

2020-2022 LOW BUDGET
THEATRICAL AGREEMENT

THIS AGREEMENT is made and entered into between _____
("Employer") and the INTERNATIONAL ALLIANCE OF THEATRICAL STAGE
EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF
THE UNITED STATES AND CANADA, AFL-CIO, CLC ("IATSE" or "Union") for itself and
on behalf of its affiliated locals and members of the bargaining unit described in Article II.

The Employer is engaged in the production of low budget theatrical productions throughout the United States and Canada for first exhibition in theatrical release. The IATSE represents motion picture technicians and artisans whose services are utilized by the Employer in connection with its productions. It is the intent of the parties hereto that this Agreement establish the wages and working conditions applicable to such motion picture production technicians and artisans.

ARTICLE I. - SCOPE AND APPLICATION

A. This Agreement shall be applicable to all low budget theatrical productions (as defined herein), produced in the United States or Canada, subject to the Canadian Supplement hereto, by Employer or by production entities which it controls, for first exhibition in theatrical release. As set forth herein, this Agreement shall be applicable to any feature length motion picture which has production costs budgeted within the low budget tiers reflected below. Production costs ("production costs") means all production costs, "above" and "below the line" costs, "pre-production," "production" and "post-production." The costs of the premium for a completion bond and the contingency fund not to exceed ten percent (10%) of the budget shall not be included as part of the production costs.

B. During the term of this Agreement,¹ the low budget tiers shall be as follows:

	<u>ULTRA-LOW</u>	<u>TIER ONE</u>	<u>TIER TWO</u>	<u>TIER THREE</u>
Effective January 1, 2020	At least fifteen (15) days of scheduled principal photography and production costs budgeted at no more than 2.75 million dollars (\$2,750,000)	Production costs budgeted at no more than 7.5 million dollars (\$7,500,000)	Production costs budgeted over 7.5 million dollars and at not more than 11 million dollars (\$7,500,001 to \$11,000,000)	Production costs budgeted over 11 million dollars and at not more than 15 million dollars (\$11,000,001 to \$15,000,000)

¹ The applicable tier shall be based on the date on which principal photography commences and computed in US dollars. January 1st anniversary date wage rate and benefit contribution increases shall not be deemed "production costs" for films which commence principal photography prior to such anniversary date.

Tier 1

Prop Master	Key
Asst. Prop Master	2nd

Assistant Location Manager	STN ²
All Others	STN

Effective 01/01/20		
Key	\$27.87	Hour
2nd	\$25.18	Hour
3rd	\$22.48	Hour

Effective 01/01/21		
Key	\$28.71	Hour
2nd	\$25.94	Hour
3rd	\$23.15	Hour

Effective 01/01/22		
Key	\$29.57	Hour
2nd	\$26.72	Hour
3rd	\$23.84	Hour

APPENDIX C(1) - WAGE SCALE
LOS ANGELES AND PRODUCTION CITIES
TIER TWO PRODUCTIONS

HOURLY WAGES ¹			
CLASSIFICATION	EFFECTIVE 01/01/20	EFFECTIVE 01/01/21	EFFECTIVE 01/01/22
Director of Photography	STN	STN	STN
Camera Operator	\$52.88	\$54.47	\$56.10
Digital Imaging Technician	\$52.88	\$54.47	\$56.10
1st Asst. Camera	\$45.89	\$47.27	\$48.69
2nd Asst. Camera	\$35.16	\$36.21	\$37.30
Still Photographer	\$52.88	\$54.47	\$56.10
Film Loader	\$31.65	\$32.60	\$33.58
Camera Utility	\$36.67	\$37.77	\$38.90
Digital Utility	\$31.65	\$32.60	\$33.58
Publicist	\$36.67	\$37.77	\$38.90
Key Grip	\$36.67	\$37.77	\$38.90
Best Boy Grip	\$33.15	\$34.14	\$35.16
Company Grip	\$31.65	\$32.60	\$33.58
Dolly Grip	\$34.34	\$35.37	\$36.43
Chief Lighting Technician	\$36.67	\$37.77	\$38.90
Asst. Chief Lighting Technician	\$33.15	\$34.14	\$35.16
Lighting Programmer	\$33.15	\$34.14	\$35.16
Lighting Technician	\$31.65	\$32.60	\$33.58
Rigging Gaffer	\$34.38	\$35.41	\$36.47
Art Director (Weekly on Call)	\$2,881.76	\$2,968.21	\$3,057.26
Production Designer	STN	STN	STN
Lead Person	\$33.15	\$34.14	\$35.16
On Set Dresser	\$33.15	\$34.14	\$35.16
Swing Gang	\$31.65	\$32.60	\$33.58
Lead/Production Painter	\$40.29	\$41.50	\$42.75
Set Painter	\$35.08	\$36.13	\$37.21
Set Designer	\$38.98	\$40.15	\$41.35
Scenic Artist	STN	STN	STN
Construction Coordinator	STN	STN	STN
Propmaker Foreman	\$37.18	\$38.30	\$39.45
Propmaker	\$32.38	\$33.35	\$34.35
Special Effects Foreman	STN	STN	STN
Asst. Special Effects	STN	STN	STN
Set Decorator	STN	STN	STN
Prop Master	\$36.67	\$37.77	\$38.90

¹ Any rate "Subject to Negotiation" or "STN" shall be greater than the 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.

APPENDIX C(2) - WAGE SCALE
LOS ANGELES AND PRODUCTION CITIES
TIER THREE PRODUCTIONS

HOURLY WAGES ¹			
<u>CLASSIFICATION</u>	<u>EFFECTIVE</u> <u>01/01/20</u>	<u>EFFECTIVE</u> <u>01/01/21</u>	<u>EFFECTIVE</u> <u>01/01/22</u>
Director of Photography	STN	STN	STN
Camera Operator	\$55.68	\$57.35	\$59.07
Digital Imaging Technician	\$55.68	\$57.35	\$59.07
1st Asst. Camera	\$48.31	\$49.76	\$51.25
2nd Asst. Camera	\$37.01	\$38.12	\$39.26
Still Photographer	\$55.68	\$57.35	\$59.07
Film Loader	\$33.34	\$34.34	\$35.37
Camera Utility	\$38.58	\$39.74	\$40.93
Digital Utility	\$33.34	\$34.34	\$35.37
Publicist	\$38.58	\$39.74	\$40.93
Key Grip	\$38.58	\$39.74	\$40.93
Best Boy Grip	\$34.90	\$35.95	\$37.03
Company Grip	\$33.34	\$34.34	\$35.37
Dolly Grip	\$36.16	\$37.24	\$38.36
Chief Lighting Technician	\$38.58	\$39.74	\$40.93
Asst. Chief Lighting Technician	\$34.90	\$35.95	\$37.03
Lighting Programmer	\$34.90	\$35.95	\$37.03
Lighting Technician	\$33.34	\$34.34	\$35.37
Rigging Gaffer	\$36.19	\$37.28	\$38.40
Art Director (Weekly on Call)	\$3,087.63	\$3,180.26	\$3,275.67
Production Designer	STN	STN	STN
Lead Person	\$34.90	\$35.95	\$37.03
On Set Dresser	\$34.90	\$35.95	\$37.03
Swing Gang	\$33.34	\$34.34	\$35.37
Lead/Production Painter	\$42.44	\$43.71	\$45.02
Set Painter	\$36.93	\$38.04	\$39.18
Set Designer	\$41.00	\$42.23	\$43.50
Scenic Artist	STN	STN	STN
Construction Coordinator	STN	STN	STN
Propmaker Foreman	\$39.15	\$40.32	\$41.53
Propmaker	\$34.08	\$35.10	\$36.15
Special Effects Foreman	STN	STN	STN
Asst. Special Effects	STN	STN	STN

¹ Any rate "Subject to Negotiation" or "STN" shall be greater than the 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.