

**WAGE SCALES, HOURS OF EMPLOYMENT  
AND WORKING CONDITIONS**

**I. STUDIO MINIMUM WAGE SCALE**

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

Studio Utility Employees, Local 724  <b>8/1/21 - 7/30/22</b>  Occ. Code No. Classification	Studio Minimum Rates	
	Schedule A Daily <sup>6</sup>	Schedule C (Exempt)
	1½ after 8 and/or 40; Min. Call - 8 hrs.	Weekly "On Call" <sup>1</sup>
	Regular Basic Hourly Rate	
	Per Hour	Per Week
5100 Laborer Foreman	\$41.57 <sup>2</sup>	\$2,181.86
5101 Laborer Gang Boss	38.75	
5103 Gardener Gang Boss	42.16	
5111 Laborer	36.98	
5112 Entry Level Employee <sup>3</sup>	17.55	
5119 Pot Washer (Paint)	38.12	
5120 Concrete Tender	39.39	
5121 Plaster Tender (Hod Carrier)	39.39	
5122 Sand Blaster	38.37	
5125 Roofer	38.37	
5126 Tar Pot Man	38.37	
5129 Pneumatic Tool Operator <sup>4</sup>	38.75	
5133 Horticulturist	39.82	
5143 Gardener	37.68	
5151 Toolroom Keeper	38.12	
5152 "Hyphenate" Driver/Laborer	5	

Footnotes applicable to this Paragraph 1.(a) begin on page 79.

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

Studio Utility Employees, Local 724  <b>7/31/22 - 7/29/23</b>  Occ. Code No. Classification	Studio Minimum Rates	
	Schedule A Daily <sup>6</sup>	Schedule C (Exempt)
	1½ after 8 and/or 40; Min. Call - 8 hrs.	Weekly "On Call" <sup>1</sup>
	Regular Basic Hourly Rate	
	Per Hour	Per Week
5100 Laborer Foreman	\$42.82 <sup>2</sup>	\$2,247.32
5101 Laborer Gang Boss	39.91	
5103 Gardener Gang Boss	43.42	
5111 Laborer	38.09	
5112 Entry Level Employee <sup>3</sup>	18.08	
5119 Pot Washer (Paint)	39.26	
5120 Concrete Tender	40.57	
5121 Plaster Tender (Hod Carrier)	40.57	
5122 Sand Blaster	39.52	
5125 Roofer	39.52	
5126 Tar Pot Man	39.52	
5129 Pneumatic Tool Operator <sup>4</sup>	39.91	
5133 Horticulturist	41.01	
5143 Gardener	38.81	
5151 Toolroom Keeper	39.26	
5152 "Hyphenate" Driver/Laborer	5	

Footnotes applicable to this Paragraph 1.(b) begin on page 79.

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

Studio Utility Employees, Local 724  <b>7/30/23 - 7/31/24</b>  Occ. Code No. Classification	Studio Minimum Rates	
	Schedule A Daily <sup>6</sup>	Schedule C (Exempt)
	1½ after 8 and/or 40; Min. Call - 8 hrs.	Weekly "On Call" <sup>1</sup>
	Regular Basic Hourly Rate	
	Per Hour	Per Week
5100 Laborer Foreman	\$44.10 <sup>2</sup>	\$2,314.74
5101 Laborer Gang Boss	41.11	
5103 Gardener Gang Boss	44.72	
5111 Laborer	39.23	
5112 Entry Level Employee <sup>3</sup>	18.62	
5119 Pot Washer (Paint)	40.44	
5120 Concrete Tender	41.79	
5121 Plaster Tender (Hod Carrier)	41.79	
5122 Sand Blaster	40.71	
5125 Roofer	40.71	
5126 Tar Pot Man	40.71	
5129 Pneumatic Tool Operator <sup>4</sup>	41.11	
5133 Horticulturist	42.24	
5143 Gardener	39.97	
5151 Toolroom Keeper	40.44	
5152 "Hyphenate" Driver/Laborer	5	

Footnotes applicable to this Paragraph 1.(c) begin on page 79.

1 "On Call" Employee Work on Recognized Holidays - If an employee hired under the "on call" schedule is specifically instructed and required by Producer to perform work on a recognized holiday, under the direction and control of Producer, he shall be paid an additional one-fifth (1/5) of his "on call" weekly rate in effect for each such day so worked.

"On Call" Employee Work on Six (6) or Seven (7) Days Within the Employee's Workweek - If an employee hired under the "on call" schedule is specifically instructed and required by Producer to perform work on six (6) or seven (7) days within the employee's workweek, under the direction and control of the Producer, he shall receive one and one-half times one fifth (1/5) of the "on call" weekly rate in effect for the sixth or seventh day(s) so worked.

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

2 This schedule may be used only if an "on call" Schedule C person is also employed.

3 All persons subject to this Agreement (including furniture movers) hired on or after August 1, 1988 who are not eligible for placement on the Industry Experience Roster as of that date may be hired as Entry Level employees. The wage progression for such employees shall be as follows:

<b>Length of Experience</b>	<b>Wage Scale Progression</b>	<b>8/1/21-7/30/22</b>	<b>7/31/22-7/29/23</b>	<b>7/30/23-7/31/24</b>
0 to 80 days		\$17.55	\$18.08	\$18.62
81 to 160 days	70% of the Journeyman level rate	25.89	26.66	27.46
161 to 240 days	75% of the Journeyman level rate	27.74	28.57	29.42
241 to 320 days	80% of the Journeyman level rate	29.58	30.47	31.38
321 to 400 days	85% of the Journeyman level rate	31.43	32.38	33.35
401 to 480 days	90% of the Journeyman level rate	33.28	34.28	35.31
over 480 days	Journeyman level rate	36.98	38.09	39.23

CSATF will establish a procedure to certify the length of experience of all persons covered under the above wage scale progression.

It shall be the obligation of the employee to:

- (1) request such certification;
- (2) assist when necessary in obtaining the information required for certification;
- (3) verify to the Producer employing him/her the status of his certified length of experience and wage scale progression. (An employee shall not be entitled to a wage scale progression until he/she has obtained certification from CSATF and verified such certification with the Producer.)

It shall be the obligation of the Producer to provide the employee and CSATF with employment information when necessary to certify length of experience and to determine the appropriate wage scale progression.

4 Including hand-supported motor-driven post-hold diggers, chain saws, motor-operated weed spraying machines, hand-operated fork lifts.

5 Hyphenate Drivers

- (a) Persons employed in the Hyphenate Driver job classification may be assigned to perform lot jobs such as routine or minor repairs, maintenance of buildings and grounds, electrical maintenance, furniture moving and similar facility jobs.
- (b) Hyphenate Driver job assignments will be posted for a period of five (5) working days to allow qualified persons to bid.

The Producer will select based on qualifications; however:

- (1) preference shall be given to persons with seniority within their respective bargaining units (listed above) when the employees applying for such bid job possess, in the opinion of the Producer, the requisite skill, ability and personal qualification;
- (2) to the extent practicable and consistent with the skill, ability and personal qualification requirements set forth above, the Producer shall in good faith endeavor to select Hyphenate Drivers on a balanced basis, selecting an equal number of employees to fill Hyphenate Driver openings from each of the affected Locals.

Each of the affected Local Unions will be given reasonable advance notice prior to the posting of such bid job(s). Prior

to implementation of the bid job, the Producer will submit to the Local Union all pertinent information, such as job description, wage rate, basis of employment and person selected. A person so selected may be retained out of seniority for the duration of the assignment, which shall be for a period of one year unless work is no longer available. Such job(s) shall be subject to bidding each year.

When performing such work, the employee(s) will be paid the higher of the applicable wage rates, plus an additional \$2.00 per hour.

- 6 “Off Production” Employees - Ten Hour/Four Day Workweek – Effective February 13, 2022, the Producer may schedule “off production” employees to work on a daily basis with a ten (10) hour minimum call at straight time, provided the employee is guaranteed forty (40) hours within his workweek. An individual employed on the basis of a ten hour/four day workweek shall be paid time and one-half for the fifth or sixth day worked within his workweek and double time for the seventh day worked within his workweek. The guaranteed pay of such employees who absent themselves without the Producer's consent may be reduced one-fourth ( $\frac{1}{4}$ ) of the weekly guarantee for each day of absence.