

COLLECTIVE BARGAINING

AGREEMENT

NABET-CWA LOCAL 41

AFL - CIO

AND

CLARION NORTH AMERICA, INC.

April 1, 2022 through March 31, 2026

NABET-CWA Local 41 (the Union) represents and warrants and it is of the essence hereof, that it represents for collective bargaining purposes all of the employees of Clarion North America, Inc. (the Company) or as defined in the Scope of Unit clause, and the Company recognizes the Union as the exclusive bargaining agent for all such employees of the Company.

SCOPE OF THE UNIT

The term “employee” as used in the Agreement applies to all daily hire technical employees and includes, but is not limited to employees whose classification and wage scales are contained herein.

ARTICLE I

NO DISCRIMINATION

Section 1.1

The Company will not discriminate against any employee for anything said, written or done in furtherance of the policies and aims of the Union. Neither the Union nor the Company will discriminate against any employee because of race, creed, age, sex, color, national origin, disability, marital status, sexual orientation or any other status protected by law. It is understood

that the preceding sentence will not be construed to prevent the Company from considering age when permitted to do so under applicable law.

ARTICLE II

EMPLOYMENT

Section 2.1

(a) As a condition of employment all employees referred to in Section 1.1 shall, thirty (30) days after the date of execution of this Agreement, or in the case of new employees, thirty (30) days after the date of hiring, become members of the Union and remain members in good standing in the Union during the term of each Agreement.

(b) In lieu of the provisions of (a) above, employees hired on a daily basis shall, after twenty (20) days of employment in a calendar year, become members of the Union and remain members in good standing in the Union during the term of each Agreement, provided only that such twenty (20) workdays fall within a period of no less than thirty (30) calendar days.

(c) In lieu of the provisions of (b) above, utility employees hired on a daily basis shall, after forty (40) days of employment in a calendar year, become members of the Union and remain members in good standing in the Union during the term of each Agreement.

The Company, within three (3) working days after receipt of notice from the Union, will discharge any employee who is not in good standing in the Union by virtue of having failed to tender the uniform membership dues or initiation fees, as required by the preceding paragraph.

Section 2.2

The Company shall give notice either written or verbal to the President of the Local Union or the Local 41 office of opportunities of employment after the Company has done the initial hires in the classifications covered by this Agreement, and the maximum rate intended to be paid. Such notice shall be of as long duration as practicable.

Section 2.3

It is understood and agreed that, for the entire term of this Agreement, Clarion North America, Inc. will provide workers compensation insurance coverage for all "employees" as defined in the "Scope of the Unit" clause of this Agreement and shall, on an annual basis, provide to the Union a certificate of such insurance coverage and a copy of such insurance policy.

Section 2.4

It is understood that the business of Clarion North America, Inc. is the providing of live and videotape production related services to client television broadcast/transmission companies, pursuant to the request of those services of the client companies. Client companies determine the nature and extent of the labor services of Clarion.

Section 2.5 – Management Rights

The Union recognizes the Company'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 employees' 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 Company. All matters not specifically and expressly controlled by the language of this Agreement may be administered for its duration by the Company in accordance with such policy or procedure as the Company, from time to time, may determine. The parties expressly agree that the Company has the right to employ members of the bargaining unit based on the Company's determination of an employee's technical merit and professionalism, and is not obligated to recognize seniority. Further, specifically, and without limiting the generality of the foregoing, the Company has the exclusive right:

- (a) To hire, suspend, transfer, promote, demote and discipline employees for just cause, and to maintain and improve their discipline and efficiency;
- (b) To layoff, terminate, or otherwise relieve employees from duty;
- (c) To eliminate, change or consolidate jobs as a result of changes in technology;
- (d) To install new jobs;
- (e) To make and modify rules and regulations that the Company deems necessary for the conduct of its business, and to require their observance;
- (f) To make specific assignments based on:
 - i. the historical assignment of the particular position; ii. the request of and/or by the client; iii. the individual's length of employment within the local market; iv. the individual's past and current availability;
 - v. the individual's prior performance, work record and adherence to Company's standards and expectations; vi. the Company's obligations under any other trade union agreement; and
 - vii. though not required, consideration of the individual's length of service with Company.

In addition, the Company may, in its sole but reasonable discretion in certain exigent circumstances, terminate an employee and have him/her removed from the workplace immediately

if the Company believes the employee's continued presence at the worksite will have a significant detrimental effect on third parties, including, but not limited to: clients, event attendees, and other crew members. The Company will further make every reasonable effort to give notice to the Union of such circumstance either contemporaneous with or immediately following its decision.

ARTICLE III

CHECK-OFF

Section 3.1

Clarion agrees to deduct one point six seven percent, (1.67%) from the gross wages of its NABET-CWA represented employees as shall such employee so request in writing, any periodic dues hereafter becoming due from such employee, and to transmit the money so deducted to the Sector Union Office as hereinafter provided. Any NABET-CWA represented employee desiring such deductions shall execute an effective dues checkoff authorization. The Union shall notify Clarion when an employee is no longer in the collective bargaining unit represented by the Union and upon Clarion's receipt of notice such assignment shall then be canceled. Further, Clarion may invalidate the assignment upon written notice to the Local Union if any court or any agency of the United States holds, rules or declares that any provision of this assignment violates either the Labor Management Relations Act of 1947 (as amended), or the Labor Management Report and Disclosure Act of 1959. The total amount of any deduction shall be promptly transmitted by Clarion by a check drawn to the order of the appropriate Sector office of the National Association of Broadcast Employees and Technicians – Communications Workers of America, at 501 Third Street, NW, 6th Floor, Washington, DC, 20001 no later than the tenth (10th) day of the month following the deductions.

Upon issue of such check and transmission of same to the Assistant to the President, Chief Financial Administrator, of the above Union office, all responsibility on the part of Clarion shall cease with respect receipt to any amount so deducted. Clarion shall not be bound in any manner to see to the application of the proceeds of any check. The Union and Local Union hereby agree to indemnify and hold harmless Clarion from any claim that may be made upon it for, or on account of, any such deduction from the wages of any employee.

ARTICLE IV

NO STRIKES OR LOCKOUTS

Section 4.1

It is agreed that there be no stoppage of work, lockout or other interference with Company operations and that the employees hereunder will perform their regular and customary duties for the Company until one of the parties has failed to comply promptly with any final decision of the Impartial Umpire or an arbitrator.

Section 4.2

The Company will not assign, transfer or require employees to go to any radio or television station, transmitter, studio or property to perform the duties of employees who are on strike or to originate a program or programs especially for such station. In addition, the Company shall not take any disciplinary action against an employee for his or her refusal to cross a picket line, which has been established as the result of any authorized strike by members of the AFL-CIO.

ARTICLE V

TRANSFER OF WORK

Section 5.1

The Company agrees that it will not transfer or subcontract any work or functions covered by this agreement and presently being performed by employees in the bargaining unit, or to which employees are entitled under the terms of this Agreement, to persons outside the bargaining unit, provided that with respect to work or functions which in the past have been performed for the Company both by persons within and without the Unit the Company may continue to have such work performed outside the bargaining Unit to a degree no greater than heretofore.

The Company agrees that it will not assign a non-NABET-CWA Company employee to record a program especially for the Company.

Section 5.2 – Claims by Other Unions

In no event shall the Company refuse to assign an employee in any case where the Company would ordinarily assign an employee because of any claim made by any other Union to the operation of all technical equipment in any particular area.

Section 5.3

Any sports production or other production crewed by Clarion will be performed by bargaining unit employees under this agreement.

ARTICLE VI

DAILY HIRES

Section 6.1

Work Call: A work call is the time and place the Company's client sets for employees to report to work.

Employees paid time will start at time set by the call, provided the employees are present at the respective points of call.

Employees will be given as much advance notice as possible of their work call. If less than 48 hours notice is given for a client's cancellation, and Clarion enjoys financial reimbursement from the client, each employee shall receive one-half (1/2) days straight time pay for each day so cancelled.

Section 6.2

Within five (5) business days following a production covered by this Agreement, the Company shall transmit to the office of NABET-CWA, Local 41 a copy of that production's crew list. This list will consist only of the crew members who are covered by this Agreement.

ARTICLE VII

WORK DAY

Section 7.1

A regular work day is defined as consisting of not less than a guaranteed ten (10) hours (or a guaranteed eight (8) hours if applicable), in any work day, which shall be computed by totaling the number of hours between the time an employee reports for work and the time of completion of the employee's duties for such work day, including meal periods where applicable. A tour of duty starting any day and continuing into the following day shall be considered as one tour of duty and attributed to the first day.

Section 7.2 – Daily Hire Work Day

Employees may be hired on a daily basis to work a minimum of ten (10) hours on any day unless the event has been negotiated and set as an eight (8) hour minimum day. A minimum ten (10) hour workday shall be considered standard, unless otherwise specified. The length of the meal period shall be one (1) hour and may be scheduled at the employer's discretion. Meals and/or meal breaks, which occur within the workday, shall be considered work hours. Partial or missed meal breaks will be deemed to be overtime and shall be paid at a rate of pay equal to one and one-half (1 1/2) times the regular rate of pay. Meal breaks of at least 30 minutes but less than 60 minutes shall be paid one-half (1/2) hour at a rate of pay equal to one and one-half (1 1/2) times the regular rate of pay. Meal breaks less than 30 minutes shall be paid one (1) hour at a rate of pay equal to one and one-half (1 1/2) times the regular rate of pay.

Section 7.3 – Meals

Meal breaks of at least 30 minutes but less than 60 minutes shall be paid one-half (1/2) hour at a rate of pay equal to one and one-half (1 1/2) times the regular rate of pay. Meal breaks less than 30 minutes shall be paid one (1) hour at a rate of pay equal to one and one-half (1 1/2) times the regular rate of pay.

The first meal period shall begin no later than the beginning of the sixth (6th) hour following initial crew call. Subsequent meal periods are due six (6) hours following conclusion of the first

meal period. If, at the time the second meal period generally would be scheduled, the crew is engaged in the wrap of the show, the second meal period shall be waived and no missed period meal compensation will result.

Section 7.4 – Overtime

a. Hours worked outside of a regular work week or for a daily hire in excess of ten (10) hours per day (or eight (8) hours if an eight (8) hour assignment) shall be regarded as overtime and compensated at one and one-half (1½) times the regular base rate of pay.

b. Any hours worked after ten (10) shall be compensated at 1.65 times base rate. For any work in excess of fifteen (15) elapsed hours from the set “in time” overtime shall be compensated at 2.2 times base rate. The foregoing shall not apply to Double Headers (two games in one day).

c. The Union agrees that Clarion shall be permitted to schedule employees in order to avoid overtime or other extraordinary costs (e.g., travel time).

d. It is specifically understood that there shall be no pyramiding of overtime pay made under any of the provisions of this Agreement.

Section 7.5 – Pre-Game Show

Should the Company’s client have a Pre-Game show of thirty (30) minutes or longer, the Company will request that the client establish a crew call of an additional thirty (30) minutes.

Because the Company does not control the crew call times, the Company is under no obligation to provide an additional thirty (30) minutes unless the client agrees and the Company enjoys financial reimbursement for the additional thirty (30) minutes.

Section 7.6 – Double Header Events

An employee who is assigned double-header event coverage shall receive compensation at the rate of one and one-half (1½) times the regular rate for all hours associated with such assignment.

ARTICLE VIII

TRAVEL TIME

Section 8.1

(a) Travel time shall be all time reasonably consumed by employees when traveling on assignment from their home or normally assigned office, and return thereto.

(b) Employees shall receive full credit for all travel time, including overtime or other penalties or premiums associated with time worked, except for travel time compensated under

subparagraphs (c) and (d) below which shall not be considered time worked and shall be paid at applicable straight-time rates.

(c) When an employee leaves from his or her home and travels by air to a field assignment, the employee shall be credited with one and a quarter (1-1/4) hours for traveling from the employee's home to the airport. Such time shall be measured from the plane's scheduled departure. A credit of one and a quarter (1-1/4) hours, measured from the plane's arrival time at the gate shall be allowed if, at the conclusion of such assignment, the employee travels from the airport to his or her home. In all situations covered by this subsection (c), an additional hour shall be allowed in the case of a departure or return by international flight where customs or immigration procedures apply.

(d) When an employee is scheduled to travel from his or her home to an assignment that does not require an overnight stay, the employee shall be credited with the time normally required traveling from the home office to such assignment. If such employee is not scheduled to return to the home office from such assignment, the employee shall be credited with a like amount of time for the return to his/her home. However, employees will not be credited for time used in reporting from or returning to his/her home with regard to remote sites within Cook County, unless the employee is transporting equipment not normally kept at the employee's home.

(e) When on an out-of-town assignment, an employee's tour shall start when the employee is scheduled to leave his or her hotel or other accommodation for the assigned location and shall end when the employee is returned to his or her hotel or other accommodation.

(f) If employees are given days off while out of town, such days off will be with straight time pay (ten (10) hours pay if the employee is normally scheduled for 10-hour workdays).

Section 8.2 – Meal Expense Allowance

(a) An employee assigned to a scheduled field pickup or other authorized Company business that requires out of town traveling (i.e., over 50 miles from Chicago city limits or as defined by the Company) and/or work away from the home office overnight shall receive a per diem allowance of Sixty-five Dollars (\$65.00) per day, for each calendar day that the employee is away from the home office for the contract years of 2022 – 2024. Per diem will increase to \$70.00 per day for the contract years of 2025 – 2026.

ARTICLE IX

USE OF EMPLOYEE'S CAR

Section 9.1

Clarion will reimburse employees for mileage incurred for travel fifty (50) miles outside of the Chicago city limits at the current IRS rate per mile, provided it is understood Clarion will not

pay below thirty-one cents (.31) per mile under any circumstances. Prior to the use of this Section, the Company will inform the involved employee as to whether and which expenses will be paid in the execution of the business of the Company. If the Company increases the rate per mile for employees of Clarion generally, such increase will be made applicable to the employees covered by this Agreement.

ARTICLE X

GRIEVANCES AND ARBITRATIONS

Section 10.1

Should a grievance arise during the term of this Agreement, the aggrieved Employee or Employees of the Company shall contact the designated Union Steward or Officer. The Steward or Officer and the designated management supervisor for the purpose of attempting settlement shall discuss the grievance promptly. Should the grievance remain unresolved after such discussion, it shall be reduced to writing on appropriate forms and signed by the Steward or Officer or, in the case of a grievance filed by the Union or the Company, by a Union or Company representative. The written grievance shall state the essential facts involved. Such written grievance shall be filed with the management supervisor and with the Union for processing to the Local Grievance Committee. Section 10.2

The local Grievance Committee shall be designated by the Union and the parties shall mutually agree upon its size. Local Grievance meetings shall be held on a regular, periodic basis as required.

Section 10.3

A duly authorized representative of NABET may investigate or inspect operations of the Company covered by this Agreement at reasonable hours and in such manner as not to disturb the normal operations of the Company. At sites not controlled by the Company at which employees covered by this Agreement are working and at which credentials to permit access are required, the Company will, upon request and whenever possible, supply such credentials to the President of the Local involved or, in his or her absence, to the President's designee.

Section 10.4

If the grievance is not settled at the grievance meeting, the Union or Company may request arbitration by delivering a signed, written notice to that effect directed to the other party, and to the American Arbitration Association.

(a) A final decision or award of the arbitrator shall be made within thirty (30) days after the close of the hearing. Such decision shall be binding on both parties and each of them will promptly comply. Each party will bear its own expense in carrying out the provisions of this Agreement but will share equally the expense of the arbitrator.

(b) In no event shall the arbitrator modify or amend the provisions of the Agreement, nor shall the same questions or issue be the subject of arbitration more than once, except upon a showing of new evidence, change of condition, or circumstances.

ARTICLE XI

REST PERIODS

Section 11.1

It is the intention of the Company to continue the practice of granting a reasonable rest period during television program rehearsals or a reasonable relief period for each job function during an extended television broadcast, such as a baseball double header, whenever possible to do so.

ARTICLE XII

EQUIPMENT EXCESSIVE IN WEIGHT

Section 12.1

The Company recognizes that employees must not be required to handle equipment which is cumbersome or whose weight is excessive. The question as to whether a particular piece of equipment is cumbersome or excessive in weight under all circumstances may be submitted as an immediate grievance.

ARTICLE XIII

CLASSIFICATIONS AND WAGE SCALES

Section 13.1

a. The wage rates set forth on the attached Schedule A will be effective upon ratification of this Agreement and thereafter on April 1st of the listed year. Employee placement on the Tiers set forth in Schedule A will be at the sole discretion of the Employer based on the skill, ability, experience and length of service of the employee.

b. Wages will be paid on a bi-weekly (two week) basis, resulting in twenty-six (26) pay periods per year. Work performed during a bi-weekly period will be processed during the following bi-weekly period and will be paid in the next bi-weekly pay period.

ARTICLE XIV

Schedule A – Wage Rules

Tier 1: Utility Personnel, Cable Puller, Parabolic/Shotgun Operator

2018 – 2.5%:	10 hr: \$359.80	8 hr: \$261.68	2 hr OT @ 1.5: \$98.12
2019 – 2.0%	10 hr: \$367.00	8 hr: \$266.91	2 hr OT @ 1.5: \$100.09
2020 – 2.0%	10 hr: \$374.34	8 hr: \$272.25	2 hr OT @ 1.5: \$102.09
2021 – 2.0%	10 hr: \$381.83	8 hr: \$277.70	2 hr OT @ 1.5: \$104.13
2022 – 3%	10 hr: \$393.29	8 hr: \$286.03	2 hr OT @ 1.5: \$107.25
2023 – 2.5%	10 hr: \$403.18	8 hr: \$293.18	2 hr OT @ 1.5: \$109.94
2024 – 3%	10 hr: \$415.21	8 hr: \$302.00	2 hr OT @ 1.5: \$113.23
2025 – 2%	10 hr: \$423.52	8 hr: \$308.02	2 hr OT @ 1.5: \$115.50

Tier 2:

2018 – 2.5%	10 hr: \$308.41	8 hr: \$224.30	2 hr OT @ 1.5: \$84.11
2019 – 2.0%	10 hr: \$314.58	8 hr: \$228.79	2 hr OT @ 1.5: \$85.80
2020 – 2.0%	10 hr: \$320.87	8 hr: \$233.36	2 hr OT @ 1.5: \$87.51
2021 – 2.0%	10 hr: \$327.29	8 hr: \$238.03	2 hr OT @ 1.5: \$89.26
2022 – 3%	10 hr: \$337.11	8 hr: \$245.17	2 hr OT @ 1.5: \$91.94
2023 – 2.5%	10 hr: \$345.54	8 hr: \$251.30	2 hr OT @ 1.5: \$93.78
2024 – 3%	10 hr: \$355.90	8 hr: \$258.84	2 hr OT @ 1.5: \$96.59
2025 – 2%	10 hr: \$363.02	8 hr: \$264.02	2 hr OT @ 1.5: \$98.52

Tier 1: Audio Assistant, Camera Operator, Replay Personnel

2018 – 2.5%:	10 hr: \$491.56	8 hr: \$357.50	2 hr OT @ 1.5: \$134.06
2019 – 2.0%	10 hr: \$501.39	8 hr: \$364.65	2 hr OT @ 1.5: \$136.74
2020 – 2.0%	10 hr: \$511.42	8 hr: \$371.94	2 hr OT @ 1.5: \$139.48
2021 – 2.0%	10 hr: \$521.65	8 hr: \$379.38	2 hr OT @ 1.5: \$142.27
2022 – 3%	10 hr: \$537.30	8 hr: \$390.76	2 hr OT @ 1.5: \$146.54
2023 – 2.5%	10 hr: \$550.73	8 hr: \$400.53	2 hr OT @ 1.5: \$150.20
2024 – 3%	10 hr: \$567.25	8 hr: \$412.55	2 hr OT @ 1.5: \$154.70
2025 – 2%	10 hr: \$578.60	8 hr: \$420.80	2 hr OT @ 1.5: \$157.80

Tier 2:

2018 – 2.5%:	10 hr: \$465.68	8 hr: \$338.68	2 hr OT @ 1.5: \$127.00
2019 – 2.0%	10 hr: \$474.99	8 hr: \$345.45	2 hr OT @ 1.5: \$129.54
2020 – 2.0%	10 hr: \$484.49	8 hr: \$352.36	2 hr OT @ 1.5: \$132.13
2021 – 2.0%	10 hr: \$494.18	8 hr: \$359.40	2 hr OT @ 1.5: \$134.78
2022 – 3%	10 hr: \$509.01	8 hr: \$370.19	2 hr OT @ 1.5: \$138.82
2023 – 2.5%	10 hr: \$521.74	8 hr: \$379.45	2 hr OT @ 1.5: \$142.29
2024 – 3%	10 hr: \$537.39	8 hr: \$390.83	2 hr OT @ 1.5: \$146.56
2025 – 2%	10 hr: \$548.14	8 hr: \$398.65	2 hr OT @ 1.5: \$149.49

2022/2023 *Any personnel operating a handheld camera, will receive \$65.00 flat, over and above rate

2024/2025 *Any personnel operating a handheld camera, will receive \$70.00 flat, over and above rate

2022/25 **Any personnel operating more than one replay source, will receive \$75.00 flat, over & above rate

Tier 1: Second Video (V-2) Personnel / Edit EVS / Second EVS (EVS-2) Personnel

2018 – 2.5%:	10 hr: \$513.99	8 hr: \$373.81	2 hr OT @ 1.5: \$140.18
2019 – 2.0%	10 hr: \$524.27	8 hr: \$381.29	2 hr OT @ 1.5: \$142.98
2020 – 2.0%	10 hr: \$534.76	8 hr: \$388.92	2 hr OT @ 1.5: \$145.84
2021 – 2.0%	10 hr: \$545.46	8 hr: \$396.70	2 hr OT @ 1.5: \$148.76
2022 – 3%	10 hr: \$561.82	8 hr: \$408.60	2 hr OT @ 1.5: \$153.22
2023 – 2.5%	10 hr: \$575.87	8 hr: \$418.82	2 hr OT @ 1.5: \$157.05
2024 – 3%	10 hr: \$593.15	8 hr: \$431.38	2 hr OT @ 1.5: \$161.77
2025 – 2%	10 hr: \$605.01	8 hr: \$440.01	2 hr OT @ 1.5: \$165.00

Tier 2:

2018 – 2.5%:	10 hr: \$488.30	8 hr: \$355.13	2 hr OT @ 1.5: \$133.17
2019 – 2.0%	10 hr: \$498.07	8 hr: \$362.23	2 hr OT @ 1.5: \$135.84
2020 – 2.0%	10 hr: \$508.03	8 hr: \$369.48	2 hr OT @ 1.5: \$138.55
2021 – 2.0%	10 hr: \$518.19	8 hr: \$376.87	2 hr OT @ 1.5: \$141.32
2022 – 3%	10 hr: \$533.74	8 hr: \$388.18	2 hr OT @ 1.5: \$145.56
2023 – 2.5%	10 hr: \$547.08	8 hr: \$397.88	2 hr OT @ 1.5: \$149.20
2024 – 3%	10 hr: \$563.49	8 hr: \$409.82	2 hr OT @ 1.5: \$153.68
2025 – 2%	10 hr: \$574.76	8 hr: \$418.01	2 hr OT @ 1.5: \$156.75

2022/2026 *Any personnel shading more than six (6) manned cameras, will receive \$75.00 flat, over & above rate

2022/2026 **Any personnel operating more than one replay source, will receive \$75.00 flat, over & above rate

Tier 1: Lead EVS Personnel

2018 – 2.5%:	10 hr: \$555.44	8 hr: \$403.96	2 hr OT @ 1.5: \$151.48
2019 – 2.0%	10 hr: \$566.55	8 hr: \$412.04	2 hr OT @ 1.5: \$154.51
2020 – 2.0%	10 hr: \$577.88	8 hr: \$420.28	2 hr OT @ 1.5: \$157.60
2021 – 2.0%	10 hr: \$589.44	8 hr: \$428.68	2 hr OT @ 1.5: \$160.76
2022 – 3%	10 hr: \$607.12	8 hr: \$441.54	2 hr OT @ 1.5: \$165.58
2023 – 2.5%	10 hr: \$622.30	8 hr: \$452.58	2 hr OT @ 1.5: \$169.72
2024 – 3%	10 hr: \$640.97	8 hr: \$466.16	2 hr OT @ 1.5: \$174.81
2025 – 2%	10 hr: \$653.79	8 hr: \$475.48	2 hr OT @ 1.5: \$178.31

Tier 2:

2018 – 2.5%:	10 hr: \$523.99	8 hr: \$381.09	2 hr OT @ 1.5: \$142.90
2019 – 2.0%	10 hr: \$534.47	8 hr: \$388.71	2 hr OT @ 1.5: \$145.76
2020 – 2.0%	10 hr: \$545.16	8 hr: \$396.48	2 hr OT @ 1.5: \$148.68
2021 – 2.0%	10 hr: \$556.06	8 hr: \$404.41	2 hr OT @ 1.5: \$151.65
2022 – 3%	10 hr: \$572.74	8 hr: \$416.54	2 hr OT @ 1.5: \$156.20
2023 – 2.5%	10 hr: \$587.06	8 hr: \$426.96	2 hr OT @ 1.5: \$160.11
2024 – 3%	10 hr: \$604.67	8 hr: \$439.77	2 hr OT @ 1.5: \$164.91
2025 – 2%	10 hr: \$616.77	8 hr: \$448.56	2 hr OT @ 1.5: \$168.21

Tier 1: Technical Director, Senior Audio Personnel, Senior Video Personnel, Graphics Personnel

2018 – 2.5%:	10 hr: \$565.41	8 hr: \$411.21	2 hr OT @ 1.5: \$154.20
2019 – 2.0%	10 hr: \$576.72	8 hr: \$419.43	2 hr OT @ 1.5: \$157.29
2020 – 2.0%	10 hr: \$588.25	8 hr: \$427.82	2 hr OT @ 1.5: \$160.43
2021 – 2.0%	10 hr: \$600.02	8 hr: \$436.38	2 hr OT @ 1.5: \$163.64
2022 – 3%	10 hr: \$618.02	8 hr: \$449.47	2 hr OT @ 1.5: \$168.55
2023 – 2.5%	10 hr: \$633.47	8 hr: \$460.71	2 hr OT @ 1.5: \$172.76
2024 – 3%	10 hr: \$652.48	8 hr: \$474.53	2 hr OT @ 1.5: \$177.95
2025 – 2%	10 hr: \$665.53	8 hr: \$484.02	2 hr OT @ 1.5: \$181.51

Tier 2:

2018 – 2.5%:	10 hr: \$554.10	8 hr: \$402.99	2 hr OT @ 1.5: \$151.11
2019 – 2.0%	10 hr: \$565.18	8 hr: \$411.04	2 hr OT @ 1.5: \$154.14
2020 – 2.0%	10 hr: \$576.48	8 hr: \$419.26	2 hr OT @ 1.5: \$157.22
2021 – 2.0%	10 hr: \$588.01	8 hr: \$427.64	2 hr OT @ 1.5: \$160.37
2022 – 3%	10 hr: \$605.65	8 hr: \$440.47	2 hr OT @ 1.5: \$165.18
2023 – 2.5%	10 hr: \$620.79	8 hr: \$451.48	2 hr OT @ 1.5: \$169.31
2024 – 3%	10 hr: \$639.42	8 hr: \$465.03	2 hr OT @ 1.5: \$174.39
2025 – 2%	10 hr: \$652.20	8 hr: \$474.33	2 hr OT @ 1.5: \$177.88

2022/2026 *Any personnel shading more than six (6) manned cameras, will receive \$75.00 flat, over & above rate

2022/2026 *Any personnel operating graphics equipment without a coordinator present, will receive \$75.00 flat, over and above over & above rate