

APPENDIX B – WAGE SCALE
TIER ONE A PRODUCTIONS
ALL COVERED EMPLOYEES

HOURLY WAGES ¹	
Director of Photography	STN
Camera Operator	STN
Digital Imaging Technician	STN
1st Asst. Camera	Key
2nd Asst. Camera	2nd
Still Photographer	STN
Film Loader	3rd
Camera Utility	Key
Digital Utility	3rd
Publicist	Key
Key Grip	Key
Best Boy Grip	2nd
Company Grip	3rd
Dolly Grip	2nd
Chief Lighting Technician	Key
Asst. Chief Lighting Technician	2nd
Lighting Programmer	2nd
Lighting Technician	3rd
Chief Rigging Technician	Key
Production Designer	STN
Art Director (Weekly on Call)	STN
Lead Person	Key
On Set Dresser	2nd
Swing Gang	3rd
Lead/Production Painter	Key
Set Painter	3rd
Set Designer	Key
Charge Scenic Artist	STN
Scenic Artist	2nd
Construction Coordinator	STN
Propmaker Foreman	Key
Gang Boss	2nd
Propmaker	3rd
Special Effects Foreman	STN
Asst. Special Effects	STN
Set Decorator	STN

HOURLY WAGES ¹	
Marine Coordinator	STN
Boat Handler	STN
On Set Picture Cars & Boats	STN
Key Greens	2nd
Costume Designer	STN
Assistant Costume Designer	2nd
Key Costumer	Key
First Set Costumer	2nd
Custom Made Costumer	2nd
Costumer	3rd
Head Makeup Artist	Key
Makeup Artist	2nd
Head Hair Stylist	Key
Hair Stylist	2nd
Sound Mixer	STN
Re-Recording /Scoring Mixer	STN
Microphone Boom Operator	2nd
Utility Sound Technician	3rd
Video Assist (Record)	Key
Script Supervisor	Key
First Aid/Medic	2nd
Craft Services	2nd
Craft Utility	3rd
Studio Teacher/ Set Teacher	STN
Editor (Weekly on Call)	STN
Sound Editor (48.6 hr/week)	STN
Music Editor (48.6 hr/week)	STN
Asst. Editor (45 hr/week)	Key
Apprentice Editor (40 hr/week)	3rd
Post Production Coordinator	2nd
Location Mgr. (On Call) ²	STN
Asst. Loc. Mgr. (On Call) ²	STN
Production Coordinator	Key
Asst. Production Coordinator	2nd
Art Dept. Coordinator	2nd
Accountant	Key

¹ Any rate “Subject to Negotiation” or “STN” shall be greater than the straight-time hourly key rate (excluding “All Others”) except as otherwise provided. The “STN” for “All Others” shall not be lower than the 3rd rate in any circumstances.

² Location scouts are not covered by this Agreement unless promoted to as Assistant Location Manager or Location Manager in which case they shall be covered from their date of hire on the production. Footnote 1 shall not be applicable to this classification.

Prop Master	Key
Asst. Prop Master	2nd

Assistant Accountant	2nd
Story Analyst	Key
All Others ¹	STN

Effective 02/01/23		
Key	\$31.05	Hour
2nd	\$28.06	Hour
3rd	\$25.03	Hour

APPENDIX C – WAGE SCALE
TIER ONE B PRODUCTIONS
ALL COVERED EMPLOYEES

HOURLY WAGES ¹	
CLASSIFICATION	EFFECTIVE 02/01/23
Director of Photography	STN
Camera Operator	\$32.56
Digital Imaging Technician	\$32.56
1st Asst. Camera	\$32.55
2nd Asst. Camera	\$29.56
Still Photographer	\$32.56
Film Loader	\$26.53
Camera Utility	\$32.55
Digital Utility	\$26.53
Publicist	\$32.55
Key Grip	\$32.55
Best Boy Grip	\$29.56
Company Grip	\$26.53
Dolly Grip	\$29.56
Chief Lighting Technician	\$32.55
Asst. Chief Lighting Technician	\$29.56
Lighting Programmer	\$29.56
Lighting Technician	\$26.53
Chief Rigging Technician	\$32.55
Production Designer	STN
Art Director (Weekly on Call)	STN
Lead Person	\$32.55
On Set Dresser	\$29.56
Swing Gang	\$26.53
Lead/Production Painter	\$32.55
Set Painter	\$26.53
Set Designer	\$32.55
Charge Scenic Artist	STN
Scenic Artist	\$29.56
Construction Coordinator	STN
Propmaker Foreman	\$32.55
Gang Boss	\$29.56
Propmaker	\$26.53
Special Effects Foreman	STN
Asst. Special Effects	STN

¹ Any rate “Subject to Negotiation” or “STN” shall be greater than the straight-time hourly key rate (excluding “All Others”) except as otherwise provided. The “STN” for “All Others” shall not be lower than the 3rd rate in any circumstances.

CLASSIFICATION	EFFECTIVE 02/01/23
Set Decorator	STN
Prop Master	\$32.55
Asst. Prop Master	\$29.56
Marine Coordinator	\$29.56
Boat Handler	\$26.53
On Set Picture Cars & Boats	\$26.53
Key Greens	\$29.56
Costume Designer	STN
Assistant Costume Designer	\$29.56
Key Costumer	\$32.55
First Set Costumer	\$29.56
Custom Made Costumer	\$29.56
Costumer	\$26.53
Head Makeup Artist	\$32.55
Makeup Artist	\$29.56
Head Hair Stylist	\$32.55
Hair Stylist	\$29.56
Sound Mixer	\$32.56
Re-Recording /Scoring Mixer	STN
Microphone Boom Operator	\$29.56
Utility Sound Technician	\$26.53
Video Assist (Record)	\$32.55
Script Supervisor	\$32.55
First Aid/Medic	\$29.56
Craft Services	\$29.56
Craft Utility	\$26.53
Studio Teacher/ Set Teacher	STN
Editor (Weekly on Call)	STN
Sound Editor (48.6 hr/week)	STN
Music Editor (48.6 hr/week)	STN
Asst. Editor (45 hr/week)	\$32.55
Apprentice Editor (40 hr/week)	\$26.53
Post Production Coordinator	\$29.56
Location Mgr. (On Call) ²	STN
Asst. Loc. Mgr. (On Call) ²	STN
Production Coordinator	\$32.55
Asst. Production Coordinator	\$29.56
Art Dept. Coordinator	\$29.56
Production Accountant	\$32.55
Assistant Production Accountant	\$29.56
Story Analyst	\$32.55
All Others	STN

² Location scouts are not covered by this Agreement unless promoted to as Assistant Location Manager or Location Manager in which case they shall be covered from their date of hire on the production. Footnote 1 shall not be applicable to this classification.

APPENDIX D(1) – WAGE SCALE
LOS ANGELES AND PRODUCTION CITIES
TIER TWO PRODUCTIONS

HOURLY WAGES ¹	
CLASSIFICATION	EFFECTIVE 02/01/23
Director of Photography	STN
Camera Operator	\$58.91
Digital Imaging Technician	\$58.91
1st Asst. Camera	\$51.12
2nd Asst. Camera	\$39.17
Still Photographer	\$58.91
Film Loader	\$35.26
Camera Utility	\$40.85
Digital Utility	\$35.26
Publicist	\$40.85
Key Grip	\$40.85
Best Boy Grip	\$36.92
Company Grip	\$35.26
Dolly Grip	\$38.25
Chief Lighting Technician	\$40.85
Asst. Chief Lighting Technician	\$36.92
Lighting Programmer	\$36.92
Lighting Technician	\$35.26
Chief Rigging Technician	\$40.85
Production Designer	STN
Art Director (Weekly on Call)	\$3,210.12
Lead Person	\$40.85
On Set Dresser	\$36.92
Swing Gang	\$35.26
Lead/Production Painter	\$44.89
Set Painter	\$39.07
Set Designer	\$43.42
Charge Scenic Artist	STN
Scenic Artist	\$36.92
Construction Coordinator	STN
Propmaker Foreman	\$41.42
Gang Boss	\$36.92
Propmaker	\$36.07
Special Effects Foreman	STN
Asst. Special Effects	STN

¹ Any rate “Subject to Negotiation” or “STN” shall be greater than the straight-time hourly key rate (excluding “All Others”) except as otherwise provided. The “STN” for “All Others” shall not be lower than the 3rd rate in any circumstances.

CLASSIFICATION	EFFECTIVE 02/01/23
Set Decorator	STN
Prop Master	\$40.85
Asst. Prop Master	\$36.92
Marine Coordinator	\$36.92
Boat Handler	\$35.26
On Set Picture Cars & Boats	\$35.26
Key Greens	\$36.92
Costume Designer	STN
Assistant Costume Designer	\$36.92
Key Costumer	\$40.85
First Set Costumer	\$36.92
Custom Made Costumer	\$36.92
Costumer	\$35.26
Head Makeup Artist	\$46.94
Makeup Artist	\$39.93
Head Hair Stylist	\$46.94
Hair Stylist	\$39.93
Sound Mixer	\$60.21
Re-Recording /Scoring Mixer	\$65.78
Microphone Boom Operator	\$44.34
Utility Sound Technician	\$42.45
Video Assist (Record)	\$40.85
Script Supervisor	\$41.16
First Aid/Medic	\$36.92
Craft Services	\$36.92
Craft Utility	\$35.26
Studio Teacher/ Set Teacher	STN
Editor (Weekly on Call)	\$3,891.05
Sound Editor (48.6 hr/week)	\$2,803.44
Music Editor (48.6 hr/week)	\$2,803.44
Asst. Editor (45 hr/week)	\$2,260.50
Apprentice Editor (40 hr/week)	\$1,175.63
Post Production Coordinator	\$36.92
Location Mgr. (On Call) ²	STN
Asst. Loc. Mgr. (On Call) ²	STN
Production Coordinator	\$40.85
Asst. Production Coordinator	\$36.92
Art Dept. Coordinator	\$36.92
Production Accountant	\$40.85
Assistant Production Accountant	\$36.92
Story Analyst	\$40.85
All Others	STN

² Location scouts are not covered by this Agreement unless promoted to as Assistant Location Manager or Location Manager in which case they shall be covered from their date of hire on the production. Footnote 1 shall not be applicable to this classification.

APPENDIX D(2) – WAGE SCALE
LOS ANGELES AND PRODUCTION CITIES
TIER THREE PRODUCTIONS

HOURLY WAGES ¹	
CLASSIFICATION	EFFECTIVE 02/01/23
Director of Photography	STN
Camera Operator	\$62.02
Digital Imaging Technician	\$62.02
1st Asst. Camera	\$53.81
2nd Asst. Camera	\$41.22
Still Photographer	\$62.02
Film Loader	\$37.14
Camera Utility	\$42.98
Digital Utility	\$37.14
Publicist	\$42.98
Key Grip	\$42.98
Best Boy Grip	\$38.88
Company Grip	\$37.14
Dolly Grip	\$40.28
Chief Lighting Technician	\$42.98
Asst. Chief Lighting Technician	\$38.88
Lighting Programmer	\$38.88
Lighting Technician	\$37.14
Chief Rigging Technician	\$42.98
Production Designer	STN
Art Director (Weekly on Call)	\$3,439.45
Lead Person	\$42.98
On Set Dresser	\$38.88
Swing Gang	\$37.14
Lead/Production Painter	\$47.27
Set Painter	\$41.14
Set Designer	\$45.68
Charge Scenic Artist	STN
Scenic Artist	\$38.88
Construction Coordinator	STN
Propmaker Foreman	\$43.61
Gang Boss	\$38.88
Propmaker	\$37.96
Special Effects Foreman	STN
Asst. Special Effects	STN

¹ Any rate “Subject to Negotiation” or “STN” shall be greater than the straight-time hourly key rate (excluding “All Others”) except as otherwise provided. The “STN” for “All Others” shall not be lower than the 3rd rate in any circumstances.

CLASSIFICATION	EFFECTIVE 02/01/23
Set Decorator	STN
Prop Master	\$42.98
Asst. Prop Master	\$38.88
Marine Coordinator	\$38.88
Boat Handler	\$37.14
On Set Picture Cars & Boats	\$37.14
Key Greens	\$38.88
Costume Designer	STN
Assistant Costume Designer	\$38.88
Key Costumer	\$42.98
First Set Costumer	\$38.88
Custom Made Costumer	\$38.88
Costumer	\$37.14
Head Makeup Artist	\$49.44
Makeup Artist	\$42.02
Head Hair Stylist	\$49.44
Hair Stylist	\$42.02
Sound Mixer	\$63.33
Re-Recording /Scoring Mixer	\$69.20
Microphone Boom Operator	\$46.69
Utility Sound Technician	\$44.65
Video Assist (Record)	\$42.98
Script Supervisor	\$43.31
First Aid/Medic	\$38.88
Craft Services	\$38.88
Craft Utility	\$37.14
Studio Teacher/ Set Teacher	STN
Editor (Weekly on Call)	\$4,095.84
Sound Editor (48.6 hr/week)	\$2,878.38
Music Editor (48.6 hr/week)	\$2,878.38
Asst. Editor (45 hr/week)	\$2,380.09
Apprentice Editor (40 hr/week)	\$1,237.52
Post Production Coordinator	\$38.88
Location Mgr. (On Call) ²	STN
Asst. Loc. Mgr. (On Call) ²	STN
Production Coordinator	\$42.98
Asst. Production Coordinator	\$38.88
Art Dept. Coordinator	\$38.88
Production Accountant	\$42.98
Assistant Production Accountant	\$38.88
Story Analyst	\$42.98
All Others	STN

² Location scouts are not covered by this Agreement unless promoted to as Assistant Location Manager or Location Manager in which case they shall be covered from their date of hire on the production. Footnote 1 shall not be applicable to this classification.

APPENDIX E(1) – WAGE SCALE
NON- PRODUCTION CITIES
TIER TWO PRODUCTIONS

HOURLY WAGES ¹	
CLASSIFICATION	EFFECTIVE 02/01/23
Director of Photography	STN
Camera Operator	\$55.97
Digital Imaging Technician	\$55.97
1st Asst. Camera	\$48.57
2nd Asst. Camera	\$37.21
Still Photographer	\$55.97
Film Loader	\$33.50
Camera Utility	\$38.80
Digital Utility	\$33.50
Publicist	\$38.80
Key Grip	\$38.80
Best Boy Grip	\$35.10
Company Grip	\$33.50
Dolly Grip	\$36.34
Chief Lighting Technician	\$38.80
Asst. Chief Lighting Technician	\$35.10
Lighting Programmer	\$35.10
Lighting Technician	\$33.50
Chief Rigging Technician	\$38.80
Production Designer	STN
Art Director (Weekly on Call)	\$3,049.63
Lead Person	\$38.80
On Set Dresser	\$35.10
Swing Gang	\$33.50
Lead/Production Painter	\$42.64
Set Painter	\$37.10
Set Designer	\$41.23
Charge Scenic Artist	STN
Scenic Artist	\$35.10
Construction Coordinator	STN
Propmaker Foreman	\$39.35
Gang Boss	\$35.10
Propmaker	\$34.26
Special Effects Foreman	STN
Asst. Special Effects	STN

¹ Any rate “Subject to Negotiation” or “STN” shall be greater than the straight-time hourly key rate (excluding “All Others”) except as otherwise provided. The “STN” for “All Others” shall not be lower than the 3rd rate in any circumstances.

CLASSIFICATION	EFFECTIVE 02/01/23
Set Decorator	STN
Prop Master	\$38.80
Asst. Prop Master	\$35.10
Marine Coordinator	\$35.10
Boat Handler	\$33.50
On Set Picture Cars & Boats	\$33.50
Key Greens	\$35.10
Costume Designer	STN
Assistant Costume Designer	\$35.10
Key Costumer	\$38.80
First Set Costumer	\$35.10
Custom Made Costumer	\$35.10
Costumer	\$33.50
Head Makeup Artist	\$44.63
Makeup Artist	\$37.92
Head Hair Stylist	\$44.63
Hair Stylist	\$37.92
Sound Mixer	\$57.18
Re-Recording /Scoring Mixer	\$62.49
Microphone Boom Operator	\$42.16
Utility Sound Technician	\$40.32
Video Assist (Record)	\$38.80
Script Supervisor	\$39.09
First Aid/Medic	\$35.10
Craft Services	\$35.10
Craft Utility	\$33.50
Studio Teacher/ Set Teacher	STN
Editor (Weekly on Call)	\$3,696.50
Sound Editor (48.6 hr/week)	\$2,698.49
Music Editor (48.6 hr/week)	\$2,698.49
Asst. Editor (45 hr/week)	\$2,147.49
Apprentice Editor (40 hr/week)	\$1,116.84
Post Production Coordinator	\$35.10
Location Mgr. (On Call) ²	STN
Asst. Loc. Mgr. (On Call) ²	STN
Production Coordinator	\$38.80
Asst. Production Coordinator	\$35.10
Art Dept. Coordinator	\$35.10
Production Accountant	\$38.80
Assistant Production Accountant	\$35.10
Story Analyst	\$38.80
All Others	STN

² Location scouts are not covered by this Agreement unless promoted to as Assistant Location Manager or Location Manager in which case they shall be covered from their date of hire on the production. Footnote 1 shall not be applicable to this classification.

APPENDIX E(2) – WAGE SCALE
NON- PRODUCTION CITIES
TIER THREE PRODUCTIONS

HOURLY WAGES ¹	
CLASSIFICATION	EFFECTIVE 02/01/23
Director of Photography	STN
Camera Operator	\$58.91
Digital Imaging Technician	\$58.91
1st Asst. Camera	\$51.12
2nd Asst. Camera	\$39.17
Still Photographer	\$58.91
Film Loader	\$35.26
Camera Utility	\$40.85
Digital Utility	\$35.26
Publicist	\$40.85
Key Grip	\$40.85
Best Boy Grip	\$36.92
Company Grip	\$35.26
Dolly Grip	\$38.24
Chief Lighting Technician	\$40.85
Asst. Chief Lighting Technician	\$36.92
Lighting Programmer	\$36.92
Lighting Technician	\$35.26
Chief Rigging Technician	\$40.85
Production Designer	STN
Art Director (Weekly on Call)	\$3,210.12
Lead Person	\$40.85
On Set Dresser	\$36.92
Swing Gang	\$35.26
Lead/Production Painter	\$44.89
Set Painter	\$39.07
Set Designer	\$43.42
Charge Scenic Artist	STN
Scenic Artist	\$36.92
Construction Coordinator	STN
Propmaker Foreman	\$41.42
Gang Boss	\$36.92
Propmaker	\$36.07
Special Effects Foreman	STN
Asst. Special Effects	STN

¹ Any rate “Subject to Negotiation” or “STN” shall be greater than the straight-time hourly key rate (excluding “All Others”) except as otherwise provided. The “STN” for “All Others” shall not be lower than the 3rd rate in any circumstances.

CLASSIFICATION	EFFECTIVE 02/01/23
Set Decorator	STN
Prop Master	\$40.85
Asst. Prop Master	\$36.92
Marine Coordinator	\$36.92
Boat Handler	\$35.26
On Set Picture Cars & Boats	\$35.26
Key Greens	\$36.92
Costume Designer	STN
Assistant Costume Designer	\$36.92
Key Costumer	\$40.85
First Set Costumer	\$36.92
Custom Made Costumer	\$36.92
Costumer	\$35.26
Head Makeup Artist	\$46.94
Makeup Artist	\$39.93
Head Hair Stylist	\$46.94
Hair Stylist	\$39.93
Sound Mixer	\$60.21
Re-Recording /Scoring Mixer	\$65.78
Microphone Boom Operator	\$44.34
Utility Sound Technician	\$42.45
Video Assist (Record)	\$40.85
Script Supervisor	\$41.16
First Aid/Medic	\$36.92
Craft Services	\$36.92
Craft Utility	\$35.26
Studio Teacher/ Set Teacher	STN
Editor (Weekly on Call)	\$3,872.26
Sound Editor (48.6 hr/week)	\$2,803.44
Music Editor (48.6 hr/week)	\$2,803.44
Asst. Editor (45 hr/week)	\$2,260.50
Apprentice Editor (40 hr/week)	\$1,175.63
Post Production Coordinator	\$36.92
Location Mgr. (On Call) ²	STN
Asst. Loc. Mgr. (On Call) ²	STN
Production Coordinator	\$40.85
Asst. Production Coordinator	\$36.92
Art Dept. Coordinator	\$36.92
Production Accountant	\$40.85
Assistant Production Accountant	\$36.92
Story Analyst	\$40.85
All Others	STN

² Location scouts are not covered by this Agreement unless promoted to as Assistant Location Manager or Location Manager in which case they shall be covered from their date of hire on the production. Footnote 1 shall not be applicable to this classification.