

**IATSE LOCAL 745 (MN)/SPORTS MEDIA SERVICES
AGREEMENT**

BETWEEN

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE
EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS, AND
ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES,
AND CANADA, AFL-CIO, CLC, TELEVISION BROADCAST AND
STUDIO EMPLOYEES**

AND

**SPORTS MEDIA SERVICES, LLC
ON BEHALF OF FOX SPORTS 1 & FOX SPORTS 2
(Minnesota)**

**Effective
July 1, 2018 – June 30, 2019**

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This Agreement is made and entered into on July 1, 2018, by and between Sports Media Services on behalf of Fox Sports 1 and Fox Sports 2, LLC ("Fox", "Employer" or "Company") and the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists, and Allied Crafts of the United States, Its Territories, and Canada, AFL-CIO, CLC ("IATSE" or "Union") as follows:

ARTICLE I: Recognition, Jurisdiction, and Application of Agreement

a. The Employer hereby recognizes the IATSE as the exclusive bargaining representative and agent for all freelance operators employed by The Employer and engaged through its Minneapolis office as technical production crew members, in the job classifications described below, in connection with the live broadcast or recording of sporting events. This recognition is restricted to The Employer and shall not be deemed to extend to any parent, affiliate or subsidiary corporation of The Employer, or to any operations of The Employer outside of those described herein.

b. Inclusions: Technical Director (TD), Audio Mixer (A1), Audio Assistant (A2), Video Controller (V1), Graphic Operators, Graphic Coordinators, Camera Operators (stationary, mobile, and remotely operated), Capture/Playback Operators (CPO), Score Box Operators, Utility Technicians, Stage Managers, Statistical personnel (e.g. Statisticians) and others in similar technical positions.

c. Exclusions: All other persons and categories are excluded, such as employees covered under other collective bargaining agreements, maintenance personnel (e.g., Maintenance Engineers), transportation personnel (e.g., Drivers, Driver - Technicians) clerical personnel (e.g., Runners, Messengers, management/supervisory personnel (e.g., Associate Producers, Unit Managers, Technical Managers), and security personnel.

d. This Agreement is intended to cover the employment of the above technicians for professional sporting events and NCAA Division 1 events. If the employer is engaged to crew events other than defined above, the parties shall meet and confer with the designated Union Representative as to the appropriate wages, terms, and conditions for the event in question. The wage scales and working condition provisions of this Agreement shall be minimums and employees shall not be precluded from obtaining better conditions than those outlined in this Agreement. Any employee enjoying such better conditions shall not have their wages or working conditions reduced as a consequence of this Agreement.

e. Listing of the above classifications is not intended to create individual or collective exclusive jurisdictions, staffing requirements or manning requirements. There is full interchange of duties and cooperation among the crew, and also between the crew and other personnel who are involved in or responsible for the production.

ARTICLE II: Union Security

a. Within thirty (30) calendar days of initial hire of any employee covered by this Agreement, Employer shall notify IATSE of the name, address, social security number, date of hire, classification, dates of employment and gross wages earned by each

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employee on an ongoing basis. Any employee who is engaged by the Employer within the above-described bargaining unit for a cumulative (may be non-consecutive) total of thirty (30) actual work days within any two consecutive calendar years is required, as a condition of continued employment, to meet the financial obligations of Union membership, such amount of dues and initiation fees normally required by that local. Any employee who fails to comply with the above obligations within two weeks after having received an appropriate written notice of delinquency from the Union (with copy to the Employer) shall be deemed ineligible for future engagements by the Employer. Written notice of such ineligibility shall be given by the Union to the Employer, with a copy to the employee.

b. The Employer agrees that it will deduct Union dues payments from all wages earned by employees covered by this Agreement. The Union shall notify the Employer of the amount to be withheld from the employee's wages, and will maintain a signed dues deduction authorization form for each employee. The Union will make such authorizations available to the Employer effective with the start date of this Agreement, and thereafter on an annual basis. The Union will also submit to the Employer, on an ongoing basis, a list of all employees who have chosen to withdraw their authorization of said check-off forms.

c. The foregoing obligations are to be interpreted and applied consistent with applicable law. The IATSE shall indemnify and hold harmless against any claims or liability arising from Employer's compliance with any IATSE request to terminate an employee pursuant to section "a" of this Article.

ARTICLE III: No Sub-Contracting

a. The Employer may not subcontract with third parties for the performance of work within the scope of this Agreement, unless the Employer determines that insufficient qualified freelancers are available in the market, or that special skills or equipment is needed and cannot be supplied by the Employer.

b. Thirty (30) days prior to implementing substantive changes in past practices with respect to staffing/manning requirements or to subcontracting, the Employer shall give notice of such intended changes and the opportunity to discuss the situation prior to implementation. The requirements of this paragraph are not applicable to subcontracting caused by equipment limitations.

ARTICLE IV: Management Rights

The Union recognizes the Employer's inherent and traditional right to manage its business, to direct the work force and to establish and modify the terms and conditions of the employee's employment, except as such right is expressly limited by specific provisions of this Agreement. The exercise of these management rights is vested exclusively with the Employer. All matters not specifically and expressly controlled by language of this Agreement may be administered for its duration by the Employer in accordance with such policy or procedure as the Employer from time to time may determine.

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Specifically, and without limiting the generality of the foregoing, the Employer has the sole exclusive right:

- To hire, suspend, transfer, promote, demote and discipline employees and to maintain and improve their discipline and efficiency;
- To lay-off, terminate, or otherwise relieve employees from duty;
- To eliminate, change or consolidate jobs;
- To install new jobs;
- To direct the methods and process of doing work and to introduce new and improved work methods or equipment;
- To determine the location where work is to be performed;
- To determine the starting and quitting times, the time for lunch and rest breaks, the number of hours to be worked; and
- To make and modify rules and regulations that the Employer deems necessary for the conduct of its business and to require their observance.

ARTICLE V: Hiring and Hiring Practices

a. To the extent that the Employer is in need of qualified persons to perform work covered by this Agreement, it will give first consideration for employment to employees registered to work with the Union. The Employer agrees to hire based on fair and equitable criteria.

b. The Employer shall maintain a hire list of experienced personnel.

c. Experienced personnel shall staff all events unless training arrangements are made in advance.

d. The Union agrees that it is and will continue to be an open Union and that it will keep its membership rolls open and will offer membership to all eligible employees engaged by the Employer. The Union agrees not to impose any fees in excess of the maximum fees required of members of the Union upon eligible employees of the Employer who wish to join the Union or wish to be represented by the Union.

e. Employee Cancellations:

If an employee has been offered an event to work and the employee confirms such assignment, the employee may not cancel unless a replacement satisfactory to the Employer has been found. The Employer shall assist the employee by providing names and phone numbers of other workers that would be acceptable replacements, but it is the responsibility of the employee to find the replacement. Criteria for such "satisfactory replacement" shall consist of an individual:

- 1) Being on referral list in the specific craft;
- 2) Having previously worked for the client in that position without issue; *and*
- 3) confirmation that the replacement employee is available and willing to work.

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Employee will give notice of replacement to Employer at the earliest reasonable opportunity. If the Employer deems the identified replacement to be unsatisfactory, Employer must respond to the employee within forty-eight (48) hours of such notice, or, where notice of replacement is received after Employer's business hours, Employer shall have until the end of the second business day to respond. On timely response by Employer,

- the original employee will be responsible for the committed shift and may continue to seek a suitable replacement or resolve himself/herself to work the committed shift; *or*
- Employer may release original employee from the booking and hire from outside the referral list, in which case such non-referral hire will not count as one (1) of the Employers referral list exceptions detailed in section "h" of this Article.

If Employer does not respond to employee within forty-eight (48) hours or the end of the second business day, the identified replacement is considered to be suitable and employee is released.

This Article shall not apply to cancellations due to medical or other emergencies. The Union agrees that if an employee cancels for medical reason or other emergency, it will assist the Employer in obtaining proper verification from the employee.

Employees subject to this Agreement hereby agree that they will not accept bookings for which they have or are aware of a previous scheduling conflict. If the Employer agrees to accept responsibility for a substitution, no further action is needed on behalf of the employee.

f. The Referral List:

The Union will maintain and provide the Employer a Referral List of qualified individuals as well as the positions for which each is qualified. Inclusion of an individual on the Referral List constitutes a representation by the Union that it has examined the experience and qualifications of that individual and has determined that the person is qualified to perform the jobs indicated. The Union will accept to the Referral List all qualified employees of the Employer without discrimination of any kind and regardless of Union membership.

g. Preference of Employment:

To the extent that the Employer is in need of qualified persons to perform work covered by this Agreement, it will give preference of employment, provided qualifications as determined by the Employer are acceptable, to employees currently referred for work by the Union (the Referral List) so long as a qualified person is available. The Union agrees that the Employer is not obligated to recognize seniority when hiring from the Referral List.

h. Irregularities and Exceptions:

The Employer may hire any person for one (1) workday outside of the Referral List, but such person must be referred to the Union for inclusion on the Referral List if their

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performance was deemed to be acceptable by the Employer. The Employer may hire anyone at any time even if not on the Referral List, but such hires are limited to an aggregate of ten (10) days of hire per year. Employees who travel in as employees of a team or rights holder from another market do not count toward this aggregate number of ten (10) days of hire per year.

i. The Hire List:

The Employer shall maintain their own Hire List based on fair and equitable criteria applied uniformly to each person on the Referral List. The Employer and the Union agree that qualified, experienced personnel as determined by the Employer, shall staff all positions unless training arrangements have been made in advance.

j. The parties shall meet at least quarterly to discuss any crewing concerns that may arise. A designated representative of the IATSE and the person within the Company responsible for crewing, along with other Employer representatives as may be deemed necessary shall be at this meeting. If crewing concerns arise between quarterly meetings, either side may call a meeting by sending the other written notice. Within ten days of such notice a meeting must be scheduled to take place.

ARTICLE VI: Discipline and Discharge

a. The Employer maintains the right to make and modify reasonable work and conduct rules and require their observance.

b. Whenever disciplinary action is taken, the Employer agrees to issue a "Notice of Termination" or a "Notice of Discipline" letter to the Union and affected Employee. The Union agrees that the issuance of "Notice of Termination" and/or "Notice of Discipline" letter is a management decision; however, no employee shall be disciplined or discharged without just cause. Before issuance of either letter referred to above, management will offer the employee the right to schedule a meeting. The employee may bring a Union Representative to such meeting.

ARTICLE VII: No Discrimination

The Employer and the IATSE agree that in applying the terms of this Agreement there will be no unlawful discrimination based upon race, color, religion, gender, sexual orientation, age, national origin, or other statutorily protected status. The Arbitration provisions of this Agreement shall not apply to this Section if an Employee has recourse via State or Federal agencies of competent jurisdiction.

ARTICLE VIII: No Strike, No Lock Out

During the term of this Agreement, there shall be no strikes or picketing by the Union or Lockout of Employees by the Employer. It shall be understood by and between both parties to this Agreement that a lawful IATSE picket line, sanctioned by the International President, shall not constitute cause for discipline as defined by this Agreement.

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ARTICLE IX: Stewards

The Union may appoint one steward for each production. No steward shall be subject to penalty, discipline, layoff, or discharge for any act in the performance of their duties as steward and acting by the authority of the Union, provided they continue to perform their job responsibilities in an acceptable manner.

ARTICLE X: Access

Representatives of the Union shall be permitted reasonable access to all sites where persons covered by this Agreement are performing services. The Employer is not responsible for restricted admittance policies, but will use its best efforts to assist Union Representatives with access difficulties.

ARTICLE XI: Grievance and Arbitration

a. In the event that the IATSE or the Employer contends that the other party has violated a provision of this Agreement, the following procedures shall be applicable:

1. Within ten (10) business days of the time the employee, Employer or the Union knew (or reasonably should have known) of the event giving rise to the grievance, the appropriate party must give written notice to the other party of the claim.
 2. A representative of the IATSE and a designated representative of the Employer shall, within ten (10) business days after service of notice of the claim, meet and discuss the matter and attempt to effect a settlement of said controversy or dispute. Any agreement arrived at by such representatives shall be final and binding.
 3. In the event that such controversy or dispute is not settled by the Employer and the IATSE within twenty (20) working days after the written notice given pursuant to paragraph (1) above, or within ten (10) business days after the meeting referred to in paragraph (2) above, then such controversy or dispute may be submitted to arbitration. The demand for arbitration must be made in writing, no later than forty (40) business days after written notice referred to in paragraph (1) above. Each party shall bear half the cost of the arbitrator's fees and expenses.
 4. The parties shall first attempt to agree upon an arbitrator. If such agreement is not reached the arbitrator shall be selected from a list obtained from the American Arbitration Association by alternate striking of names with the Union going first.
- b. Processing a claim or discussing its merits shall not be considered a waiver of a defense that the matter is not arbitrable or that it should be denied for reasons which do not go to the merits.
- c. The arbitrator shall have no power to modify, add to, or subtract from the terms of this Agreement, but shall only determine whether the Agreement has been violated in the manner alleged in the grievance, and, if so, what the remedy should be within the

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meaning of the Agreement.

d. The Employer is not bound by any past practices or understandings except to the extent such past practices or understandings are specifically stated in this Agreement. Past practice may be used in interpreting or applying an express term of this Agreement, but shall not be used to add or modify the express terms of the Agreement.

e. The decision of the arbitrator, within the limits indicated above, shall be final and binding upon the grievant and all parties.

f. The grievance and arbitration procedure is to be the sole and exclusive remedy for any claimed breach of this Agreement or any other grievable dispute relating to the employment by the Employer of employees covered by this Agreement.

g. If a grievance is not processed at any stage in accordance with stated time limits, it shall be deemed withdrawn. All time limits are subject to extension, but only by mutual written agreement.

ARTICLE XII: Minimum Conditions

a. Wages:

The minimum wage rates, and wage increases, shall be as outlined in "APPENDIX A".

b. Work Day:

A regular work day shall be computed by totaling the number of hours between the time an employee reports to work and the time the employee is dismissed by the management representative on site at the end of such work day, including meal periods. Employer shall provide employee forty-eight (48) hours' notice of their report to work time ("call time").

c. 10 Hour Minimum Call:

All employees shall be guaranteed at least ten (10) hours of paid work.

d. Work Week:

The workweek is currently defined as Monday through Sunday. The workweek may be amended from time to time, not to exceed two (2) times per calendar year, upon a thirty (30) day notification to the Union. If any party wishes to discuss this provision, such meeting will occur within the thirty (30) day notification period.

e. Overtime:

1. Employees shall receive overtime of time and one-half (1 ½x) times their regular rate for all work in excess of ten (10) elapsed hours from their "in time" on any workday.

2. Employees shall receive double time of two (2x) times their regular rate for all work in excess of thirteen (13) elapsed hours from their "in time" on any

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workday.

f. Pyramiding:

It is specifically understood that there shall be no pyramiding of over-time pay made under any of the provision of this agreement. Any payment categorized/described as a "Penalty" due under this Agreement shall not be considered "Pyramiding."

g. Double Header / Multiple Events:

1. A regular double header will have a fourteen (14) hour minimum call with overtime being paid after ten (10) hours of actual work in accordance with the overtime provisions of this Agreement.
2. Employees will be notified at least one (1) week in advance regarding the existence of multiple events in a single day. Such employee will be given the option to decline without retribution.
3. A "day-night double header" where the arena is cleared of patrons and a separate ticket is purchased for the second event, employees shall be paid two (2) 10-hour minimum calls.
4. Employees who are engaged for two (2) separate events in the same day (e.g., baseball then hockey) shall be paid as two (2) 10-hour minimum calls. The overtime provisions after ten (10) hours in one workday do not apply until after ten (10) hours have been worked.

h. Meal Periods:

1. All meal periods shall be compensated and will be one (1) hour in length. The meal period shall be scheduled as near to the midpoint in the workday as possible and not to exceed the 6th elapsed hour from the employee's "in time" or return to work from a previous meal break.
2. In the event a crewmember misses a meal break due to work, they will be compensated an additional hour at one and one-half (1 ½~~x~~) times their straight time rate of pay.

i. Rest Periods:

1. All technicians shall be granted at least two ten (10) minute breaks plus a meal break during a ten hour shift. The Employer will not unreasonably deny a relief breaks when necessary.
2. Employees shall be given ten (10) continuous hours off between the time of dismissal and reporting for the next day's work. This rule shall apply to employees traveling from one assignment to another, unless early travel is at the employee's request and later arrangements are available. If less than ten (10) hours in between calls are given, the employee and the Employer shall mutually agree to one of the following remedies:

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- A premium of one and one half (1 ½~~x~~) times the employee's rate shall be paid for hours invading the ten (10) hour rest break.
 - The Employer shall provide nearby housing.
 - Provide transportation to or from home, the event, or the airport.
 - Provide and adjusted call time. The adjusted call time will also count as the employee's "in time" for the day.
3. Employees that must travel after working hours shall be given adequate time and appropriate facilities to clean up before traveling whenever practical to do so.

j. Cancelled Calls:

1. If the Employer cancels an assignment of a previously booked employee the Employee shall be compensated one half (.5) of their day rate for less than seventy-two (72) hours' notice, and a full day rate for less than forty-eight (48) hours' notice. If the employer offers (or finds a third party to offer) the employee another job during that same time period, no additional fee shall be due as long as the job compensation and circumstances relating to that job are equal to the cancelled call.

2. In the event that operations are temporarily curtailed in whole or part, neither party shall be liable in damages for any delay or default in performing hereunder if such delay or default is caused by conditions beyond its control including, but not limited to Acts of God, strikes, wars, riots, or events which frustrate the purpose of broadcast or make it impossible to continue operations.

k. Parking:

Employees' actual parking costs shall be reimbursed by Employer up to \$15.00 per event. All parking reimbursements must be submitted to the Employer within two (2) weeks from the conclusion of the event.

ARTICLE XIII: Holidays

- a. The following shall be deemed holidays, irrespective of the day of the week on which the holiday may fall: 4th of July, Labor Day, Thanksgiving Day, Christmas Day, New Years' Day, and Memorial Day. Additionally, Christmas and New Years' holiday shall start on 6:00 p.m. the day preceding the holiday and end on midnight at the end of the actual holiday.

- b. If an employee is engaged to work or travel on any of the holidays listed above, the employee will be compensated at the rate of one and one-half (1.5x) times their applicable rate of pay for the daily guarantee.

ARTICLE XIV: Payment of Wages

- a. At no time shall the duties of any employee covered by this Agreement include the handling of Company cash.

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b. The Company shall institute the practice of sending detailed information to each employee providing a breakdown of all monies and benefits paid and deducted, from the previous pay period.

c. Employer shall maintain a regular payroll period and employees shall be paid on a twice-monthly basis, assuming employees have performed work during the half of the month corresponding to the pay date.

ARTICLE XV: Job Classifications

a. Technical Directors (TD): Shall work under the direction of the Producer, Director, Engineer in Charge and/or Crew Chief to implement their instructions for providing the visual portion of the telecast. The Technical Director shall have the required skills to program and operate the required switcher, DVE's, DDR/Fast Forward channel outputs, still store and other related equipment necessary to fulfillment of their job skills/responsibilities. Additional skills include, but are not limited to: layout of the monitor wall and tallies; coordination of the tech schedule and performing fax and transmission checks.

b. Audio Mixers (A-1): Shall work under the direction of the Producer, Director, Engineer in Charge and/or Crew Chief to implement their instructions for providing the audio and communications portion of a telecast. The Audio A1 shall have the required skills to program and operate the required audio board and other equipment related to mixing, editing, dubbing, transferring, routing and patching of the required audio, communications and RF portion of a telecast; and operate/perform other related equipment/services necessary to the fulfillment of their job skills/responsibilities. Additional skills include, but are not limited to: running and interfacing of multiple building-to-truck, truck-to truck & other interconnect cabling and performing fax and transmission checks.

c. Audio Assistants (A-2): Shall work under the direction of the Producer, Director, Engineer in Charge and/or Crew Chief to implement their instructions for providing the audio portion of a telecast. The Audio A2 shall have the required skill to setup and troubleshoot microphones, intercom and cabling related to the audio, communications and RF portion of a telecast and operate/perform other related equipment/services necessary to the fulfillment of their job skills/responsibilities. Additional skills include, but are not limited to: assisting/relieving the A1 with their direct skills as may be required; and running & interfacing of multiple building-to-truck, truck-to-truck & other interconnecting cabling.

Audio:

- On a show where there are two (2) or more “on camera” positions used back to back during a single production (e.g. interviews or commentary using headsets, shotgun mics, stick mics, etc.), the company shall engage at least two Assistant Audio Technicians.

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- At least two (2) audio assistants shall be employed on productions utilizing RF equipment.
- Audio Assistants shall not be asked to perform the duties of the stage manager, or operate cameras.
- For dual feeds there will be a separate audio crew.
- At least one (1) Audio A2 will be employed for each production.

d. Video Controllers (V1): Shall work under the direction of the Producer, Director, Engineer in Charge and/or Crew Chief to implement their instructions for providing the image portion of a telecast. The Video V1 shall have the required skills to execute camera and video cabling, connections and patching; maintain images to broadcast standards; and operate/perform other related equipment/services necessary to the fulfillment of their job skills and responsibilities. Additional skills include, but are not limited to: running and interfacing of multiple building-to-truck, truck-to-truck & other interconnect cabling.

e. Assistant Video Controller (V2): Shall work under the direction of the Video Controller (V1), Producer, Director, Engineer-In-Charge and/or Crew Chief to implement their instructions for providing the image portion of a telecast. The Assistant Video Controller (V2) shall have the required skills to execute camera and video cabling, connections, and patching; to maintain images to broadcast standards; and to operate/perform other related equipment/services necessary to the fulfillment of their job skills and responsibilities. Additional skills include but are not limited to: assisting/relieving the V1 with their direct skills as may be required; running and interfacing with multiple building-to-truck, truck-to-truck, and other interconnected cabling.

Video:

- A single Video Controller can paint and/or iris no more than nine (9) cameras including color corrected feeds. Clock, scoreboard and locked off POVS are not included unless the video controller is asked to actively color correct the POVS. After nine (9) cameras a second experienced video controller is required.
- In the event of a dual feed there shall be a second video operator engaged.
- Where a second Video Controller is engaged, they shall be assumed to share the overall video workload.

f. Graphics Operator: Shall work under the direction of the Producer, Director, Engineer in Charge and/or Crew Chief to implement their instructions for providing the graphics portion of a telecast. The Graphics Operator shall have the required skills to program, operate, and download the required graphics elements (manually or *via* download). The Graphics Operator will use a generator/computer to create, program, edit and display graphics and operate perform other related equipment/services necessary to the fulfillment of their job skills and responsibilities.

Graphics:

- Graphics Operator shall receive an additional fifty dollar (\$50.00) fee if no Graphics Coordinator is hired.

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g. Graphics Coordinator: Shall work under the direction of the Producer, Director, Engineer in Charge and/or Crew Chief to implement their instructions for coordinating the graphics portion of a telecast. The Graphics Coordinator shall have the required skills to assist the Graphics Operator and/or coordinate the required graphics used on air and operate/perform other related equipment/services necessary to the fulfillment of their job skills and responsibilities.

h. Hard Camera Operator: Shall work under the direction of the Producer, Director, Engineer in Charge and/or Crew Chief to implement their instructions for providing hard studio-type camera operations. The Hard Camera Operator shall have the required skills to cable, assemble and operate hard studio-type video cameras; assist with cabling, setup of video monitors and lighting, telestrator, and radar/speed gun. Operators shall have the ability to assist the Video Operators and truck engineers in troubleshooting and operate perform other related equipment/services necessary to the fulfillment of their job skills and responsibilities. Additional skills include, but are not limited to: running of multiple building-to-truck, truck-to-truck & interconnect cabling.

i. Handheld Camera Operator: Shall work under the direction of the Producer, Director, Engineer in Charge and/or Crew Chief to implement their instructions for providing handheld camera operations. The Handheld Camera Operator shall have the required skills to cable, assemble and operate handheld video cameras; assist with cabling, setup of video monitors, lighting, telestrator, and radar/speed gun. Operators shall have the ability to assist the Video Operators and truck engineers in troubleshooting and operate/perform other related equipment/services necessary to the fulfillment of their job skills and responsibilities. Additional skills include, but are not limited to: running of multiple building-to-truck, truck-to-truck & other interconnect cabling.

j. Robotic Camera Operator: Shall work under the direction of the Producer, Director, Engineer in Charge and/or Crew Chief to implement their instructions for providing remote-controlled camera operations. The Robotic Camera Operator shall have the required skill to cable, assemble, balance, operate and tear down the Robotic style camera crane as well as the ancillary equipment that goes with robotics. The Robotic Camera Operator shall have the ability to assist the Video Operators and truck engineers in troubleshooting and operate/perform other related equipment/services necessary to the fulfillment of their job skills and responsibilities. Additional skills include, but are not limited to: running of multiple building-to-truck, truck-to-truck & other interconnect cabling.

k. Jib Camera Operator: Shall work under the direction of the Producer, Director, Engineer in Charge and/or Crew Chief to implement their directions to provide quality jib-camera maneuvers. The Jib Operator shall have the required skills to cable, assemble, balance, operate, and tear down jib-style camera crane as well as the ancillary equipment that goes with the crane. The operator shall have the ability to assist Video Controller(s) and Engineers in troubleshooting and operate/perform other related equipment/services necessary to the fulfillment of their job skills and responsibilities.

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l. Stabilizing Camera Operator: Shall work under the direction of the Producer, Director, Engineer-in-Charge, and/or Crew Chief to implement their instructions for providing remote-controlled camera operations. The Stabilizing Camera Operator shall have the required skill to cable, assemble, balance, operate, and tear down the camera as well as the ancillary equipment that goes with the Stabilizing Camera. The Stabilizing Camera Operator shall have the ability to assist the Video Controller(s) and truck engineers in troubleshooting and to operate/perform other related equipment/services necessary to the fulfillment of their job skills and responsibilities. Additional skills include, but are not limited to: running of multiple building-to-truck, truck-to-truck, and other interconnect cabling.

Camera:

- Robotic Camera Operators shall receive a call in time the same as the earliest crewmember for the event. Robotic Operators shall not be required to operate more than two (2) cameras at any one time or set up more than one system without assistance (for example; a utility to provide assistance).
- Any employee not engaged as a Camera Operator will receive additional compensation of twenty-five dollars (\$25.00) for operating “Booth” cameras for twenty (20) minutes or less.
- Any Camera Operator performing ENG duties shall receive an additional seventy-five dollars (\$75.00) per shift (limited to one \$75.00 fee per show).

m. Capture Playback Operator 3 (RO/CPO3): Shall work under the direction of the Producer, Director, Engineer-in-Charge, and/or Crew Chief and/or Tape AD/Tape Producer to implement their instructions for providing record/playback/slomo operation of a Videotape machine or Replay Only device. The CPO3 shall have the required skills to record, slomo, and playback recorded elements and to operate/perform other related equipment/services necessary to the fulfillment of their job skills and responsibilities.

n. Capture Playback Operator 2 (CPO2): Shall work under the direction of the director, producer, EIC, and/or Crew Chief to implement their instructions for providing record/playback/slomo operation of videotape machine(s) or digital recording device. The CPO2 shall have the required skills to record, slomo, perform simple editing functions for rollouts and bumpers only, and playback recorded elements and to operate/perform other related equipment/services necessary to the fulfillment of their job skills and responsibilities. Additional skills include, but are not limited to: monitor and router layout and organizing and assembling melts.

o. Capture Playback Operator 1 (Lead EVS/CPO1): Shall work under the direction of the Producer, Director, Engineer in Charge and/or Crew Chief and/or Tape AD/Tape Producer to implement their instructions for providing record/playback/slomo operation and playlist execution of a multi-channel video recording device. The CPO1 shall have the required skills to record, edit (assembly of various elements), slomo, playback, construct, and execute elements/playlists and to operate/perform other related

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equipment/services necessary to the fulfillment of their job skills. Additional skills include, but are not limited to: monitor and router layout and organizing and assembling melts.

Capture Playback:

- Operators shall not be assigned to run more than two (2) slow motion machines at one (1) time.
- Multi-channel machines: If more than four (4) playback channels are utilized, a minimum of three (3) operators shall be employed. A CPO3 will not be responsible for more than four (4) production-controlled channels during a show. A 6-channel machine operator will be paid at the CPO1 regular rate of pay.

p. Score Box Operator: Shall work under the direction of the Producer, Director, Engineer in Charge and/or Crew Chief to implement their instructions for providing score box computer operations. The Score Box Operator shall have the required skills to setup and operate the required computer: input statistics and graphic elements (manually or via download); and operate/perform other related equipment/services necessary to the fulfillment of their job skills and responsibilities. Additional skills include, but are not limited to: setup and troubleshooting of radar/speed gun.

If the employer utilizes a score box during the production it must employ an operator (unless per past practice the score box is used to only display a logo).

q. Utility: Shall work under the direction of the Producer, Director, Engineer in Charge and/or others to implement their instructions for assisting camera and/other operations. The Utility shall have the required skills to cable and assist with the operations of all video, audio and lighting equipment; provide active cable assistance to moving camera operators during all phases of camera operations; assist other crew and truck engineers in troubleshooting and perform other related services necessary to the fulfillment of their job skills and responsibilities. additional skills include, but are not limited to: running of multiple building to-truck, truck-to-truck & other interconnecting cabling; setup of monitors, radar/speed gun, and telestrator (also including sets and stage materials).

Utility:

- A dedicated Utility worker shall be assigned to all Handheld Camera Operators, unless the handheld camera is at a location that does not move during the event.

r. Stage Manager: Shall work under the direction of the Producer, Director, Engineer in Charge and/or Crew Chief to implement his/her instructions for providing management of on-air talent. The Stage Manager shall have the required skills to assist talent and operate/perform other related equipment/services necessary to the fulfillment of his/her job skills and responsibilities.

If a late call individual's (Score Box Operator or Stage Manager) call in time is adjusted to earlier than three (3) hours before the game/event start time, prior arrangements will be made with that employee.

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s. Statistician: Shall work under the direction of the Producer, Director, Graphics Coordinator and/or talent to provide statistical information for the Graphics Coordinator and/or talent that pertains to the event as necessary to inform the talent and/or help build graphics for the broadcast. The Statistician should have the knowledge and the ability to research game information as it pertains to the event.

Bargaining unit personnel shall not be responsible for crowd management/control.

ARTICLE XVI: Working Out of Classification and Extra Duty

An employee whose call was for a given classification but is then assigned the duties of higher paid classification shall be paid at the rate of the higher paid classification for the entire day, except for operation of the booth or clock cameras for twenty (20) minutes or less in duration.

ARTICLE XVII: Safety and Health

a. The Employer recognizes the need to provide employees a safe and healthy working environment. If safety gear is required for an assignment, the Employer shall provide such gear.

b. The Employer will provide a representative on site that will have knowledge of the client's requirement for the broadcast and will supervise the crew.

c. If a possible unsafe situation occurs during an event, the potential problem should immediately be reported to the management representative on site. The management representative will consult with the job steward and shall make any adjustments to hazards that the management representative feels need immediate attention. No employee shall be disciplined or discharged for failure to participate in an activity that exposes the individual to danger.

d. An active and authoritative safety committee consisting of at least one (1) member of the Union from each local union and an equal number of management representatives shall be established and shall meet as needed to discuss safety problems. The designated union committee member shall not suffer any loss of wages with respect to any meeting involving safety matters.

e. Any employee can inform the safety committee of possible unsafe working conditions. The committee will investigate and within five (5) workdays, either advise the Employer of any unsafe condition(s), or advise the employee that no unsafe condition exists. If the Employer is advised of an unsafe work condition, the condition will be investigated within five (5) days, and corrected as needed.

f. Where access to rest rooms is considered inconvenient, the Employer will provide adequate facilities near the truck location.

g. Cool water will be made available at the truck location from the start to the end of the work call.

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ARTICLE XVIII: Training and New Technology

a. The Employer and the Union both agree that it is important for employees to continue to advance their skill and abilities. As new technology emerges the Employer's first priority, to insure the availability of qualified freelancers, will be to train current freelancers in the new technology.

b. Any freelancer currently on the hire list can ask for training in a new job category, and receive that training, as time and equipment is available. Training positions will not be added to an event unless a normal full crew is assigned to the event, in addition to the trainee. If the Employer bills for the trainee's hours the trainee shall also be paid their regular rate. Otherwise, the trainee is unpaid. The Employer and the employee shall mutually agree on compensation to train or supervise training of another employee.

ARTICLE XIX: Joint Training Committee

The Employer and the Union agree that advances in technology require a forum to discuss and resolve issues related to the training of employees covered by this Agreement. To that end, the parties hereby establish a joint training committee. The Committee will research and develop training programs, which are of mutual benefit to the Employer and the Union. The Committee members will be selected on an *ad hoc* basis and will meet and confer at a time agreeable to both parties.

ARTICLE XX: Prior Approval for Premium or Penalty Payment

When an agent of the rights holder requests or compels a technician(s) to provide any of services which require the Employer to pay a premium or penalty for such work, they shall initial a check off sheet that indicates the request(s), and/or have such duties approved by the appropriate Employer designee.

ARTICLE XXI: Travel

- a. It is understood that the Employer shall reimburse each Employee for all travel and living expenses, when travel by such Employee is required or authorized. Additionally, all travel time in connection with any such assignment shall be credited as time worked. For the purposes of this Article, the following definitions apply:
- **Production Cities:** Within the jurisdiction under this Agreement, there shall be the following Production Cities:
 1. Minnesota: (1) Minneapolis and (2) St. Paul
 - **Local Hire:** A local hire is an individual who lives within fifty (50) miles of the event location assigned for work. Any such individual is not paid for travel time nor mileage to or from the venue. As such, the Technician's time starts and ends at the site of assignment.
 - **Nearby Hire:** A nearby hire is an individual who lives more than fifty (50) miles and less than seventy-five (75) miles from the event location so assigned. It is understood that Nearby Hire will be considered "local" when the employee is reporting to and event location within their Production City.

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- Distant Hire: A distant hire is any employee who lives more than seventy-five (75) miles from the event location so assigned. Such location shall be considered a Distant Location. Employer shall provide Distant Hires overnight lodging as necessary and, regardless, a per diem of \$55 for each day or fraction thereof spent traveling.

- b. Travel by common carrier: Compensation for time spent traveling by common carrier shall commence two (2) hours or one (1) hour for charter plane travel, prior to the scheduled flight time and stops one (1) hour after the completion of the flight. Travel time of five (5) hours or less shall be paid at one-half (½) the employee's Minimum 10-hour Day Rate. Travel time in excess of five (5) hours up to and including eight (8) hours shall be paid at eight (8) hours straight time. It is expressly understood that an eight (8) hour travel day is exclusive of a one (1) hour unpaid meal period. Thus, a travel day is a total of nine (9) hours; of which eight (8) are paid and one (1) hour is an unpaid meal period. Employees traveling in excess of nine (9) total hours up to and including ten (10) hours, shall be paid their minimum 10-hour Day Rate as detailed in Article XII – Minimum Conditions. In the event an employee travels by common carrier in excess of ten (10) hours, all overtime provisions outlined in Article XII shall apply.

- c. Local travel by car: A Local Hire is not paid for travel time nor mileage to or from the venue. As such, the Technician's time starts and ends at the site of assignment.

- d. Nearby travel by car: A Nearby Hire is not paid travel pay but shall receive reimbursement for mileage at the prevailing IRS rate.

- e. Distant travel by car: If a Distant Hire is authorized and travels by car to the location, their mileage will be reimbursed and actual hours required for the drive from the employee's residence to the work location will be paid at an Hourly Travel Rate of twenty-five dollars (\$25) per hour. For work-and-travel or travel-and-work days, all time shall be considered work time for the purposes of calculating overtime. When traveling by car on travel only days, employees traveling five (5) hours or less shall be paid five (5) hours at the Hourly Travel Rate. Employees traveling by car in excess of five (5) hours up to and including eight (8) hours shall be paid eight (8) hours at the hourly Travel Rate. Employees traveling by car in excess of eight (8) hours up to and including ten (10) hours shall be paid their minimum 10-hour Day Rate as detailed in Article XII – Minimum Conditions. An employee traveling by car in excess of ten (10) hours shall be paid their 10-hour Day Rate and all overtime provisions of Article XII shall apply.

- f. Lodging: The Employer shall provide for all hotel accommodations (which will also be full-service whenever possible). All hotel rooms will be provided on the basis of single occupancy. Any extenuating circumstances will be discussed with the union and a request for a waiver by the Employer will not be unreasonably

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denied. A Distant Hire's time starts and ends at the hotel location, and the time spent in transit between the hotel and the event shall be considered work time.

- g. Parking and Personal Vehicle Use: An employee on Distant Location driving a personal vehicle or vehicle rented by the Employer shall be compensated for all parking expenses for vehicles parked at a hotel. If the employee is driving their personal vehicle, such employee will additionally be reimbursed for mileage between the hotel and event location; however, only insofar as the Employer has expressly authorized the employee to use their personal vehicle. Otherwise, the employee shall use the crew transportation provided for by the Employer.
- h. Overnight / Distant Location Parking: For events for which an employee is entitled to per diem, overnight/distant location parking shall be reimbursed with proper documentation at the actual cost of parking at a "Long-Term" location. On consecutive events, the above stated value for parking expenses will be applied to each such event.
- j. Dark-days to be paid at one-half (.5) of employee's minimum call with full per diem, full pension, and one-half (.5) of daily minimum healthcare contribution (applicable rate paid for each of the five (5) hours in employee's one-half minimum call).

ARTICLE XXII: Labor-Management Committee

A Labor Management Committee shall be established, with an equal number of representatives from each side. The committee shall meet at least quarterly to discuss issues brought before it. Any member of the committee can submit issues for committee consideration.

ARTICLE XXIII: Health and Welfare

a. For each hour worked by an employee or paid for by Employer, Employer shall contribute to the IATSE Health and Welfare Plan the following:

- From July 1, 2018 to June 30, 2019: \$7.25 per hour

b. The Employer shall contribute to the IATSE Annuity Fund on behalf of each employee the following percentage of such employee's gross wage:

- From July 1, 2018 to June 30, 2019: 4.00%

c. In addition to the mandatory uniform employer contribution for all eligible employees, each such employee may elect to defer part of their salary, subject to statutory limitations and the rules of the Annuity Fund, and the employer will transmit those salary deferrals to the Annuity Fund by the 10th day or each month following the end of the month in which the covered services were performed.

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d. The Employer shall make the following defined pension plan contributions to the IATSE National Pension Fund on behalf of each employee:

- From July 1, 2018 to June 30, 2019: \$11.00 per day worked

e. Contributions shall be made by separate check to the “IATSE Health and Welfare Fund” and the “IATSE Annuity Fund” and the “IATSE National Pension Fund” no later than the 10th of each month in respect to all employment during preceding month on which contributions were payable. In conjunction with each such payment, Employer shall submit a remittance report showing the names of the employees for whom contributions are being made, their social security numbers, their dates of employment, shifts of employment by them as well as the amount of contributions paid for them.

ARTICLE XXIII: Separability and Savings

If any clause of this Agreement shall be determined to be illegal by a court or other tribunal of competent jurisdiction, it shall be severed from this Agreement, and the rest of the Agreement shall not thereby fail or be rendered null and void.

ARTICLE XXIV: Entire Agreement

This Agreement is intended to cover all matters affecting wages, hours and other terms and conditions of employment and all similar or related subjects. During the term of this Agreement neither the Employer nor the Union will be required to negotiate and any further matters affecting these or effecting any other subjects not specifically set forth in this Agreement, whether or not such subjects were discussed or were within contemplation of either or both parties at the time they negotiated this Agreement. There are no understandings or agreements which are not set forth in this Agreement, and any future understandings or agreements are valid and enforceable only if reduced to writing and signed by authorized representatives of the parties.

ARTICLE XXV: Term of Agreement

This Agreement shall be effective as of July 1, 2018 and shall continue to and including June 30, 2019. All terms are effective upon execution of this Agreement. Negotiations for amended terms of this Agreement shall begin upon written request of either party, no later than sixty (60) days before the expiration date. In the event that neither party gives such notice, the Agreement shall be deemed renewed without amendment and shall continue from year to year until notice has been served.

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INTERNATIONAL ALLIANCE OF
THEATRICAL STAGE EMPLOYEES,
MOVING PICTURE TECHNICIANS,
ARTISTS AND ALLIED CRAFTS

SPORTS MEDIA SERVICES,
LLC ON BEHALF OF FOX
SPORTS 1 & FOX SPORTS 2

Date: _____

Date: _____

[Remainder of page intentionally left blank]

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Sideletter #1 – Sports Media Services, LLC Travel Side Letter for FS1 / FS2 Broadcasts

If Sports Media Services, LLC is engaged to crew or payroll “Non-exclusive Core Travelling Employees” who are hired to travel outside of their home region for an FS1 or FS2 package, the following rates shall apply.

Wages for Non-exclusive Core Travelers:

Crafts	8/1/17 - 7/31/18	8/1/18 - 7/31/19
Technical Director	\$62.76	\$64.64
Audio A1	\$62.76	\$64.64
Audio Assist A2	\$56.90	\$58.61
Parab / Audio A3	\$34.54	\$35.58
Video Controller V1	\$60.27	\$62.08
Video Assist V2	\$56.90	\$58.61
EVS Operator	\$60.27	\$62.08
VTR / RO Operator	\$56.90	\$58.61
Camera Operator	\$56.90	\$58.61
HH Camera Operator	\$56.90	\$58.61
Robo Camera Op.	\$60.27	\$62.08
Graphics Operator	\$60.27	\$62.08
Score Box Operator	\$56.90	\$58.61
Utility	\$34.54	\$35.58

Employer shall also pay to Non-exclusive Core Travelers a per diem of \$77.22. The per diem and wages applicable to the 8/1/18 – 7/31/19 time period shall continue beyond the 7/31/19 date unless thereafter renegotiated.

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Sideletter #2 – Minnesota Stage Managers/Red Hats

The following serves as a Special Agreement under the IATSE Local 745/Sports Media Services Agreement (“Agreement”) with respect to all freelance and regular part-time Stage Managers and Red Hats (aka Commercial Time-Out Coordinators) employed within the state of Minnesota for work performed for “FS1 Remote Productions” (national cable channels) or “Fox Sports Productions” (network channel) in connection with the telecasting of live sports events. The Parties have agreed to cover these two classifications under the same terms and conditions outlined in the Agreement effective July 1, 2018 through the term of the current Agreement. In addition, the terms and conditions cited below are modifications to the Agreement and these terms as modified, not the terms contained in the Agreement are the ones to be relied upon for the term of this Memorandum of Agreement.

1. This Agreement is applicable to Stage Managers and Red Hats/Time-Out Coordinators who work in the state of Minnesota on live sports events on the “Fox network channel”, “Fox Sports 1”, and “Fox Sports 2” only.
2. In the event any of the freelance or regular part-time Stage Managers or Red Hats travel from the state of Minnesota to the location of a live sports event, it will be pursuant to the FS Net North/FS1 Remote Production, LLC sideletter.
3. Wages:

Position and Wages	7/1/2018 Through 6/30/2019
SM	\$27.19
RH/TOC	\$27.78

4. Benefits: As outlined in Article XXIII – Health and Welfare.
5. No other terms and conditions of the Fox Sports Net North Agreement are modified as a result of this Special Agreement.

Sideletter #3 - Travel

Consistent with industry past practice, if an employee is transported in to the jurisdiction of a local union of the IATSE from another local union's jurisdiction where the Employers or any subsidiary or DBA of the Employers holds a collective bargaining agreement with the IATSE, the following shall apply:

- 1) The wage, benefit, travel, and per diem sections of the CBA of the Employee's home local shall travel with that Employee.
- 2) The working conditions of the CBA that the Employee travels to shall apply e.g. rest periods, meal breaks, staffing, parking, etc.).

Employees that travel in from another jurisdiction shall not count against any accumulated number that applies to a local Union's referral roster waiver.

Sideletter #4 - NCAA Division 1 Events

The events which typically comprise the definition of NCAA Division 1 are: Football, Men's Hockey, and Men's Basketball.

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Sideletter #5 San Francisco Paid Sick Leave Ordinance

During the course of this latest round of discussions the parties bargained over the issue of Paid Leave for employees covered under this Agreement. To the fullest extent permitted, this agreement shall operate to waive any provisions of the San Francisco (San Francisco Administrative Code Section 12W) and Seattle (Seattle Ordinance #123698) Paid Leave Ordinances as well as any city which such ordinances exist now or in the future. This Agreement shall supersede and be considered to have fulfilled all requirements of said Ordinances as presently written, and/or amended during the life of this Agreement.

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Sideletter #6: FS1/FS2 Labor Management Meeting

Upon executing the FS1/FS2 Agreements which are based on the RSN Agreements, the parties acknowledge there will be additional conforming changes and therefore agree to meet and confer in a Labor-Management Meeting in the next sixty (60) days to address these issues.

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APPENDIX A – WAGES & BENEFITS

<u>HOURLY RATES</u> CRAFT	Effective 7/1/18 - 12/31/18	Effective 1/1/19 - 6/30/19
TD	\$59.48	\$59.48
AUDIO/A1	\$59.48	\$59.48
AUDIO ASSISTANT/A2	\$47.14	\$47.14
Lead EVS/CPO 1	\$59.48	\$59.48
EVS/CPO 2	\$53.07	\$53.07
EVS RO/CPO 3	\$46.60	\$46.60
HARD CAMERA OPERATOR	\$47.14	\$47.14
HANDHELD CAMERA OPERATOR	\$50.92	\$52.02
ROBOTIC CAMERA OPERATOR	\$52.36	\$52.36
MOVI CAMERA OPERATOR	\$52.36	\$52.36
JIB CAMERA OPERATOR	\$68.25	\$68.25
VIDEO CONTROLLER/V1	\$59.48	\$59.48
VIDEO ASSISTANT/V2	\$47.25	\$47.25
GRAPHICS 1	\$59.48	\$59.48
GRAPHICS COORDINATOR	\$34.52	\$34.52
FOX BOX/GRAPHICS 2	\$27.23	\$27.23
STAGE MANAGER	\$28.55	\$28.55
UTILITY	\$24.31	\$24.31
*STATS	\$22.89	\$22.89

	7/1/18 - 6/30/19
HEALTH & WELFARE	\$7.25/hr
ANNUITY	4.00%
PENSION	\$11.00/day

*Designates six (6) hour minimum call for the daily guarantee