

41. Call-backs (Rest Period)

The following provision applies when employees are employed on a motion picture, program, part of a mini-series or episode of a series which commences principal photography on or after February 13, 2022. Otherwise, Paragraph 41 of the 2018 Agreement shall apply.

(a) Daily Rest Period on Distant Location

(1) The daily rest period shall be nine (9) hours on distant location. If the daily rest period is invaded by no more than one (1) hour, the employee shall be paid additional straight time for all such invaded time. If the daily rest period is invaded by more than one (1) hour, then the penalty shall be as provided in Paragraph 44(c).

(2) When the daily rest period is invaded, intervening time of less than five (5) hours between dismissal and call-back to work shall be work time; intervening time of five (5) or more hours shall not be work time. When intervening time is less than five (5) hours, such time may be applied as part of the “call-back” guarantee. All employees are paid at their scheduled Regular Basic Hourly Rates.

Minimum Guarantees for “Call-backs” During Rest Periods Following Dismissal		
Classification	Any Day Other than a Holiday or the Seventh Day Worked in an Employee’s Workweek	Seventh Day Worked in an Employee’s Workweek and Holidays*
Daily Employees	4 hours at 1½; 1½ thereafter	3 hours at double time; double time thereafter
Weekly Employees	½ minimum call	½ minimum call

*The above “call-back” guarantees for holidays and the seventh day worked in an employee’s workweek do not apply when employee reports to work on such days within the appropriate rest period following dismissal from work starting on the previous day. In such event, the “call-back” guarantee is the minimum call in hours as scheduled in Paragraph 31.

By way of clarification, the parties agree that forced calls are triggered by time worked, rather than time paid.

(b) Weekend Rest Period on Distant Location⁷

Paragraph 10(b) shall apply on distant location, except that weekend rest periods on distant location shall be measured “set-to-set” or, if the employee is not employed on a set, “worksite-to-worksite,” meaning the measurement for the weekend rest period shall commence upon dismissal at the set (or at the worksite) and end at call time at the set (or at the worksite).

⁷ If the production’s first workweek is a partial workweek, the weekend rest period shall apply as if it were a full workweek.