

**DIRECTORS GUILD OF AMERICA, INC. FREELANCE LIVE AND TAPE
TELEVISION AGREEMENT OF 2020**

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>PAGE</u>
1. A. Definition of Terms	7
B. Scope	10
2. A. Directors	14
B. Associate Directors	15
C. Stage Managers	17
D. Construction	19
3. RECOGNITION	21
4. GUILD SECURITY	22
5. REPORTING OF EARNINGS	23
6. BASIC MINIMUM COMPENSATION AND CONDITIONS FOR DIRECTORS	
A. Dramatic Programs	24
B. Variety Programs	27
C. Quiz and Game Programs	29
D. Strip Programs	30
E. All Other Programs	32
F. Sports	34
G. News and Commentary Programs	35
H. Local Freelance Directors	38
I. Budget Table	38
J. Segments	39
K. Lead-Ins	39
L. Talent Test	40
M. Intended Broadcast Pattern and Adjustment of Director's Salary . .	41
N. Pilots, Presentations and Workshops	42
O. Additional Days	46
P. Special Provisions Applicable to Serials	46

ARTICLE

PAGE

6. **BASIC MINIMUM COMPENSATION (continued)**

Q. Compensation on Recall for Particular Services 49
R. Double Length Episode 49
S. Payment for Combined or Extended Programs 49
T. One Director to a Prime Time Dramatic Program 50
U. Literary Material 51
V. Director Residency 51

7. **ADDITIONAL COMPENSATION FOR RERUNS, SEGMENT RE-USE AND FOREIGN USE PAYMENTS**

A. How Paid 52
B. Additional Compensation for Reruns 53
C. Rerun Payments 60
D. Additional Compensation for Foreign Telecasts 61
E. Basic Cable Exhibition 68
F. Copyright Royalty Tribunal 69
G. Residual Audits 69

8. **COMMERCIALS AND PROMOTIONAL ANNOUNCEMENTS**

A. Commercials 72
B. Promotional Announcements 72

9. **GENERAL CONDITIONS**

A. 73
B. 81
C. Safety 94
D. ISAN Numbers 99

10. **BASIC MINIMUM COMPENSATION AND CONDITIONS FOR ASSOCIATE DIRECTORS AND STAGE MANAGERS**

Part 1. Prime Time Dramatic Programs

A. Minimum Salaries 100

10. BASIC MINIMUM COMPENSATION AND CONDITIONS FOR ASSOCIATE DIRECTORS AND STAGE MANAGERS

Part 1. Prime Time Dramatic Programs (continued)

B. Other Working Conditions 103
C. Duties 117
D. Budget Disclosure 119
E. Termination 119
F. No Credit or Offset 120

Part 2. Programs Other than Prime Time Dramatic Programs

A. Associate Directors 121
B. Stage Managers 121
C. Associate Director/Stage Manager Combination (when permitted) 122
D. Hours of Work 122

Part 3. Provisions Applicable to All Associate Directors and Stage Managers

A. Employment Criteria for Associate Directors and Stage Managers 129
B. Preparation Time 130
C. Cancellation of Calls 131
D. Vacations 131
E. Meal Period 132
F. Confirmation of Employment 132
G. Production Reports 132
H. Replacement. 133
I. Elimination of Duplicate Contributions for Associate Directors/
Review of Associate Director Rest Periods 134
J. Work in the New York Metropolitan Area 134
K. Camera Placement for Awards Programs 134

<u>ARTICLE</u>	<u>PAGE</u>
11. PENSION AND HEALTH	
A. Pension	135
B. Health	136
12. PENSION AND HEALTH -- TRUST FUNDS AND DELINQUENCIES	
A. Trust Agreements	138
B. Trustees	138
C. Delinquent Contributions	138
D. Arbitration	138
E. Loan-Outs	139
F. Claims Period	139
13. MOTION PICTURE AND TELEVISION FUND	141
14. CONTRACTS OF EMPLOYMENT	
A. Contracts	142
B. Employment	144
C. Individual Contracts	145
D. On or About	146
15. AUTHORITY OF DIRECTORS	
A.	147
B.	147
C.	147
D.	147
E.	148
16. CREDITS	
A. Television Credits	149
B. Guild to Determine Controversy Over Credits	154
C. Notice of Credits	154

<u>ARTICLE</u>	<u>PAGE</u>
17. STAGING	
A.	155
B.	155
C.	155
18. STRIKES - UNUSUAL DUTIES	156
19. NON-DISCRIMINATION	
A. Policy	157
B. Reports	157
C. Representatives	158
D. Arbitration	158
E. Diversity Meetings.....	159
20. ARBITRATION	
A. Matters Subject to Grievance and Arbitration.....	160
B. Grievance Procedure	161
C. Arbitration Procedure	162
D. Expedited Arbitration Procedure.....	167
E. Arbitral Remedies	170
F. Court Proceedings	170
G. Withdrawal of Services	172
21. WAIVERS	173
22. POSTING OF BOND	174
23. OTHER USES OF TELEVISION PROGRAMS	
A.	175
B.	177

<u>ARTICLE</u>	<u>PAGE</u>
24. SUPPLEMENTAL MARKETS	
A. Programs Covered	191
B. Definitions	191
C. Supplemental Market Distribution Other Than by Cassettes	193
D. Supplemental Market Distribution on Cassettes	197
E. Participating Employees	201
F. Reports and Manner of Payment	202
G. Assumption of Obligations	205
H.	207
I.	207
25. RADIO	208
26. NOTIFICATION – USE OF FACILITIES	209
27. AGREEMENT TO BE INTERPRETED IN ACCORDANCE WITH LAW	210
28. EFFECTIVE DATE AND TERM	
A.	211
B.	211
C.	211
29. MINIMUM SALARIES AND RESIDUAL COMPENSATION FOR DIRECTORS OF PROGRAMS PRODUCED MAINLY FOR THE PAY TELEVISION AND VIDEODISC/VIDEOCASSETTE MARKET	
A. Applicability of this Article	212
B. Directors' Minimum Salaries	214
C. Residual Compensation for Pay Television and Videodisc/Videocassette Exhibition	218
D. Residual Compensation for Pay Television, Excluding (i) Pay- Per-View and (ii) Sports and Non-Staged Event Programs	220
E. Residual Compensation for Pay Television Exhibition (Including Pay-Per-View) of Sports and Non-Staged Event Programs	233

29. MINIMUM SALARIES AND RESIDUAL COMPENSATION FOR DIRECTORS OF PROGRAMS PRODUCED MAINLY FOR THE PAY TELEVISION AND VIDEODISC/VIDEOCASSETTE MARKET (continued)

F. Residual Compensation for Pay-Per-View Exhibition Other Than Sports and Non-Staged Event Programs 235

G. Residual Compensation for Videodiscs/Videocassettes 235

H. Residual Compensation for Exhibition of Covered Programs in Other Markets 236

I. Miscellaneous Provisions 239

J. Application of Free Television Provisions 245

30. RESPONSIBILITY FOR RESIDUAL PAYMENTS

A. Distributor’s Assumption Agreement - Television Reruns, Basic Cable Exhibition, Foreign Television Exhibition, Theatrical Exhibition and Supplemental Markets Use 247

B. Financial Assurances 255

C. Qualified Residual Payors 257

D. Buyer’s Assumption Agreement 259

E. Security Interests – Effect on Buyer’s Rights 267

F. Qualified Buyer 269

31. PROGRAMS MADE PRIMARILY FOR THE BASIC CABLE MARKET

A. Terms and Conditions for High Budget Dramatic Programs One-Half Hour or More in Length Made Primarily for the Basic Cable Market 271

B. Terms and Conditions for Low Budget Dramatic Programs One-Half Hour or More in Length Made Primarily for the Basic Cable Market 280

C. Terms and Conditions for High Budget Variety Programs Made Primarily for the Basic Cable Market 280

D. Terms and Conditions for Other Entertainment Programs Made Primarily for the Basic Cable Market 283

<u>ARTICLE</u>	<u>PAGE</u>
32. TERMS AND CONDITIONS FOR NEW MULTI-CAMERA PRIME TIME DRAMATIC PILOTS, PRESENTATIONS AND SERIES . . .	284
Exhibit 1 - Qualified Residual Payor Letter of Agreement	286
Exhibit 2 - Standard Letter of Guaranty	290
Exhibit "A" - Instructions; Employment Data Report	293
Exhibit "B" - Part I - Subscriber Rates For Programs Made For Pay Television Services with Fewer than 6,000,000 Subscribers in the First Exhibition Year of the Program.	296
Exhibit "B" - Part II - Subscriber Rates for Programs Made for Pay Television Services with 6,000,000 or More Subscribers in the First Exhibition Year of the Program.	303
Exhibit "C" - Accountable Receipts Plateau	
A. High Budget Programs	310
B. Dramatic Programs	310
C. Variety Programs	311
D. Quiz and Game Programs	312
E. Strip Programs	313
F. All Other Programs (Including Segments of Reality-Type Programs)	314
G. News and Commentary Programs	315
Exhibit "D" - Associate Director and Stage Manager Deal Memorandum	316
Exhibit "E" - Director Deal Memorandum	318
 SIDELETTERS:	
No. 1 re "Included Days"	320
No. 2 re Employment on Commercials	321
No. 3 re Assignment of UPMs on Tape Programs	324

SIDELETTERS (continued)

No. 4 re Testing of Television Tape and Film Programs on CATV Systems . . . 325

No. 5 re Network Prime Time Dramatic or Variety Summer Programs 326

No. 6 re Programs Produced Primarily for the Basic Cable Market 327

No. 7 re Peremptory Challenges to Arbitrators 330

No. 8 re Director Employed on a Non-Dramatic Program Assigned to Direct
Scenes for a Strip Quiz and Game or Strip Variety Program 331

No. 9 re Security of Employees Working at Film Lots or Network Facilities
in Los Angeles 332

No. 10 re Second or Subsequent License of High Budget Dramatic Programs
Made for Basic Cable to the Same or a Different Basic Cable Service 333

No. 11 re New Residual Formula for One-Hour Network Prime Time
Dramatic Series in Article 7.B.1.(c)(i). 335

No. 12 re Distributor’s/Buyer’s Liability for Residuals; Notice and
Opportunity to Cure Default 339

No. 13 re Employment Criteria for Associate Directors and Stage Managers . . 340

No. 14 re Exhibition of Programs Transmitted Via New Media. 341

No. 15 re DGA, Inc. 354

No. 16 re Los Angeles and New York Panels of Arbitrators for
Major Studios and Networks 359

No. 17 re Arbitration of Disputes Concerning Tri-Guild Residuals Audits 361

No. 18 re License of Free Television, Basic Cable or Pay Television Motion
Pictures or Motion Pictures Made for Home Video to Secondary Digital
Channels 376

No. 19 re Experiment in Syndication of Half-Hour Series in Markets
Representing 50% or Fewer of U.S. Television Households 378

No. 20 re Terms and Conditions for New Non-Prime Time Multi-Camera
Dramatic Programs 380

No. 21 re Address Verification / Local Hires 381

No. 22 re Diversity 383

No. 23 re Virtual MVPD Services 384

No. 24 re Diversion of Pension Plan Contributions. 387

No. 25 re "Supersized" Episodes 388

No. 26 re Over-the-Top Delivery of Pay Television Services. 399

No. 27 re When Made-for-Television Motion Pictures or Made-for-SVOD
Programs Are Initially Exhibited on a Different Platform in Television or
New Media as the Primary Market. 400

SIDELETTERS (continued)

No. 28 re Programs Produced for New Media	402
No. 29 re Serious Misconduct	419
No. 30 re Harassment Prevention Training for Directors	420