

**IV. Wage Scales, Hours of Employment and Working Conditions**

The "Wage Scales, Hours of Employment and Working Conditions" applicable to employees in the crafts and classifications of work subject to this Agreement shall be those contained in this Agreement and in Agreements in effect between the Producers, on the one hand, and the IATSE and the respective West Coast Studio Locals, on the other hand, which Agreements shall be controlled by and subject to this Agreement.

Specifically with respect to the wage scales, hours of employment and working conditions applicable to employees employed on digitally-recorded television motion pictures,<sup>1</sup> the following shall govern:

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<sup>1</sup> During the 2015 negotiations, the parties agreed to incorporate the provisions of the 2012 Supplemental Digital Production Agreement (the "Digital Agreement"), which applied to digitally-recorded television motion pictures, in the Videotape Electronics Supplemental Basic Agreement ("Videotape Agreement") and the West Coast Studio Local Agreements as provided herein.

(a) The wage scales, hours of employment and working conditions set forth in the Videotape Agreement shall apply to employees employed on non-dramatic and non-prime time dramatic television motion pictures recorded digitally.

(b) The wage scales, hours of employment and working conditions set forth in the "Wage Scales, Hours of Employment and Working Conditions" in the West Coast Studio Local Agreements shall apply to employees employed on one-hour and long-form prime time<sup>2</sup> dramatic<sup>3</sup> television motion pictures recorded digitally.

(c) The wage scales set forth in the West Coast Studio Local Agreements, and the working conditions set forth in the Videotape Agreement, shall apply to employees employed on one-half hour prime time dramatic television motion pictures recorded digitally, except that:

(1) Paragraphs 5 ("Night Premiums") and 10 ("Call-backs") of the West Coast Studio Local Agreements shall apply in lieu of Paragraphs 16 ("Night Premiums") and 28 ("Call-backs") of the Videotape Agreement for employees employed on one-half hour single camera prime time dramatic television motion pictures recorded digitally;

(2) The special conditions set forth in Sideletter No. 1 to the Videotape Agreement shall apply to employees employed on one-half hour pilots recorded digitally;

(3) The special conditions set forth in Sideletter No. 2 of the Videotape Agreement shall apply to employees employed on one-half hour single camera prime time dramatic television series recorded digitally, the production of which commenced on or after October 1, 2006; and

(4) The special conditions set forth in Sideletter No. 4 to the Videotape Agreement shall apply to employees employed on one-half hour dramatic pilots or series made for basic cable that are recorded digitally.

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<sup>2</sup> For the purpose of this Agreement, "prime time" shall be defined as the hours between 8:00 p.m. and 11:00 p.m. in the Eastern and Pacific time zones from Monday through Saturday (one hour earlier in the Central and Mountain time zones) and between the hours of 7:00 p.m. and 11:00 p.m. in the Eastern and Pacific time zones on Sunday (one hour earlier in the Central and Mountain time zones).

<sup>3</sup> For sake of clarity, "situation comedies" recorded digitally for television are included within the meaning of "dramatic television motion pictures."