



New York Office  
30 West 22nd St., 5W  
New York, NY 10010

212-366-9390  
212-366-9398 Fax

Los Angeles: 310-440-9600

*Italics* = Union stated practice not in or contrary to contract. Blank boxes = Not covered in contract. There may be established practices

**Your Payroll & Software Solution!**

**NY Union Commercials**

Work Rules		Local: 52 - AICP Aqmt.	161 - AICP Aqmt. (N)CPA	600/East - AICP NE Corridor	764	798 - AICP Aqmt.- (N)CPA	817	829
		Studio Mechanics	Script Supervisors	Cinematographers	Theatrical Wardrobe	Makeup & Hair	Teamsters	Scenic Artists
Term of Contract		6/30/03 - 11/30/06	10/1/04 - 9/30/2007	10/1/04 - 9/30/2007	Expd 5/30/98 Nego. Pending	10/1/04 - 9/30/2007	2006 Conditions & Rates	2/9/06 -10/31/2008
Contracted Day		10 hours	8 hours. Min Call 10 hours	10 hours	8 hours	8 hours. Min Call 10 hours	7 hours	8 hours
Contracted Workweek		Any 5 days of 7/consecutive	Any 5 of 7 days	Any 5 of 7 days	M-F	Any 5 of 7 days	M-F	Any 5 days of 7/consecutive
Calls	Day	Anytime	Anytime	Anytime - On hour or half hour	6 - 10:30am DST 7 - 11:00am EST	Anytime	8:30am - (8am allowed)	Anytime - Photography day (See Notes, below for Non-Photo Day Rules)
	Partial Day	No - Except Sun if no shoot. (5hr.)	No	No	6hrs for 8hrs pay-No meal *See Notes below	No	No	Sunday Only Scenic Artist on construction day - 4hrs @ 2X
	Night	Anytime	Anytime	Anytime - On hour or half hour	4-8pm/3-6am 4hrs@2x** 12am-3am 6hrs@2x	Anytime	4:30pm -4:30am (5hrs) (Special Rate \$197.85)	Anytime
Calls given at:		----- End of day/can not be changed -----			By 4pm/Can't be changed			Layoff or change by 2:30PM of prior day.
Overtime (Based on Contracted Day)	1.5x	11th & 12th hr./ 6th day up to 12 hrs.	11th & 12th hr./ 6th day (All OT Based on 8 Hour rate)	11th & 12th hr./ 6th day		11th & 12th hr./ 6th day (All OT Based on 8 Hour rate)		9th & 10th hours 6th day up to 12 hrs.
	2x	After 12th hr/ 7th day/Holiday Sunday if no shoot. (5hr. Min) 6th day after 12 hrs.	13-15th hour/ 7th day/Holiday 6th day after 12 hrs.	13-15th hour/ 7th day/Holiday 6th day after 10hrs.	After 8hrs/After 4 or 6 for on special calls/Sat/Sun/Hol.	13-15th hour/ 7th day/Holiday 6th day after 10hrs.	Before 8:30am/After 4:30pm >OT on 5hr Call is 2x the 7hr. hourly rate.	11th & 12th hours 7th day/Holiday- 1st 12 hours
	2.5x		Over 15hrs in day (Excl. meals)	Over 15hrs in day (Excl. meals)				13th thru 15th hours
	3x	18+hrs Consec w/union perm.		Over 18 hrs. w/union permission	Over 15hrs.	Turnaround		Over 15 hrs w/written union permission
	Increments	1/2 hour	1/2 hour	1/4 hour	1/2 hour	1/2 hour	1 hour	1/2 hour
Notes		>Tracking of employees by dept. starts at prelight. Prior by individua >No emp. replaced to avoid OT. >Max. day 18hrs w/o union permission <b>&gt; Additional Notes on last page</b>		>Start times for all members must be the same on shooting days > Crew added on premium day: for rest of crew get premium pay. >Work in excess of 18 hrs. must be authorized by union staff. <b>* Single Production Agreement (when available) has some different work rules!</b>	*Only where needed for short daylight days or other weather conditions. **Only on Loc. when talent or other only avail. for limited time * * Meal period required at end or Meal Penalty as below.		>Calls later than 8:30am revert to 8:30am. >5hr Calls start when leave garage. >Driver - Dump day if shoot 3 days or more on loc >5hr Call Rate is the premium for Sat, Sun or Night calls. OT is not compounded.	Wrap Day: Up to 4 hours 1X for Costume Designer/Stylist to personally return borrowed wardrobe No payments as Inde. Contractors <b>Non-Photography Day Rules - Scenic Artists Only</b> ↓ 8 hours between 7A and 8P 8PM-Midnight - Extra 10% p/hr. of Journey Scenic Artist scale if prem. rate not in effect. Midnight-7AM - Extra 20% p/hr. of Journey Scenic Artist scale if prem. rate not in effect. Minimum call is 8 hours Except Sunday - Minimum is 4 hours at 2X. Workweek - 7AM Monday to 8PM Saturday Sat. 8PM-Midnight at 1.5X, Sunday - All hours at 2X
Turnaround Daily		10 hrs.	10 hrs.	10 hrs.	10 hrs.	10 hrs.	No	10 hrs.
Weekend (5)		54 hrs.	54 hrs.	54 hrs.		54 hrs.	No	
Weekend (6)		34 hrs.	34 hrs. Computed Portal to Portal	34 hrs. Computed Portal to Portal		34 hrs.	No	
Penalty If short		3x until 10 hr rest period is attained.	2X the 6th day hourly rate Computed in 1/2 hr. increments	15% of 10 hr. rate for each 1/2 hr. invaded.	3x until 10 hr rest period	3x until 10 hr rest period		2x for 1st 2 hrs encroached 3x for hours encroached beyond 1st 2

**NOTE: AICP Agreements apply to AICP member companies who authorize AICP to negotiate on their behalf. All others may be offered different terms and conditions.**

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Work Rules**

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Meals	Intervals	3-6 hrs. fr. Call/ 3-6 hrs. aft.	3-6 hrs. fr. Call/ 3-6 hrs. aft.	3-6 hrs. fr. Call/ 3-6 hrs. aft.	3-6 hrs. fr. Call/ 3-6 hrs. aft. Lun. by 2pm/Din. by 7pm* <i>*In practice not mandatory</i>	3-6 hrs. fr. Call/ 3-6 hrs. aft.	Within 6hrs of call	1st meal: 4-6 hrs after call 2nd meal: within 6 hrs of previous
Lengths/Special		1 hr.	1 hr.	1 hr.	1 hr.	Allow 1/2 hr off clock if hot catered	1 hr.	1 hr.
		----- Allow 1/2 hr off clock if hot catered-----						Allow 1/2 hr off clock if hot catered
		Only 1 meal in 10 hr day		DP/Opr not more than 1/2hr longer than Asst. Camera				
Penalties	1st 1/2 hr. late:	\$15.00	\$15.00	\$15.00	1/2 hr @ 2x for each hour or fraction.	\$15.00		\$15.00
	2nd 1/2 hr. late:	\$17.50	\$17.50	\$17.50		\$17.50		\$17.50
	3rd 1/2 hr. late:	\$20.00	\$20.00	\$20.00		\$20.00		\$20.00
	4th 1/2 hr. late:	\$20 ea. addl. w/1/2hr break opt.	\$25.00 - 1 hr of 3x thereafter	\$25.00 - 1 hr of 3x thereafter		\$25.00 - 3x thereafter		\$20 ea. addl. w/1/2hr break opt.
<b>Location Rules</b>	<b>General Rules - Apply to all</b>			Lodging - 1st Class Air Trans. - Tourist/Coach (L.600 Coach or better)	Layovers - Non-worked days on location are paid at straight time. Studio Zone - No travel time - 125th St to the Battery and designated studios outside Manhattan			
<b>Nearby Location-</b>								
From Columbus Circle	25 mi. <i>See last page</i>	25 miles	25 miles	125th St. to Battery	25 miles	50 miles	25 report to miles	
Worktime Provisions	----- Within zone - Starts at location - Travel is off clock-----						Travel is work time.	Beyond 25 miles travel is work time.
Travel Time Provisions	----- Company must provide transportation if outside Mann. below 125th St. -----							Traveltime starts at edge of zone. Co. provides trans or reimburs.
<b>Meal Money If meals not provided</b>	B-\$6, L-\$10, D-\$14 B only if call is 7am or earlier.		<i>Not in contract- In practice follows SAG rates. B-\$9.30, L-\$13.95, D-\$25.65</i>	B-\$4.50, L-\$7.00, D-\$9.00		B-\$6, L-\$7, D-\$10 Driver's option to take meal or money.	If no hot meal provided: B-\$8.00, L-\$12.00, D-\$25.00	
<b>Distant Location</b>	-----1x Day's pay for travel days ----- 1x Day for unworked day	1x Day for unworked day	1x Day for unworked day	1x Day's pay for travel day: 1x Day for unworked day	1x Day's pay for travel day: 1x Day for unworked day		Travel @1x not to exceed 8 hours Trav/work: 1X for trav portion but all counted for OT Calc	
<b>Meal Money If meals not provided</b>	B-\$8, L-\$12, D-\$25	B-\$4.50, L-\$7.50, D-\$9.50	<i>*See above</i>	B-\$4.50, L-\$7.00, D-\$9.00		B-\$6, L-\$7, D-\$10 as above	B-\$8.00, L-\$12.00, D-\$25.00	
<b>Amenities Laundry/Phone, etc.</b>		Producer pays	Producer pays	Receipts reimbursed	Producer pays			
<b>Non over night distant locations</b>	----- Travel time paid from studio or producer's office. -----							
<b>Other</b>		Air travel ins. - 100K		Travel ins. - 100K	Travel ins. - 100K			
<b>Cancellation of Call</b>	Before 6hr after start of prior day	By 2:30pm preceding da' Penalty - Work Day - 10 hrs pay	Within 6hrs of previous day's call By 2:30pm non-wk day. Pen:1 day pay	By 1:00pm preceding da'			By 2:30pm preceding da'	
<b>Minimum Staffing</b>	>Keys needed to do job >Snd Mixer & Recordist if sound recorded. >To move 4K or larger lite requires more than 1 Elec. >Moving crane as camera platform requires 3 Grips > L52 Gen Oper. Req. 5KW+  <b>&gt; Additional Notes on last page.</b>	One Script/Continuity Supervisor Failure to hire penalty: 2X wages that should have been paid.	>DP and AC. Operator optional. >Guaranteed 1AC Check Out day unless production owns equip. >AC can not operate camera. >One crew for each camera. >Only 1 DP needed if multi-camera of same set. >Still Cameraperson if stills shot >DP & 1AC req. for Plates, etc.	As needed. No one else to perform their work. When actors provide 3 or less changes of own clothes, not needed. Violation = 2x day	One Hair-Makeup person to perform covered work. Failure to hire penalty: 2X wages that should have been paid.	>Drivers for all vehicles carrying prod. equipment. >Helper need if box over 18ft. except floor load only, or when on distant location. >Generator truck driver can function as helper on another truck.	No minimum staffing, but all covered work to be performed by union members. First Scenic Artist hired at Chageman rate and supervises. Penalty for hiring non-union is 1.5X pay that would have been due. No penalty if union can not provide qualified personnel, but P&W must be paid. Non-L829 IATSE members may be hired w/o penalty Can hire Scenic Artists without an Art Director/ Designer if that function is not performed. Asst Art Dir/CostumeDesigners are covered if needed to perform a creative function. Art Dept Coordinator covered if needed & hired.	

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**Work Rules**

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Payment of wages	Cash at end of week or day. (In practice, by check by end of week following work.)	Consistant w/state & Fed. Law Penalties if union litigates	Consistant w/state & Fed. Law Penalties if union litigates	By end of week If terminated, days pay/ same day. OT next day.	If terminated, days pay/ same day. OT next day.		
Hazardous Work	\$250K Life/Dismemberment & \$500 weekly for disability	\$100K Life/Dismemberment & \$1000 weekly for disability			\$100K Life/Dismemberment & weekly disability pymt.		
Insurance							
Payments	Aerial/Diving etc.\$40/incid. Daily max. \$80	Aerial/Diving etc.\$100/incid.	Aerial/Diving etc.\$150/incid. Daily max. \$300		Aerial/Diving etc.\$100/incid.		
Notes		Prod. provides apparel for cold or wet work.			Prod. provides apparel for cold or wet work.		
Smoke	Prior notification	----- 10 min. air change each 60-90 minutes etc. -----			Air each 60-90 minutes etc.		
Jurisdiction	<b>&gt; Additional Notes on last page</b>	NE Corridor: CT, DE, MD, MA, NJ, NY, PA, DC - these rules. <b>RI, VA, WV, NC, SC, GA, FL Per Nat. Comm. Agmt</b>	NE Corridor - CT, DE, MD, MA, NJ, NY, PA & DC <b>Other areas covered in (Nat.) Comm. Prod. Agreement</b>	50 Miles of Columbus Circle and all of Long Island.	NE Corridor: CT, DE, MD, MA, NJ, NY, PA, DC - these rules. <b>RI, VA, WV, NC, SC, GA, FL Per Nat. Comm. Agmt</b>	NY Metro (100 miles)	NY, NJ, CT PA and DE See "Hiring Rules" in Other below
Pension Health & Welfare	<b>&gt; See Notes on P&amp;W page</b>	IAP 5% On Scale for all hours wkcd or guar. Plus \$8.2660 per hour worked. Goes to \$8.4486 p/h 1/22/06 <b>See Nat. Comm. Prod Agmt</b>	IAP 5% On Scale for all hours wkcd or guar. + \$.75 p/d. Plus \$8.2660 per hour worked. Goes to \$8.4486 p/h 1/22/06 <b>See Nat. Comm. Prod Agmt</b>	14% + \$3 per day	\$100 per day - All areas except: \$70 per day in Baltimore, MD and Washington, DC <b>See Nat. Comm. Prod Agmt</b>	30% of gross wages (17% - Welfare) (11% - Pension) (2% -Scholarship)	\$100 per day working in or hired in NY Zone Per (N)CPA hired and working outside NY Zone
Holidays	New Years Day, Pres. Day, Easter Sunday, Mem. Day July 4th, Labor Day, Col. Day, Vet's Day, Thanksgiving Day & day after, Christmas Day	New Years Day, MLKing Bday, Pres. Day, Memorial Day, July 4th, Labor Day, Vet's Day, Thanksgiving Day & day after, Christmas Day *Observed Fri. for Sat. and Mon for Sun.	New Years Day, ML King Bday, Pres. Day, Memorial Day, July 4th, Labor Day, Veteran's Day, Thanksgiving Day & day after, Christmas Day. *Observed Fri. for Sat. and Mon for Sun.	New Years Day, Lincoln's Bday, Pres. Day, Memorial Day, July 4th, Labor Day, Columbus Day, Vet's Day, Thanksgiving Day, Christmas Day	New Years Day, MLKing Bday, Pres. Day, Memorial Day, July 4th, Labor Day, Vet's Day, Thanksgiving Day & day after, Christmas Day. *Observed Fri. for Sat. and Mon for Sun.	New Years Day, Lincoln's Bday, Pres. Day, Memorial Day, July 4th, Labor Day, Columbus Day, Vet's Day, Election Day, Thanksgiving Day, Christmas Day	New Years Day, MLKing Bday, Pres. Day, Memorial Day, July 4th, Labor Day, Vet's Day, Thanksgiving Day & day after, Christmas Day *Observed Fri. for Sat. and Mon for Sun.
Other	>Videotaped commercial jurisdiction - See contract No Strike clause	>Commercials only. Producers to notify before other types of non-theatrical projects to negotiate.	>Special rates and rules for government work. > No subleasing of services. >Compensation for prep & consult. >Quarterly reporting of wages and payments to individuals for rental photographic equipment. Union may req. Perfomance Bond	>Min. Kit Rental/\$25 per day	>Min. \$12.50 if materials are provided >For work out of jurisdiction, "Flat Deals" can be negotiated w/Union approval >Hire non-union = 2x day damages		<b>Hiring Rules:</b> "Zone" is 50 miles from Col. Circle & all of Nassau & Suffolk Cos. This contract applies: Working in "zone" or hired in "zone" & working in Jurisdiction. (N)CPA applies if hired outside the "Zone". Producer may outsource client and specialized artwork Multi-sets/stages for same job with one shooting and other prepping may require Standby Scenic Artist and Assistant Art Director to cover shooting set. Employer must supply materials, tools & brushes Lockers or clean safe place for clothing to be provided in Studios

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Low Budget/Spec/PSA Internet Exclusions		(Nat.) Comm. Prod. Agreement. Rules apply	(Nat.) Comm. Prod. Agreement. Rules apply		(Nat.) Comm. Prod. Agreement. Rules apply		PSAs: Rates and OT may be negotiated P&W remains the same Spec Comml: Same, but full comp if sold.
Categories Covered	Props Electricians Grips Sound Video Tape Technician Generator Operator Shop Crafts	Script Supervisors	Director of Photography Camera Operator 1st Camera Assist. 2nd Camera Assist. Still Photographer	Wardrobe Supervisor Wardrobe Assistant	Make-Up Artists Hair Stylists	Drivers Helpers	Art Director/Scenic Designer Costume Designer/Stylist Chargeman Scenic Artist Journeyman Scenic Artist Asst. Art Director Asst. Costume Designer/Stylist Art Dept Coordinator <i>Note: Stylist is not a Wardrobe Supervisor.</i>
Current Scale Rates - Effective	6/30/03 - 11/30/06	10/1/04 - 9/30/2007	10/1/04 - 9/30/2007	Expd 5/30/98 Nego. Pending	10/1/04 - 9/30/2007	2006 Conditions & Rates	2/9/06 -10/31/2008
Contracted day	10 hours	8 hours. Min Call 10 hours	10 hours	8 hours	8 hours. Min Call 10 hours	7 hours	8 hours
	12/1/05-11/30/06 Dept. Heads - 490.87 Snd Monitor/VTR - 525.62 2nd/Foremen - 468.19 3rd/Operators - 453.12  Non-AICP higher	48.63 per hour 534.98 Min Call  Increase 3% 10/1/06  See (Nat.) Comm. Prod. Agmt. For more detail	DP - 1041.70 Oper. - 602.65 1st AC -581.89 2nd AC - 521.34 Still Photog. - 602.65 15% less for Gov't Work  Increase 3% 10/1/06  See (Nat.) Comm. Prod. Agmt. For more detail	Supervisor - 271.84 Assist - 242.29	41.26 per hour 453.90 Min Call  Increase 3% 10/1/06  See (Nat.) Comm. Prod. Agmt. For more detail	Lead Driver: 7hr Call - 246.26 5hr Call - 285.71 OT 2x - 70.36  Driver: 7hr Call - 223.87 5hr Call - 261.19 OT 2x - 63.97  Helper: 7hr Call - 213.33 5hr Call - 248.78 OT 2x - 60.94	Art Director: \$745.92 Costume Designer/Stylist \$577.60 Chargeman SA: \$533.04 Journeyman SA: \$435.76 Asst. Art Director: Negotiable Asst. CD/Stylist: Negotiable Art Dept Coordinator: Negotiable  Increase 3% - 2/9/06 Increase 3.5% - 2/9/07
Union Local Phone #	212-399-0980	212-647-7300	212-647-7300	212-221-1717	212-627-0660	516-365-3470	212-581-0300

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Local:

**52 - AICP Agmt.  
Studio Mechanics**

**Additional Notes**

**Jurisdiction**

New York State, New Jersey, Connecticut, Delaware, and Pennsylvania with exception of 50 mile radius from center of Pittsburgh.

**Zones**

New York City - NY rates & Conditions apply: Five boroughs, all of Long Island and 75 miles in all directions from Columbus Circle.  
Report to Zone: 25 miles from Columbus Circle.  
Philadelphia - 30 miles in all directions from center of city. - "report to" within the zone.

Employees hired within NY or Phila Zones work under respective zone wages, conditions and benefits wherever employed.  
Employees working within New York Zone work under NY zone wages, conditions and benefits regardless of where they live or were hired.  
Outside Zones, but within jurisdiction of Local 52 (National) Comm. Prod. Agmt. rules and conditions apply except for Pension & Welfare rates and with following additions which apply throughout the jurisdiction:  
> No subcontracting of any bargaining unit work.  
> Application of Confidentiality Clause

**Work Rules**

Employer may notify employee OR Dept. Head of layoff or termination.  
Additional employees added to crew after regular daily or weekly call have time calculated on their own call, not primary crew call.  
6 & 7th days - All hours at indicated rates except if over 18 hrs

**P&W Rules**

NYC Zone: MPIPH Rates: Individual Account Plan (IAP) 5% Paid on (Scale) Rate for all hours worked or guaranteed.  
Plus \$8.2660 per hour. worked. (Range: \$90-\$150 per day) Increases to \$8.4486 p/h 1/22/06 (Range: \$107-\$168 per day)  
Phila Zone: \$70 per day for employees "employed in or hired in"  
Outside NYC and Phila, but within Local 52 Jurisdiction: \$55 per day for employees "hired and employed in"

*Examples*

NY Co./Phila Shoot = \$70 "employed in or hired in"  
NY Co./Atlantic City Shoot = MPIPH Rates if brought from NY, \$55 if hired locally "hired and employed"  
NY Co./NY Shoot = MPIPH Rates "employed in"  
  
Phila Co./Phila Shoot = \$70 "employed in or hired in"  
Phila Co./Atlantic City Shoot = \$70 if brought from Phila., \$55 if hired locally "hired and employed"  
Phila Co./NY Shoot = MPIPH Rates "employed in"  
  
AC Co./Phila Shoot = \$70 "employed in or hired in"  
AC Co./Atlantic City Shoot = \$55 "hired and employed"  
AC Co./NY Shoot = MPIPH Rates "employed in"

Union Local Phone #

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