



# DIRECTORS GUILD OF AMERICA

## COMMERCIAL AGREEMENT MINIMUM SALARY SCHEDULE

**EFFECTIVE:**  
**December 1, 2012 to**  
**November 30, 2013**

### WORKWEEK

Any 5 consecutive days out of 7. Work in town or on distant location on 6th day of the week = 150% of the Employee's daily rate; work on 7th day of the week in town or on distant location = double day. On distant location non-worked 6th and/or 7th day(s) of the week = straight time day(s).

### PREP/STAFFING

1st AD: minimum of 1 day prep; 2 days minimum prep for 3 or more shoot days or 2 substantially different or significantly distant locations. Producer will attempt to schedule tech scouts so that they do not conflict with the AD's time to prep the job. When a tech scout is scheduled such that the 1st AD cannot complete remaining prep during a regular work day, the 1st AD will be provided another day to prep or paid applicable overtime or rest period invasion penalties.

1st AD and 2nd AD - call must begin at earliest of cast or crew.

1st AD cannot be dismissed prior to crew. 2nd AD shall not be dismissed before AD duties are completed, notwithstanding that such completion may require overtime.

2nd AD: Required on minimum of 1 shoot day on each production; required on all location shoot days when shoot is 4 days or more and cast & crew is 10 or more; whenever 12 or more people are to be photographed; when background action or crowd control cannot be accomplished by the 1st AD without assistance.

AICP Companies have special staffing provisions: CONTACT THE GUILD FOR INFO (800-356-3754 (NY), 800-421-4173 (LA), 888-600-697 (Chicago).)

	Minimum Rates Effective 12/1/12 - 11/30/13	
	Daily	Weekly
Director	\$1,276	\$5,102
UPM	\$729	\$2,914
1 AD	\$885	\$3,541
2 AD	\$483	\$1,934
2nd 2 AD	\$411	\$1,644

### OVERTIME

13th and 14th hours are each paid an additional 1/8th of the Employee's daily rate. 15th hour is paid an additional 1/6th of the Employee's daily rate.

15+ hours = double day (not to be compounded with the 13th, 14th, & 15th hours).

17+ hours = an additional day's pay for each 5-hour period or portion thereof (not to be compounded with the 13th, 14th, & 15th hours).

With prior notice to the Employee, work on 5th day which extends into 6th day before completion of 12 hours is paid at double the Employee's daily rate.

### WORK IN EXCESS OF 18 HOURS

Company will provide at its expense, 1st class nearby hotel accommodations or transportation provided by a reputable third party car service to the Employee's home (or hotel if on distant location).

### TURNAROUND

8 hour rest period. If breached, 1 day's pay for each 5 hour period, or part thereof, worked until 8 consecutive hours off.

### MEALS

Reasonable time to be provided. Meal time is work time. If day starts at 9 AM or earlier, \$30.00 penalty if no dinner provided by 7:30 PM.

### HAZARD PAY

All DGA Employees who agree to perform services on aerial flights, in "combat zones", or submarine diving or underwater diving, or from any high speed camera platform on land or water, shall receive Hazard Pay of \$150 per incident, with a maximum of a \$300 per day.

### HOLIDAYS & VACATION

If any of the following holidays fall during production, 1 day's pay if unworked, double day if worked: New Year's Day; Martin Luther King's Birthday; President's Day; Memorial Day; Independence Day; Labor Day; Thanksgiving Day; Christmas. If any of the holidays falls on Sunday, the following Monday shall be considered the holiday; if any of the holidays falls on Saturday, the preceding Friday shall be considered the holiday.

Unworked Holiday Pay: 3.292% of gross salary for unworked holiday pay to be paid on all jobs at time of layoff, dismissal or termination of employment.

Vacation = 4% of gross salary paid at layoff, dismissal or termination of employment..



**LOCATIONS/TRAVEL**

Lodging & meals are 1st Class. Assistant Directors and UPMs shall travel in Business Class when travel either originates or terminates outside the forty-eight (48) Continental United States and the scheduled arrival time at the ultimate destination is five (5) hour or more after the scheduled departure time. In all other cases, Assistant Directors and UPMs shall travel in the same class of service as the Director.

Where Employees are assigned to start their day at any studio or location outside Los Angeles County, California, or outside the five (5) boroughs of New York City, travel time shall be included in the work day.

**MILEAGE**

First Assistant Directors will be reimbursed at the I.R.S. rate when they are required by the Employer to drive their own vehicle to scout locations.

**PENSION, HEALTH & CQL**

Pension, Health & CQL = 16% (5.5% Pension; 10.25% Health; 0.25% Training Plan and Commercial Qualification List Administration).

Employers shall also make contributions to the Health Plan on vacation pay.

AICP Companies have special Pension & Health provisions: CONTACT THE GUILD FOR INFO (800-356-3754 (NY), 800-421-4173 (LA), 888-600-6975 (Chicago).

**LOW BUDGET COMMERCIALS**

Special provisions apply to low budget commercials whose total production costs (excluding “Editorial and Finishing” and “Talent Costs & Expenses”) do not exceed \$300,000. No single day’s production costs may exceed \$75,000. CONTACT THE NEAREST GUILD OFFICE FOR MORE INFORMATION.

**LOW BUDGET FOREIGN COMMERCIALS**

Special provisions apply on commercials shot entirely outside North America where the total production costs (excluding “Editorial and Finishing” and “Talent Costs & Expenses”) do not exceed \$450,000. CONTACT THE NEAREST GUILD OFFICE FOR MORE INFORMATION.

**LOW BUDGET NON-TRADITIONAL COMMERCIALS**

Special provisions apply to low budget commercials that do not use traditional production methods whose total production costs do not exceed \$500,000 for an advertising campaign and whose costs do not exceed \$50,000 on any single shoot day. CONTACT THE NEAREST GUILD OFFICE FOR MORE INFORMATION.

**SPEC SPOTS & PSA's**

On Spec Spots all salaries are negotiable; P&H to be paid on negotiated salary.

On PSA's Director's salary is negotiable; P&H is paid on negotiated salary. AD and UPM salary, staffing and benefits are unchanged.

**COMMERCIAL PROJECT LISTING FORM**

The 1st AD must file a DGA Commercial Project Listing Form (CPLF) on every project involving the assignment of a Director for one (1) or more shoot days. The CPLF shall be signed by an authorized company representative and submitted by fax and US Mail to the Guild office responsible for the location where the work is being performed. CPLF's for work in foreign locations should be sent to the New York office. CPLF's must be submitted prior to the first day of shooting.

**CPLF FAX NUMBERS**

**310-289-5393 (Los Angeles)**  
**212-581-0219 (New York)**  
**312-644-5776 (Chicago )**

**REMEMBER:**

- No member may work for a nonsignatory company;
- No member may waive or defer any part of minimum salary or working conditions;
- All members must report to the Guild any proposal which is below scale;
- No member may work with a non-DGA member performing work in any DGA category;
- **It is the obligation of the member to report all jobs by calling the work report numbers below.** Failure to do so may result in the imposition of a fine.

**WORK REPORT NUMBERS**

**310-289-5300 (Los Angeles)**  
**212-258-0890 (New York)**  
**312-644-7520 (Chicago)**

**DGA SAFETY HOTLINE**

**1-800-DGA-3457**