

## **15. Change and Cancellation of Calls**

(a) If, at the time of a call, the employee called is not on the employer's payroll, such call may not be cancelled.

(b) No calls may be cancelled after an employee has been dismissed for the day and has left the work site.

(c) Calls may be cancelled or changed (except as provided in subparagraphs (a) and (b) above) if made: (1) before 8:00 p.m. of the day preceding the call; or (2) with six (6) hours' notice on the day of the call, provided such notice is given after 7:00 a.m. on the day of the call.

(d) In addition to (c) above, calls may be pushed to a later hour provided that the employee receives at least nine (9) hours' notice of the new call time.

For example, an "on production" employee working at the studio is dismissed at 8:00 p.m. and given a call time of 7:00 a.m. for the next day. The Producer wishes to push the employee's call time to 9:00 a.m. The Producer may change the employee's call time to 9:00 a.m. by giving the employee notice of the change prior to midnight.

(e) Notwithstanding the above, effective November 21, 2021, the Producer may issue a "weather-permitting" call for extreme heat, extreme cold, extreme wind, snow, sleet, ice storms, fire hazard as identified by the National Weather Service, smoke conditions or hurricanes to an employee prior to the employee's dismissal for the day and for persons not on payroll up to twelve (12) hours prior to their call time (even if a call had previously been given). The Producer shall provide notice to the IATSE upon the issuance of a "weather-permitting" call. Inadvertent failure to provide notice to the IATSE is not subject to grievance and arbitration. The Producer may cancel a "weather-permitting" call up to four (4) hours prior to the employee's call time. In the event the employee is notified not to report to work, he or she shall be paid four (4) hours of pay at straight time if employed by the day or one-tenth (1/10th) of the weekly rate if employed by the week, which shall be subject to fringe contributions; however, if the notification to the employee is untimely, the employee shall be paid for an eight (8)

hour minimum call (or the applicable minimum call if less than eight (8) hours), which shall be subject to fringe contributions.

The foregoing is in addition to the Producer's rights under subparagraphs 15(c) and (d) above.

The IATSE agrees that it will give good faith consideration to a request by the Producer to issue a "weather-permitting" call under this subparagraph 15(e) for other weather conditions.