

V. DISTANT LOCATION MINIMUM WAGE SCALES

31. (a) (1) The following distant location minimum wage scale shall be effective for the period commencing with August 1, 2021 to and including July 30, 2022.

Motion Picture Studio Grips, Local 80 8/1/21-7/30/22		Distant Location Minimum Rates			
		Schedule A Daily Emp.	Schedule B ¹ Weekly Employees		Schedule C (Exempt)
		1½ after 8 and/or 40; Min. Call - 9½ hours	Weekly Guarantee - 60 cumulative hours; 6 consecutive days; Minimum Call - 8 hours		Weekly “On Call”
Occ. Code		Regular Basic Hourly Rate	Regular Basic Hourly Rate	Weekly Guarantee	Per Week
No.	Classification	Per Hour	Per Hour	Per Week	Per Week
4501	Head Grip Foreman ²				\$3,124.59 ³
4511	Grip Foreman				2,892.47 ³
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 ⁴	46.40			
4551	1st Company Grip	53.38	\$52.68	\$3,687.60	
4552	2nd Company Grip	48.45	47.61	3,332.70	
4571	Boat Handler	Subject to Individual Negotiation			
4572	Safety Diver				
4573	Picture Boat Operator				
4574	Marine Coordinator	Subject to Individual Negotiation			
		8 hours; 1½ after 8; Min. Call - 8 hours			Weekly “On Call”
		Regular Basic Hourly Rate			Per Week
4561	Crafts Service Foreperson	44.35			2,332.13 ³
4562	Crafts Service Gang Boss	41.41			
4563	Crafts Service Person	39.56			
4564	Sand Blaster ⁵	41.02			
4565	Roofer ⁵	41.02			
4566	Tar Pot Person ⁵	41.02			
4567	Pneumatic Tool Operator ⁶	41.41			
4568	Tool Room Keeper	40.76			

Footnotes applicable to this Paragraph 31(a)(1) begin on page 66.

(2) The following distant location minimum wage scale shall be effective for the period commencing with July 31, 2022 to and including July 29, 2023.

Motion Picture Studio Grips, Local 80 7/31/22-7/29/23		Distant Location Minimum Rates			
		Schedule A Daily Emp.	Schedule B ¹ Weekly Employees		Schedule C (Exempt)
		1½ after 8 and/or 40; Min. Call - 9½ hours	Weekly Guarantee - 60 cumulative hours; 6 consecutive days; Minimum Call - 8 hours		Weekly “On Call”
		Regular Basic Hourly Rate	Regular Basic Hourly Rate	Weekly Guarantee	Per Week
Occ. Code No.	Classification	Per Hour	Per Hour	Per Week	Per Week
4501	Head Grip Foreman ²				\$3,218.33 ³
4511	Grip Foreman				2,979.24 ³
4521	Grip Sub-Foreman	\$53.24			
4523	Head Camera Crane Operator	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 ⁴	47.79			
4551	1st Company Grip	54.98	\$54.26	\$3,798.20	
4552	2nd Company Grip	49.90	49.04	3,432.80	
4571	Boat Handler	Subject to Individual Negotiation			
4572	Safety Diver				
4573	Picture Boat Operator				
4574	Marine Coordinator	Subject to Individual Negotiation			
		8 hours; 1½ after 8; Min. Call - 8 hours			Weekly “On Call”
		Regular Basic Hourly Rate			Per Week
4561	Crafts Service Foreperson	45.68			2,402.09 ³
4562	Crafts Service Gang Boss	42.65			
4563	Crafts Service Person	40.75			
4564	Sand Blaster ⁵	42.25			
4565	Roofer ⁵	42.25			
4566	Tar Pot Person ⁵	42.25			
4567	Pneumatic Tool Operator ⁶	42.65			
4568	Tool Room Keeper	41.98			

Footnotes applicable to this Paragraph 31(a)(2) begin on page 66.

- (3) The following distant location minimum wage scale shall be effective for the period commencing with July 30, 2023 to and including July 31, 2024.

Motion Picture Studio Grips, Local 80 7/30/23-7/31/24		Distant Location Minimum Rates			
		Schedule A Daily Emp.	Schedule B ¹ Weekly Employees		Schedule C (Exempt)
		1½ after 8 and/or 40; Min. Call - 9½ hours	Weekly Guarantee - 60 cumulative hours; 6 consecutive days; Minimum Call - 8 hours		Weekly “On Call”
Occ. Code		Regular Basic Hourly Rate	Regular Basic Hourly Rate	Weekly Guarantee	Per Week
No.	Classification	Per Hour	Per Hour	Per Week	Per Week
4501	Head Grip Foreman ²				\$3,314.88 ³
4511	Grip Foreman				3,068.62 ³
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 ⁴	49.22			
4551	1st Company Grip	56.63	\$55.89	\$3,912.30	
4552	2nd Company Grip	51.40	50.51	3,535.70	
4571	Boat Handler	Subject to Individual Negotiation			
4572	Safety Diver				
4573	Picture Boat Operator				
4574	Marine Coordinator	Subject to Individual Negotiation			
		8 hours; 1½ after 8; Min. Call - 8 hours			Weekly “On Call”
		Regular Basic Hourly Rate			Per Week
4561	Crafts Service Foreperson	47.05			2,474.15 ³
4562	Crafts Service Gang Boss	43.93			
4563	Crafts Service Person	41.97			
4564	Sand Blaster ⁵	43.52			
4565	Roofer ⁵	43.52			
4566	Tar Pot Person ⁵	43.52			
4567	Pneumatic Tool Operator ⁶	43.93			
4568	Tool Room Keeper	43.24			

Footnotes applicable to this Paragraph 31(a)(3) begin on page 66.

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 six-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 six-day workweek.

b) The guaranteed pay of weekly employees who absent themselves without the employer's consent may be reduced one-sixth (1/6) of the weekly guarantee for each day of absence.

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 Head Grip Foreman as the Grip Department Head, serious consideration shall be given to grips in the bargaining unit in filling the vacancy.

³ This rate is for five (5) days only. See subparagraph (f) for rates applicable to six (6) days and seven (7) days within a payroll week.

⁴ 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).

⁵ Assisting IATSE crafts, as such crafts existed on March 1, 1945.

⁶ Applicable when assisting IATSE crafts, as such crafts existed March 1, 1945, including hand-supported motor-driven post-hole diggers.

(b) The distant location minimum rates for cumulative Weekly Schedule employment shall apply for full six (6) consecutive day workweeks of distant location employment only. See Paragraph 1, "Studio Minimum Wage Scales," for provisions applicable to

combinations of studio and distant location employment in the same workweek.

The regular distant location workweek shall consist of any six (6) consecutive days out of any seven (7) consecutive days, commencing with the first of such six (6) days. However, the six (6) consecutive day requirement shall not apply upon the commencement of any regularly-scheduled six-day-per-week shift. (For example, on starting a new shift, a schedule that provides for an employee to work on Monday and Tuesday, with Wednesday as the regular day off, and is followed by work on Thursday through the following Saturday does not violate the six (6) consecutive days requirement.) Double time shall be paid for the employee's seventh day of work within a workweek.

(c) Employees hired under the "On Call" schedule shall receive, in addition to their current studio rate, a distant location allowance of six dollars (\$6.00) per diem.

(d) The day of departure and the day of return shall be considered distant location days.

(e) Sixth and Seventh Day in an Employee's Workweek on Distant Location

For the seventh day worked in an employee's workweek on distant location, the following shall apply: All employees are paid at their scheduled Regular Basic Hourly Rates. The minimum call is eight (8) hours. All allowances and computations are separate and apart from the six (6) day workweek.

Daily and Weekly Employees	
Sixth or Seventh Day Not Worked in the Employee's Workweek	Allowance of four (4) hours pay at straight time at the minimum wage rate (not work time) plus pension and health contributions for eight (8) hours
Seventh Day Worked in the Employee's Workweek	Double time, separate and apart.

(See Paragraph 39 for work-and-travel.)

(f) Payment Provisions Applicable to the Sixth and Seventh Days in an Employee's Workweek on Distant Location and to Partial Workweeks for Employees Hired under the "On Call" Schedule

(1) Notwithstanding any other provision of this Agreement, the following shall apply to employees hired under the "On Call" schedule with respect to the sixth and seventh days in an employee's workweek on distant location, whether work is performed or not:

(i) For each sixth day worked in an employee's workweek during a full six (6) day workweek, employee shall receive one and one-half times one-fifth ($1/5$) of the "on call" weekly rate in effect in addition to the "on call" salary in effect.

(ii) For each sixth day not worked in an employee's workweek during a full six (6) day workweek, employee shall receive an allowance equal to one-twelfth ($1/12$) of the scheduled minimum "on call" weekly rate, plus pension and health contributions for seven (7) hours.

(iii) For each seventh day not worked in an employee's workweek, employee shall receive an allowance equal to one-twelfth ($1/12$) of the scheduled minimum "on call" weekly rate, plus pension and health contributions for eight (8) hours.

(iv) For each seventh day worked in an employee's workweek, if employee actually performs work at the direction of the Producer, employee shall be paid an additional amount equal to one-third ($1/3$) of the "on call" weekly rate in effect. Said amount shall be paid in addition to any amount due for the sixth day in the employee's workweek on distant location pursuant to the above subparagraphs.

The term "rate in effect" means wage scale plus amounts in excess of scale, if any.

Notwithstanding any agreement between employee and Producer, the aggregate compensation paid to such employee shall not be less than the scheduled studio weekly minimum "on call" rate plus any additional compensation due for the sixth or seventh day in the employee's workweek as required hereinabove and any additional compensation due for work on a recognized holiday as required hereinbelow.

In the event that employee and Producer agree upon an amount of payment for the sixth or seventh day in the employee's workweek different from that prescribed above, the Producer, as a matter of policy, will attempt to give the Union notice of such agreement. An inadvertent

failure to give such notice shall not be considered a breach of such policy.

(2) Partial Workweek

In a partial workweek, five (5) days or less, consisting of studio workdays and distant location workdays, studio days shall be prorated at one-fifth (1/5) of the scheduled studio minimum salary rate and distant location days shall be prorated at one-sixth (1/6) of such rate; provided, however, that for any five (5) consecutive days within the same payroll week, an employee shall be paid not less than the scheduled studio minimum salary rate.

(g) Holidays on Distant Location

(1) All employees are paid at their scheduled Regular Basic Hourly Rates. Minimum calls are as specified in the distant location wage schedules. Payment shall be made or work time credit shall be given in accordance with the following schedule:

	Daily Employees	Weekly Employees
Holidays Not Worked	Work time credit of minimum call. This is compensation for readiness to perform services even though no actual work is required.	
Holidays Worked	Double time. (Hours worked are excluded from weekly computation for the six-day workweek.)	Hours worked are included in weekly computation of work time for the six-day week. In addition, holiday premium pay for an equal number of hours.

(See Paragraph 39 for work-and-travel.)

(2) If a holiday falls on a Saturday, it will be observed on Saturday.

(3) “On Call” Employee Work on a Recognized Holiday

If an employee hired under the “On Call” Schedule is specifically instructed and required by Producer to perform work on a recognized holiday on distant location, under the direction and control of Producer, Producer shall pay such employee one-sixth (1/6) of his “on call” weekly salary in effect for each such recognized holiday so worked. Said amount shall be payable not later than the second Thursday following the employee’s return to the studio.

(h) The regular pay day will be on Friday for employees working on distant location, provided that the Producer has made accommodations to allow employees to cash their pay checks on that day.

(i) The parties confirm that any day worked in a partial workweek either before or after one (1) full week of employment may be prorated at the rate of one-sixth ($1/6$) of the distant location weekly rate for each distant location workday.