

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 |
| Prop Master | Key |
| Asst. Prop Master | 2nd |

| 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 |
| Assistant Accountant | 2nd |
| Story Analyst | Key |
| All Others ¹ | |

| Effective 01/01/25 ³ | | |
|---------------------------------|---------|------|
| Key | \$33.26 | Hour |
| 2nd | \$30.06 | Hour |
| 3rd | \$26.81 | Hour |

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 be applicable to this classification.

³ If inflation from the prior year as of October 31, 2024 is below four percent (4%), then the contract minimum wage rates shall be increased by three percent (3%) effective January 1, 2025.

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

| HOURLY WAGES ¹ | |
|---------------------------------|------------------------------------|
| CLASSIFICATION | EFFECTIVE 01/01/25 ³ |
| Director of Photography | STN |
| Camera Operator | \$39.08 |
| Digital Imaging Technician | \$39.08 |
| 1st Asst. Camera | \$34.87 |
| 2nd Asst. Camera | \$31.66 |
| Still Photographer | \$39.08 |
| Film Loader | \$28.42 |
| Camera Utility | \$34.87 |
| Digital Utility | \$28.42 |
| Publicist | \$34.87 |
| Key Grip | \$34.87 |
| Best Boy Grip | \$31.66 |
| Company Grip | \$28.42 |
| Dolly Grip | \$31.66 |
| Chief Lighting Technician | \$34.87 |
| Asst. Chief Lighting Technician | \$31.66 |
| Lighting Programmer | \$31.66 |
| Lighting Technician | \$28.42 |
| Chief Rigging Technician | \$34.87 |
| Production Designer | STN |
| Art Director (Weekly on Call) | STN |
| Lead Person | \$34.87 |
| On Set Dresser | \$31.66 |
| Swing Gang | \$28.42 |
| Lead/Production Painter | \$34.87 |
| Set Painter | \$28.42 |
| Set Designer | \$34.87 |
| Charge Scenic Artist | STN |
| Scenic Artist | \$31.66 |
| Construction Coordinator | STN |
| Propmaker Foreman | \$34.87 |
| Gang Boss | \$31.66 |
| Propmaker | \$28.42 |
| Special Effects Foreman | STN |
| Asst. Special Effects | STN |
| Set Decorator | STN |
| Prop Master | \$34.87 |
| Asst. Prop Master | \$31.66 |
| Marine Coordinator | \$31.66 |

| HOURLY WAGES ¹ | |
|--|------------------------------------|
| CLASSIFICATION | EFFECTIVE 01/01/25 ³ |
| Boat Handler | \$28.42 |
| On Set Picture Cars & Boats | \$28.42 |
| Key Greens | \$31.66 |
| Costume Designer | STN |
| Assistant Costume Designer | \$31.66 |
| Key Costumer | \$34.87 |
| First Set Costumer | \$31.66 |
| Custom Made Costumer | \$31.66 |
| Costumer | \$28.42 |
| Head Makeup Artist | \$34.87 |
| Makeup Artist | \$31.66 |
| Head Hair Stylist | \$34.87 |
| Hair Stylist | \$31.66 |
| Sound Mixer | \$39.08 |
| Re-Recording /Scoring Mixer | STN |
| Microphone Boom Operator | \$31.66 |
| Utility Sound Technician | \$31.66 |
| Video Assist (Record) | \$34.87 |
| Script Supervisor | \$34.87 |
| First Aid/Medic | \$31.66 |
| Craft Services | \$31.66 |
| Craft Utility | \$28.42 |
| 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) | \$39.07 |
| Apprentice Editor (40 hr/week) | \$28.42 |
| Post Production Coordinator | \$31.66 |
| Location Mgr. (On Call) ² | STN |
| Asst. Loc. Mgr. (On Call) ² | STN |
| Production Coordinator | \$34.87 |
| Asst. Production Coordinator | \$31.66 |
| Art Dept. Coordinator | \$31.66 |
| Production Accountant | \$34.87 |
| Assistant Production Accountant | \$31.66 |
| Story Analyst | \$34.87 |
| All Others | 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.

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 be applicable to this classification.

³ If inflation from the prior year as of October 31, 2024 is below four percent (4%), then the contract minimum wage rates shall be increased by three percent (3%) effective January 1, 2025.

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

| HOURLY WAGES ¹ | |
|---------------------------------|------------------------------------|
| CLASSIFICATION | EFFECTIVE 01/01/25 ³ |
| Director of Photography | STN |
| Camera Operator | \$63.11 |
| Digital Imaging Technician | \$63.11 |
| 1st Asst. Camera | \$54.75 |
| 2nd Asst. Camera | \$41.96 |
| Still Photographer | \$63.11 |
| Film Loader | \$37.77 |
| Camera Utility | \$43.75 |
| Digital Utility | \$37.77 |
| Publicist | \$43.75 |
| Key Grip | \$43.75 |
| Best Boy Grip | \$39.55 |
| Company Grip | \$37.77 |
| Dolly Grip | \$40.97 |
| Chief Lighting Technician | \$43.75 |
| Asst. Chief Lighting Technician | \$39.55 |
| Lighting Programmer | \$39.55 |
| Lighting Technician | \$37.77 |
| Chief Rigging Technician | \$43.75 |
| Production Designer | STN |
| Art Director (Weekly on Call) | \$3,438.68 |
| Lead Person | \$43.75 |
| On Set Dresser | \$39.55 |
| Swing Gang | \$37.77 |
| Lead/Production Painter | \$48.09 |
| Set Painter | \$41.85 |
| Set Designer | \$46.51 |
| Charge Scenic Artist | STN |
| Scenic Artist | \$39.55 |
| Construction Coordinator | STN |
| Propmaker Foreman | \$44.37 |
| Gang Boss | \$39.55 |
| Propmaker | \$38.64 |
| Special Effects Foreman | STN |
| Asst. Special Effects | STN |
| Set Decorator | STN |
| Prop Master | \$43.75 |
| Asst. Prop Master | \$39.55 |
| Marine Coordinator | \$39.55 |

| HOURLY WAGES ¹ | |
|--|------------------------------------|
| CLASSIFICATION | EFFECTIVE 01/01/25 ³ |
| Boat Handler | \$37.77 |
| On Set Picture Cars & Boats | \$37.77 |
| Key Greens | \$39.55 |
| Costume Designer | STN |
| Assistant Costume Designer | \$39.55 |
| Key Costumer | \$43.75 |
| First Set Costumer | \$39.55 |
| Custom Made Costumer | \$39.55 |
| Costumer | \$37.77 |
| Head Makeup Artist | \$50.28 |
| Makeup Artist | \$42.78 |
| Head Hair Stylist | \$50.28 |
| Hair Stylist | \$42.78 |
| Sound Mixer | \$64.50 |
| Re-Recording /Scoring Mixer | \$70.46 |
| Microphone Boom Operator | \$47.49 |
| Utility Sound Technician | \$45.47 |
| Video Assist (Record) | \$43.75 |
| Script Supervisor | \$44.09 |
| First Aid/Medic | \$39.55 |
| Craft Services | \$39.55 |
| Craft Utility | \$37.77 |
| Studio Teacher/ Set Teacher | STN |
| Editor (Weekly on Call) | \$4,168.09 |
| Sound Editor (48.6 hr/week) | \$3,003.05 |
| Music Editor (48.6 hr/week) | \$3,003.05 |
| Asst. Editor (45 hr/week) | \$2,421.45 |
| Apprentice Editor (40 hr/week) | \$1,259.34 |
| Post Production Coordinator | \$39.55 |
| Location Mgr. (On Call) ² | STN |
| Asst. Loc. Mgr. (On Call) ² | STN |
| Production Coordinator | \$43.75 |
| Asst. Production Coordinator | \$39.55 |
| Art Dept. Coordinator | \$39.55 |
| Production Accountant | \$43.75 |
| Assistant Production Accountant | \$39.55 |
| Story Analyst | \$43.75 |
| All Others | 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.

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 be applicable to this classification.

³ If inflation from the prior year as of October 31, 2024 is below four percent (4%), then the contract minimum wage rates shall be increased by three percent (3%) effective January 1, 2025.

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

| HOURLY WAGES ¹ | |
|---------------------------------|------------------------------------|
| CLASSIFICATION | EFFECTIVE 01/01/25 ³ |
| Director of Photography | STN |
| Camera Operator | \$66.44 |
| Digital Imaging Technician | \$66.44 |
| 1st Asst. Camera | \$57.64 |
| 2nd Asst. Camera | \$44.16 |
| Still Photographer | \$66.44 |
| Film Loader | \$39.79 |
| Camera Utility | \$46.04 |
| Digital Utility | \$39.79 |
| Publicist | \$46.04 |
| Key Grip | \$46.04 |
| Best Boy Grip | \$41.65 |
| Company Grip | \$39.79 |
| Dolly Grip | \$43.15 |
| Chief Lighting Technician | \$46.04 |
| Asst. Chief Lighting Technician | \$41.65 |
| Lighting Programmer | \$41.65 |
| Lighting Technician | \$39.79 |
| Chief Rigging Technician | \$46.04 |
| Production Designer | STN |
| Art Director (Weekly on Call) | \$3,684.34 |
| Lead Person | \$46.04 |
| On Set Dresser | \$41.65 |
| Swing Gang | \$39.79 |
| Lead/Production Painter | \$50.63 |
| Set Painter | \$44.07 |
| Set Designer | \$48.94 |
| Charge Scenic Artist | STN |
| Scenic Artist | \$41.65 |
| Construction Coordinator | STN |
| Propmaker Foreman | \$46.71 |
| Gang Boss | \$41.65 |
| Propmaker | \$40.66 |
| Special Effects Foreman | STN |
| Asst. Special Effects | STN |
| Set Decorator | STN |
| Prop Master | \$46.04 |
| Asst. Prop Master | \$41.65 |
| Marine Coordinator | \$41.65 |

| HOURLY WAGES ¹ | |
|--|------------------------------------|
| CLASSIFICATION | EFFECTIVE 01/01/25 ³ |
| Boat Handler | \$39.79 |
| On Set Picture Cars & Boats | \$39.79 |
| Key Greens | \$41.65 |
| Costume Designer | STN |
| Assistant Costume Designer | \$41.65 |
| Key Costumer | \$46.04 |
| First Set Costumer | \$41.65 |
| Custom Made Costumer | \$41.65 |
| Costumer | \$39.79 |
| Head Makeup Artist | \$52.96 |
| Makeup Artist | \$45.01 |
| Head Hair Stylist | \$52.96 |
| Hair Stylist | \$45.01 |
| Sound Mixer | \$67.84 |
| Re-Recording /Scoring Mixer | \$74.13 |
| Microphone Boom Operator | \$50.02 |
| Utility Sound Technician | \$47.83 |
| Video Assist (Record) | \$46.04 |
| Script Supervisor | \$46.39 |
| First Aid/Medic | \$41.65 |
| Craft Services | \$41.65 |
| Craft Utility | \$39.79 |
| Studio Teacher/ Set Teacher | STN |
| Editor (Weekly on Call) | \$4,387.46 |
| Sound Editor (48.6 hr/week) | \$3,083.33 |
| Music Editor (48.6 hr/week) | \$3,083.33 |
| Asst. Editor (45 hr/week) | \$2,549.55 |
| Apprentice Editor (40 hr/week) | \$1,325.63 |
| Post Production Coordinator | \$41.65 |
| Location Mgr. (On Call) ² | STN |
| Asst. Loc. Mgr. (On Call) ² | STN |
| Production Coordinator | \$46.04 |
| Asst. Production Coordinator | \$41.65 |
| Art Dept. Coordinator | \$41.65 |
| Production Accountant | \$46.04 |
| Assistant Production Accountant | \$41.65 |
| Story Analyst | \$46.04 |
| All Others | 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.

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 be applicable to this classification.

³ If inflation from the prior year as of October 31, 2024 is below four percent (4%), then the contract minimum wage rates shall be increased by three percent (3%) effective January 1, 2025.

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

| HOURLY WAGES ¹ | |
|---------------------------------|------------------------------------|
| CLASSIFICATION | EFFECTIVE 01/01/25 ³ |
| Director of Photography | STN |
| Camera Operator | \$59.96 |
| Digital Imaging Technician | \$59.96 |
| 1st Asst. Camera | \$52.03 |
| 2nd Asst. Camera | \$39.86 |
| Still Photographer | \$59.96 |
| Film Loader | \$35.89 |
| Camera Utility | \$41.56 |
| Digital Utility | \$35.89 |
| Publicist | \$41.56 |
| Key Grip | \$41.56 |
| Best Boy Grip | \$37.60 |
| Company Grip | \$35.89 |
| Dolly Grip | \$38.92 |
| Chief Lighting Technician | \$41.56 |
| Asst. Chief Lighting Technician | \$37.60 |
| Lighting Programmer | \$37.60 |
| Lighting Technician | \$35.89 |
| Chief Rigging Technician | \$41.56 |
| Production Designer | STN |
| Art Director (Weekly on Call) | \$3,266.77 |
| Lead Person | \$41.56 |
| On Set Dresser | \$37.60 |
| Swing Gang | \$35.89 |
| Lead/Production Painter | \$45.68 |
| Set Painter | \$39.74 |
| Set Designer | \$44.17 |
| Charge Scenic Artist | STN |
| Scenic Artist | \$37.60 |
| Construction Coordinator | STN |
| Propmaker Foreman | \$42.15 |
| Gang Boss | \$37.60 |
| Propmaker | \$36.70 |
| Special Effects Foreman | STN |
| Asst. Special Effects | STN |
| Set Decorator | STN |
| Prop Master | \$41.56 |
| Asst. Prop Master | \$37.60 |
| Marine Coordinator | \$37.60 |

| HOURLY WAGES ¹ | |
|--|------------------------------------|
| CLASSIFICATION | EFFECTIVE 01/01/25 ³ |
| Boat Handler | \$35.89 |
| On Set Picture Cars & Boats | \$35.89 |
| Key Greens | \$37.60 |
| Costume Designer | STN |
| Assistant Costume Designer | \$37.60 |
| Key Costumer | \$41.56 |
| First Set Costumer | \$37.60 |
| Custom Made Costumer | \$37.60 |
| Costumer | \$35.89 |
| Head Makeup Artist | \$47.81 |
| Makeup Artist | \$40.62 |
| Head Hair Stylist | \$47.81 |
| Hair Stylist | \$40.62 |
| Sound Mixer | \$61.25 |
| Re-Recording /Scoring Mixer | \$66.94 |
| Microphone Boom Operator | \$45.17 |
| Utility Sound Technician | \$43.19 |
| Video Assist (Record) | \$41.56 |
| Script Supervisor | \$41.87 |
| First Aid/Medic | \$37.60 |
| Craft Services | \$37.60 |
| Craft Utility | \$35.89 |
| Studio Teacher/ Set Teacher | STN |
| Editor (Weekly on Call) | \$3,959.69 |
| Sound Editor (48.6 hr/week) | \$2,890.62 |
| Music Editor (48.6 hr/week) | \$2,890.62 |
| Asst. Editor (45 hr/week) | \$2,300.39 |
| Apprentice Editor (40 hr/week) | \$1,193.75 |
| Post Production Coordinator | \$37.60 |
| Location Mgr. (On Call) ² | STN |
| Asst. Loc. Mgr. (On Call) ² | STN |
| Production Coordinator | \$41.56 |
| Asst. Production Coordinator | \$37.60 |
| Art Dept. Coordinator | \$37.60 |
| Production Accountant | \$41.56 |
| Assistant Production Accountant | \$37.60 |
| Story Analyst | \$41.56 |
| All Others | STN |

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

| HOURLY WAGES ¹ | |
|---------------------------------|------------------------------------|
| CLASSIFICATION | EFFECTIVE 01/01/25 ³ |
| Director of Photography | STN |
| Camera Operator | \$63.11 |
| Digital Imaging Technician | \$63.11 |
| 1st Asst. Camera | \$54.75 |
| 2nd Asst. Camera | \$41.96 |
| Still Photographer | \$63.11 |
| Film Loader | \$37.77 |
| Camera Utility | \$43.75 |
| Digital Utility | \$37.77 |
| Publicist | \$43.75 |
| Key Grip | \$43.75 |
| Best Boy Grip | \$39.55 |
| Company Grip | \$37.77 |
| Dolly Grip | \$40.96 |
| Chief Lighting Technician | \$43.75 |
| Asst. Chief Lighting Technician | \$39.55 |
| Lighting Programmer | \$39.55 |
| Lighting Technician | \$37.77 |
| Chief Rigging Technician | \$43.75 |
| Production Designer | STN |
| Art Director (Weekly on Call) | \$3,438.68 |
| Lead Person | \$43.75 |
| On Set Dresser | \$39.55 |
| Swing Gang | \$37.77 |
| Lead/Production Painter | \$48.09 |
| Set Painter | \$41.85 |
| Set Designer | \$46.51 |
| Charge Scenic Artist | STN |
| Scenic Artist | \$39.55 |
| Construction Coordinator | STN |
| Propmaker Foreman | \$44.37 |
| Gang Boss | \$39.55 |
| Propmaker | \$38.64 |
| Special Effects Foreman | STN |
| Asst. Special Effects | STN |
| Set Decorator | STN |
| Prop Master | \$43.75 |
| Asst. Prop Master | \$39.55 |
| Marine Coordinator | \$39.55 |

| HOURLY WAGES ¹ | |
|--|------------------------------------|
| CLASSIFICATION | EFFECTIVE 01/01/25 ³ |
| Boat Handler | \$37.77 |
| On Set Picture Cars & Boats | \$37.77 |
| Key Greens | \$39.55 |
| Costume Designer | STN |
| Assistant Costume Designer | \$39.55 |
| Key Costumer | \$43.75 |
| First Set Costumer | \$39.55 |
| Custom Made Costumer | \$39.55 |
| Costumer | \$37.77 |
| Head Makeup Artist | \$50.28 |
| Makeup Artist | \$42.78 |
| Head Hair Stylist | \$50.28 |
| Hair Stylist | \$42.78 |
| Sound Mixer | \$64.50 |
| Re-Recording /Scoring Mixer | \$70.46 |
| Microphone Boom Operator | \$47.49 |
| Utility Sound Technician | \$45.47 |
| Video Assist (Record) | \$43.75 |
| Script Supervisor | \$44.09 |
| First Aid/Medic | \$39.55 |
| Craft Services | \$39.55 |
| Craft Utility | \$37.77 |
| Studio Teacher/ Set Teacher | STN |
| Editor (Weekly on Call) | \$4,147.96 |
| Sound Editor (48.6 hr/week) | \$3,003.05 |
| Music Editor (48.6 hr/week) | \$3,003.05 |
| Asst. Editor (45 hr/week) | \$2,421.45 |
| Apprentice Editor (40 hr/week) | \$1,253.43 |
| Post Production Coordinator | \$39.55 |
| Location Mgr. (On Call) ² | STN |
| Asst. Loc. Mgr. (On Call) ² | STN |
| Production Coordinator | \$43.75 |
| Asst. Production Coordinator | \$39.55 |
| Art Dept. Coordinator | \$39.55 |
| Production Accountant | \$43.75 |
| Assistant Production Accountant | \$39.55 |
| Story Analyst | \$43.75 |
| All Others | STN |

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