

11. Golden Hour Provisions

(a) (1) All time worked at a studio zone (or secondary studio zone) location or nearby location, including a combination of work in the same shift of work between a studio and any of such locations, in excess of fourteen (14) consecutive hours (including meal periods) from the time of reporting for work shall be Golden Hours and shall be paid for at the following rates:

Occurring on Any Day Other than a Holiday or the Sixth or Seventh Day Worked in an Employee's Studio Workweek: Two and one-half (2½) times the scheduled Regular Basic Hourly Rate for all hours worked in excess of fourteen (14) consecutive hours and, effective February 13, 2022, three (3) times the scheduled Regular Basic Hourly Rate for all hours worked in excess of sixteen (16) consecutive hours.

Occurring on the Sixth Day Worked in an Employee's Studio Workweek: Three and three-fourths (3¾) times the scheduled Regular Basic Hourly Rate for all hours worked in excess of fourteen (14) consecutive hours and, effective February 13, 2022, four and one-half (4.5) times the scheduled Regular Basic Hourly Rate for all hours worked in excess of sixteen (16) consecutive hours.

Occurring on the Seventh Day Worked in an Employee's Workweek or Holiday: Five (5) times the scheduled Regular Basic Hourly Rate for all hours worked in excess of fourteen (14) consecutive hours and, effective February 13, 2022, six (6) times the scheduled Regular Basic Hourly Rate for all hours worked in excess of sixteen (16) consecutive hours.

(2) In a shift of work all of which occurs solely on the premises in a studio, all time worked by "on production" employees in excess of fourteen (14) hours (including meal periods) and all time worked by "off production" employees in excess of twelve (12) consecutive hours (including meal periods) from the time of reporting for work shall be Golden Hours and shall be paid at the following rates:

Occurring on Any Day Other than a Holiday or the Sixth or Seventh Day Worked in an Employee's Studio Workweek: Two (2) times the scheduled Regular Basic Hourly Rate for all hours worked in excess of fourteen (14) consecutive hours (twelve (12) consecutive hours in the case of "off production" employees) and, effective February 13, 2022, three (3) times the scheduled Regular Basic Hourly Rate for all hours worked in excess of sixteen (16) consecutive hours.

Occurring on the Sixth Day Worked in an Employee's Studio Workweek: Three (3) times the scheduled Regular Basic Hourly Rate for all hours worked in excess of fourteen (14) consecutive hours (twelve (12) consecutive hours in the case of "off production" employees) and, effective February 13, 2022, four and one-half (4.5) times the scheduled Regular Basic Hourly Rate for all hours worked in excess of sixteen (16) consecutive hours.

Occurring on the Seventh Day Worked in an Employee's Studio Workweek or Holiday: Four (4) times the scheduled Regular Basic Hourly Rate for all hours worked in excess of fourteen (14) consecutive hours (twelve (12) consecutive hours in the case of "off production" employees) and, effective February 13, 2022, six (6) times the scheduled Regular Basic Hourly Rate for all hours worked in excess of sixteen (16) consecutive hours.

(3) For "on production" employees only who are employed on television productions and whose shift of work occurs solely on the premises in a studio, or at a studio zone (or secondary studio zone) location, or at a combination of a studio and a studio zone (or secondary studio zone) and/or nearby location, Golden Hours as provided in subparagraphs (1) and (2) above and in Paragraph 21(d)(3) below shall be based on hours worked, rather than elapsed. For example, if such an employee works solely at a studio, all time worked in excess of fourteen (14) work hours shall be Golden Hours and shall be paid for in accordance with subparagraph (2) above.

(b) Once an employee is on Golden Hours, all work time thereafter (including meal periods, but excluding interruptions as defined below) shall be paid for at the applicable Golden Hour rate until he shall have received the applicable daily rest period. (Deductible meal periods shall not be included in work time which is to be paid for at the

applicable Golden Hour rate for "on production" employees employed on television productions whose shift of work occurs solely on the premises in studio, at a studio zone (or secondary studio zone) location, at a nearby location, or at a combination of a studio and a studio zone (or secondary studio zone) and/or nearby location.)

If an employee reaches the Golden Hour rate applicable to the seventh day worked and continues to work past midnight on such seventh day worked, such rate shall apply until the employee is dismissed for a period of four (4) or more consecutive hours. If such dismissal is for four (4) or more hours but less than eight (8) hours, the employee shall revert to the regular weekday Golden Hour rate until he is dismissed for a period of eight (8) consecutive hours.

(c) To determine (1) when Golden Hours begin, or (2) the number of Golden Hours to be paid for once Golden Hours have begun, the following provisions shall apply:

WHEN INTERVENING TIME BETWEEN DISMISSAL AND CALL-BACK TO WORK IS LESS THAN FOUR (4) HOURS	WHEN INTERVENING TIME BETWEEN DISMISSAL AND CALL-BACK TO WORK IS BETWEEN FOUR (4) HOURS AND THE END OF THE APPLICABLE DAILY REST PERIOD	WHEN INTERVENING TIME BETWEEN DISMISSAL AND CALL-BACK EXCEEDS THE APPLICABLE DAILY REST PERIOD
(Work Time)	(Interruption)	(Full Daily Rest Period)
Intervening time is work time and is added to previous and subsequent work time.	Intervening time is not work time, but previous and subsequent work time are added together to determine (1) and (2) above.	Intervening time breaks accumulation of hours toward the Golden Hour point and stops Golden Hours if once begun.

(d) No clause.

(e) Compensation for Golden Hours shall be used only to pay for Golden Hours and shall supersede and replace any other compensation for work time during Golden Hours. However, in the event of a forced call, Golden Hours may be used to fulfill minimum call guarantees on the day(s) of the forced call.