

2025 LOW BUDGET THEATRICAL IATSE AGREEMENT 1/1/2025-12/31/2025		Tier 1A Budget 3- 6.25M	Tier 1B Budget 6.25- 9M	Tier 2 Budget 9- 12.5M	Tier 3 Budget 12.5- 15M
PROPMAKER FOREPERSON		\$33.58	\$35.20	\$44.80	\$47.16
PROPMAKER GANG BOSS		\$30.35	\$31.97	\$39.94	\$42.06
PROPMAKER JOURNEYPerson		\$27.07	\$28.69	\$39.01	\$41.06
SFX FOREPERSON		*STN	*STN	*STN	*STN
SFX GANG BOSS		*STN	*STN	*STN	*STN
SFX ASSISTANT		*STN	*STN	*STN	*STN
SFX LICENSED POWDERPERSON		*STN	*STN	*STN	*STN
SFX ASST. LICENSED POWDERPERSON		*STN	*STN	*STN	*STN
PROP MASTER		\$33.58	\$35.20	\$44.18	\$46.49
ASST. PROP MASTER		\$30.35	\$31.97	\$39.94	\$42.06
PROPERTY LEADPERSON / GANG BOSS		\$33.58	\$35.20	\$44.18	\$46.49
PROPERTY PERSON aka SWING GANG, SET DRESSING		\$27.07	\$28.69	\$38.14	\$40.18
ON SET DRESSER		\$30.35	\$31.97	\$39.94	\$42.06
KEY GREENS		\$30.35	\$31.97	\$39.94	\$42.06
SET DECORATOR (ON CALL)		*STN	*STN	*STN	*STN
CONSTRUCTION COORDINATOR (ON CALL)		*STN	*STN	*STN	*STN
DRAPERY FOREPERSON					
DRAPERY GANG BOSS					
DRAPERY JOURNEYPerson					
FLOORCOVERING FOREPERSON					
FLOORCOVERING GANG BOSS					
FLOOR COVERING JOURNEYPerson					
UPHOLSTERY FOREPERSON					
UPHOLSTERY GANG BOSS					
UPHOLSTERY JOURNEYPerson					
PROPERTY SEWING FOREPERSON					
PROPERTY SEWING PERSON					
STN*=Subject To Negotiation					
* NO STN RATE MAY BE LESS THAN THE SCALE KEY OR JOURNEYMAN RATE AS APPLICABLE.					
ULTRA LOW BUDGET MINIMUM RATE IS BASED ON APPLICABLE STATUTORY MINIMUM WAGE RATES X 125%					

**SUBJECT TO NEGOTIATION BASED ON THE
RATES ABOVE**

2025 LOW BUDGET THEATRICAL IATSE AGREEMENT TERMS AND CONDITIONS AT A GLANCE 1/1/2025-12/31/2025

MINIMUM TERMS AND CONDITIONS: This shall not preclude negotiating "BETTER TERMS AND CONDITIONS"

DAILY REST PERIODS FOR ON AND OFF PRODUCTION

DAILY TURNAROUND - REST PERIOD FROM DISMISSAL TO NEXT DAY'S CALL ON & OFF PRODUCTION	10 HOURS-RIDE HOME OR ROOM AFTER 14 HOURS MUST BE OFFERED BY PRODUCTION
--	---

IF REST IS INVADED AFTER THE SECOND CONSECUTIVE DAY OF 14 WORKED HOURS OR MORE, EMPLOYEE RETURNS AT RATE IN EFFECT AT TIME OF DISMISSAL, PLUS AN ADDITIONAL HOUR OF STRAIGHT TIME, FOR ALL INVADED HOURS

WEEKEND REST PERIOD

REST PERIOD FROM DISMISSAL ON 5TH DAY OF WORK TO START OF FOLLOWING 5 OR 6 DAY WEEK	52 HOURS
---	----------

REST PERIOD FROM DISMISSAL ON 6TH DAY OF WORK TO START OF FOLLOWING 5 OR 6 DAY WEEK	32 HOURS
---	----------

IF YOUR 6TH OR 7TH DAY OF WORK FALLS ON THE 7TH DAY OF THE WORK WEEK TO START OF FOLLOWING 5 OR 6 DAY WEEK	12 HOURS
--	----------

MINIMUM CALL

DAILY	8 HOURS
-------	---------

ON CALL	DAILY ON CALL RATE
---------	--------------------

TRAVEL ONLY - STRAIGHT TIME ALLOWANCE	4 HOURS MINIMUM UP TO 8 HOURS TRAVEL MAXIMUM
---------------------------------------	--

CANCELLATION OF CALL

CALL MAY NOT BE CANCELLED AFTER 5PM OF PREVIOUS DAYS WORK	PAID AN EIGHT (8) HOUR MINIMUM CALL
---	-------------------------------------

EMPLOYEES NOT YET ON PAYROLL	CALL MAY NOT BE CANCELLED
------------------------------	---------------------------

CALLS MAY BE PUSHED DAY OF TO A LATER HOUR AS LONG AS EMPLOYEE RECEIVES AT LEAST NINE HOURS' NOTICE AND CALL IS GIVEN AFTER 7AM

WEATHER PERMITTING CANCELCATION OF CALL: 12 OR 4 HOURS DEPENDING CIRCUMSTANCE CALL BUSINESS REP FOR CLARIFICATION

PAY-OFF REQUIREMENTS

WAGES MUST BE PAID TO EMPLOYEES NO LATER THAN THE FRIDAY FOLLOWING THE END OF EACH PRODUCTION WORK WEEK

OVERTIME ALL TIERS

TIME AND ONE HALF	AFTER 8 HOURS WORKED TO 13 HOURS ELAPSED SINCE CALL AND 6TH DAY
-------------------	---

DOUBLE TIME	AFTER 13 HOURS ELAPSED OR 7TH DAY OR WORKED DESIGNATED HOLIDAY
-------------	--

TRIPLE TIME	AFTER 15 HOURS ELAPSED
-------------	------------------------

MEALS

NON DEDUCTIBLE BREAKFAST aka NDB	IF GIVEN: PRE-CALL CREW MEMBER'S 1ST MEAL BREAK WILL BE WITH SHOOTING CREW
----------------------------------	--

1ST DEDUCTIBLE MEAL	NOT LESS THAN ONE-HALF(1/2) HOUR NOR MORE THAN ONE (1) HOUR - MAY BE EXTENDED BY 15 MINUTES TO COMPLETE SET UP
---------------------	--

2ND MEAL	MAY BE EXTENDED BY 30 MINUTES TO COMPLETE SET UP AND/OR WRAP MAY BE NON DEDUCTIBLE (AKA WALKING) PROVIDING WRAP IS CALLED WITHIN 1.5 HOURS AFTER MEAL
----------	---

IF ALTERNATE MEAL ARRANGEMENTS ARE BEING DISCUSSED (AKA FRENCH HOURS) CALL A BUSINESS REP ASAP

MEAL PENALTIES

1ST HALF HOUR OR FRACTION OF	\$8.50
------------------------------	--------

2ND HALF HOUR OR FRACTION OF	\$11.00
------------------------------	---------

3RD AND 4TH HALF HOUR OR FRACTION THEREOF	\$13.50
---	---------

EACH 5TH AND SUCCEEDING HALF HOUR	\$18.00
-----------------------------------	---------

AFTER 20 MEAL PENALTIES IN A WORKWEEK, ONE HOUR OF STRAIGHT TIME RATE, FOR EACH 1/2 HOUR DELAY SHALL BE PAID AND NO LESS THAN \$20.00 PER PENALTY

HOLIDAYS

NEW YEAR'S DAY, MLK JR., PRESIDENT'S DAY, GOOD FRIDAY, MEMORIAL DAY, JUNETEENTH, INDEPENDENCE DAY, LABOR DAY, THANKSGIVING, THE DAY AFTER THANKSGIVING, CHRISTMAS DAY

WEEKLY EMPLOYEES AND THOSE ON DISTANT LOCATION SHALL BE PAID FOR UNWORKED HOLIDAYS FALLING WITHIN THE REGULAR WORK WEEK. WEEKLY EMPLOYEES SHALL NOT BE CONVERTED TO DAILY TO EVADE HOLIDAY PAY

LOCATIONS/TRAVEL

THIRTY MILE ZONE aka TMZ DEFINED WITH NO COMPENSATION	THIRTY MILE RADIUS FROM BEVERLY BL. & LA CIENEGA BL. PLUS AGUA DULCE, CASTAIC, LEO CARRILLO ST. BEACH, ONTARIO INT. AIRPORT, PIRU, POMONA INC. FAIRGROUNDS, MGM, CONEJO RANCH PROPERTY
---	--

DRIVE TO LOCATIONS OUTSIDE THE TMZ	MILEAGE WILL BE PAID AT THE CURRENT IRS RATE FOR "QUICKEST ROUTE" AND TRAVEL TIME OUTSIDE THE ZONE WILL BE PAID AS A STRAIGHT TIME ALLOWANCE
------------------------------------	--

ANY EMPLOYEE WHOSE PRIMARY RESIDENCE IS MORE THAN 60 MILES FROM A PRODUCTION LOCATION	MUST BE PROVIDED HOUSING OR ALLOWANCE AND PER DIEM OF \$60
---	--

TRANSPORTATION BETWEEN PRODUCTION LOCATIONS	WHEN AN EMPLOYEE IS REQUIRED TO TRANSPORT THEMSELVES BETWEEN PRODUCTION LOCATIONS, THEY SHALL BE REIMBURSED FOR SUCH TRAVEL AT THE APPLICABLE IRS RATE
---	--

TRAVEL ONLY STRAIGHT TIME ALLOWANCE	4 HOURS MIN UP TO 8 HOURS MAX TRAVEL TIME
-------------------------------------	---

WORK AND TRAVEL	ALL HOURS ACCRUE AS WORK HOURS PORTAL TO PORTAL
-----------------	---

BENEFIT CONTRIBUTIONS

HEALTH, PENSION AND INDIVIDUAL ACCOUNT PLAN, AS WELL AS CSATF.	CONTRIBUTIONS REMITTED ON THE BEHALF OF THE EMPLOYEE TO MPIPHP* (ARTICLES XII, XIII, XIII A, XIV, XI, & XXVIII OF THE BASIC AGREEMENT), AND CSATF* (ARTICLES XXV & XXVI)
--	--

***MPIPHP** - Motion Picture Industry Pension and Health Plan ***CSATF** - Contract Services Administration Trust Fund