## FREELANCE EMPLOYEES IN NETWORK NEWS, SPORTS, OPERATIONS, OR LOCAL (WCBS and KCBS Only)

| Rates Effective July 1, 2023 to June 30, 2024                         | ASSOCIATE<br>DIRECTOR | STAGE MANAGER | PRODUCTION<br>ASSOCIATE |
|---|-----------------------|---------------|-------------------------|
| DAILY: 8 hours  | \$568                 | \$519         | \$361                   |
| DAILY FLAT: 12 Hours  | \$765                 | \$709         |                         |
| WEEKLY: 40 hours, 5 days  | \$2,508               | \$2,320       | \$1,470                 |
| WEEKLY FLAT: 12 hours daily   | \$3,354               | \$3,101       |                         |
| OVERTIME: Daily, 8 hrs; Daily Flat, 12 hrs; Weekly Flat, 12 hrs daily | \$106.50              | \$97.31       | \$67.69                 |
| OVERTIME: Weekly, 40 hours  | \$94.05               | \$87.00       | \$55.13                 |

## STAFF EMPLOYEES IN NETWORK NEWS, SPORTS, OPERATIONS, OR LOCAL (WCBS and KCBS Only)

| Weekly Rates Effective July 1, 2023 to June 30, 2024 | ASSOCIATE<br>DIRECTOR | STAGE MANAGER | PRODUCTION<br>ASSOCIATE |
|--|-----------------------|---------------|-------------------------|
| 0 - 6 months   | \$1,268               | \$1,181       | \$845                   |
| 6 - 18 months  | \$1,649               | \$1,432       | \$964                   |
| 18 - 30 months                                       | \$1,805               | \$1,617       |                         |
| Over 30 months                                       | \$2,154               | \$2,032       | \$1,227                 |
| Overtime Rate (Over 30 months)                       | \$80.78               | \$76.20       | \$46.01                 |