

Attachment 13: Summary of Broadcast Services Wages and Fringe Benefits

This chart summarizes the hourly wage rate and fringe benefits required by the Collective Bargaining Agreement between Mira Mobile Television, Inc. and KELLEYCORE, 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 and it Local 119 / Bay Area Freelance Association in effect from April 1, 2014 to March 31, 2017 (**Attachment 13**). The chart does NOT include all the information contained in the Collective Bargaining Agreement. Please refer to **Attachment 13** for complete information on wages and fringe benefits.

Sports Broadcasts

	Craft	Hourly Rate	Overtime (1.5 x hourly rate)	Day Rate (10 Hr. Minimum Call)	Health & Welfare @ \$7.96 x 10 hrs	Annuity @ 5%	Pension	Total Day Rate Wage + Benefits
1	Technical Director	\$ 67.06	\$ 100.59	\$ 704.14	\$ 79.60	\$ 35.21	\$ 13.50	\$ 832.45
2	Audio Mixer	\$ 65.38	\$ 98.07	\$ 686.49	\$ 79.60	\$ 34.32	\$ 13.50	\$ 813.91
3	Audio Assistant	\$ 38.89	\$ 58.33	\$ 408.33	\$ 79.60	\$ 20.42	\$ 13.50	\$ 521.84
4	Video Controller	\$ 51.35	\$ 77.03	\$ 539.21	\$ 79.60	\$ 26.96	\$ 13.50	\$ 659.27
5	Camera Operator	\$ 46.83	\$ 70.25	\$ 491.72	\$ 79.60	\$ 24.59	\$ 13.50	\$ 609.40
6	Handheld Camera	\$ 53.85	\$ 80.77	\$ 565.41	\$ 79.60	\$ 28.27	\$ 13.50	\$ 686.78
7	Camera Ultra Mo	\$ 50.05	\$ 75.08	\$ 525.54	\$ 79.60	\$ 26.28	\$ 13.50	\$ 644.92
8	Robotic Camera	\$ 52.18	\$ 78.27	\$ 547.87	\$ 79.60	\$ 27.39	\$ 13.50	\$ 668.36
9	Video Tape Recorder	\$ 46.83	\$ 70.25	\$ 491.72	\$ 79.60	\$ 24.59	\$ 13.50	\$ 609.40
10	Video Tape Recorder Ultra Mo	\$ 50.05	\$ 75.08	\$ 525.54	\$ 79.60	\$ 26.28	\$ 13.50	\$ 644.92
11	EVS/DDR	\$ 59.65	\$ 89.48	\$ 626.35	\$ 79.60	\$ 31.32	\$ 13.50	\$ 750.77
12	Graphics I (Graphics Operator)	\$ 51.35	\$ 77.03	\$ 539.21	\$ 79.60	\$ 26.96	\$ 13.50	\$ 659.27
13	Graphics Coordinator	\$ 35.84	\$ 53.76	\$ 376.33	\$ 79.60	\$ 18.82	\$ 13.50	\$ 488.25
14	Phone Assistant Director	\$ 35.96	\$ 53.94	\$ 377.59	\$ 79.60	\$ 18.88	\$ 13.50	\$ 489.57
15	Tape Assistant Director	\$ 41.34	\$ 62.01	\$ 434.08	\$ 79.60	\$ 21.70	\$ 13.50	\$ 548.89
16	Stage Manager	\$ 30.35	\$ 45.53	\$ 318.70	\$ 79.60	\$ 15.93	\$ 13.50	\$ 427.73
17	Graphic II	\$ 30.35	\$ 45.53	\$ 318.70	\$ 79.60	\$ 15.93	\$ 13.50	\$ 427.73
18	Statistician	\$ 26.32	\$ 39.48	\$ 276.33	\$ 79.60	\$ 13.82	\$ 13.50	\$ 383.24
19	Red Hat	\$ 30.35	\$ 45.53	\$ 318.70	\$ 79.60	\$ 15.93	\$ 13.50	\$ 427.73
20	Utility Technician	\$ 25.54	\$ 38.31	\$ 268.14	\$ 79.60	\$ 13.41	\$ 13.50	\$ 374.65
21	Parab	\$ 21.40	\$ 32.10	\$ 224.73	\$ 79.60	\$ 11.24	\$ 13.50	\$ 329.07
22	Runner	\$ 15.98	\$ 23.97	\$ 167.78	\$ 79.60	\$ 8.39	\$ 13.50	\$ 269.27

Extras

Premium Pay

Video	7th Cam	\$ 48.10	11th Cam	\$ 240.52
	8th Cam	\$ 96.21	12th Cam	\$ 288.63
	9th Cam	\$ 144.31	13th Cam	\$ 336.73
	10th Cam	\$ 192.42	14th Cam	\$ 384.84
6 Channel DDR		\$ 68.68		
VTRX2		\$ 68.68	Day	
ENG		\$ 103.10	Day	
No Coordinator		\$ 133.45	Day	
Ultra Mo Cam	Hand Cam + \$3.15/hr	\$ 49.98	Hourly rate	
Ultra Mo VTR	VTR + \$3.15/hr	\$ 49.98	Hourly rate	
RF Cam	Hand Cam + Eng/day	594.81	Day rate	

Attachment 13: Summary of Broadcast Services Wages and Fringe Benefits

Broadcast Services Rates 2017

Corporate / Entertainment

		Hourly Rate	Overtime 1.5	Day Rate (10 Hrs Paid at 10 Hr Minimum Call)	Health & Welfare Per Day @ \$7.96 /hr.	Annuity @ 5%	Pension	Total Day Rate Wage + Benefits
1	Technical Director	\$ 82.69	\$ 124.04	\$ 868.28	\$ 79.60	\$ 43.41	\$ 13.50	\$ 1,004.79
2	Audio Mixer A-1	\$ 68.92	\$ 103.37	\$ 723.62	\$ 79.60	\$ 36.18	\$ 13.50	\$ 852.90
3	Audio Assistant A-2	\$ 52.87	\$ 79.31	\$ 555.16	\$ 79.60	\$ 27.76	\$ 13.50	\$ 676.01
4	Video Controller	\$ 68.92	\$ 103.37	\$ 723.62	\$ 79.60	\$ 36.18	\$ 13.50	\$ 852.90
5	Camera Operator	\$ 62.02	\$ 93.03	\$ 651.18	\$ 79.60	\$ 32.56	\$ 13.50	\$ 776.84
6	Handheld Camera	\$ 70.79	\$ 106.19	\$ 743.33	\$ 79.60	\$ 37.17	\$ 13.50	\$ 873.59
7	Robotic Camera	\$ 64.71	\$ 97.06	\$ 679.43	\$ 79.60	\$ 33.97	\$ 13.50	\$ 806.50
8	Video Tape Recorder	\$ 62.02	\$ 93.03	\$ 651.18	\$ 79.60	\$ 32.56	\$ 13.50	\$ 776.84
9	EVS/DDR	\$ 68.92	\$ 103.37	\$ 723.62	\$ 79.60	\$ 36.18	\$ 13.50	\$ 852.90
10	Graphics I (Graphics Operator)	\$ 68.92	\$ 103.37	\$ 723.62	\$ 79.60	\$ 36.18	\$ 13.50	\$ 852.90
11	Graphics Coordinator	\$ 48.23	\$ 72.34	\$ 506.41	\$ 79.60	\$ 25.32	\$ 13.50	\$ 624.83
12	Phone Assistant Director	\$ 41.34	\$ 62.01	\$ 434.08	\$ 79.60	\$ 21.70	\$ 13.50	\$ 548.89
13	Tape Assistant Director	\$ 68.92	\$ 103.37	\$ 723.62	\$ 79.60	\$ 36.18	\$ 13.50	\$ 852.90
14	Stage Manager	\$ 48.23	\$ 72.34	\$ 506.41	\$ 79.60	\$ 25.32	\$ 13.50	\$ 624.83
15	Graphic II	\$ 37.63	\$ 56.45	\$ 395.13	\$ 79.60	\$ 19.76	\$ 13.50	\$ 507.98
16	Statistician	\$ 32.63	\$ 48.95	\$ 342.62	\$ 79.60	\$ 17.13	\$ 13.50	\$ 452.85
17	Red Hat	\$ 37.63	\$ 56.45	\$ 395.13	\$ 79.60	\$ 19.76	\$ 13.50	\$ 507.98
18	Utility Technician	\$ 31.72	\$ 47.58	\$ 333.05	\$ 79.60	\$ 16.65	\$ 13.50	\$ 442.80
19	Parab	\$ 26.53	\$ 39.80	\$ 278.60	\$ 79.60	\$ 13.93	\$ 13.50	\$ 385.64
20	Runner	\$ 20.68	\$ 31.02	\$ 217.10	\$ 79.60	\$ 10.86	\$ 13.50	\$ 321.05