



2021 AREA STANDARDS AGREEMENT WORKING CONDITIONS -- FACT SHEET

- The strongest weekend turnaround provision of any IA contract has been negotiated: 90 days after ratification of the agreement, hourly employees will receive 54 hours of rest when you work five consecutive days in a week, and 32 hours of rest when you work six days. There are three narrow exception scenarios that may be used to reduce the rest period to fifty (50) hours. They are:
 - Exterior Night Shooting
 - Limited Access to a Location
 - Health and Safety concerns due to weather or a natural hazard
- The exceptions may only be used a limited number of times:
 - When an exception is used, the fifth day of the workweek cannot be longer than twelve (12) hours worked.
 - No more than once every six (6) weeks on an episodic and mini-series
 - Once on a one-time motion picture 66 minutes – 85 minutes in length
 - Twice on a theatrical motion picture or one-time motion picture longer than 85 minutes in length
- 90 days after ratification, local and nearby hire employees will have a 10-hour daily turnaround on all television, features and SVOD streaming productions over 20 minutes long.
- These changes now include the types of productions that are most abusive: pilots and first season of a series.
- Effective immediately upon ratification, after four meal penalties, each additional half hour meal penalty will now be paid at \$25.00. This represents a 100% meal penalty increase when working on location outside a studio and an 85% penalty increase when working in a studio.
- In any given workweek, after 20 meal penalties have been accrued, each additional 1/2 hour meal penalty will be paid at one hour of the individual's prevailing rate (the rate at which you are working—straight, 1.5x, or 2x—at the time the meal penalty is incurred).
- MLK Jr. Day will now be a recognized holiday. We are the first of the Industry Unions and Guilds to achieve this.
- DEI initiatives including adoption of a Diversity, Equity and Inclusion statement, mutually agreed upon diversity and inclusion training programs for members, and an agreement to convene the Joint Diversity and Inclusion Task Force within (30) days of ratification.

THIS IS NOT CONTRACT LANGUAGE AND INTENDED ONLY FOR REFERENCE AND DISCUSSION