

V. DISTANT LOCATION MINIMUM WAGE SCALES

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

Affiliated Property Craftspersons, Local 44		Distant Location Minimum Rates			
		Schedule A Daily Emp.	Schedule B Weekly Employees ¹		Schedule C (Exempt)
8/1/21 - 7/30/22		1½ after 8 and/or 40; Minimum Call - 9½ hours	Weekly Guarantee - 60 cumulative hours; 6 consecutive days; Minimum Call - 8 hours		Weekly "On Call"
Occ. Code No.	Classification	Regular Basic Hourly Rate Per Hour	Regular Basic Hourly Rate Per Hour	Weekly Guarantee Per Week	Per Week ²
7300	Prop Maker Foreman	\$ 54.14 ³			\$2,892.47
7301	Prop Maker Gang Boss	50.14 ³			
7303	Prop Maker Journeyman	47.40 ³			
7310	Spec. Effects Foreman	54.14			2,892.47
7311	Spec. Effects Gang Boss	50.14			
7313	Spec. Effects Journeyman	47.40			
7315	Licensed Powder Man ⁴	54.35			
7317	Asst. Licensed Powder Man	50.74			
7320	Draper/Floor Coverer/ Greens/Property/Sewing/ Upholsterer Foreperson	49.76 ⁵			2,706.65 ⁶
7331	Property Master ⁷	53.38	\$52.68	\$3,687.60	
7332	Asst. Property Master ⁸	47.39	46.68	3,267.60 ⁹	
7351	Draper/Floor Coverer/ Greens/Property/ Upholsterer Gang Boss ¹⁰	46.41 ¹¹	45.73 ¹²	3,201.10 ¹²	
7369	Property Person (includes Checkers, Drapers, Electrical Property Persons, Floor Coverers, Flower Persons, Furniture Handlers, Greens Persons, Hand Prop Persons, Property Sewing Persons and Upholsterers) ¹³	44.36 ¹⁴			
7390	Set Decorator ¹⁵ ("On Call")	784.25			3,267.71
7392	Coordinator ¹⁵ ("On Call")	763.83			3,182.62

Footnotes applicable to this Paragraph 31.(a)(1) begin on page 70.

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

Affiliated Property Craftspersons, Local 44		Distant Location Minimum Rates			
		Schedule A Daily Emp.	Schedule B Weekly Employees ¹		Schedule C (Exempt)
7/31/22 - 7/29/23		1½ after 8 and/or 40; Minimum Call - 9½ hours	Weekly Guarantee - 60 cumulative hours; 6 consecutive days; Minimum Call - 8 hours		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 ²
7300	Prop Maker Foreman	\$ 55.76 ³			\$2,979.24
7301	Prop Maker Gang Boss	51.64 ³			
7303	Prop Maker Journeyman	48.82 ³			
7310	Spec. Effects Foreman	55.76			2,979.24
7311	Spec. Effects Gang Boss	51.64			
7313	Spec. Effects Journeyman	48.82			
7315	Licensed Powder Man ⁴	55.98			
7317	Asst. Licensed Powder Man	52.26			
7320	Draper/Floor Coverer/ Greens/Property/Sewing/ Upholsterer Foreperson	51.25 ⁵			2,787.85 ⁶
7331	Property Master ⁷	54.98	\$54.26	\$3,798.20	
7332	Asst. Property Master ⁸	48.81	48.08	3,365.60 ⁹	
7351	Draper/Floor Coverer/ Greens/Property/ Upholsterer Gang Boss ¹⁰	47.80 ¹¹	47.10 ¹²	3,297.00 ¹²	
7369	Property Person (includes Checkers, Drapers, Electrical Property Persons, Floor Coverers, Flower Persons, Furniture Handlers, Greens Persons, Hand Prop Persons, Property Sewing Persons and Upholsterers) ¹³	45.69 ¹⁴			
7390	Set Decorator ¹⁵ ("On Call")	807.78			3,365.74
7392	Coordinator ¹⁵ ("On Call")	786.74			3,278.10

Footnotes applicable to this Paragraph 31.(a)(2) begin on page 70.

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

Affiliated Property Craftspersons, Local 44		Distant Location Minimum Rates			
		Schedule A Daily Emp.	Schedule B Weekly Employees ¹		Schedule C (Exempt)
7/30/23 - 7/31/24		1½ after 8 and/or 40; Minimum Call - 9½ hours	Weekly Guarantee - 60 cumulative hours; 6 consecutive days; Minimum Call - 8 hours		Weekly "On Call"
Occ. Code No.	Classification	Regular Basic Hourly Rate	Regular Basic Hourly Rate	Weekly Guarantee	
		Per Hour	Per Hour	Per Week	Per Week ²
7300	Prop Maker Foreman	\$ 57.43 ³			\$3,068.62
7301	Prop Maker Gang Boss	53.19 ³			
7303	Prop Maker Journeyman	50.28 ³			
7310	Spec. Effects Foreman	57.43			3,068.62
7311	Spec. Effects Gang Boss	53.19			
7313	Spec. Effects Journeyman	50.28			
7315	Licensed Powder Man ⁴	57.66			
7317	Asst. Licensed Powder Man	53.83			
7320	Draper/Floor Coverer/ Greens/Property/Sewing/ Upholsterer Foreperson	52.79 ⁵			2,871.49 ⁶
7331	Property Master ⁷	56.63	\$55.89	\$3,912.30	
7332	Asst. Property Master ⁸	50.27	49.52	3,466.40 ⁹	
7351	Draper/Floor Coverer/ Greens/Property/ Upholsterer Gang Boss ¹⁰	49.23 ¹¹	48.51 ¹²	3,395.70 ¹²	
7369	Property Person (includes Checkers, Drapers, Electrical Property Persons, Floor Coverers, Flower Persons, Furniture Handlers, Greens Persons, Hand Prop Persons, Property Sewing Persons and Upholsterers) ¹³	47.06 ¹⁴			
7390	Set Decorator ¹⁵ ("On Call")	832.01			3,466.71
7392	Coordinator ¹⁵ ("On Call")	810.35			3,376.44

Footnotes applicable to this Paragraph 31.(a)(3) begin on page 70.

- 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 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 for studio employment.

2 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.

3 When employed, blacksmith welders shall be classified under the prop maker occupation code and shall be paid the applicable prop maker rate, *i.e.*, blacksmith welder gang bosses shall be classified under the prop maker gang boss occupation code and shall be paid at the prop maker gang boss rate; blacksmith welder foreman shall be classified under the prop maker foremen occupation code and shall be paid at the prop maker foreman rate.

Any combination welder (a combination welder is one capable of operating both electric welding apparatus and gas welding apparatus), when assigned by the Producer to perform services in a single shift, shall be paid at the rate of \$49.29 per hour effective August 1, 2021; \$50.77 per hour effective July 31, 2022; and \$52.29 per hour effective July 30, 2023.

4 The Licensed Powderman rate is applicable to the first such person assigned to the job; he may also gang boss the job. When such Licensed Powderman serves as a Gang Boss and is in charge of a crew and a preponderance of such persons in the crew is receiving the rate for Occupational Code #7315, the Licensed Powderman serving as a Gang Boss shall be paid fifteen percent (15%) above the rate for Occupational Code #7315.

When a Class #1 Licensed Powderman (Occ. Code #7315) is working with explosives and such explosives are detonated, a bonus of ten percent (10%) shall be paid to such Powderman. The Gang Boss rate under such circumstances, if applicable, shall be fifteen percent (15%) above the bonus rate.

5 Draper Foreperson (Occ. Code #7321), Floor Coverer Foreperson (Occ. Code #7324) or Upholsterer Foreperson (Occ. Code #7320) shall be paid at the rate of \$54.14 per hour effective August 1, 2021 to and including July 30, 2022; at the rate of \$55.76 per hour effective July 31, 2022 to and including July 29, 2023; and at the rate of \$57.43 per hour effective July 30, 2023 to and including July 31, 2024. Sewing Foreperson (Occ. Code #7328) shall be paid at the rate of \$50.14 per hour effective August 1, 2021 to and including July 30, 2022; at the rate of \$51.64 per hour effective July 31, 2022 to and including July 29, 2023; and at the rate of \$53.19 per hour effective July 30, 2023 to and including July 31, 2024.

6 Draper Foreperson (Occ. Code #7321), Floor Coverer Foreperson (Occ. Code #7324) or Upholsterer Foreperson (Occ. Code #7320) shall be paid at the rate of \$2,892.47 per week effective August 1, 2021 to and including July 30, 2022; at the rate of \$2,979.24 per week effective July 31, 2022 to and including July 29, 2023; and at the rate of \$3,068.62 per week effective July 30, 2023 to and including July 31, 2024.

7 Property Masters shall be paid under the Schedule B Weekly rate while preparing for a production, provided a week's work of preparing and/or shooting is available.

8 Regularly assigned #7341 Head Flower Person to be paid under #7332 rates and schedules.

9 Leadman assigned to a Set Decorator may be paid under a Schedule A Daily or Schedule B Weekly at Producer's option.

10 An Upholsterer and/or Draper Cutter who exclusively cuts for other Upholsterers or Drapers, as the case may be, shall be classified and paid as an Upholsterer Gang Boss (Occ. Code #7322) and/or Draper Gang Boss (Occ. Code #7323), for the day or days so worked.

- 11 Draper Gang Boss (Occ. Code #7323), Floor Coverer Gang Boss (Occ. Code #7327) or Upholsterer Gang Boss (Occ. Code #7322) shall be paid at the rate of \$50.14 per hour effective August 1, 2021 to and including July 30, 2022; at the rate of \$51.64 per hour effective July 31, 2022 to and including July 29, 2023; and at the rate of \$53.19 per hour effective July 30, 2023 to and including July 31, 2024.
- 12 Applicable to Property Gang Boss only.
- 13 Property Person assigned to Scoring Stage may be employed at #7369 rates and schedules; Special Effects on scoring stage carry the #7313 rate.
- 14 Drapers (Occ. Code #7326), Floor Coverers (Occ. Code #7370), Property Sewing Persons (Occ. Code #7329) or Upholsterers (Occ. Code #7325) shall be paid at the rate of \$47.40 per hour effective August 1, 2021 to and including July 30, 2022; at the rate of \$48.82 per hour effective July 31, 2022 to and including July 29, 2023; and at the rate of \$50.28 per hour effective July 30, 2023 to and including July 31, 2024.
- 15 Daily rate, one-fifth (1/5) of the weekly "On Call" rate plus twenty percent (20%).

(b) The distant location minimum rates for cumulative Weekly Schedule employment shall apply for full six-day workweeks of distant location employment only. See Paragraph 1, "Studio Minimum Wage Scale," 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-day workweek.

	Daily and Weekly Employees
Sixth or Seventh Day Not Worked in the Employee's Workweek	Allowance of 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	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 an amount equal to 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 Paragraph 31. Payment shall be made or work time credit shall be given in accordance with the following schedule:

	Daily Employees	Weekly Employees	
	Cumulative		"On Call"
Holidays Not Worked	Work time credit of minimum call. This is compensation for readiness to perform services even though no actual work is required.		(included in salary)
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.	One additional day's pay.

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

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