

DIRECTORS LIVE AND TAPE TELEVISION MINIMUMS 2003-2004

DIRECTORS GUILD OF AMERICA

**Minimum Salary Schedules
Rates Effective
July 1, 2003 to June 30, 2004**



FREELANCE LIVE AND TAPE TELEVISION AGREEMENT

**Directors, Associate Directors
Stage Managers & Production
Associates**

	DRAMATIC NETWORK PRIME TIME (INCLUDES FBC)					DRAMATIC NON-NETWORK OR NETWORK NON-PRIME-TIME (HIGH BUDGET)					DRAMATIC NON-NETWORK OR NETWORK NON-PRIME-TIME (LOW BUDGET)					NETWORK PRIME-TIME VARIETY SPECIALS (INCLUDES FBC)				NETWORK PRIME-TIME VARIETY SERIES (INCLUDES FBC)									
	0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes	91-120 Minutes	0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes	91-120 Minutes	0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes	91-120 Minutes	0-30 Minutes	31-60 Minutes	61-90 Minutes	Over 90 Minutes	0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes	Over 90 Minutes					
RATES EFFECTIVE JULY 1, 2003 TO JUNE 30, 2004																													
PROGRAM RATE	\$12,280	\$18,889	\$32,077	\$53,461	89,811	\$3,999	\$7,616	\$13,999	\$22,377	\$26,926	\$1,992	\$3,423	\$3,968	\$5,043	\$6,065	\$14,996	\$25,461	\$42,433	\$61,412	\$4,300	\$6,608	\$11,455	\$22,916	\$26,443					
INCLUDED DAYS (PARENTHESIS INDICATE INCLUDED DAYS WHICH NEED NOT BE CONSECUTIVE)	4	7(1)	15(2)	25(4)	42(7)	3	6(1)	12(2)	24(4)	24(5)	2	4	5	6	7	10(2)	18(4)	36(8)	48(10)	3	5(1)	9(2)	18(4)	24(5)					
COMPENSATION FOR DAYS WORKED BEYOND GUARANTEE (DAILY)	\$3,070	\$2,698	\$2,138	\$2,138	\$2,138	\$1,333	\$1,269	\$1,167	\$932	\$1,122	\$996	\$856	\$794	\$841	\$866	\$1,500	\$1,415	\$1,179	\$1,279	\$1433	\$1,322	\$1,273	\$1,273	\$1,102					

NON-NETWORK OR NETWORK NON-PRIME-TIME VARIETY (HIGH BUDGET)					NON-NETWORK OR NETWORK NON-PRIME-TIME VARIETY (LOW BUDGET)					VARIETY SEGMENT (LESS THAN 5 MIN. IN LENGTH- ADDITIONAL DIRECTOR)	DIRECTORS' BASIC CABLE MINIMUMS				NETWORK PRIME-TIME QUIZ & GAME SHOWS (INCLUDES FBC)									
0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes	Over 90 Minutes	0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes	Over 90 Minutes		1/2 Hour Dramatic Programs with budgets of \$443,487 or more	1 Hour Dramatic Programs with budgets of \$831,539 or more	1-1/2 Hour Dramatic Programs with budgets of \$2,217,436 or more	2 Hour Dramatic Programs with budgets of \$2,217,436 or more	RATES EFFECTIVE JULY 1, 2003 TO JUNE 30, 2004	0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes					
\$2,815	\$4,318	\$6,240	\$8,164	\$11,539	\$1,992	\$3,059	\$3,968	\$5,043	\$6,065	\$1,530	\$7,616	\$13,999	\$22,377	\$57,376										
3	6(1)	9(2)	14(4)	18(5)	2	4	5	6	7	1	6(1)	12(2)	24(4)	42		2	3	4	5					
\$938	\$720	\$693	\$583	\$641	\$996	\$765	\$794	\$841	\$866		\$1,269	\$1,167	\$932	\$1,366		\$1,101	\$1,126	\$1,089	\$1,003					

**WORK REPORT NUMBERS: (310) 289-5300 (Los Angeles)
(212) 681-0950 (New York) • Ext. 403 (Film) Ext. 404 (Tape)
(312) 644-7520 (Chicago)
DGA SAFETY HOTLINE: 1-800-DGA-3457**

NON-NETWORK OR NON-PRIME-TIME QUIZ & GAMES SHOWS				STRIP DRAMATIC NON-NETWORK OR NON-PRIME-TIME (PER SHOW)			STRIP VARIETY NON-NETWORK OR NON-PRIME-TIME (\$ PER WEEK)				QUIZ & GAME STRIP NON-NETWORK OR NON-PRIME-TIME (\$ PER WEEK)				PRESENTATIONS (PRIME TIME DRAMATIC TELEVISION)		ALL OTHER PROGRAMS							
0-15 Minutes	16-30 Minutes	31-60 Minutes	61-90 Minutes	0-15 Minutes	16-30 Minutes	31-60 Minutes	0-15 Minutes	16-30 Minutes	31-60 Minutes	Over 60 Minutes	0-15 Minutes	16-30 Minutes	31-60 Minutes	Over 60 Minutes	0-15 Minutes	16-30 Minutes	PRIME TIME = 150% OF BELOW RATES							
\$2,084	\$3,205	\$4,136	\$4,754	\$1,272	\$1,955	\$3,409	\$3,347	\$5,153	\$6,408	\$7,559	\$3,277	\$5,043	\$5,955	\$6,870	\$19,082	\$38,169 (or the applicable pilot fee, if less, but in no event less than \$19,082)	PROGRAM RATE	1 per week	2 per week	3 per week	4 per week	5 per week	6 per week	7 per week
2	3	4	5	1	2	3	3	6	7	8	3	6	7	8	10 days of which 4 must be consecutive	14 days of which 6 must be consecutive	5 MIN. OR LESS	\$524	\$834	\$1,009	\$1,150	\$1,269	\$1,355	\$1,449
\$1,042	\$1,068	\$1,034	\$951	\$1,272	\$978	\$1,136	\$1,116	\$859	\$915	\$945	\$1,092	\$841	\$851	\$859	\$1,908	\$2,726	OVER 5 MIN. TO 10 MIN.	\$792	\$1,053	\$1,321	\$1,573	\$1,801	\$1,972	\$2,150
																	OVER 10 MIN. TO 15 MIN.	\$1,100	\$1,661	\$2,104	\$2,641	\$3,081	\$3,298	\$3,502
																	OVER 15 MIN. TO 30 MIN.	\$2,641	\$3,507	\$3,946	\$4,512	\$5,043	\$5,474	\$5,909
																	OVER 30 MIN. TO 45 MIN.	\$2,855	\$3,725	\$4,381	\$4,960	\$5,490	\$5,920	\$6,365
																	OVER 45 MIN. TO 60 MIN.	\$3,558	\$4,227	\$4,893	\$5,469	\$5,998	\$6,438	\$6,882
																	Over 60 Min.: Applicable Hour Rate + Rate for each Additional 1/2 hour	\$915	\$728	\$949	\$952	\$958	\$963	\$977

MINIMUM DAILY RATE: NON-PRIME-TIME: \$764/PRIME-TIME: \$1,146

ASSOCIATE DIRECTOR AND STAGE MANAGER MINIMUMS - PRIME-TIME DRAMATIC PROGRAMS

PRIME-TIME DRAMATIC PROGRAMS			
RATES EFFECTIVE JULY 1, 2003 TO JUNE 30, 2004	ASSOCIATE DIRECTORS	FIRST STAGE MANAGERS	SECOND & ADDITIONAL STAGE MANAGERS
WEEKLY STUDIO RATE	\$3,286	\$2,730	\$2,359
WEEKLY PRODUCTION FEE, STUDIO	\$609	\$572*	0
PRO-RATED AT, DAILY	\$122	\$114*	0
WEEKLY LOCATION RATE	\$4,600	\$3,814	\$3,296
WEEKLY PRODUCTION FEE, LOCATION	\$748	\$744*	0
PRO-RATED AT, DAILY	\$125	\$124*	0
DAILY RATE, STUDIO	\$822	\$683	\$590
DAILY PRODUCTION FEE, STUDIO (DAILY EMPLOYMENT ONLY)	\$152	\$143*	0
DAILY RATE, LOCATION	\$1,150	\$954	\$824
DAILY PRODUCTION FEE, LOCATION (DAILY EMPLOYMENT ONLY)	\$187	\$186*	0

* PRODUCTION FEE PAYABLE TO 1ST STAGE MANAGER ONLY

BASIC CABLE DRAMATIC PROGRAMS: 1/2-HOUR WITH BUDGETS BETWEEN \$443,487 AND \$665,231; 1-HOUR WITH BUDGETS BETWEEN \$831,539 AND \$1,219,590; 2-HOUR WITH BUDGETS BETWEEN \$2,217,436 AND \$3,880,513 = 83 1/2% OF THE ABOVE RATES.

Live Multi-camera dramatic productions are covered under the FLTTA

The "Interim Settlement Agreement" covers NEW Prime Time Multi-camera Dramatic Programs, principal photography of which begins on or after February 11, 2002.

Programs that were in production prior to February 11, 2002 remain under the terms and conditions of the BA or FLTTA agreement in effect on that date.

All single camera productions will be covered under the Basic Agreement.

COMPLETION OF ASSIGNMENT PAY: PRIME-TIME DRAMATIC

ADs & SMs of Prime-Time Dramatic programs are entitled to an additional week's salary upon completion of assignment if employed 2 or more consecutive weeks, or to 2 1/2 days salary if employed less than two weeks, up to a maximum of 6 weeks additional salary in any single production season.

ADs and SMs who work 4 days a week get the same completion of assignment pay as if they work five days a week. The completion of assignment for an AD or SM employed for 2 or 3 days a week for three or more consecutive weeks is 1/20th of the minimum weekly rate for each day worked during such consecutive weeks, but no more than the weekly salary.

CAPRICIOUS DISCHARGE

All Associate Directors and Stage Managers employed on a weekly basis for at least 3 consecutive workweeks should be made aware of problems with their performance at least two days prior to being replaced. If such Employee is replaced other than for cause, without the 2 days notice, s/he shall be entitled to one week plus 2 days salary

in addition to any other payments due.

DISCHARGE WITHOUT CAUSE

If an AD or Key SM who worked 4 or 5 days per week has completed 50% of the episodes in a single television series order of 13 or more episodes (excluding options) is replaced without good cause, the Company must pay 3 weeks completion of assignment pay. If the replaced AD or Key SM worked 2-3 days week, the company must pay completion of assignment equal to three times 1/20th of the weekly rate for each workday in the consecutive weeks worked, but no more than three times the weekly minimum.

MILEAGE EXPENSE

When an AD or SM furnishes his or her own transportation, he or she shall be entitled to : mileage expense of \$.30 per mile.

INCIDENTAL ALLOWANCE

The distant location incidental allowance is \$18.00 per day and is payable at the same time and in the same manner as per diem is paid.

VACATION/UNWORKED HOLIDAY

Any AD or SM is entitled to receive with his or her closing check earned vacation pay at the rate of 4% of salary paid during the period of employment. ADs and SMs employed on Prime-Time Dramatic programs are entitled to another 3.719% of salary as Unworked Holiday pay (subject to an offset of amounts paid for Holidays occurring during the employment period), payable by check sent to the Employee by April 15 of the year subsequent to the calendar year in which such pay is earned.

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DIRECTORS GUILD OF AMERICA

Minimum Salary Schedules
Rates Effective: July 1, 2003 to June 30, 2004

FREELANCE LIVE AND TAPE TELEVISION AGREEMENT

Directors, Associate Directors, Stage Managers & Production Associates

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ASSOCIATE DIRECTOR AND STAGE MANAGER MINIMUMS PRIME-TIME DRAMATIC PROGRAMS
continued:

EXTENDED WORKDAY

When ADs and SMs are employed on multi-camera Prime-Time Dramatic programs and work more than 16 hours before being dismissed, they shall receive an additional day's salary for each four hour period or portion thereof worked beyond 16 hours. Such salary in all cases shall be 1/5 of the studio workweek rate and shall be excluded from all other computations.

On single-camera Prime-Time Dramatic programs on camera rehearsal and taping days only

WORKDAY BEGINS WORKDAY ENDS

AD General Crew Call End of Camera Wrap

SM Earlier of talent, make-up personnel, hairstyling or general crew call. 1/2 hour after camera rehearsal or taping in studio or report to local location; 1 hour after end of camera rehearsal or taping on distant location or "bus to" local location.

Actual travel time shall be added for "bus-to's" and distant location, but not for "report to's."

When any combination of 3 ADs or SMs are employed and work more than 16 hours before being dismissed, they shall receive an additional day's salary for each four hour period or portion thereof worked beyond 16 hours. Such salary in all cases shall be 1/5 of the studio workweek rate and shall be excluded from all other computations.

When fewer than any combination of 3 ADs or SMs are employed:

AD 14+ to 16 hours - additional 1/2 day's salary
 13+ to 16 hours - additional 1/2 day's salary
 16+ to 20 hours - another 1/2 day's salary
 hours on "bus to" or distant location - additional 1/2 day's salary
 20+ hours - another additional full day's salary
 16+ - another additional full day's salary for each 4-hour period or fraction
 for each 4 hour period of fraction thereof. thereof.

CONTRIBUTIONS - Pension & Health

Company will contribute 5 1/2% to the Pension Plan and 7% to the Health Plan. Employee contributes 2 1/2% to the Pension Plan.

PREPARATION TIME:

Freelance Associate Directors and Stage Managers of dramatic and variety programs shall be guaranteed preparation time of not less than:

LENGTH OF PROGRAM	# OF PROGRAMS ON WHICH CONTINUING EMPLOYMENT IS ASSIGNED	GUARANTEED PREPARATION DAYS PER PROGRAM	
		AD	SM
15 MIN. OR LESS		1 DAY	1 DAY
16 - 30 MIN.	1 2 OR MORE	3 DAYS 2 DAYS each	2 DAYS 1 DAY each
31 - 60 MIN.	1 2 OR MORE	5 DAYS 3 DAYS each	3 DAYS 2 DAYS each
OVER 60 MIN.		5 DAYS	5 DAYS

Preparation time shall be guaranteed only to the first assigned Associate Director and Stage Manager.

RESIDENCY

The Guild will provide Employer with documentation of the home address of each member to be hired on location. The Employee may change his/her home address by notifying the Guild in writing; the change will be effective 60 days after the request is received by the Guild; the Employee may not change his/her address more than once in any 12 month period.

The Guild will consider a member's request to change his/her address outside of the above time period if member can document s/he has been a resident of the area in which employed at least 60 days prior to first day of employment and the area is not Los Angeles, New York, Chicago, Wilmington (NC), San Francisco, Toronto, or Vancouver.

ASSOCIATE DIRECTOR & STAGE MANAGER MINIMUMS PROGRAMS OTHER THAN PRIME-TIME DRAMATIC PROGRAMS

RATES EFFECTIVE JULY 1, 2003 TO JUNE 30, 2004	ASSOCIATE DIRECTOR	STAGE MANAGER	ASSOCIATE DIRECTOR/ STAGE MANAGER COMBINATION (WHERE PERMITTED)
DAILY, 8 HOURS	\$480	\$438	\$686
WEEKLY, 40 HOURS	\$2,120	\$1,957	
DAILY FLAT (12 HOURS)	\$645	\$598	\$937
WEEKLY FLAT	\$2,834	\$2,621	
OVERTIME:			
Daily 8, Daily Flat & Weekly Flat	\$90.00	\$82.13	\$128.63
Weekly 40	\$79.50	\$73.39	

ALL PRIME-TIME ENTERTAINMENT ADs and SMs - \$54.75 Production Fee for all camera blocking & taping days.
 ALL NON-PRIME-TIME ENTERTAINMENT ADs and SMs - \$17.75 Production Fee for each camera blocking & taping day worked up to a maximum of \$45.50 per week.

DEAL MEMOS:

ADs or SMs of Prime-Time Entertainment Programs and ADs or SMs employed for 5 days or more on other types of programs will have employment confirmed in written memo.

VACATION:

4% of gross compensation.

CONTRIBUTIONS - PENSION & HEALTH:

Company will contribute 5 1/2% to the Pension Plan and 7% to the Health Plan. Employee contributes 2 1/2% to the Pension Plan.

REST PERIOD:

ADs and SMs working in conjunction with taping unit or live broadcast are entitled to 9 hour rest period. If rest period is less than 9 hours the ADs and SMs shall be entitled to additional payment of 1/2 time for each hour of invasion, computed in 1/4 hour segments. For Employees employed on daily flat or weekly flat basis, the additional payment shall be an amount equal to 1/3 of the applicable overtime rate computed in 1/4 hour segments.

WORK REPORT NUMBERS:

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