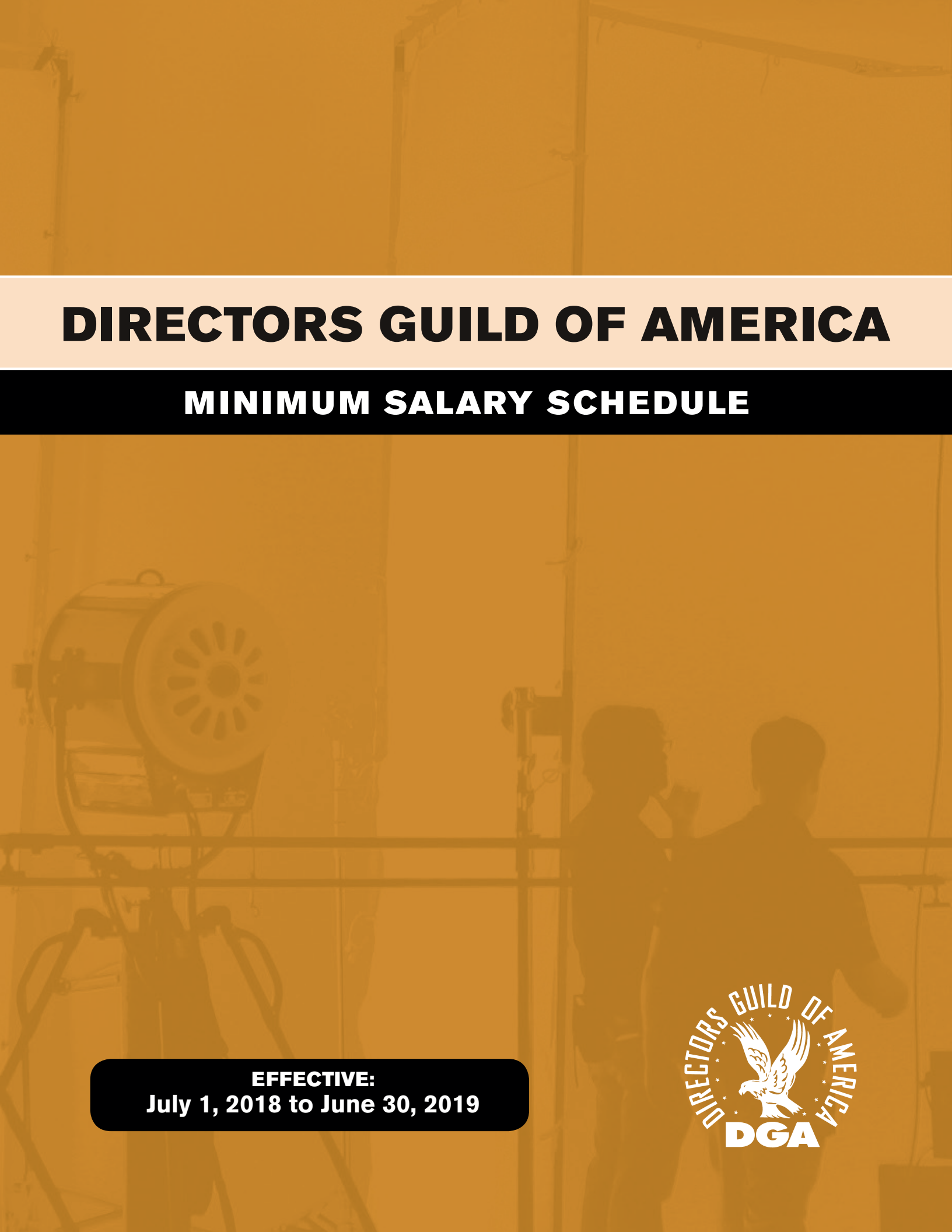
DIRECTORS GUILD OF AMERICA

MINIMUM SALARY SCHEDULE



EFFECTIVE:
July 1, 2018 to June 30, 2019

THEATRICAL MOTION PICTURE MINIMUMS

Rates effective July 1, 2018 to June 30, 2019	HIGH BUDGET	SHORTS & DOCUMENTARIES
Weekly Salary	$19,622	$14,014
Guaranteed Preparation Period	2 Weeks	2 Days
Guaranteed Employment Period	10 Weeks	1 Week + 1 Day
Guaranteed Cutting Allowance	1 Week	0
Compensation for Days Worked Beyond Guarantee	$3,924	$2,803
Daily Employment Where Permitted	$4,905	$3,503

See Low Budget Side Letter on page 17 for Films with Budgets of $11 Million or Less

DIRECTORS TELEVISION MINIMUMS - ARTICLE 10 & ARTICLE 23

7/1/18 to 6/30/19

Rates Effective July 1, 2018 to June 30, 2019	NETWORK PRIME-TIME (INCLUDES FBC & PAY TELEVISION)				NON-NETWORK, NON-PRIME-TIME			
	1/2 Hour	1 Hour	1-1/2 Hours	2 Hours	1/2 Hour	1 Hour	1-1/2 Hours	2 Hours
PROGRAM RATE	$27,482	$46,671	$77,786	$130,674	$12,108	$24,207	$36,322	$50,571
GUARANTEED PREPARATION PERIOD	3 days	7 days	12 days	15 days	3 days	6 days	9 days	12 days
GUARANTEED SHOOTING PERIOD	4 days	8 days	13 days	27 days	3 days	6 days	9 days	12 days
COMPENSATION FOR DAYS WORKED BEYOND GUARANTEE	$3,926 day	$3,111 day	$3,111 day	$3,111 day	$2,018 day	$2,017 day	$2,018 day	$2,107 day
DAILY EMPLOYMENT WHERE PERMITTED	$4,908 day	$3,889 day	$3,889 day	$3,889 day	$2,523 day	$2,522 day	$2,522 day	$2,634 day

Rates Effective July 1, 2018 to June 30, 2019	BASIC CABLE MINIMUMS							
	1/2 Hour Dramatic Programs in first season or budgeted at $550,000 or more but less than $1,525,000	1/2 Hour Dramatic Programs in 2nd or subsequent season and budgeted at $1,525,000 or more but less than $2,000,000	1/2 Hour Dramatic Programs in 2nd or subsequent season with budgets at $2,000,000 or more	1 Hour Dramatic Programs budgeted at $1,200,000 or more but less than $2,800,000	1 Hour Dramatic Programs in its FIRST SEASON and budgeted at $2,800,000 or more	1 Hour Dramatic Programs in its 2nd or subsequent season and budgeted at $2,800,000 or more	1-1/2 Hour Dramatic Programs with Budgets of $2,750,000 or More	2 Hour Dramatic Programs with Budgets of $2,750,000 for the first 2 hours plus $1,375,000 for each additional hour or portion thereof
PROGRAM RATE	$12,108	$15,273	$17,829	$24,207	$24,916	$34,619	$36,322	$86,799
GUARANTEED PREPARATION PERIOD	3 days	3 days	3 days	6 days	6 days	7 days	9 days	15 days
GUARANTEED SHOOTING PERIOD	3 days	4 days	4 days	6 days	6 days	7 days	9 days	27 days
DAYS WORKED BEYOND GUARANTEE	$2,018 day	$2,182 day	$2,547 day	$2,017 day	$2,076 day	$2,473 day	$2,018 day	$2,067 day
DAILY EMPLOYMENT WHERE PERMITTED	$2,523 day	$2,727 day	$3,184 day	$2,522 day	$2,595 day	$3,091 day	$2,522 day	$2,583 day

PILOT DIRECTORS MINIMUMS - ARTICLE 10 & ARTICLE 23

7/1/18 to 6/30/19

Rates Effective July 1, 2018 to June 30, 2019	NETWORK PRIME-TIME (INCLUDES FBC & PAY TELEVISION)				NON-NETWORK AND BASIC CABLE			
	1/2 Hour	1 Hour	1-1/2 Hours	2 Hours	1/2 Hour Dramatic Programs (Basic Cable with Budgets of $550,000 or more)	1 Hour Dramatic Programs (Basic Cable with Budgets of $1,200,000 or more)	1-1/2 Hour Dramatic Programs (Basic Cable with Budgets of $2,750,000 or more)	2 Hour Dramatic Programs (Basic Cable with Budgets of $2,750,000 or more)
PROGRAM RATE	$77,786	$103,711	$129,629	$181,492	$46,671	$62,226	$77,777	$108,895
INCLUDED DAYS	14 days	24 days	34 days	50 days	14 days	24 days	34 days	50 days
COMPENSATION FOR DAYS WORKED BEYOND GUARANTEE	$5,556 day	$4,321 day	$3,813 day	$3,630 day	$3,334 day	$2,593 day	$2,288 day	$2,178 day
DAILY EMPLOYMENT WHERE PERMITTED	$6,945 day	$5,402 day	$4,766 day	$4,537 day	$4,167 day	$3,241 day	$2,859 day	$2,722 day

PRESENTATIONS (PRIME-TIME DRAMATIC)

7/1/18 to 6/30/19

	July 1, 2018 to June 30, 2019	GUARANTEED DAYS
0-15 Minutes	$28,867	10 days, of which 4 must be consecutive
16-30 Minutes	$57,744 (or the applicable pilot fee, if less, but in no event less than $28,867)	14 days, of which 6 must be consecutive

"GRANDFATHERED" HIGH BUDGET SVOD PROGRAMS

7/1/18 to 6/30/19

DIRECTORS MINIMUMS (15 MILLION OR MORE SUBSCRIBERS)								
Rates Effective July 1, 2018 to June 30, 2019	Programs 20-35 Minutes budgeted at $1,300,000 or more but less than $2,100,000	Programs 20-35 Minutes budgeted at $2,100,000 or more	Programs 36-65 Minutes budgeted at $2,500,000 or more but less than $3,800,000	Programs 36-65 Minutes budgeted at $3,800,000 or more	Programs 66-95 Minutes budgeted at $3,000,000 or more but less than $4,000,000	Programs 66-95 Minutes budgeted at $4,000,000 or more	Programs 96 Minutes or more budgeted at $3,000,000 or more but less than $4,500,000 (plus $2,250,000 for each additional 35 minutes or portion thereof)	Programs 96 Minutes or more budgeted at $4,500,000 (plus $2,250,000 for each additional 35 minutes or portion thereof) or more
PROGRAM RATE	$15,273	$28,027	$30,546	$47,595	$36,322	$79,326	$86,799	$133,261
GUARANTEED PREPARATION PERIOD	3 days	3 days	7 days	7 days	9 days	12 days	15 days	15 days
GUARANTEED SHOOTING PERIOD	4 days	4 days	7 days	8 days	9 days	13 days	27 days	27 days
DAYS WORKED BEYOND GUARANTEE	$2,182 day	$4,004 day	$2,182 day	$3,173 day	$2,018 day	$3,173 day	$2,067 day	$3,173 day
DAILY EMPLOYMENT WHERE PERMITTED	$2,727 day	$5,005 day	$2,727 day	$3,966 day	$2,522 day	$3,966 day	$2,583 day	$3,966 day

DIRECTORS MINIMUMS (FEWER THAN 15 MILLION SUBSCRIBERS)						
Rates Effective July 1, 2018 to June 30, 2019	Programs 20-35 Minutes budgeted at $1,300,000 or more but less than $2,100,000	Programs 20-35 Minutes budgeted at $2,100,000 or more	Programs 36-65 Minutes budgeted at $2,500,000 or more but less than $3,800,000	Programs 36-65 Minutes budgeted at $3,800,000 or more	Programs 66-95 Minutes budgeted at $3,000,000 or more	Programs 96 Minutes or more budgeted at $3,000,000 or more (plus $2,250,000 for each additional 35 minutes or portion thereof)
PROGRAM RATE	$15,273	$17,829	$30,546	$35,659	$36,322	$86,799
GUARANTEED PREPARATION PERIOD	3 days	3 days	7 days	7 days	9 days	15 days
GUARANTEED SHOOTING PERIOD	4 days	4 days	7 days	7 days	9 days	27 days
DAYS WORKED BEYOND GUARANTEE	$2,182 day	$2,547 day	$2,182 day	$2,547 day	$2,018 day	$2,067 day
DAILY EMPLOYMENT WHERE PERMITTED	$2,727 day	$3,184 day	$2,727 day	$3,184 day	$2,522 day	$2,583 day

HIGH BUDGET SVOD PROGRAMS
7/1/18 to 6/30/19

DIRECTORS MINIMUMS (20 MILLION OR MORE SUBSCRIBERS)								
Rates Effective July 1, 2018 to June 30, 2019	Programs 20-35 Minutes budgeted at $1,300,000 or more but less than $2,100,000	Programs 20-35 Minutes budgeted at $2,100,000 or more	Programs 36-65 Minutes budgeted at $2,500,000 or more but less than $3,800,000	Programs 36-65 Minutes budgeted at $3,800,000 or more	Programs 66-95 Minutes budgeted at $3,000,000 or more but less than $4,000,000	Programs 66-95 Minutes budgeted at $4,000,000 or more	Programs 96 Minutes or more budgeted at $3,000,000 or more but less than $4,500,000 (plus $2,250,000 for each additional 35 minutes or portion thereof)	Programs 96 Minutes or more budgeted at $4,500,000 (plus $2,250,000 for each additional 35 minutes or portion thereof) or more
PROGRAM RATE	$15,273	$27,482	$30,546	$46,671	$36,322	$77,786	$86,799	$130,674
GUARANTEED PREPARATION PERIOD	3 days	3 days	7 days	7 days	9 days	12 days	15 days	15 days
GUARANTEED SHOOTING PERIOD	4 days	4 days	7 days	8 days	9 days	13 days	27 days	27 days
DAYS WORKED BEYOND GUARANTEE	$2,182 day	$3,926 day	$2,182 day	$3,111 day	$2,018 day	$3,111 day	$2,067 day	$3,111 day
DAILY EMPLOYMENT WHERE PERMITTED	$2,727 day	$4,908 day	$2,727 day	$3,889 day	$2,522 day	$3,889 day	$2,583 day	$3,889 day

DIRECTORS MINIMUMS (FEWER THAN 20 MILLION SUBSCRIBERS)						
Rates Effective July 1, 2018 to June 30, 2019	Programs 20-35 Minutes budgeted at $1,300,000 or more but less than $2,100,000	Programs 20-35 Minutes budgeted at $2,100,000 or more	Programs 36-65 Minutes budgeted at $2,500,000 or more but less than $3,800,000	Programs 36-65 Minutes budgeted at $3,800,000 or more	Programs 66-95 Minutes budgeted at $3,000,000 or more	Programs 96 Minutes or more budgeted at $3,000,000 or more (plus $2,250,000 for each additional 35 minutes or portion thereof)
PROGRAM RATE	$15,273	$17,829	$30,546	$35,659	$36,322	$86,799
GUARANTEED PREPARATION PERIOD	3 days	3 days	7 days	7 days	9 days	15 days
GUARANTEED SHOOTING PERIOD	4 days	4 days	7 days	7 days	9 days	27 days
DAYS WORKED BEYOND GUARANTEE	$2,182 day	$2,547 day	$2,182 day	$2,547 day	$2,018 day	$2,067 day
DAILY EMPLOYMENT WHERE PERMITTED	$2,727 day	$3,184 day	$2,727 day	$3,184 day	$2,522 day	$2,583 day

PENSION & HEALTH CONTRIBUTIONS:

Company will contribute 6.5% to the Pension Plan and 10.5% to the Health Plan. Employee contributes 2.5% to the Pension Plan.

PENSION & HEALTH CEILINGS:

Theatrical: Pension ceiling = $200,000;
Health ceiling = $400,000;

Television Pilots 30 min or less in length = $170,000;

Television Pilots over 30 minutes in length but less than 90 minutes = $225,000;

Television - any one televison motion picture 90-minutes or longer or an one multi-part closed-end series: Pension and Health ceiling = $200,000;

Television - Episodic: 250% of scale or actual salary, whichever is greater.

WORKED 6th/7th DAYS; WORKED HOLIDAYS:

Directors will be paid 1/5 of their weekly salary plus $3,521 for work on a 7th day in a workweek or on New Year's Day, Presidents' Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving or Christmas Day. If compensation is less than $3,521 per day, then they are paid 200% of scale.

If required to work a 6th day in-town, Directors will be paid 150% of actual pro rata daily salary or an additional 200% of scale, whichever is lower.

TABLE READS:

The Employer shall notify the Director of the date, time and place of any table read as soon as scheduled, but in no event less than 72 hours prior to the table read, except in the event of an unplanned change to the scheduling of the table read, Director will be notified as soon as possible.

If the Director is guaranteed 3 days of prep and participates in a table read that occurs outside the guaranteed prep, the Director shall be paid the full pro rata daily salary.

If the Director is guaranteed 4 days of preparation consecutive with the first day of principal photography (including when scheduled hiatus intervenes between prep and commencement of principal photography) and participates in a table read that occurs on the business day immediately preceding the 4 day prep period, the Director shall receive no additional payment.

If the Director is guaranteed 4 days of preparation not consecutive with the first day of principal photography and participates in a table read that occurs outside the 4 day prep period, or if the Director is guaranteed 4 days of preparation consecutive with the first day of principal photography and participates in a table read that occurs more than 1 business day prior to the start of the 4 day prep period, the Director shall be paid a "table read fee" equal to 25% of the applicable *pro rata* daily salary.

DIRECTORS OF LIVE TELEVISION PROGRAMS EMPLOYED ON SCENES FOR A DRAMATIC TELEVISION MOTION PICTURE (SPECIAL ABILITIES)

1. When a Director employed on a non-dramatic program, other than strip quiz & game programs, is concurrently assigned to direct scene(s) 5 minutes or less in length as broadcast for a strip quiz and game program and the Director's services are no more than 1 hour, the minimum paymeng for the Director's services shall be $1,145 for each such assignment.

2. When a Director employed on a non-dramatic program is assigned to direct scene(s) no more than 5 minutes in length as broadcast for a strip variety program, and the Director's services are no more than 1 hour, the minimum payment for the Director's services shall be the "less than 5 minutes in length" segment fee applicable to a variety program.

3. When a specially skilled Director employed on a non-dramatic television program produced under the FLTTA is concurrently employed to direct scenes for a dramatic television picture or a theatrical motion picture covered by the BA, the Employer may credit toward the fee(s) owed under the BA an amount equal to the scale payment (or the minimum daily rate of pay where applicable) that would apply to the Director's work under the FLTTA. This right to credit will only apply when then specially skilled Director is employed under the BA for no more than 2 hours and the Director of the dramatic television motion picture or theatrical film is also present.

RESIDENCY:

The Guild will provide Employer with documentation of the home address of each member to be hired on location. The Employee may change his/her home address by notifying the Guild in writing; the change will be effective 60 days after the request is received by the Guild; the Employee may not change his/her address more than once in any 12 month period.

The Guild will consider a member's request to change his/her address outside of the above time period if the member can document s/he has been a resident of the area in which s/he is employed at least 60 days prior to the first day of employment and the area is not Los Angeles, New York, Toronto or Vancouver.

Television Directors shall designate the production center in which he/she wishes to be employed as a "local hire". Upon request of the Employer, the Guild shall grant an automatic and unconditional waiver to each Los Angeles-based episodic series to employ up to 4 Directors per season whose designated production center is not Los Angeles and to treat those Directors as 'local hires.' Each such episodic series may hire the same Director for only one episode per season as a 'local hire.'

TRAVEL:

Coach air for domestic flights of less than 1,000 air miles when the flight is non-stop from departure to final destination. Employer must provide elevated coach class travel when available. Also included are flights between Los Angeles & Vancouver and flights that are less than 1,000 miles between the U.S. and Vancouver or the U.S. and Toronto. All other flights shall be business class when available. If not available then first class.

If an employee covered under this Agreement is traveling on the same flight as another employee employed on the same production by the same Employer and the other employee is entitled to travel in a higher class of transportation pursuant to the minimum terms of the collective bargaining agreement under which he/she is employed, then the DGA-covered employee shall be upgraded to the same class of transportation.

Baggage fees and in-flight meals for coach class air travel shall be reimbursed provided that a request for reimbursement with appropriate receipts is submitted within 30 days after the flight.

FIRST-TIME EPISODIC TELEVISION DIRECTORS:

When an Employer employs a “first-time Director” to direct an episode of a dramatic television or High Budget SVOD series, prior to commencement of employment, the individual must attend the Television Director Orientation Course on Professional Standards for Episodic Directors provided by the Guild, unless he or she is a current participant in a studio-sponsored Television Director Development Program or already completed such program.

NEW MEDIA COVERAGE

All new media projects employing DGA members must be covered under the appropriate DGA agreement.

HIGH BUDGET SVOD DRAMATIC PROGRAMS

High Budget SVOD terms and conditions apply only to original and derivative dramatic programs made for initial exhibition on a Subscription VOD (SVOD) service and meet the following length and budget criteria:

- 20-35 minutes in length, budget of $1.3 million and above
- 36-65 minutes in length, budget of $2.5 million and above
- 66 minutes or more in length, budget of $3 million and above

Terms of Employment:

Director terms and conditions applicable to programs in the highest budget tier produced for SVOD services with 20 million or more member are those applicable to Network Prime Time programs. Director terms and conditions for all other High Budget SVOD programs are those applicable to Basic Cable programs.

Terms and conditions for AD/UPMs are those applicable to general AD/UPM minimums or the minimums for pilots, 1st or 2nd season.

AD/UPM QL requirements apply.

OTHER NEW MEDIA PROJECTS

All other New Media programs that do not meet the above High Budget SVOD criteria are covered as follows.

Derivative Productions		Original Productions
A Director must be employed whenever the BA or FLTTA would require such employment. AD/UPMs on BA-covered productions and AD/SMs on FLTTA-covered productions are to be employed as needed.		A production must be covered if any employee in a DGA category is a DGA member (or has previously worked under a DGA Agreement.) A production must also be covered if the cost of production exceeds (a) $15,000 per minute of program material as exhibited, or (b) $300,000 per single production as exhibited, or (c) $500,000 per series of programs produced for a single order.

Terms of Employment:

Except for residuals and as otherwise specified below, the terms and conditions of employment for Directors are negotiable. The Director must receive screen credit if anyone else receives screen credit.

AD/UPMs & AD/SMs may be assigned to derivative productions as part of the regular workday on the source production. Extended workday or overtime payments would be incurred if work extends past the contractual workday. Except as otherwise specified below, all other terms and conditions are negotiable.

Pension & Health contributions must be paid on behalf of all DGA-covered employees.

Deal Memos must be completed and submitted to the DGA prior to the start of principal photography.

The grievance and arbitration provisions of the BA and FLTTA apply.

AD/UPM QL requirements and AD/SM employment criteria do not apply.

ARTICLE 13 - AD/UPM GENERAL RATES

UNIT PRODUCTION MANAGERS & ASSISTANT DIRECTORS MINIMUMS

Rates Effective July 1, 2018 to June 30, 2019	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		2ND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR	
Weekly Studio Salary	$5,600		$5,326		$3,569		$3,369		$2,050	
Weekly Location Salary	$7,842		$7,448		$4,986		$4,710		$2,875	
Weekly Production Fee, Studio	$1,215		$988		$752		$0		$0	
Weekly Production Fee, Location	$1,446		$1,215		$988		$0		$0	
Daily Employment Salary, Studio	$1,400		$1,331		$892		$842		$513	
Daily Employment Salary, Location	$1,961		$1,862		$1,246		$1,177		$719	
Daily Employment Production Fee Studio/Location	$304	$362	$247	$304	$188	$247	$0	$0	$0	$0

(1) BASIC CABLE DRAMATIC PROGRAMS:* IF EMPLOYED ON A PROGRAM IN EXISTENCE AS OF 6/30/17 WITH BUDGETS AS FOLLOWS: 1/2-HOUR WITH BUDGETS BETWEEN $550,000 AND $849,750; 1-HOUR WITH BUDGETS BETWEEN $1,200,000 and $1,493,500; 2-HOUR WITH BUDGETS BETWEEN $2,750,000 AND $4,635,000, PLUS AN ADDITIONAL $1,493,500 FOR EACH HOUR OR PORTION THEREOF IN EXCESS OF 2 HOURS= 83.5% OF THE ABOVE RATES. IF THE BUDGETS EXCEED THESE LEVELS THEN THE MINIMUMS AND THE PROGRAM WILL BE SUBJECT TO THE THEN-CURRENT BASIC AGREEMENT. IF THE SERIES IS IN IT'S 4TH OR SUBSEQUENT PRODUCTION SEASON, THE ADS & UPMS SHALL BE COMPENSATED AT 100% OF THE ARTICLE 13 MINIMUMS

(2) BASIC CABLE DRAMATIC PROGRAMS:* 1/2-HOUR PROGRAMS WITH BUDGETS BETWEEN $550,000 AND $892,500; 1-HOUR PROGRAMS BUDGETED BETWEEN $892,500 AND $1,493,500; 2-HOUR WITH BUDGETS BETWEEN $2,750,000 AND $4,635,000, PLUS AN ADDITIONAL $1,493,500 FOR EACH HOUR OR PORTION THEREOF IN EXCESS OF 2 HOURS = 85% OF THE ABOVE RATES IN THE 1ST PRODUCTION SEASON OF THE PROGRAM, 90% IN THE 2ND AND 3RD PRODUCTION SEASONS AND 100% IN THE 4TH AND SUBSEQUENT PRODUCTION SEASON.

* The above discounts do not apply to any Pilot or first or second season series that is paying the discounted rates for Pilots or first or second season series.

ARTICLE 13 - SINGLE CAMERA PILOTS 1ST & 2ND SEASON

UNIT PRODUCTION MANAGERS & ASSISTANT DIRECTORS MINIMUMS

Rates Effective for Production Between July 1, 2018 to June 30, 2019	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		2ND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR	
Weekly Studio Salary	$5,463		$5,196		$3,482		$3,287		$2,000	
Weekly Location Salary	$7,651		$7,266		$4,864		$4,595		$2,805	
Weekly Production Fee, Studio	$1,185		$964		$734		$0		$0	
Weekly Production Fee, Location	$1,411		$1,185		$964		$0		$0	
Daily Employment Salary, Studio	$1,366		$1,299		$871		$822		$500	
Daily Employment Salary, Location	$1,913		$1,817		$1,216		$1,149		$701	
Daily Employment Production Fee Studio/Location	$296	$353	$241	$296	$184	$241	$0	$0	$0	$0

The basic cable discounts DO NOT APPLY to pilots or 1st or 2nd season series utilizing the above rates. See the AD/UPM general minimums.

ARTICLE 24 (MULTI-CAMERA) - AD/UPM/ASSOCIATE DIRECTOR - GENERAL RATES
7/1/18 to 6/30/19

MULTI-CAMERA UNIT PRODUCTION MANAGERS, ASSISTANT DIRECTORS & ASSOCIATE DIRECTOR MINIMUMS												
Rates Effective July 1, 2018 to June 30, 2019	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		2ND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR		ASSOCIATE DIRECTOR (LINE CUT)	
Weekly Studio Salary	$5,085		$4,832		$3,356		$3,184		$1,949		$4,600	
Weekly Location Salary	$7,119		$6,756		$4,608		$4,364		$2,676		$6,435	
Weekly Production Fee, Studio	$1,104		$893		$683		$0		$0		$851	
Pro-Rated Production Fee, Studio	$221 Day		$179 Day		$137 Day		$0		$0		$170 Day	
Weekly Production Fee, Location	$1,311		$1,104		$893		$0		$0		$1,047	
Pro-Rated Production Fee, Location	$218 Day		$184 Day		$149 Day		$0		$0		$174 Day	
Daily Employment Salary, Studio	$1,271		$1,208		$839		$796		$487		$1,150	
Daily Employment Salary, Location	$1,780		$1,689		$1,152		$1,091		$669		$1,609	
Daily Employment Production Fee Studio/Location	$276	$328	$223	$276	$171	$223	$0	$0	$0	$0	$213	$262

ASSOCIATE DIRECTORS (NO LINE CUT)		
TYPE OF EMPLOYMENT	**Rates Effective July 1, 2018 to June 30, 2019**	DAYS GUARANTEED
3 DAY	$3,275	3
WEEKLY	$4,813	5
DAILY	$1,199	1

(1) BASIC CABLE DRAMATIC PROGRAMS*: IF EMPLOYED ON A PROGRAM IN EXISTENCE AS OF 6/30/17 WITH BUDGETS AS FOLLOWS: 1/2-HOUR WITH BUDGETS BETWEEN $550,000 AND $849,750; 1-HOUR WITH BUDGETS BETWEEN $1,000,000 AND $1,493,000; 2-HOUR WITH BUDGETS BETWEEN $2,750,000 AND $4,635,000, PLUS AN ADDITIONAL $1,493,000 FOR EACH HOUR OR PORTION THEREOF IN EXCESS OF 2 HOURS: 83.5% OF THE ABOVE RATES. IF THE BUDGETS EXCEED THESE LEVELS THEN THE MINIMUMS AND THE PROGRAM WILL BE SUBJECT TO THE THEN-CURRENT BASIC AGREEMENT. IF THE SERIES IS INTS 4TH OR SUBSEQUENT PRODUCTION SEASON, THE ADs AND UPMs SHALL BE COMPENSATED AT 100% OF THE ARTICLE 13 MINIMUMS.

(2) BASIC CABLE DRAMATIC PROGRAMS*: 1/2-HOUR PROGRAMS WITH BUDGETS BETWEEN $550,000 AND $892,500; 1-HOUR PROGRAMS BUDGETED BETWEEN $875,000 AND $1,493,500; 2-HOUR WITH BUDGETS BETWEEN $2,750,000 AND $4,635,000, PLUS AN ADDITIONAL $1,493,500 FOR EACH HOUR OR PORTION THEREOF IN EXCESS OF 2 HOURS = 85% OF THE ABOVE RATES IN THE 1ST PRODUCITON SEASON OF THE PROGRAM, 90% IN THE 2ND AND 3RD PRODUCTION SEASONS AND 100% IN THE 4TH AND SUBSEQUENT PRODUCTION SEASONS.

* The above discounts do not apply to any multi-camera Pilot that is paying the discounted rates for Pilots.

ARTICLE 24 (MULTI-CAMERA) - AD/UPM/ASSOCIATE DIRECTOR - PILOT RATES
7/1/18 to 6/30/19

MULTI-CAMERA UNIT PRODUCTION MANAGERS, ASSISTANT DIRECTORS & ASSOCIATE DIRECTOR MINIMUMS												
Rates Effective for Production Between July 1, 2018 to June 30, 2019	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		2ND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR		ASSOCIATE DIRECTOR (LINE CUT)	
Weekly Studio Salary	$4,961		$4,714		$3,274		$3,106		$1,901		$4,488	
Weekly Location Salary	$6,945		$6,591		$4,496		$4,258		$2,611		$6,278	
Weekly Production Fee, Studio	$1,077		$871		$666		$0		$0		$830	
Pro-Rated Production Fee, Studio	$215 Day		$174 Day		$133 Day		$0		$0		$166 Day	
Weekly Production Fee, Location	$1,279		$1,077		$871		$0		$0		$1,021	
Pro-Rated Production Fee, Location	$213 Day		$180 Day		$145 Day		$0		$0		$170 Day	
Daily Employment Salary, Studio	$1,240		$1,179		$819		$777		$475		$1,122	
Daily Employment Salary, Location	$1,736		$1,648		$1,124		$1,065		$653		$1,570	
Daily Employment Production Fee Studio/Location	$269	$320	$218	$269	$167	$218	$0	$0	$0	$0	$205	$255

ASSOCIATE DIRECTORS (NO LINE CUT)		
TYPE OF EMPLOYMENT	**Rates Effective for Production Between July 1, 2018 to June 30, 2019**	DAYS GUARANTEED
3 DAY	$3,195	3
WEEKLY	$4,696	5
DAILY	$1,170	1

The basic cable discounts do not apply to multi-camera Pilots using the above rates.
See the Article 24 AD/UPM/Associate Director general minimums.

ADDITIONAL INFORMATION FOR ADs and UPMs

All single camera production is covered under the Basic Agreement. Live multi-camera dramatic productions are covered under the FLTTA.

	SINGLE CAMERA	MULTI-CAMERA
STAFFING	The first two 2nd ADs employed are the Key 2nd AD and 2nd 2nd AD. The term "Additional 2nd AD" applies to the subsequent 2nd ADs assigned to a shooting unit. An Additional 2nd AD may only be employed if the Key 2nd AD and 2nd 2nd AD or 2 Key 2nd ADs are employed and may perform all duties of a 2nd AD. The Additional 2nd AD does not receive preparation time, production fees or Completion of Assignment Pay.	For shows that are done "film style" (without a line cut), the Company will minimally employ a MC-UPM, MC-1st AD and MC-Key 2nd AD. The Company may employ a MC- 2nd 2nd AD and a MC-Additional 2nd AD. In addition, if the program is "film style" (no line-cut), the Company may employ an Associate Director. If the program is "tape style" (a program on which a line cut is recorded for purposes of editing and/or delayed broadcast), the Company will employ an Associate Director and may employ a Key 2nd AD.

PREPARATION TIME

	1st AD	Key 2AD
15 Min. or less	2 Days	
16-30 Min	3 Days	1 Day (2 Days if pilot or 1st episode)
31-60 Min	6 Days	2 Days (3 Days if pilot or 1st episode)
61-90 Min	10 Days	5 Days
91-180 Min	15 Days	7 Days
Features	15 Days	7 Days
Shorts	2 Days	1 Day

UPM	15 days prior to 1st day of camera blocking on 1st episode of the 1st season of a series.
	13 days prior to 1st day of camera blocking on 1st episode of a returning series.
	8 days prior to the 1st day camera blocking on a pilot.
	5 days prior to 1st day of camera blocking on a presentation 16-30 min. in length.
1st AD	3 days; 2 days if there is a line cut.
Key 2A AD	1 day if there is no line cut.
Associate Director	1 day if there is a line cut.

2nd Unit: The 1st AD will receive prep time when 20 or more members of the cast and crew are employed or stunts are to be performed. The prep time is 1 day for 1 or 2 days shooting and 2 days for 3 or more days shooting.

If a Key 2nd AD and 2nd 2nd AD or two Key 2nd ADs are employed on episodic TV programs, neither one is entitled to payment for unworked prep time.

ADDITIONAL INFORMATION FOR ADs and UPMs *(continued)*

	SINGLE CAMERA	MULTI-CAMERA
COMPLETION OF ASSIGNMENT	Completion of Assignment Pay is capped at a maximum of six events per production, per season. UPMs, 1st ADs, Key 2nd ADs and 2nd 2nd ADs (other than those employed on a daily basis for less than 5 days) are entitled to an additional week's salary, based on actual, including overscale salary paid, upon completion of assignment if employed 2 or more weeks or 2 1/2 days salary if employed less than two weeks. For feature films, long-form television and series on distant location, no Completion of Assignment is paid for a hiatus of at least one week over Christmas/New Years so long as the Employee receives unworked holiday pay for Christmas Day and New Years Day; the hiatus is a maximum of 2 consecutive weeks; if on location the Employer will provide travel to/from location or will provide per diem and housing if the Employer agrees that Employee remains on location.	There is no cap on the number of Completion of Assignment events. Except as defined below, UPMs, 1st ADs, Key 2nd ADs, 2nd 2ADs, and Associate Directors employed on a "tape style" show (where there is a line cut) are entitled to 50% of Completion of Assignment Pay for all hiatus periods or periods of layoffs. The final Completion of Assignment payment for the series or of the employment shall be the full 100%. (Completion of Assignment Pay is one week's salary if employed two or more weeks or 2 1/2 days if employed for fewer than two 5-day workweeks.) In lieu of Completion of Assignment Pay during hiatus periods, the 1st ADs and Key 2ADs receive 50% hiatus salary including pension & health, vacation and unworked holiday pay and may work during the hiatus so long as they are not required to report to a production office or location on more than 2 days during the hiatus. Associate Directors employed on a "film style" show (no line cut) (other than those employed on a daily basis for less than 5 days) are entitled to 50% of Completion of Assignment Pay for all hiatus periods or periods of layoff. The final Completion of Assignment payment for the series or of employment shall be the full 100% (Completion of Assignment Pay is one week's salary if employed on a weekly basis for two or more weeks, or 2 1/2 days salary if employed on a weekly basis for fewer than two 5-day workweeks, but employed for 5 or more days in the aggregate between the commencement or resumption of employment and hiatus or layoff. Those employed on the 3-day basis receive 2 1/2 days' salary if employed for two or more 3-day workweeks). On distant location, no Completion of Assignment Pay is paid for a hiatus of at least one week over Christmas/New Years so long as the Employee receives unworked holiday pay for Christmas Day and New Years Day; the hiatus is a maximum of 2 consecutive weeks; if on location the Employer will provide travel to/from location or will provide per diem and housing if the Employer agrees that Employee remains on location.

ADDITIONAL INFORMATION FOR ADs and UPMs *(continued)*

EXTENDED WORKDAY

UPM

SINGLE CAMERA	MULTI-CAMERA
Any UPM who works more than 16 hours before being dismissed shall receive an additional day's salary for each 4 hour period or portion thereof worked beyond 16 hours. Such salary in all cases shall be 1/5 of the studio work week rate and shall be excluded from all other computations.	Any UPM, 1st & 2nd AD and Associate Director who works more than 16 hours before being dismissed shall receive an additional day's salary for each 4-hour period or portion thereof worked beyond 16 hours. Such salary in all cases shall be 1/5 of the studio work week rate and shall be excluded for all other computations.

1AD

Workday Begins	Workday Ends
General Crew Call	Camera Wrap (plus travel time on distant location or "bus to" local location).

Hours Worked:

- 14+ to 16 Hours - add'l 1/2 day's salary (does not apply to multi-camera stage shows)
- 16+ to 20 Hours - another additional 1/2 day's salary.
- 20+ Hours - another additional full day's salary for each 4 hour period or fraction thereof worked.

Key 2nd AD, 2nd 2nd AD & Additional 2nd AD

Workday Begins	Workday Ends
At earlier of General Crew Call, Make-up Personnel Call or Hair Dressing Personnel Call	1/2 hour after camera wrap in studio; 1 hour after camera wrap at "report to" and/or "bus-to" local locations and distant locations (plus travel time to distant location or "bus-to" local location).

Hours Worked:

One 2nd AD assigned to shooting unit:

- In the studio or on a "report to" location: 13+ to 16 hours - additional 1/2 day's salary (does not apply to multi-camera stage shows).
- On distant location or "bus-to" location 14+ to 16 hours - additional 1/2 day's salary (does not apply to multi-camera stage shows).
- After 16 hours - another additional day's salary for each 4 hour period or portion thereof work.

Two or more 2nd ADs assigned to shooting unit:

- Two or more 2nd ADs who work more than 16 hours before being dismissed shall receive an additional day's salary for each four hour period or portion thereof worked beyond 16 hours.

ADDITIONAL INFORMATION FOR ADs and UPMs *(continued)*

WORKWEEK

The studio workweek consists of 7 days with the 6th and 7th days off; the location workweek has the 7th day off only. The start day of the initial workweek must be designated in the deal memo and Employees must be advised of any changes in advance.

For work on the 6th day in the studio workweek, Employees must be paid 150% of their pro-rata daily salary including production fee; on the 7th day, Employees must be paid 200% of their pro rata daily salary (studio) including production fee or an additional 1/5th of weekly studio salary (distant location). With certain limited exceptions, Employer must pay the 6th or 7th day premium if the workweek is shifted so that Employees work on a 6th or 7th day.

A studio weekly or daily Employee who works 14 hours & past 1:00 a.m. into a 6th or 7th day will be paid for the 6th or 7th day unless the Employee receives a rest period of 33 hours for day off or a 50 hour rest period for 2 days off.

WORKWEEK SHIFT

Employees must be advised of any shift in the workweek prior to commencement of that workweek. In the event that the Employee would receive fewer than 2 consecutive days off in the workweek as a result of the shift change, the following alternative shall be available: Once during the production of a motion picture or in the case of episodic television, once between hiatus periods, the Employer may shift the workweek, without incurring added costs, by adding 1 or 2 days off consecutive with the 6th and/or 7th days off of the prior workweek and/or by shifting a workweek commencing on a Tuesday to a workweek commencing on Monday, provided that the intervening Sunday is a day off.

The foregoing “shift in workweek” provision applies to a “round trip” switch so that the Employer is permitted to return the workweek to the originally scheduled workweek, without incurring any additional costs (e.g., a Mon-Fri shift which is switched to a Tues-Sat can be returned to Mon-Fri without incurring any additional costs). Except as provided above, the Employer shall pay the appropriate premium for the 6th and/or 7th day worked in the workweek.

In no case may the Employer shift the workweek to avoid paying for an unworked holiday.

RESIDENCY

The Guild will provide Employer with documentation of the home address of each member to be hired on location. The Employee may change their home address by notifying the Guild in writing and providing the required documentation is received and verified; the change will be effective 60 days after the request is received by the Guild; the Employee may not change their address more than once in any 12 month period.

CAPRICIOUS DISCHARGE

ADs and UPMs employed on a weekly basis for at least 3 consecutive workweeks should be made aware of problems with their performance at least two days prior to being replaced. If such Employee is replaced other than for cause, without the 2 days notice, they shall be entitled to one week plus 2 days salary in addition to any other payments due.

DISCHARGE WITHOUT CAUSE

If the UPM, 1st AD or Key 2nd AD is replaced without good cause, the Company must pay 3 weeks Completion of Assignment Pay:

1. If the UPM or AD has completed 50% of the episodes in a single television series order, excluding options, of 13 or more episodes or

2. If the UPM or AD completed 50% of the days of principal photography on a theatrical film or a long form television film 90 minutes or longer.

MILEAGE & OTHER ALLOWANCES

When a UPM, Assistant Director or Associate Director is employed on motion pictures produced in the Los Angeles area, no mileage is paid for reporting to any point within the 30-mile Los Angeles zone, including Agua Dulce, Castaic, Lake Castaic, Leo Carrillo State Beach, Moorpark, Ontario International Airport, Piru, Pomona, including L.A. County Fairgrounds, which is within a designated 10-mile radius, provided the Employer’s designation of the 10-mile radius is made no later than the start of production in the case of a pilot or television motion picture more than 1 hour in length or theatrical motion picture; in the case of a half-hour or one hour television series, no later than the start of each season’s production.

Other than the above exception, when a UPM, Assistant Director or Associate Director furnishes his or her own transportation, he or she shall be entitled to a mileage expense of $.30 per mile.

The distant location incidental allowance for all UPMs and Assistant Directors is $22.00 per day and is payable at the same time and in the same manner per diem is paid.

Dinner Allowance - Article 13: Except on distant location, if a UPM, Assistant Director or Associate Director starts work at or before 9:00 a.m. and works after 7:30 p.m., he or she shall be paid a dinner allowance of $30.00 unless dinner is furnished by the Employer commencing no later than 9:00 p.m.

Multi-Camera (Article 24): No Dinner Allowance

ADDITIONAL INFORMATION FOR ADs and UPMs *(continued)*

VACATION & UNWORKED HOLIDAY PAY

With the exception of UPMs and Assistant Directors employed on single camera pilots or an episode of a new one hour or one-half hour series produced during the first production season, all UPMs, Assistant Directors or Associate Directors are entitled to receive with their closing check earned vacation pay at the rate of 4% of salary paid during the period of employment. Such employees are entitled to another 3.719% of salary as unworked holiday pay (subject to an offset of amounts paid for holidays occurring during employment period), payable by check sent to the Employee by April 15 of the year subsequent to the calendar year in which such pay is earned.

When a UPM, Assistant Director, or Associate Director is employed on a pilot or during the first production year of a single camera 1-hour or 1/2-hour series, the vacation pay & unworked holiday pay are at 50% (2% and 1.8595%, respectively).

TRAVEL

Coach air for domestic flights of less than 1,000 air miles when the flight is non-stop from departure to final destination. Employer must provide elevated coach class travel when available. Also included are flights between Los Angeles & Vancouver and flights that are less than 1,000 miles between the U.S. and Vancouver or the U.S. and Toronto. All other flights shall be business class when available. If not available then first class.

Baggage fees and in-flight meals for coach class air travel shall be reimbursed provided that a request for reimbursement with appropriate receipts is submitted within 30 days after the flight.

If an employee covered under this Agreement is traveling on the same flight as another employee employed on the same production by the same Employer and the other employee is entitled to travel in a higher class of transportation pursuant to the minimum terms of the collective bargaining agreement under which they are employed, then the DGA-covered employee shall be upgraded to the same class of transportation.

2nd AD WRAP SUPERVISION ALLOWANCE

An allowance of $57 per day will be paid to the 2nd AD responsible for supervising wrap on a local location, a distant location, or in the studio when loading out to a local location or distant location the following day. The allowance is excluded from all other computations and not subject to Pension and Health contributions.

PENSION & HEALTH PLANS

Employers will contribute 6.5% to the Pension Plan and 10.5% to the Health Plan. Employees contribute 2.5% to the Pension Plan.

Employers will contribute 14.5% to the Health Plan on Completion of Assignment Pay and Vacation Pay.

UPM HYPHENATE CONTRIBUTIONS

Theatrical Films: Employers will make contributions on behalf of any UPM who is also employed as a producer based on the salary paid for UPM services, but in no event on an amount less than $100,000 for the picture. The only exception is in those instances where the producer/UPM is employed solely for the purpose of preparing budgets and/or storyboards.

PENSION & HEALTH PLAN CEILINGS

Theatrical: Pension = $200,000

Theatrical: Health = UPMs: $350,000;
Assistant Directors and
Associate Directors = $250,000

DGACA-ASSISTANT DIRECTOR TRAINING PROGRAM

Company will contribute 0.5% to Training Plan & DGACA for AD/UPMs employed in L.A. County or on location outside L.A. County when transported by Employer to location.

NEW YORK & CHICAGO LOCATION MANAGERS

Location Managers employed to work in the New York Area or Chicago Area will be employed as 2ADs. The QL provisions of BA ¶14-405 will not apply for theatrical and television motion pictures in the New York Area provided the Employer first gives consideration to those on the 2nd AD QL who reside within the New York area as defined (location within a 75-mile radius of Columbus Circle), and have experience managing locations. Chicago area is defined as 75-mile radius from the intersection of State and Madison.

SAFETY TRAINING

INSIDE CALIFORNIA: The Safety Passport Training Course is mandatory for Assistant Directors and UPMs who are hired in California. Such individuals shall have 90 days from their initial date of employment to successfully complete the Safety Passport Training Course.

OUTSIDE CALIFORNIA: Effective July 1, 2017, the Safety Passport Training Course shall be mandatory and available online for Assistant Directors and UPMs who live outside of California. Such individuals shall have 90 days from their initial date of employment to successfully complete the Safety Passport Training Course.

Any Assistant Director or UPM who fails to successfully complete the Safety Passport Training Course within the training deadlines will be suspended from the Qualifications List or Eligible to Work List, or if not on any Qualifications List or Eligible to Work List will be deemed ineligible to work until successful completion of the Safety Passport Training Course.

THEATRICAL DIRECTORS - LOW BUDGET SIDELETTER

Rates Effective July 1, 2018 thru June 30, 2019

Level 1 & 2	On motion pictures with budgets equal to or less than $2,600,000: The Director's initial compensation, daily rate and preparation time will be subject to negotiation between Employer and the Director.

Level 3	On motion pictures with budgets greater than $2,600,000 but equal to or less than $3,750,000: The Director's initial compensation shall be no less than $75,000 for a minimum guarantee of 13 weeks. The minimum compensation for a Second Unit Director is $1,500 per day.

Levels 4A & 4B	On motion pictures with budgets greater than $3,750,000 but equal to or less than $8,500,000, Directors have a minimum guarantee of 13 weeks and may be paid a salary, along with 2nd Unit Directors, no less than the amount in this chart which is 75% of the applicable minimum salary in Article 3 of the BA (as follows):	Weekly Salary @ 75%	$14,717
		Guaranteed Preparation Period	2 Weeks
		Guaranteed Employment Period	10 Weeks
		Guaranteed Cutting Allowance	1 Week
		Compensation for Days Worked Beyond Guarantee	$2,943
		Daily Employment Where Permitted	$3,679

Level 4C	On motion pictures with budgets greater than $8,500,000 but equal to or less than $11,000,000, Directors have a minimum guarantee of 13 weeks and may be paid a salary, along with 2nd Unit Directors, no less than the amount in this chart which is 90% of the applicable minimum salary in Article 3 of the BA (as follows):	Weekly Salary @ 90%	$17,660
		Guaranteed Preparation Period	2 Weeks
		Guaranteed Employment Period	10 Weeks
		Guaranteed Cutting Allowance	1 Week
		Compensation for Days Worked Beyond Guarantee	$3,532
		Daily Employment Where Permitted	$4,415

Cutting Allowance Levels 1 & 2	Employer shall provide the same number of days for the accomplishment of the Director's Cut as were provided for principal photography, but in no event shall the period of the Director's cut be less than 20 days, followed by a screening of the Director's Cut pursuant to BA Paragraph 7-505(d).

Cutting Allowance Level 3	Employer shall provide a minimum 8 week period for the accomplishment of the Director's Cut, followed by a screening of the Director's Cut pursuant to BA Paragraph 7-505(d).

Cutting Allowance Level 4	Full 10 weeks for the Director's Cut

Travel	Coach for (a) non-stop domestic flights of less than 1,000 air miles from departure point to final destination; (b) flights between Los Angeles and Vancouver; or (c) flights of less than 1,000 air miles between the United States and either Toronto or Vancouver. Except as noted above, travel will be business class for non-stop domestic or foreign flights of 1,000 or more miles from departure point to final destination. If an Employee covered under this Agreement is traveling on the same flight as another employee employed on the same production by the same Employer and the other employee is entitled to travel in a higher class of transportation pursuant to the minimum terms of the collective bargaining agreement under which he/she is employed, then the Employee shall be upgraded to the same class of transportation as is afforded to the other employee.

Sequel Payment:	If Employer produces a theatrical motion picture which is a sequel to a theatrical motion picture covered under the DGA Low Budget Sideletter, the Employer will pay to the Director of the original theatrical motion picture upon commencement of principal photography of the sequel theatrical motion picture, an amount equal to $10,000 if the sequel theatrical motion picture is produced at Levels 1, 2 or 3, or $20,000 if the sequel theatrical motion picture is produced at Level 4 above, provided (1) the original theatrical motion picture and the sequel are produced by the same Employer; (2) principal photography of the original theatrical motion picture commenced on or after July 1, 2017; and (3) the sequel issued on an original screenplay which utilizes the leading character or characters of the original theatrical motion picture in a substantially different story. Only one payment shall be due, irrespective of the number of sequel theatrical motion pictures produced. If the Director of the original theatrical motion picture also directs the sequel, the amount payable pursuant to this provision shall be credited against compensation payable to the Director of the sequel.

Pension & Health	Employer will contribute 6.5% to the Pension Plan and 10.5% to the Health Plan

AD/UPM RATES - LOW BUDGET SIDELETTER

Rates Effective July 1, 2018 thru June 30, 2019

Level 1	**A**	For pictures with budgets of $500,000 or less, initial compensation is negotiable provided the salary paid for any hour of work shall in no event be less than the applicable federal or state minimum wage.

Level 1	**B**	On motion pictures with budgets greater than $500,000 but equal to or less than $1,100,000, initial compensation shall be no less than 33% of the minimum weekly salaries in Paragraph 13-101(a) of the BA (see following schedule), provided that the salary paid for any hour of work shall in no event be less than the applicable federal or state minimum wage:	UPM	$1,848
			1A	$1,758
			Key 2A	$1,178
			All other 2A	$803

Level 2	On motion pictures with budgets greater than $1,100,000 but equal to or less than $2,600,000, initial compensation shall be no less than 50% of the minimum weekly salaries in Paragraph 13-101(a) of the BA, provided that the salary paid for any hour of work shall in no event be less than the federal or state minimum wage. Production Fees for the UPM, 1AD and Key 2nd AD is $25 per week. Any 2AD hired in addition to the Key 2AD may be paid no less than 50% of the minimum weekly salary for an Add'l 2AD (see following schedule):	UPM	$2,800
		1A	$2,663
		Key 2A	$1,785
		All other 2A	$1,025

Level 3	On motion pictures with budgets greater than $2,600,000 but equal to or less than $3,750,000, initial compensation shall be no less than 60% of the minimum weekly salaries in Paragraph 13-101(a) of the BA, provided that the salary paid for any hour of work shall in no event be less than the federal or state minimum wage. Production Fees for the UPM and 1AD is $200 per week; and $150 per week for the Key 2AD (see the following schedule):	UPM	$3,360
		1A	$3,196
		Key 2A	$2,141
		All other 2A	$1,230

AD/UPM RATES - LOW BUDGET SIDELETTER

Rates Effective July 1, 2018 thru June 30, 2019

Level 4 | **A**

On motion pictures with budgets greater than $3,750,000 but equal to or less than $5,500,000, initial compensation and production fees shall be no less than 70% of the minimum weekly salaries and production fees in Paragraphs 13-101(a) & (b) of the BA (see following schedule), provided that the salary paid for any hour of work shall in no event be less than the federal or state minimum wage:

Rates Effective July 1, 2018 thru June 30, 2019	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		SECOND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR	
Weekly Studio Salary	$3,920		$3,728		$2,498		$2,358		$1,435	
Weekly Location Salary	$5,489		$5,214		$3,490		$3,297		$2,013	
Weekly Production Fee, Studio	$851		$692		$526		$0		$0	
Weekly Production Fee, Location	$1,012		$851		$692		$0		$0	
Daily Employment Salary, Studio	$980		$932		$625		$590		$359	
Daily Employment Salary, Location	$1,372		$1,303		$873		$824		$503	
Daily Employment Production Fee Studio/Location	$213	$253	$173	$213	$132	$173	$0	$0	$0	$0

Level 4 | **B**

On motion pictures with budgets greater than $5,500,000 but equal to or less than $8,500,000, initial compensation and production fees shall be no less than 80% of the minimum weekly salaries and production fees in Paragraphs 13-101(a) & (b) of the BA (see following schedule), provided that the salary paid for any hour of work shall in no event be less than the federal or state minimum wage:

Rates Effective July 1, 2018 thru June 30, 2019	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		SECOND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR	
Weekly Studio Salary	$4,480		$4,261		$2,855		$2,695		$1,640	
Weekly Location Salary	$6,274		$5,958		$3,989		$3,768		$2,300	
Weekly Production Fee, Studio	$972		$790		$602		$0		$0	
Weekly Production Fee, Location	$1,157		$972		$790		$0		$0	
Daily Employment Salary, Studio	$1,120		$1,065		$714		$674		$410	
Daily Employment Salary, Location	$1,568		$1,490		$997		$942		$575	
Daily Employment Production Fee Studio/Location	$243	$289	$198	$243	$150	$198	$0	$0	$0	$0

Level 4 | **C**

On motion pictures with budgets greater than $8,500,000 but equal to or less than $11,000,000, initial compensation and production fees shall be no less than 90% of the minimum weekly salaries and production fees in Paragraphs 13-101(a) & (b) of the BA (see following schedule), provided that the salary paid for any hour of work shall in no event be less than the federal or state minimum wage:

Rates Effective July 1, 2018 thru June 30, 2019	UNIT PRODUCTION MANAGER		FIRST ASSISTANT DIRECTOR		KEY SECOND ASSISTANT DIRECTOR		SECOND SECOND ASSISTANT DIRECTOR		ADDITIONAL SECOND ASSISTANT DIRECTOR	
Weekly Studio Salary	$5,040		$4,793		$3,212		$3,032		$1,845	
Weekly Location Salary	$7,058		$6,703		$4,487		$4,239		$2,588	
Weekly Production Fee, Studio	$1,094		$889		$677		$0		$0	
Weekly Production Fee, Location	$1,301		$1,094		$889		$0		$0	
Daily Employment Salary, Studio	$1,260		$1,198		$803		$758		$461	
Daily Employment Salary, Location	$1,764		$1,676		$1,122		$1,060		$647	
Daily Employment Production Fee Studio/Location	$273	$325	$222	$273	$169	$222	$0	$0	$0	$0

AD/UPM - LOW BUDGET SIDELETTER

Effective July 1, 2018 thru June 30, 2019

TRAVEL:	Coach for (a) non-stop domestic flights of less than 1,000 air miles from departure point to final destination; (b) flights between Los Angeles and Vancouver; or (c) flights of less than 1,000 air miles between the United States and either Toronto or Vancouver. Except as noted above, travel will be business class for non-stop domestic or foreign flights of 1,000 or more miles from departure point to final destination. If an Employee covered under this Agreement is traveling on the same flight as another employee employed on the same production by the same Employer and the other employee is entitled to travel in a higher class of transportation pursuant to the minimum terms of the collective bargaining agreement under which they are employed, then the DGA-covered Employee shall be upgraded to the same class of transportation.

EXTENDED WORKDAYS - Levels 1, 2, 3 and 4

UPM	Any UPM who works more than 16 hours before being dismissed shall receive an additional day's salary for each 4 hour period or portion thereof worked beyond 16 hours. Such salary in all cases shall be 1/5 of the studio work week rate and shall be excluded from all other computations.

	Workday Begins	Workday Ends	Hours Worked
1AD	General Crew Call	Camera Wrap (plus travel time on distant location or "bus-to" local location).	A 1AD who works more than 14 hours and up to 16 hours before being dismissed shall receive an additional 1/2 day's salary. If such 1AD works more than 16 hours and up to 20 hours before being dismissed, that 1AD shall receive another additional 1/2 day's salary. If such 1AD works beyond 20 hours, that 1AD shall receive another additional full day's salary for each 4 hour period or fraction thereof worked.

	Workday Begins	Workday Ends	Hours Worked - One 2AD Assigned to Shooting Unit	Hours Worked - Two or More 2ADs Assigned to Shooting Unit
Key 2nd AD & 2nd 2nd AD & Additional 2AD	At earlier of General Crew Call, Make-up Personnel Call, or Hair Dressing Personnel Call	1/2 hour after camera wrap in studio; 1 hour after camera wrap at "report to" and/ or "bus-to" local locations and distant locations (plus travel time to distant location or "bus-to" local location).	<u>In the studio or on a "report to" location</u>: Any 2AD who works more than 13 hours and up to 16 hours shall receive an additional 1/2 day's salary. If such 2AD works more than 16 hours and up to 20 hours, that 2AD shall receive another full day's salary. If such 2AD works beyond 20 hours, that 2AD shall receive another day's salary for each 4 hours or portion thereof worked. <u>On distant location or "bus-to" location</u>: Any 2AD who works more than 14 hours and up to 16 hours shall receive an additional 1/2 day's salary. If such 2AD works beyond 16 hours, that 2AD shall receive another additional day's salary for each 4 hour period or portion thereof worked beyond 16 hours.	A 2nd AD who works more than 16 hours shall receive an additional day's salary for each 4 hour period or portion thereof worked beyond 16 hours.

COMPLETION OF ASSIGNMENT ("COA") - Levels 3 and 4

UPMs, 1ADs, Key 2nd ADs, and 22ADs	These Employees are entitled to an additional week's salary upon completion of assignment if employed two or more consecutive weeks or 2 1/2 days salary if employed at least five consecutive days but less than two consecutive weeks. COA pay shall be based on actual (including overscale) salary paid, excluding production fee, extended day, and rest period invasion payments, and shall be computed by totaling all compensation earned (including upgrade salaries) and dividing the total thereof by the number of weeks worked.
	No COA is paid for a hiatus of at least one week over Christmas/New Years so long as (1) the Employee receives unworked holiday pay for Christmas Day and New Years Day; (2) the hiatus is a maximum of two consecutive weeks; and (3) if on location, the Employer will provide travel to/from location or will provide per diem and housing if the Employer agrees that Employee remains on location.

PENSION AND HEALTH CONTRIBUTIONS AND TRAINING PLAN / QUALIFICATIONS LIST CONTRIBUTIONS

Company will contribute 6.5% to the Pension Plan, 10.5% to the Health Plan; and an additional 0.5% to the Training Plan & DGACA for AD/UPMs employed in L.A. County or on location outside L.A. County when transported by Employer to location. The Employee contributes 2.5% to the Pension Plan which shall be deducted by the Employer from the salary of such Employee. The Employer also contributes 14.5% to the Health Plan on Vacation Pay and Completion of Assignment Pay.

AD/UPM INFORMATION - LOW BUDGET SIDELETTER

Rates Effective July 1, 2018 thru June 30, 2019

Low Budget Terms	Level 1(a) (≤ $500k)	Level 1(b) (> $500k but ≤ $1.1m)	Level 2 (> $1.1m but ≤ $2.6m)	Level 3 (> $2.6m but ≤ $3.75m)
Production Fee	Negotiable	Negotiable	UPM = $25/wk; 1AD & Key 2AD = $25/wk	UPM = $200/wk; 1ADs & Key 2AD = $150/wk
Studio: Work on 6th or 7th day	Work week is 5 days. 6th & 7th days each paid at straight time (1/5 of weekly rate for weekly employees)	Work week is 5 days. 6th & 7th days each paid at straight time (1/5 of weekly rate for weekly employees)	Work week is 5 days. 6th & 7th days each paid at straight time (1/5 of weekly rate for weekly employees)	Work week is 5 days. 6th day paid at straight time. 7th day paid at 150% of straight time
Distant Location: Work on 6th or 7th day	Work week is 5 days. 6th & 7th days each paid at straight time (1/5 of weekly rate for weekly employees)	Work week is 5 days. 6th & 7th days each paid at straight time (1/5 of weekly rate for weekly employees)	Work week is 5 days. 6th & 7th days each paid at straight time (1/5 of weekly rate for weekly employees)	Work week is 5 days. 6th day paid at straight time. 7th day paid at 150% of straight time
Rest Period	Yes, per BA 13-116	Yes, per BA 13-116	Yes, per BA 13-116	Yes, per BA 13-116
Vacation Pay Fringe of 4%	Negotiable	Negotiable	Negotiable	Negotiable
Holiday Work	Paid at 200% of day rate if work on DGA Holiday; no pay for not working DGA Holiday w/in workweek	Paid at 200% of day rate if work on DGA Holiday; no pay for not working DGA Holiday w/in workweek	Paid at 200% of day rate if work on DGA Holiday; no pay for not working DGA Holiday w/in workweek	BA 13-113 applies (e.g., 200% of day rate or additional 1/5 of the studio rate when on distant location if work DGA Holiday; paid for not working DGA Holiday w/in workweek)
Unworked Holiday Pay Fringe of 3.719%	Negotiable	Negotiable	Negotiable	Negotiable
Completion of Assignment Pay (COA) (summary, next page)	Negotiable	Negotiable	Negotiable	Yes. BA 13-103 & 13-104 apply
Dinner Allowance	$30 payment unless Employer provides meals, including "walking meals"	$30 payment unless Employer provides meals, including "walking meals"	$30 payment unless Employer provides meals, including "walking meals"	$30 payment unless Employer provides meals, including "walking meals"
Distant Location Housing	Accommodations shall be first class or best available	Accommodations shall be first class or best available	Accommodations shall be first class or best available	Accommodations shall be first class or best available
Per Diem on Distant Location	No less than the higher of SAG or IA (e.g., $60/day)	No less than the higher of SAG or IA (e.g., $60/day)	No less than the higher of SAG or IA (e.g., $60/day)	No less than the higher of SAG or IA (e.g., $60/day)
Incidental Allowance on Distant Location	Negotiable	Negotiable	Negotiable	Negotiable
Mileage	$0.30 cents/mile; however, no mileage in Los Angeles 30-mile zone unless any other cast or crew receive it	$0.30 cents/mile; however, no mileage in Los Angeles 30-mile zone unless any other cast or crew receive it	$0.30 cents/mile; however, no mileage in Los Angeles 30-mile zone unless any other cast or crew receive it	$0.30 cents/mile; however, no mileage in Los Angeles 30-mile zone unless any other cast or crew receive it
2AD Wrap Allowance	Negotiable	Negotiable	Negotiable	Negotiable
Minimum Prep Time	Negotiable, but no less than what is needed	Negotiable, but no less than what is needed	Not less than 7 days for 1AD and 3 days for Key 2AD unless additional days are needed or negotiated	Not less than 10 days for 1AD and 5 days for Key 2AD unless additional days are needed or negotiated
Aircraft Flight & Underwater Work Allowance for 1ADs & 2ADs	Negotiable	Negotiable	Negotiable	Yes, per BA 13-210 & 13-211 ($180/flight & $180/dive or descent)

AD/UPM INFORMATION - LOW BUDGET SIDELETTER (continued)

Rates Effective July 1, 2018 thru June 30, 2019

Low Budget Terms	Level 4(a) (> $3.75m but ≤ $5.5m)	Level 4(b) (> $5.5m but ≤ $8.5m)	Level 4(c) (> $8.5m but ≤ $11m)
Production Fee	70% of BA minimums for UPM, 1AD & Key 2AD	80% of BA minimums for UPM, 1AD & Key 2AD	90% of BA minimums for UPMs, 1AD & Key 2AD
Studio: Work on 6th or 7th day	Work week is 5 days. BA 13-112(a) applies (e.g., 6th day paid add'l 150% of day rate or 1/5 of weekly rate, and 7th day add'l 200% of day rate or 1/5 of weekly rate)	Work week is 5 days. BA 13-112(a) applies (e.g., 6th day paid add'l 150% of day rate or 1/5 of weekly rate, and 7th day add'l 200% of day rate or 1/5 of weekly rate)	Work week is 5 days. BA 13-112(a) applies (e.g., 6th day paid add'l 150% of day rate or 1/5 of weekly rate, and 7th day add'l 200% of day rate or 1/5 of weekly rate)
Distant Location: Work on 6th or 7th day	Work week is 6 days. BA 13-112(b) & 13-101(b) apply (e.g., 7th day paid add'l 1/5 of studo weely rate; prod fee add'l 1/6 location wkly prod fee)	Work week is 6 days. BA 13-112(b) & 13-101(b) apply (e.g., 7th day paid add'l 1/5 of studo weely rate; prod fee add'l 1/6 location wkly prod fee)	Work week is 6 days. BA 13-112(b) & 13-101(b) apply (e.g., 7th day paid add'l 1/5 of studo weely rate; prod fee add'l 1/6 location wkly prod fee)
Rest Period	Yes, per BA 13-116	Yes, per BA 13-116	Yes, per BA 13-116
Vacation Pay Fringe of 4%	Negotiable	Negotiable	Yes, at 4% per BA 13-601
Holiday Work	BA 13-113 applies (e.g., 200% of day rate or additional 1/5 of the studio rate when on distant location if work DGA Holiday; paid for not working DGA Holiday w/in workweek)	BA 13-113 applies (e.g., 200% of day rate or additional 1/5 of the studio rate when on distant location if work DGA Holiday; paid for not working DGA Holiday w/in workweek)	BA 13-113 applies (e.g., 200% of day rate or additional 1/5 of the studio rate when on distant location if work DGA Holiday; paid for not working DGA Holiday w/in workweek)
Unworked Holiday Pay Fringe of 3.719%	Negotiable	Negotiable	Yes, at 3.719% per BA 13-115
Completion of Assignment Pay (COA) (summary, next page)	Yes. BA 13-103 & 13-104 apply	Yes. BA 13-103 & 13-104 apply	Yes. BA 13-103 & 13-104 apply
Dinner Allowance	$30 payment unless Employer provides meals, including "walking meals"	$30 payment unless Employer provides meals, including "walking meals"	$30 payment unless Employer provides meals, including "walking meals"
Distant Location Housing	Accommodations shall be first class or best available	Accommodations shall be first class or best available	Accommodations shall be first class or best available
Per Diem on Distant Location	No less than the higher of SAG or IA (e.g., $60/day)	No less than the higher of SAG or IA (e.g., $60/day)	No less than the higher of SAG or IA (e.g., $60/day)
Incidental Allowance on Distant Location	Negotiable	Negotiable	$22/day on distant location and travel days
Mileage	$0.30 cents/mile; however, no mileage in Los Angeles 30-mile zone unless any other cast or crew receive it	$0.30 cents/mile; however, no mileage in Los Angeles 30-mile zone unless any other cast or crew receive it	$0.30 cents/mile; however, no mileage in Los Angeles 30-mile zone unless any other cast or crew receive it
2AD Wrap Allowance	Negotiable	Negotiable	$57/day as per BA13-118
Minimum Prep Time	Not less than 15 days for 1AD and 7 days for Key 2AD unless additional days are needed or negotiated	Not less than 15 days for 1AD and 7 days for Key 2AD unless additional days are needed or negotiated	Not less than 15 days for 1AD and 7 days for Key 2AD unless additional days are needed or negotiated
Aircraft Flight & Underwater Work Allowance for 1ADs & 2ADs	Yes, per BA 13-210 & 13-211 ($180/ flight & $180/dive or descent)	Yes, per BA 13-210 & 13-211 ($180/ flight & $180/dive or descent)	Yes, per BA 13-210 & 13-211 ($180/ flight & $180/dive or descent)

FLTTA: MINIMUMS FOR DIRECTORS
7/1/18 to 6/30/19

Rates Effective July 1, 2018 to June 30, 2019	DRAMATIC NETWORK PRIME-TIME (INCLUDES FBC)					DRAMATIC NON-NETWORK OR NETWORK NON-PRIME-TIME (HIGH BUDGET)					DRAMATIC NON-NETWORK OR NETWORK NON-PRIME-TIME (LOW BUDGET)				
	0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes	91-120 Minutes	0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes	91-120 Minutes	0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes	91-120 Minutes
PROGRAM RATE	$17,868	$27,482	$46,671	$77,786	$130,647	$6,052	$11,520	$21,179	$33,850	$40,735	$3,014	$5,178	$6,002	$7,630	$9,174
Included Days (Parenthesis indicates included days which need not be consecutive)	4	7(1)	15(2)	25(4)	42(7)	3	6(1)	12(2)	24(4)	24(5)	2	4	5	6	7
Compensation for days worked beyond guarantee (Daily)	$4,467	$3,926	$3,111	$3,111	$3,111	$2,017	$1,920	$1,765	$1,410	$1,697	$1,507	$1,295	$1,200	$1,272	$1,311

Rates Effective July 1, 2018 to June 30, 2019	NETWORK PRIME-TIME VARIETY SERIES (INCLUDES FBC)					NON-NETWORK OR NETWORK NON-PRIME-TIME VARIETY (HIGH BUDGET**) (Series or Specials)					NON-NETWORK OR NETWORK NON-PRIME-TIME VARIETY (LOW BUDGET**) (Series or Specials)				
	0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes	Over 90 Minutes	0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes	Over 90 Minutes	0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes	Over 90 Minutes
PROGRAM RATE	$6,473	$9,948	$17,246	$34,502	$39,811	$4,259	$6,532	$9,441	$12,352	$17,457	$3,014	$4,628	$6,002	$7,630	$9,174
Included Days (Parenthesis indicates included days which need not be consecutive)	3	5(1)	9(2)	18(4)	24(5)	3	6(1)	9(2)	14(4)	18(5)	2	4	5	6	7
Compensation for days worked beyond guarantee (Daily)	$2,158	$1,990	$1,916	$1,917	$1,659	$1,420	$1,089	$1,049	$882	$970	$1,507	$1,157	$1,200	$1,272	$1,311

Program Length	**BUDGET TABLE**
0-15 Minutes	$100,000
16-30 Minutes	$150,000
31-60 Minutes	$200,000
61-90 Minutes	$300,000
91 minutes and over	$600,000

**High budget programs have costs of production over above amounts.
See FLTTA Article 31, Section C for High Budget Basic Cable thresholds, terms and conditions.

FLTTA: MINIMUMS FOR DIRECTORS
7/1/18 to 6/30/19

	NETWORK PRIME-TIME VARIETY SPECIALS (INCLUDES FBC)				VARIETY SEGMENTS (Series or Specials)
Rates Effective July 1, 2018 to June 30, 2019	0-30 Minutes	31-60 Minutes	61-90 Minutes	Over 90 Minutes	(Less than 5 min. in length by an add'l. director)
PROGRAM RATE	$22,576	$38,332	$63,883	$92,454	$2,313
Included Days (Parenthesis indicates included days which need not be consecutive)	10(2)	18(4)	36(8)	48(10)	1
Compensation for days worked beyond guarantee (Daily)	$2,258	$2,130	$1,775	$1,926	

	NETWORK PRIME-TIME QUIZ & GAME SHOWS (INCLUDES FBC)				NON-NETWORK OR NON-PRIME-TIME QUIZ & GAME SHOWS			
Rates Effective July 1, 2018 to June 30, 2019	0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes	0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes
PROGRAM RATE	$3,316	$5,086	$6,560	$7,553	$3,151	$4,848	$6,260	$7,193
INCLUDED DAYS	2	3	4	5	2	3	4	5
Compensation for Days Worked Beyond Guarantee (Daily)	$1,658	$1,695	$1,640	$1,511	$1,575	$1,616	$1,565	$1,439

FLTTA: MINIMUMS FOR DIRECTORS
7/1/18 to 6/30/19

	STRIP DRAMATIC Non-Network or Non-Prime-Time (Per show)			**STRIP VARIETY** Non-Network or Non-Prime-Time (5 broadcast per week)				**STRIP QUIZ & GAME** Non-Network or Non-Prime-Time (5 broadcast per week)			
Rates Effective July 1, 2018 to June 30, 2019	0-15 Minutes	16-30 Minutes	31-60 Minutes	0-15 Minutes	16-30 Minutes	31-60 Minutes	Over 60 Minutes	0-15 Minutes	16-30 Minutes	31-60 Minutes	Over 60 Minutes
RATE PER STRIP	$1,728	$2,657	$4,632	$5,062	$7,796	$9,693	$11,437	$4,956	$7,630	$9,011	$10,394
INCLUDED DAYS	1	2	3	3	5	7	8	3	6	7	8
Compensation for Days Worked Beyond Guarantee (Daily)	$1,728	$1,329	$1,544	$1,687	$1,559	$1,385	$1,430	$1,652	$1,272	$1,287	$1,299

ALL OTHER PROGRAMS
PRIME-TIME = 150% OF BELOW RATES

(Including, but not limited to, Reality-Type and Documentary Programs)

Rates (Per Set of Runs) Effective July 1, 2018 to June 30, 2019	1 Run Per Week	2 Runs Per Week	3 Runs Per Week	4 Runs Per Week	5 Runs Per Week	6 Runs Per Week	7 Runs Per Week
5 Min. or Less	$793	$1,263	$1,525	$1,743	$1,921	$2,050	$2,190
Over 5 Min. to 10 Min	$1,196	$1,597	$1,999	$2,380	$2,724	$2,984	$3,253
Over 10 Min. to 15 Min.	$1,663	$2,513	$3,185	$3,996	$4,661	$4,988	$5,297
Over 15 Min. to 30 Min.	$3,996	$5,305	$5,968	$6,825	$7,630	$8,281	$8,941
Over 30 Min. to 45 Min.	$4,319	$5,635	$6,628	$7,503	$8,307	$8,955	$9,632
Over 45 Min. to 60 Min.	$5,383	$6,396	$7,403	$8,273	$9,075	$9,742	$10,412
Over 60 Min: Applicable Hour Rate + Rate for each Additional 1/2 Hour	$1,383	$1,104	$1,434	$1,440	$1,450	$1,458	$1,477

MINIMUM DAILY RATE: NON-PRIME-TIME: $1,154/ PRIME-TIME: $1,731

INCLUDED DAYS: Divide Rate by Minimum Daily Rate, rounding down but never less than 1 day.
Each extra day paid at no less than the Minimum Daily Rate.

ASSOCIATE DIRECTOR AND STAGE MANAGER MINIMUMS
7/1/18 to 6/30/19

PRIME-TIME DRAMATIC PROGRAM MINIMUMS

Rates Effective July 1, 2018 to June 30, 2019	ASSOCIATE DIRECTORS	FIRST STAGE MANAGERS	SECOND & ADDITIONAL STAGE MANAGERS
WEEKLY STUDIO RATE	$4,974	$4,129	$3,569
WEEKLY PRODUCTION FEE, STUDIO	$923	$866	$0
PRO-RATED DAILY PRODUCTION FEE, STUDIO	$185	$173*	$0
WEEKLY LOCATION RATE	$6,959	$5,768	$4,986
WEEKLY PRODUCTION FEE, LOCATION	$1,132	$1,124	$0
PRO-RATED DAILY PRODUCTION FEE, LOCATION	$189	$187*	$0
DAILY RATE, STUDIO	$1,244	$1,032	$892
DAILY PRODUCTION FEE, STUDIO (DAILY EMPLOYMENT ONLY)	$231	$217*	$0
DAILY RATE, LOCATION	$1,740	$1,442	$1,246
DAILY PRODUCTION FEE, LOCATION (DAILY EMPLOYMENT ONLY)	$283	$281*	$0

*PRODUCTION FEE PAYABLE TO 1ST STAGE MANAGER ONLY

MINIMUMS FOR PROGRAMS OTHER THAN PRIME-TIME DRAMATIC PROGRAMS

Rates Effective July 1, 2018 to June 30, 2019	ASSOCIATE DIRECTOR	STAGE MANAGER	ASSOCIATE DIRECTOR/ STAGE MANAGER COMBINATION (WHERE PERMITTED)
DAILY, 8 HOURS	$727	$662	$1,039
WEEKLY, 40 HOURS	$3,210	$2,960	
DAILY FLAT (12 HOURS)	$974	$905	$1,418
WEEKLY FLAT	$4,289	$3,965	
OVERTIME: Daily 8, Daily Flat & Weekly Flat	$136.26	$124.16	$194.88
OVERTIME: Weekly 40	$120.39	$111.01	

ALL PRIME-TIME ENTERTAINMENT ADs and SMs - $83.00 Production Fee for all camera blocking & taping days.

ALL NON-PRIME-TIME ENTERTAINMENT ADs and SMs - $27.25 Production Fee for each camera blocking & taping day worked up to a maximum of $69.25 per week.

ADDITIONAL INFORMATION REGARDING THE FLTTA

Live Multi-camera productions are covered under the FLTTA.

Basic Agreement Article 24 covers New Prime-time Multi-camera Dramatic programs, principal photography of which began on or after February 11, 2002.

All single camera productions will be covered under the Basic Agreement.

CANCELLATION OF CALLS

A call from the Company engaging an Associate Director or Stage Manager may not be cancelled. When the Company does cancel a call, the Associate Director or Stage Manager will nevertheless be paid the agreed upon rate.

MILEAGE EXPENSE

When an AD or SM furnishes their own transportation, they shall be entitled to a mileage expense of $.30 per mile. If the Employer in its Basic Agreement with I.A.T.S.E. hereafter increases the mileage expense rate, the same rate increase shall be included hereunder.

VACATION PAY

All ADs and SMs are entitled to receive, with their closing check, earned vacation pay at the rate of 4% of salary paid during the period of employment.

RESIDENCY

The Guild will provide Employer with documentation of the home address of each member to be hired on location. The Employee may change their home address by notifying the Guild in writing; the change will be effective 60 days after the request is received by the Guild; the Employee may not change their address more than once in any 12 month period.

The Guild will consider a member's request to change their address outside of the above time period if member can document they have been a resident of the area in which employed at least 60 days prior to the first day of employment and the area is not Los Angeles, New York, Toronto or Vancouver.

DEAL MEMOS

ADs or SMs of Prime-Time Entertainment Programs and ADs or SMs employed for 5 days or more on other types of programs will have employment confirmed in written memo.

REST PERIOD (Other than Prime-Time Dramatic)

ADs and SMs working in conjunction with taping unit or live broadcast are entitled to 9-hour rest period. If rest period is less than 9 hours the ADs and SMs shall be entitled to additional payment of 1/2 time for each hour of invasion, computed in 1/4 hour segments. For employees employed on daily flat or weekly flat basis, the additional payment shall be an amount equal to 1/3 of the applicable overtime rate and computed in 1/4 hour segments.

PENSION & HEALTH CONTRIBUTIONS

Company will contribute 6.5% to the Pension Plan and 10.5% to the Health Plan. Employee contributes 2.5% to the Pension Plan.

Company will contribute 14.5% to the Health Plan on Vacation Pay.

PREPARATION TIME

Network Prime-Time or Non-Network or Non-Prime Time, Dramatic or Variety (High or Low Budget) only:

Length of Program	# of Programs on Which Continuing Employment is Assigned	Guaranteed Preparation Days Per Program	
		AD	**SM**
15 Min or Less		1 Day each	1 Day each
16 - 30 Min.	1	3 Days each	2 Days each
	2 or More	2 Days each	1 Day each
31 - 60 Min.	1	5 Days each	3 Days each
	2 or More	3 Days each	2 Days each
Over 60 Min.		5 Days each	5 Days each

Preparation time shall be guaranteed only to the first assigned AD and SM.

The Guild shall not unreasonably deny requests for waivers of preparation time requirements on network prime time variety series and specials, and non-network and non-prime time variety programs. The Company shall apply for the waiver not less than 10 days prior to commencement of the work.

TRAVEL

Coach air for domestic flights of less than 1,000 air miles when the flight is non-stop from departure to final destination. Employer must provide elevated coach class travel when available. Also included are flights between Los Angeles & Vancouver and flights that are less than 1,000 miles between the U.S. and Vancouver or the U.S. and Toronto. All other flights shall be business class when available. If business class is not available then flights shall be first class.

Baggage fees and in-flight meals for coach class air travel shall be reimbursed provided that a request for reimbursement with appropriate receipts is submitted within 30 days after the flight.

If an employee covered under this Agreement is traveling on the same flight as another employee employed on the same production by the same Employer and the other employee is entitled to travel in a higher class of transportation pursuant to the minimum terms of the collective bargaining agreement under which they are employed, then the DGA-covered employee shall be upgraded to the same class of transportation.

HIGH BUDGET BASIC CABLE VARIETY - VACATION & PRODUCTION FEES:

Length of Program	High Budget Threshold*
30 Minutes	$600,000
60 Minutes	$1,300,000
More than 60 Minutes	$2,000,000

*Per program for variety specials; per episode for variety series; or per week for strip variety programs

For high budget basic cable variety specials, series & strip programs that meet the above budget criteria, unless indicated otherwise on an Employee's deal memo, Associate Directors & Stage Managers will receive a production fee & vacation pay in addition to the negotiated salary.

SAFETY:

INSIDE CALIFORNIA: The Safety Passport Training course is mandatory for all Associate Directors and Stage Managers who are hired in California. Such individuals shall have 90 days from their initial date of employment to successfully complete the Safety Passport Training Course.

OUTSIDE CALIFORNIA: Effective July 1, 2017, the Safety Passport Training Course shall be mandatory and available online for Associate Directors and Stage Managers who live outside of California. Such individuals shall have 90 days from their initial date of employment to successfully complete the Safety Passport Training Course.

Any Associate Director or Stage Manager who fails to successfully complete the Safety Passport Training Course within the training deadlines will be suspended from the Employment Criteria List, or if not on the Employment Criteria List will be deemed ineligible to work until successful completion of the Safety Passport Training Course.

WORK REPORT NUMBERS

REPORTING HOTLINES:	
Los Angeles	310-289-2040
New York	212-258-0890

NATIONAL SAFETY HOTLINE:
1-800-DGA-3457