



## 2021 BASIC AGREEMENT

### WORKING CONDITIONS -- FACT SHEET

- The strongest weekend turnaround provision of any IA contract in either the U.S. or Canada 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:

- 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

When an exception is used the fifth day of the workweek cannot be longer than twelve (12) hours worked.

- 90 days after ratification, for hourly employees (local and nearby), all dramatic and non-dramatic television and features and all live-action dramatic SVOD streaming productions over 20 minutes long will have a 10-hour daily turnaround.
- 90 days after ratification, for distant-hire hourly employees working on dramatic and non-dramatic television and features and all live-action dramatic SVOD streaming productions over 20 minutes long will have a 9-hour daily turnaround calculated portal-to-portal.
- These changes now include the types of productions that are most abusive: pilots and first season of a series. Any classifications that have a greater turnaround provision will not be reduced.
- Effective immediately upon ratification, after four meal penalties, every half hour will now be paid at \$25.00. This represents an 85% penalty increase when shooting in a studio, and a 100% penalty increase outside of the studio.
- In any given workweek, after 20 meal penalties have been accrued, each ½ hour meal penalty will be paid at one hour of the individual's prevailing rate.
- MLK Jr. Day will now be a recognized holiday. We are the first of the Industry Unions and Guilds to achieve this.

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

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