or seven (7) days within the employee’s workweek, under the direction and control of the Producer, he shall receive one and one-half times one-fifth (1/5) of the “on call” weekly rate in effect for the sixth or seventh day(s) so worked.

Such provisions shall apply to employees hired under the “On Call” Schedule who, having commenced work on the previous day, continue to work past 1:00 a.m. on such sixth or seventh day worked in the employee’s workweek or recognized holiday, as the case may be, and who worked at least fifteen (15) hours, including meal periods, before being dismissed on such sixth or seventh day worked in the employee’s workweek or recognized holiday, as the case may be. In any event, an employee hired under the “On Call” Schedule who does not so work past 1:00 a.m. on such sixth or seventh day worked in the employee’s workweek or recognized holiday shall not be deemed to have worked on such day by reason of work between 12:00 midnight and 1:00 a.m. of that day.

(c) Cumulative Weekly Schedule Employee’s Workweek Split Between Studio and Distant Location

(1) When a cumulative Weekly Schedule employee works five (5) consecutive days in a combination of studio and distant location employment in the same workweek, such five (5) days shall be computed and paid based on a full workweek under the studio minimum weekly schedule applicable to such employee.

(2) When a cumulative Weekly Schedule employee works six (6) consecutive days in a combination of studio and distant location

employment in the same workweek, with the sixth day worked a distant location day, then the first five (5) days of such workweek shall be computed and paid based on a full workweek under the studio minimum weekly schedule applicable to such employee. If the sixth day worked in an employee's workweek is a distant location day in such a six (6) consecutive day week, such day shall be paid for at straight time based on the Regular Basic Hourly Rate of such employee's weekly schedule, subject to time and one-half after forty (40) hours of work time. The minimum call for the sixth day worked in an employee's workweek is eight (8) hours.

(d) Payment for Sixth Day Worked when Cumulative Weekly Schedule Employees Work Six (6) Days in the Studio or on Nearby Location

When an employee under a cumulative Weekly Schedule works six (6) days within his workweek in the studio or at a nearby location, compensation for such sixth day worked shall be at the rate of time and one-half based on the employee's Weekly Schedule Regular Basic Hourly Rate. The minimum call is eight (8) hours.