

II. Union Security

(a) Producers severally agree that each and every employee hired by the Producer to perform services in the County of Los Angeles, or hired by the Producer in the County of Los Angeles to perform services outside said County, in the crafts and classifications of work described in Articles III and IV hereof, shall be and remain a member in good standing of the IATSE and the appropriate West Coast Studio Locals on and after the thirtieth day following the first day of employment or the effective date of such respective agreements between the Producers and the several unions, whichever is the later. The foregoing requirements of union membership as a condition of employment shall be subject to the obligations of the parties under the law.

As defined and applied in this Article II, the term "member of the Union in good standing" means a person who offers to pay (and, if the Union accepts the offer, pays) Union initiation fees and dues as financial obligations in accordance with the requirements of the National Labor Relations Act.

(b) Within a reasonable time, but not to exceed three (3) days after receipt of written notice from the IATSE and/or the Local Union that any such then-employed employee is not a member as above required, and that such employee has been so notified in writing prior to such notice to Producer, the Producer shall discharge any such employee who fails to remedy such default within said three (3) days after Producer receives such notice. The Producer shall not be in default unless it fails to act, if necessary, within said time after receipt of such notice.

(c) Producers severally agree to inform the respective West Coast Studio Locals, in writing, within seven (7) days (Saturdays, Sundays and holidays excluded) from the date of employment hereafter of any employee subject to this Agreement, of such employee's name, residence address, Social Security number, and date of employment.

(d) The Producer agrees not to discriminate against any IATSE member who may apply for a vacant position nor to discharge or discriminate in any way against any employee because of such membership.

(e) In case of repeal or amendment of the Labor Management Relations Act of 1947 or in case of new legislation rendering permissible any union security to the IATSE and/or its West Coast Studio Locals greater than those specified in this Article II, then

and in such event, such provisions shall automatically be deemed substituted in lieu thereof. In such event, and if permissible under law, the IATSE and its respective West Coast Studio Locals agree to supply adequate, competent and qualified employees for the job requirements of the Producers in the crafts and classifications covered by this Agreement, and if the IATSE and/or the respective West Coast Studio Locals fail to do so, the Producers may secure such employees from any source.