

**DIRECTORS GUILD  
OF AMERICA**

Minimum  
Salary  
Schedules

Rates Effective  
July 1, 2003 to June 30, 2004



**INTERIM SETTLEMENT  
AGREEMENT**

(PRIMETIME MULTI-CAMERA DRAMATIC)

Directors, Unit Production Managers,  
Assistant Directors, Associate  
Directors/Technical Coordinators &  
Associate Directors

This "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.

Live Multi-camera dramatic productions are covered under the FLTTA.

**STAFFING:**

For shows that are done "film style" (without a line cut), the Company will minimally employ a MC-UPM, MC-First Assistant Director and MC-Key Second Assistant Director. The Company may also employ a MC-Second Second Assistant Director and a MC-Additional Second Assistant Director. In addition, if the program is "film style" (no line-cut), the Company may employ an Associate Director/Technical Coordinator. If the program is "tape style" (a program on which a line cut is recorded for purposes of editing and/or delayed broadcast), the Company will employ an Associate Director and may employ a Key Second Assistant Director.

**PREPARATION TIME:**

UPM: 15 days prior to 1st day of camera blocking on 1st episode of the first season of a series;  
13 days prior to 1st day of camera blocking on 1st episode of a

returning series;

8 days prior to the 1st day of camera blocking on a pilot;

5 days prior to 1st day of camera blocking on a presentation 16-30 min. in length.

3 days; 2 days if there is line cut.

1 day, if there is no line cut (2 days for pilot or 1st episode of series).

1 day, if there is a line cut.

1st AD:

Key 2A:

AD:

2nd Units: The 1st AD will receive prep time where 20 or more members of the cast and crew are employed or stunts are to be performed. The prep time is 1 day for 1 or 2 days shooting and 2 days for 3 or more days shooting.

If a Key 2nd AD and 2nd 2nd AD or two Key 2nd ADs are employed on episodic TV programs, neither one is entitled to payment for unworked prep time.

**COMPLETION OF ASSIGNMENT PAY**

Unit Production Managers, 1st Assistant Directors, Key 2nd Assistant Directors and 2nd 2nd Assistant Directors (other than those employed on a daily basis for less than 5 days) and Associate Directors employed on a "tape style" show (where there is a line cut) are entitled to 50% of Completion of Assignment pay for all hiatus periods or periods of layoff. The final Completion of Assignment payment for the series or of employment shall be the full 100%. (Completion of Assignment pay is one week's salary if employed two or more weeks or 2½ days if

employed for fewer than two 5-day workweeks.)

Associate Directors/TCs employed on a "film style" show (no line cut) (other than those employed on a daily basis for less than 5 days) are entitled to 50% of Completion of Assignment pay for all hiatus periods or periods of layoff. The final Completion of Assignment payment for the series or of employment shall be the full 100%. (Completion of Assignment pay is one week's salary if employed on a weekly basis for two or more weeks, or 2½ days' salary if employed on a weekly basis for fewer than two 5-day workweeks, but employed for 5 or more days in the aggregate between the commencement or resumption of employment and hiatus or layoff. Those employed on the 3-day basis receive 2½ days' salary if employed for two or more 3-day workweeks. Those not employed for two 3-day workweeks, but employed for 5 or more days in the aggregate, receive 1½ days' pay.)

On distant location, no Completion of Assignment is paid for a hiatus of at least one week over Christmas/New Years so long as the Employee receives unworked holiday pay for Christmas Day and New Years Day; the hiatus is a maximum of 2 consecutive weeks; if on location the Employer will provide travel to/from location or will provide per diem and housing if the Employer agrees that Employee remain on location.

**EXTENDED WORKDAY**

Any UPM, First & 2nd Assistant Directors, Associate Directors and AD/TCs who work more than 16 hours before being dismissed shall receive an additional day's salary for each 4-hour period or portion thereof worked beyond 16 hours. Such salary in all cases shall be 1/5 of the studio work week rate and shall be excluded from all other computations.

**WORKWEEK**

The studio workweek consists of 7 days with the 6th and 7th days off; the location workweek has the 7th day off only. The start day of the initial workweek must be designated in the deal memo and Employees must be advised of any changes in advance.

For work on the 6th day in the studio workweek, Employees must be paid 150% of their pro-rata daily salary; on the 7th day, Employees must be paid 200% of their pro-rata daily salary (studio) or an additional 1/5th of weekly studio salary (distant location). With certain limited exceptions, Employer must pay the 6th or 7th day premium if the workweek is shifted so that Employees work on a 6th or 7th day.

A studio weekly or daily Employee who works 14 hours & past 1:00 a.m. into a 6th or 7th day will be paid for 6th or 7th day unless the Employee receives a rest period of 33 hours for one day off or a 50 hour rest period for 2 days off.

**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.

**CAPRICIOUS DISCHARGE**

Assistant Directors, Unit Production Managers, Associate Directors and AD/TCs 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 the UPM, 1st Assistant Director, Key 2nd Assistant Director, Associate Director or AD/TC is replaced without good cause, the Company must pay 3 weeks completion of assignment pay:

1. If they completed 50% of the episodes in a single television series order, excluding options, of 13 or more episodes or
2. If they completed 50% of the days of principal photography on a theatrical film or a long form television film 90 minutes or longer.

**AD/UPM GENERAL INFORMATION**

When a UPM, Assistant Director, Associate Director or AD/TC furnishes his or her own transportation, he or she shall be entitled to a mileage expense of \$.30 per mile.

The distant location incidental allowance for all UPMs, Assistant Directors, Associate Directors and AD/TCs is \$18.00 per day and is payable at the same time and in the same manner per diem is paid.

Any UPM, Assistant Director, Associate Director or AD/TC 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. Such employees are entitled to another 3.719% of salary

as Unworked Holiday pay (subject to an offset of amounts paid for holidays occurring during 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.

**PENSION & HEALTH**

Company will contribute 5 ½% to the Pension Plan and 7% to the Health Plan. Employee contributes 2½% to the Pension Plan.

**DGACA-ASSISTANT DIRECTOR  
TRAINING PROGRAM**

Company will also contribute 1/2% to Training Plan and DGACA for AD/UPMs employed in L.A. County or on location outside L.A. County when transported by Employer to location.

**WORK REPORT NUMBERS**  
**(310) 289-5300 (Los Angeles)**  
**(212) 581-0950 (New York)**  
**Ext. 403 (Film)**  
**Ext. 404 (Tape)**  
**(312) 644-7520 (Chicago)**

**D.G.A. SAFETY HOTLINE**

**1-800-DGA-3457**

**DIRECTORS' TELEVISION MINIMUMS**

Rates Effective July 1, 2003 to June 30, 2004	NETWORK PRIME TIME (INCLUDES FBC)				NON-NETWORK, NON-PRIME-TIME			
	1/2 HOUR	1 HOUR	1-1/2 HOURS	2 HOURS	1/2 HOUR	1 HOUR	1-1/2 HOURS	2 HOURS
PROGRAM RATE	\$18,889	\$32,077	\$53,461	\$89,811	\$8,005	\$16,002	\$24,009	\$33,426
GUARANTEED PREPARATION PERIOD	3 days	7 days	12 days	15 days	3 days	6 days	9 days	12 days
GUARANTEED SHOOTING PERIOD	4 days	8 days	13 days	27 days	3 days	6 days	9 days	12 days
COMPENSATION FOR DAYS WORKED BEYOND GUARANTEE	\$2,698 day	\$2,138 day	\$2,138 day	\$2,138 day	\$1,334 day	\$1,334 day	\$1,334 day	\$1,393 day
DAILY EMPLOYMENT WHERE PERMITTED	\$3,373 day	\$2,673 day	\$2,673 day	\$2,673 day	\$1,668 day	\$1,668 day	\$1,668 day	\$1,741 day

**DIRECTORS' BASIC CABLE MINIMUMS**

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
\$8,005	\$16,002	\$24,009	\$57,376
3 days	6 days	9 days	15 days
3 days	6 days	9 days	27 days
\$1,334 day	\$1,334 day	\$1,334 day	\$1,366 day
\$1,668 day	\$1,668 day	\$1,668 day	\$1,708 day

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**(PRIMETIME MULTI-CAMERA DRAMATIC)**  
**Directors, Unit Production Managers, Assistant Directors,**  
**Associate Directors/Technical Coordinators & Associate Directors**

MULTI-CAMERA PILOT DIRECTORS' MINIMUMS								
Rates Effective July 1, 2003 to June 30, 2004	NETWORK PRIME TIME (INCLUDES FBC)				NON-NETWORK AND BASIC CABLE			
	1/2 HOUR	1 HOUR	1-1/2 HOURS	2 HOURS	1/2 HOUR	1 HOUR	1-1/2 HOURS	2 HOURS
PROGRAM RATE	\$53,461	\$71,279	\$89,094	\$124,737	\$32,862	\$43,815	\$54,766	\$76,677
GUARANTEED SHOOTING PERIOD	14 days	24 days	34 days	50 days	14 days	24 days	34 days	50 days
COMPENSATION FOR DAYS WORKED BEYOND GUARANTEE	\$3,819 day	\$2,970 day	\$2,620 day	\$2,495 day	\$2,347 day	\$1,826 day	\$1,611 day	\$1,534 day
DAILY EMPLOYMENT WHERE PERMITTED	\$4,774 day	\$3,713 day	\$3,275 day	\$3,119 day	\$2,934 day	\$2,283 day	\$2,014 day	\$1,918 day

MULTI-CAMERA UNIT PRODUCTION MANAGERS' ASSISTANT DIRECTORS' AND ASSOCIATE DIRECTORS' MINIMUMS										
UNIT PRODUCTION MANAGER	FIRST ASSISTANT DIRECTOR	KEY SECOND ASSISTANT DIRECTOR	2ND SECOND ASSISTANT DIRECTOR	ADD'L SECOND ASSISTANT DIRECTOR	ASSOCIATE DIRECTOR (LINE CUT)	Rates Effective July 1, 2003 to (June 30, 2004)				
\$3,361	\$3,193	\$2,140	\$2,020	\$1,230	\$3,040	WEEKLY STUDIO SALARY				
\$4,706	\$4,467	\$2,991	\$2,825	\$1,725	\$4,255	WEEKLY LOCATION SALARY				
\$728	\$591	\$452	\$0	\$0	\$562	WEEKLY PRODUCTION FEE, STUDIO				
\$146/DAY	\$118/DAY	\$90/DAY	\$0	\$0	\$112/DAY	PRO-RATED PRODUCTION FEE, STUDIO				
\$867	\$728	\$591	\$0	\$0	\$693	WEEKLY PRODUCTION FEE, LOCATION				
\$145/DAY	\$121/DAY	\$99/DAY	\$0	\$0	\$116/DAY	PRO-RATED PRODUCTION FEE, LOCATION				
\$840	\$798	\$535	\$505	\$308	\$760	DAILY EMPLOYMENT SALARY, STUDIO				
\$1,177	\$1,117	\$748	\$706	\$431	\$1,064	DAILY EMPLOYMENT SALARY, DISTANT LOCATION				
\$182 \$217	\$148 \$182	\$113 \$148	\$0 \$0	\$0 \$0	\$141 \$173	DAILY EMPLOYMENT PRODUCTION FEE STUDIO/LOCATION				

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.

ASSOCIATE DIRECTORS/TECHNICAL COORDINATORS (NO LINE CUT)		
TYPE OF EMPLOYMENT	RATES EFFECTIVE JULY 1, 2003 TO JUNE 30, 2004	DAYS GUARANTEED
3 DAY	\$2,165	3
WEEKLY	\$3,183	5
DAILY	\$793	1

PRESENTATIONS (Prime-Time Dramatic)		
LENGTH	0-15 Min.	16-30 Min.
RATE	\$19,082	\$38,169 (or the applicable pilot fee, if less, but in no event less than \$19,082)
INCLUDED DAYS	10 days, of which 4 must be consecutive	14 days, of which 6 must be consecutive
COMPENSATION FOR DAYS WORKED BEYOND GUARANTEE (DAILY)	\$1,908	\$2,726

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