

20. Meal Periods and Meals

The meal period provisions below apply to both "on production" and "off production" employees.

(a) Meal periods shall be not less than one-half ($\frac{1}{2}$) hour nor more than one (1) hour in length. Not more than one meal period shall be deducted from work time for an employee during the minimum call. A second meal period may be deducted from work time for those employees who work in excess of the minimum call. The minimum guarantee of work time after an evening meal shall be one and one-half ($1\frac{1}{2}$) hours. This guarantee does not apply when such meal is supplied at the Producer's expense.

(b) The employee's first meal period shall commence within six (6) hours following the time of first call for the day; succeeding meal

periods for the same employee shall commence within six (6) hours after the end of the preceding meal period. An employee's first meal period shall commence no earlier than two (2) hours after such employee reports for work, except as provided in subparagraph (d) below.

There will be a twelve (12) minute grace period, which is not to be a scheduled grace period, prior to imposition of any meal penalty.

(c) The meal interval may be extended one-half ($\frac{1}{2}$) hour without penalty when used only for wrapping up or overlapping shifts on production units on shooting days, if the employee is dismissed within one-half ($\frac{1}{2}$) hour. Shooting may be included in such wrapping-up period as described in the next subparagraph. In the case of Gang Bosses and/or other "off production" employees who normally overlap shifts, the meal interval will be extended not to exceed one-half ($\frac{1}{2}$) hour without penalty.

During the one-half ($\frac{1}{2}$) hour wrap-up period, at the expiration of the sixth hour, the Producer may complete the camera take in progress, but may not commence another take.

However, if an additional camera take occurs during such wrap-up period, or if such period is used for shooting only, the meal delay penalty provisions shall apply. Failure to dismiss the employee within the one-half ($\frac{1}{2}$) hour automatically cancels the right to extend the meal interval without penalty.

(d) If any member of the company after commencement of work time is given a reasonable hot meal, without deducting the time spent in eating (30 minutes) from work time, then the first meal period may be six (6) hours after such hot meal.

(e) When an "on production" employee is away from home studio, Producer will supply meals (except when work is at another studio which has adequate meal facilities).

(f) When an "off production" employee on a nearby location is required to work where convenient meal facilities are lacking, the Producer will furnish meals unless employee is notified the night before reporting for work that he is to work where such facilities are lacking. However, in no event shall such employee be required to furnish more than one meal per day.

(g) When the Producer furnishes meals to a shooting unit off any lot, and an "off production" crew is working on the same site at the same time for the same unit, the Producer will likewise furnish meals to the "off production" crew.

(h) (1) Prior to February 13, 2022, the meal penalty for delayed meals shall be computed as follows:

First one-half (1/2) hour meal delay or fraction thereof.....	\$10.00
Second one-half (1/2) hour meal delay or fraction thereof.....	\$12.50
Third and each succeeding one- half (1/2) hour meal delay or fraction thereof	\$15.00

(2) Effective February 13, 2022, the meal penalty for delayed meals shall be computed as follows:

First one-half (1/2) hour meal delay or fraction thereof.....	\$10.00
Second one-half (1/2) hour meal delay or fraction thereof.....	\$12.50
Third and fourth one-half (1/2) hour meal delay or fraction thereof	\$15.00
Fifth and each succeeding one-half (1/2) hour meal delay or fraction thereof.....	\$25.00

For any workweek in which an employee is entitled to more than twenty (20) meal period penalties, all subsequent meal period penalties for that employee in that workweek shall be compensated at one (1) hour of pay at the prevailing rate for each one-half (1/2) hour of meal delay or fraction thereof.

Such allowance shall be in addition to the compensation for work time during the delay and shall not be applied as part of any guarantee.

(i) A box lunch is not considered an adequate second meal or wrap meal under this provision, unless box lunches are being provided for the entire crew for that specific meal.

(j) As an alternative to the provisions of subparagraphs (a) through (i) above as they relate to "on production" employees, the Producer, at its option, may institute "French hours" on a daily basis for "on production" employees, so long as a "French hours" system applies to all crew members. Meal time shall not be deductible.