

**V. DISTANT LOCATION MINIMUM WAGE SCALE**

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.

Studio Utility Employees, Local 724  <b>8/1/21 - 7/30/22</b>  Occ. Code No. Classification	Distant Location Minimum Rates	
	Schedule A Daily	Schedule C (Exempt)
	1½ after 8 and/or 40; Min. Call - 9½ hrs. (excl. Sundays)	Weekly "On Call"
	Regular Basic Hourly Rate	
	Per Hour	Per Week
5100 Laborer Foreman	\$41.57 <sup>1</sup>	\$2,181.86 <sup>2</sup>
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	

Footnotes applicable to this Paragraph 31.(a)(1) begin on page 109.

- (2) The following distant location 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	Distant Location Minimum Rates	
	Schedule A Daily	Schedule C (Exempt)
	1½ after 8 and/or 40; Min. Call - 9½ hrs. (excl. Sundays)	Weekly "On Call"
	Regular Basic Hourly Rate	
	Per Hour	Per Week
5100 Laborer Foreman	\$42.82 <sup>1</sup>	\$2,247.32 <sup>2</sup>
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	

Footnotes applicable to this Paragraph 31.(a)(2) begin on page 109.

- (3) The following distant location 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	Distant Location Minimum Rates	
	Schedule A Daily	Schedule C (Exempt)
	1½ after 8 and/or 40; Min. Call - 9½ hrs. (excl. Sundays)	Weekly "On Call"
	Regular Basic Hourly Rate	
	Per Hour	Per Week
5100 Laborer Foreman	\$44.10 <sup>1</sup>	\$2,314.74 <sup>2</sup>
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	

Footnotes applicable to this Paragraph 31.(a)(3) begin on page 109.

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

(b) No clause.

(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 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 a regular day off, and is followed by work on Thursday through the following Saturday does not violate the six (6) consecutive days requirement.)

An employee who is not required to work on the sixth or seventh day in his workweek on distant location shall receive an allowance equivalent to four (4) hours of straight time pay at the scheduled minimum wage rate, plus pension and health contributions for eight (8) hours.

The Union agrees to consider in good faith, on a production-by-production basis, requests for a waiver of the requirement to pay an eight (8) hour allowance for the seventh day not worked on distant location. Such requests shall be made to the Chair of the Basic Crafts Unions.

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 in the Employee's Workweek	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 employment on the sixth or seventh day 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 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 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 eight (8) hours for the seventh day not worked.

(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 an 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 no event shall such employee hired under the "on call" schedule receive less than the scheduled studio weekly minimum "on call" rate plus one-sixth (1/6) of such scheduled weekly minimum "on call" rate for such six (6) days worked or the scheduled studio weekly minimum "on call" rate plus one-third (1/3) of such scheduled weekly minimum "on call" rate for such seven (7) days worked.

(2) Partial Workweek

In a partial workweek 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

Holidays not Worked	Work time credit of minimum call. This is compensation for readiness to perform services even though no actual work is required.
Holidays Worked	Double time. (Hours worked are excluded from weekly computation for the six-day workweek.)

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

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

(3) If an employee hired under the "on call" schedule is specifically instructed and requested 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) No clause.

(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 "on call" weekly rate for each distant location workday.