



# DIRECTORS GUILD OF AMERICA

## COMMERCIAL AGREEMENT MINIMUM SALARY SCHEDULE

**EFFECTIVE:**  
December 1, 2018 to  
November 30, 2019

### 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 when 2AD duties are to be performed. 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).)

### OVERTIME

For purposes of calculating overtime, an Employee's hourly rate of pay shall equal 1/14th of the Employee's daily rate for the first eight hours of work and 1.5 times the Employee's hourly rate for the ninth through twelfth hours of work.

Non-AICP Companies: For 1st ADs employed by non-AICP companies and all 2nd ADs, the following multipliers apply for hours worked beyond the twelfth hour:

Hour	Multiplier
13	1.750
14	1.750
15	2.333
16	8.168
17	0.000
18	14.00

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).

AICP Companies: For **1st ADs only** employed by AICP companies, the following multipliers apply for hours worked beyond the twelfth hour:

Hour	Multiplier
13	1.750
14	2.000
15	2.333
16	7.917
17	0.000
18	14.00

For purposes of the thirteen, fourteenth, and fifteenth hours only, overtime is paid in half-hour increments.

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).

	Minimum Rates Effective 12/1/18	
	Daily	Weekly
Director	\$1,490	\$5,959
UPM	\$852	\$3,404
1 AD	\$1,033	\$4,136
2 AD	\$577	\$2,308
2nd 2 AD	\$491	\$1,963

### 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 6 hour period, or part thereof, worked until 8 consecutive hours off.

### 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.

### IDLE DAYS

No wages need be paid for (1) "idle" day per work week on distant location when no work is performed by the Employee on such day. Pension and Health contributions will be paid on scale for that day. An employee will be notified at or before the time of booking, of a specific or unspecified "idle" 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.

### 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; Veteran's 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 first 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) hours 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.

**PENSION, HEALTH & CQL**

Pension, Health & CQL = 17.4% ( 6.5% Pension; 10.5% Health; .15% Diversity Program funding; .25% Training Plan and Commercial Qualifications List Administration).

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

Additional contribution of .25% to the AICP Commercial Industry Administrative Fund.

**AICP Companies have special Pension & Health provisions: CONTACT THE GUILD FOR INFO (800-356-3754 (NY); 800-421-4173 (LA).)**

**LOW BUDGET COMMERCIALS**

A Low Budget commercial is defined as a commercial whose total production costs (excluding "Editorial and Finishing", "Talent Costs & Talent Expenses" and any budgetary overage incurred after production has commenced for which the employer does not receive repayment) as set forth on the AICP Summary do not exceed \$125,000 per shoot day and total production costs cannot exceed \$625,000. The Guild will give good faith consideration to requests by the Producer for waivers, which shall not be unreasonably denied from the preceding sentence where the total production costs exceed \$625,000.

Non-AICP Companies have different low budget commercial provisions. 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 \$500,000.

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 & PSAs**

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

On PSAs Director's salary is negotiable; P&H is paid on negotiated salary. The Guild will give good faith consideration to waiver requests of AD and UPM minimum salaries.

**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 email/PDF or by fax to the Guild office responsible for the location where the work is being performed. CPLFs for work in foreign locations should be sent to the New York office. CPLFs must be submitted prior to the first day of shooting.

**CPLF FAX NUMBERS**  
310-289-5393 (Los Angeles)  
212-581-0219 (New York)  
  
**CPLF EMAIL**  
cplf@dga.org

**REMEMBER:**

- No member may work for a non-signatory 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.

*This document does not contain a complete description of all contractual provisions within the NCA. The contractual provisions within the NCA override any conflicting or differing information contained herein. For a complete copy of the current NCA, please visit [www.dga.org](http://www.dga.org).*

**WORK REPORT NUMBERS**  
310-289-5300 (Los Angeles)  
212-258-0890 (New York)  
  
**DGA SAFETY HOTLINE**