

Labor and Employment Code Article 102.4 - Theatrical Workers (21C.4)

As of January 4, 2024, the San Francisco Administrative Code Section 21C will be known as the San Francisco Labor and Employment Code Article 102.

This chart is submitted to show the prevailing hourly wage and fringe benefits for workers engaged in theatrical or technical services related to the presentation of a show, including, but not limited to, workers engaged in rigging, sound, projection, theatrical lighting, videos, computers, draping, carpentry, special effects, motion picture services, ground cover for arena and stadium events including terraplast, plywood, tarps or any other cover that may be developed in the future, theater maintenance, construction and assembly of scenery and stages, properties, stage lighting, room lighting and associated electrical work, generator set up and operation, power distribution video, ENG and studio production, sound, laser, electronic recording, graphics presentation, and projection.

San Francisco (See charts for other locations)

Rates effective from January 19, 2024 to June 30, 2024.	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME	
	CLASSIFICATION (JOURNEY LEVEL)	Basic Hourly Rate	Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X
General AV and C3 computer technicians for breakout rooms - Extra help for events or theme parties without entertainment (not including traditional stage crafts).	A, B, C	\$ 40.83	\$ 6.83	\$ 4.59	\$ 3.27	\$ 0.22	D, E 8	\$ 55.74	F \$ 76.15	G \$ 96.57
Multi-source and C2 computer technicians for breakout rooms and events or theme parties without entertainment.	A, B, C	\$ 48.36	\$ 8.10	\$ 5.43	\$ 3.87	\$ 0.26	D, E 8	\$ 66.02	F \$ 90.20	G \$ 114.38
Traditional Stage Crafts: (Carpenters/ Electricians/Props/A2) - Extra help for general sessions, plenary sessions, key note addresses, theme parties with entertainment. Extra help for commercial, industrial and product demonstration show and events with entertainment. Camera set up and tear down, including Video utilities.	A, B, C	\$ 52.02	\$ 8.71	\$ 5.84	\$ 4.16	\$ 0.28	D, E 8	\$ 71.01	F \$ 97.02	G \$ 123.03
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H	\$ 58.07	\$ 9.72	\$ 6.52	\$ 4.65	\$ 0.31	D, E 8	\$ 79.27	F \$ 108.30	G \$ 137.34

Show Call Rates - Commercial, Industrial and Product Demonstration Shows - Not Hourly Rates

"Show call" means a period of 3 consecutive hours or less, used by the Employer for speeches, presentations of products or entertainment. If the performance runs more than 3 hours, the applicable hourly rate shall be paid for each additional hour or fraction thereof.

Extra help for general sessions, plenary sessions, key note addresses, theme parties with entertainment and events with entertainment, three (3) hour maximum under commercial, industrial conditions else, four (4) hour maximum.	A, B, C	\$ 223.46	\$ 37.41	\$ 25.10	\$ 17.88	\$ 1.21	8	\$ 305.06	F \$ 416.79	G \$ 528.52
Spot light operators, camera operators per show call, three (3) hour maximum under commercial, industrial conditions else, four (4) hour maximum.	A, B, C	\$ 242.11	\$ 40.53	\$ 27.19	\$ 19.37	\$ 1.31	8	\$ 330.51	F \$ 451.56	G \$ 572.62

Table continued on the following page

CLASSIFICATION (JOURNEY LEVEL)	Basic Hourly Rate		Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X
	Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master for general sessions, plenary sessions, key note addresses, theme parties with entertainment and events with entertainment, three (3) hour maximum under commercial, industrial conditions else, four (4) hour maximum	A, B, C, H	\$ 266.33	\$ 44.58	\$ 29.91	\$ 21.31	\$ 1.44	8	\$ 363.57	F \$ 496.73

102.4 Table Footnotes

- A. While working from a beam (without scaffolding and/or catwalks) which is in excess of twenty five (25) feet above the floor, a \$5.00 per hour premium rate for the day applies. This will also apply to any person required to walk a truss, use a boatswain's chair and/or hanging from a line or lines, cables, etc., in excess of twenty-five (25) feet above the floor. This shall not apply to a person located inside a boom lift, scissors lift or man lift.
- B. All time shall be computed in 1-hour increments. Fractions of an hour shall constitute 1 hour.
- C. Recognized holidays are New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans Day (November 11), Thanksgiving Day, the day after Thanksgiving and Christmas Day. An employee required to work on a holiday shall be paid at the 1.5X overtime rate.
- D. Minimum calls for Master Technicians would be 8 hrs, extra technicians would be 5 hrs. On show days all technicians receive an 8 hr minimum. If an employee works less than the minimum call, the remaining hours are paid at the rate the shift started at.
- E. If an employee is excused for the day and called back the next day, before a rest period of nine (9) hours has elapsed, the employee will be paid 2X Overtime for the entirety of the shift on the second day.
- F. 1.5X Overtime. 1.5X overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training). Any work performed after 8 hours in one day or 40 hours in a week will be at 1.5X rate. All work performed on sixth day of work between 7:00am and 12:00am midnight in a week is paid at 1.5X rate.
- G. 2X Overtime: 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training. 2X Overtime is due for work performed in excess of 12 hours in a day. 2X rate paid for work between 12 A.M. and 7 A.M. Work beginning prior to 6:00 a.m. will be paid at the 2X Overtime rate and will remain at the 2X Overtime rate until a 9 hour break is called. Calls starting between 6:00 a.m. and 8:00 a.m. are paid at 2X Overtime for the time prior to 8 am.
- H. Whenever a master sound technician, master electrician, master carpenter, head rigger, head video, or property master is required to set up a show by virtue of installing equipment, patching, cueing and performs said work during the show, that employee shall be paid at the master technician rate.

Note on Rigging & Safety: A minimum of 3 technicians are required when fall protection gear is in use.

The table is based on an analysis of the Treasure Island Music Festival Collective Bargaining Agreement between Another Planet Entertainment and the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, Local No. 16, in effect for signatories from July 1, 2023 through June 30, 2028.

Labor and Employment Code Article 102.4 - Theatrical Workers (21C.4)

This chart is submitted to show the prevailing hourly wage and fringe benefits for workers engaged in theatrical or technical services related to the presentation of a show, including, but not limited to, workers engaged in rigging, sound, projection, theatrical lighting, videos, computers, draping, carpentry, special effects, motion picture services, ground cover for arena and stadium events including terraplast, plywood, tarps or any other cover that may be developed in the future, theater maintenance, construction and assembly of scenery and stages, properties, stage lighting, room lighting and associated electrical work, generator set up and operation, power distribution video, ENG and studio production, sound, laser, electronic recording, graphics presentation, and projection.

For Events at Bill Graham

Rates effective from January 19, 2024 to June 30, 2024.	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME				
	CLASSIFICATION (JOURNEY LEVEL)	Basic Hourly Rate	Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X		2X		
Stage Employees	A, B, C	\$ 39.06	\$ 6.54	\$ 4.39	\$ 3.12	\$ 0.21	D, E	8	\$ 53.32	F	\$ 72.85	G	\$ 92.38
Rigger	A, B, C	\$ 46.28	\$ 7.75	\$ 5.20	\$ 3.70	\$ 0.25	D, E	8	\$ 63.18	F	\$ 86.32	G	\$ 109.46
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H	\$ 49.81	\$ 8.34	\$ 5.59	\$ 3.98	\$ 0.27	D, E	8	\$ 67.99	F	\$ 92.90	G	\$ 117.80

Show Call Rates - Commercial, Industrial and Product Demonstration Shows - Not Hourly Rates

"Show call" means a period of 3 consecutive hours or less, used by the Employer for speeches, presentations of products or entertainment. If the performance runs more than 3 hours, the applicable hourly rate shall be paid for each additional hour or fraction thereof.

Stage Employees	A, B, C	\$ 175.75	\$ 29.42	\$ 19.74	\$ 14.06	\$ 0.95			\$ 239.92	F	\$ 327.80	G	\$ 415.67
Riggers	A, B, C	\$ 208.28	\$ 34.87	\$ 23.39	\$ 16.66	\$ 1.12			\$ 284.32	F	\$ 388.46	G	\$ 492.60

102.4 Table Footnotes

- While working from a beam (without scaffolding and/or catwalks) which is in excess of twenty five (25) feet above the floor, a \$5.00 per hour premium rate for the day applies. This will also apply to any person required to walk a truss, use a boatswain's chair and/or hanging from a line or lines, cables, etc., in excess of twenty-five (25) feet above the floor. This shall not apply to a person located inside a boom lift, scissors lift or man lift.
- All time shall be computed in 1-hour increments. Fractions of an hour shall constitute 1 hour.
- Recognized holidays are New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans Day (November 11), Thanksgiving Day, the day after Thanksgiving and Christmas Day. An employee required to work on a holiday shall be paid at the 1.5X overtime rate.
- Minimum calls for Master Technicians would be 8 hrs, extra technicians would be 5 hrs. On show days all technicians receive an 8 hr minimum. If an employee works less than the minimum call, the remaining hours are paid at the rate the shift started at.
- If an employee is excused for the day and called back the next day, before a rest period of nine (9) hours has elapsed, the employee will be paid 2X Overtime for the entirety of the shift on the second day.
- 1.5X Overtime. 1.5X overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training). Any work performed after 8 hours in one day or 40 hours in a week will be at 1.5X rate. All work performed on sixth day of work between 7:00am and 12:00am midnight in a week is paid at 1.5X rate.
- 2X Overtime: 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training. 2X Overtime is due for work performed in excess of 12 hours in a day. 2X rate paid for work between 12 A.M. and 7 A.M. Work beginning prior to 6:00 a.m. will be paid at the 2X Overtime rate and will remain at the 2X Overtime rate until a 9 hour break is called. Calls starting between 6:00 a.m. and 8:00 a.m. are paid at 2X Overtime for the time prior to 8 am.
- Whenever a master sound technician, master electrician, master carpenter, head rigger, head video, or property master is required to set up a show by virtue of installing equipment, patching, cueing and performs said work during the show, that employee shall be paid at the master technician rate.
Note on Rigging & Safety: A minimum of 3 technicians are required when fall protection gear is in use.

The table is based on an analysis of the Treasure Island Music Festival Collective Bargaining Agreement between Another Planet Entertainment and the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, Local No. 16, in effect for signatories from July 1, 2023 through June 30, 2028.

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For Events at Golden Gate Park

<i>Rates effective from January 19, 2024 to June 30, 2024.</i>	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME	
CLASSIFICATION (JOURNEY LEVEL)	Basic Hourly Rate		Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X
Traditional Stage Crafts: (Carpenters/ Electricians/Props/A2/Riggers/Video Utility - Camera)	A, B, C	\$ 48.03	\$ 8.04	\$ 5.39	\$ 3.84	\$ 0.26	D, E 8	\$ 65.56	F \$ 89.58	G \$ 113.59
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H	\$ 53.86	\$ 9.02	\$ 6.05	\$ 4.31	\$ 0.29	D, E 8	\$ 73.53	F \$ 100.46	G \$ 127.39

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- A. While working from a beam (without scaffolding and/or catwalks) which is in excess of twenty five (25) feet above the floor, a \$5.00 per hour premium rate for the day applies. This will also apply to any person required to walk a truss, use a boatswain’s chair and/or hanging from a line or lines, cables, etc., in excess of twenty-five (25) feet above the floor. This shall not apply to a person located inside a boom lift, scissors lift or man lift.
- B. All time shall be computed in 1-hour increments. Fractions of an hour shall constitute 1 hour.
- C. Recognized holidays are New Year’s Day, Martin Luther King Jr. Day, Presidents’ Day, Memorial Day, Independence Day, Labor Day, Veterans Day (November 11), Thanksgiving Day, the day after Thanksgiving and Christmas Day. An employee required to work on a holiday shall be paid at the 1.5X overtime rate.
- D. Minimum calls for Master Technicians would be 8 hrs, extra technicians would be 5 hrs. On show days all technicians receive an 8 hr minimum. If an employee works less than the minimum call, the remaining hours are paid at the rate the shift started at.
- E. If an employee is excused for the day and called back the next day, before a rest period of nine (9) hours has elapsed, the employee will be paid 2X Overtime for the entirety of the shift on the second day.
- F. 1.5X Overtime. 1.5X overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training). Any work performed after 8 hours in one day or 40 hours in a week will be at 1.5X rate. All work performed on sixth day of work between 7:00am and 12:00am midnight in a week is paid at 1.5X rate.
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- H. Whenever a master sound technician, master electrician, master carpenter, head rigger, head video, or property master is required to set up a show by virtue of installing equipment, patching, cueing and performs said work during the show, that employee shall be paid at the master technician rate.

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San Francisco (See charts for other locations)

<i>Rates effective July 1, 2024 to June 30, 2025.</i>	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME	
CLASSIFICATION (JOURNEY LEVEL)	Basic Hourly Rate		Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X
General AV and C3 computer technicians for breakout rooms - Extra help for events or theme parties without entertainment (not including traditional stage crafts).	A, B, C	\$ 42.46	\$ 7.11	\$ 4.77	\$ 3.40	\$ 0.23	D, E 8	\$ 57.97	F \$ 79.20	G \$ 100.43
Multi-source and C2 computer technicians for breakout rooms and events or theme parties without entertainment.	A, B, C	\$ 50.29	\$ 8.42	\$ 5.65	\$ 4.02	\$ 0.27	D, E 8	\$ 68.66	F \$ 93.81	G \$ 118.95
Traditional Stage Crafts: (Carpenters/ Electricians/Props/A2) - Extra help for general sessions, plenary sessions, key note addresses, theme parties with entertainment. Extra help for commercial, industrial and product demonstration show and events with entertainment. Camera set up and tear down, including Video utilities.	A, B, C	\$ 54.10	\$ 9.06	\$ 6.08	\$ 4.33	\$ 0.29	D, E 8	\$ 73.86	F \$ 100.91	G \$ 127.96
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H	\$ 60.39	\$ 10.11	\$ 6.78	\$ 4.83	\$ 0.33	D, E 8	\$ 82.44	F \$ 112.64	G \$ 142.84

Show Call Rates - Commercial, Industrial and Product Demonstration Shows - Not Hourly Rates

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Extra help for general sessions, plenary sessions, key note addresses, theme parties with entertainment and events with entertainment, three (3) hour maximum under commercial, industrial conditions else, four (4) hour maximum.	A, B, C	\$ 232.40	\$ 38.90	\$ 26.10	\$ 18.59	\$ 1.25	8	\$ 317.24	F \$ 433.44	G \$ 549.64
Spot light operators, camera operators per show call, three (3) hour maximum under commercial, industrial conditions else, four (4) hour maximum.	A, B, C	\$ 251.80	\$ 42.15	\$ 28.28	\$ 20.14	\$ 1.36	8	\$ 343.73	F \$ 469.63	G \$ 595.53

Table continued on the following page

CLASSIFICATION (JOURNEY LEVEL)	Basic Hourly Rate		Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X
	Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master for general sessions, plenary sessions, key note addresses, theme parties with entertainment and events with entertainment, three (3) hour maximum under commercial, industrial conditions else, four (4) hour maximum	A, B, C, H	\$ 276.98	\$ 46.37	\$ 31.11	\$ 22.16	\$ 1.50	8	\$ 378.12	F \$ 516.61

102.4 Table Footnotes

- A. While working from a beam (without scaffolding and/or catwalks) which is in excess of twenty five (25) feet above the floor, a \$5.00 per hour premium rate for the day applies. This will also apply to any person required to walk a truss, use a boatswain's chair and/or hanging from a line or lines, cables, etc., in excess of twenty-five (25) feet above the floor. This shall not apply to a person located inside a boom lift, scissors lift or man lift.
- B. All time shall be computed in 1-hour increments. Fractions of an hour shall constitute 1 hour.
- C. Recognized holidays are New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans Day (November 11), Thanksgiving Day, the day after Thanksgiving and Christmas Day. An employee required to work on a holiday shall be paid at the 1.5X overtime rate.
- D. Minimum calls for Master Technicians would be 8 hrs, extra technicians would be 5 hrs. On show days all technicians receive an 8 hr minimum. If an employee works less than the minimum call, the remaining hours are paid at the rate the shift started at.
- E. If an employee is excused for the day and called back the next day, before a rest period of nine (9) hours has elapsed, the employee will be paid 2X Overtime for the entirety of the shift on the second day.
- F. 1.5X Overtime. 1.5X overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training). Any work performed after 8 hours in one day or 40 hours in a week will be at 1.5X rate. All work performed on sixth day of work between 7:00am and 12:00am midnight in a week is paid at 1.5X rate.
- G. 2X Overtime: 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training. 2X Overtime is due for work performed in excess of 12 hours in a day. 2X rate paid for work between 12 A.M. and 7 A.M. Work beginning prior to 6:00 a.m. will be paid at the 2X Overtime rate and will remain at the 2X Overtime rate until a 9 hour break is called. Calls starting between 6:00 a.m. and 8:00 a.m. are paid at 2X Overtime for the time prior to 8 am.
- H. Whenever a master sound technician, master electrician, master carpenter, head rigger, head video, or property master is required to set up a show by virtue of installing equipment, patching, cueing and performs said work during the show, that employee shall be paid at the master technician rate.

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For Events at Bill Graham

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CLASSIFICATION (JOURNEY LEVEL)	Basic Hourly Rate	Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X	
Stage Employees	A, B, C \$ 40.23	\$ 6.73	\$ 4.52	\$ 3.22	\$ 0.22	D, E 8	\$ 54.92	F \$ 75.03	G \$ 95.15	
Rigger	A, B, C \$ 47.67	\$ 7.98	\$ 5.35	\$ 3.81	\$ 0.26	D, E 8	\$ 65.07	F \$ 88.91	G \$ 112.74	
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H \$ 51.30	\$ 8.59	\$ 5.76	\$ 4.10	\$ 0.28	D, E 8	\$ 70.03	F \$ 95.68	G \$ 121.33	
Show Call Rates - Commercial, Industrial and Product Demonstration Shows - Not Hourly Rates										
"Show call" means a period of 3 consecutive hours or less, used by the Employer for speeches, presentations of products or entertainment. If the performance runs more than 3 hours, the applicable hourly rate shall be paid for each additional hour or fraction thereof.										
Stage Employees	A, B, C \$ 181.04	\$ 30.31	\$ 20.33	\$ 14.48	\$ 0.98		\$ 247.14	F \$ 337.66	G \$ 428.18	
Riggers	A, B, C \$ 214.52	\$ 35.91	\$ 24.09	\$ 17.16	\$ 1.16		\$ 292.84	F \$ 400.10	G \$ 507.36	

102.4 Table Footnotes

- A. While working from a beam (without scaffolding and/or catwalks) which is in excess of twenty five (25) feet above the floor, a \$5.00 per hour premium rate for the day applies. This will also apply to any person required to walk a truss, use a boatswain's chair and/or hanging from a line or lines, cables, etc., in excess of twenty-five (25) feet above the floor. This shall not apply to a person located inside a boom lift, scissors lift or man lift.
- B. All time shall be computed in 1-hour increments. Fractions of an hour shall constitute 1 hour.
- C. Recognized holidays are New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans Day (November 11), Thanksgiving Day, the day after Thanksgiving and Christmas Day. An employee required to work on a holiday shall be paid at the 1.5X overtime rate.
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- E. If an employee is excused for the day and called back the next day, before a rest period of nine (9) hours has elapsed, the employee will be paid 2X Overtime for the entirety of the shift on the second day.
- F. 1.5X Overtime. 1.5X overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training). Any work performed after 8 hours in one day or 40 hours in a week will be at 1.5X rate. All work performed on sixth day of work between 7:00am and 12:00am midnight in a week is paid at 1.5X rate.
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- H. Whenever a master sound technician, master electrician, master carpenter, head rigger, head video, or property master is required to set up a show by virtue of installing equipment, patching, cueing and performs said work during the show, that employee shall be paid at the master technician rate.

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For Events at Golden Gate Park

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Traditional Stage Crafts: (Carpenters/ Electricians/Props/A2/Riggers/Video Utility - Camera)	A, B, C	\$ 49.47	\$ 8.28	\$ 5.56	\$ 3.96	\$ 0.27	D, E 8	\$ 67.54	F \$ 92.27	G \$ 117.01
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H	\$ 55.48	\$ 9.29	\$ 6.23	\$ 4.44	\$ 0.30	D, E 8	\$ 75.74	F \$ 103.48	G \$ 131.22

102.4 Table Footnotes

- A. While working from a beam (without scaffolding and/or catwalks) which is in excess of twenty five (25) feet above the floor, a \$5.00 per hour premium rate for the day applies. This will also apply to any person required to walk a truss, use a boatswain's chair and/or hanging from a line or lines, cables, etc., in excess of twenty-five (25) feet above the floor. This shall not apply to a person located inside a boom lift, scissors lift or man lift.
- B. All time shall be computed in 1-hour increments. Fractions of an hour shall constitute 1 hour.
- C. Recognized holidays are New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans Day (November 11), Thanksgiving Day, the day after Thanksgiving and Christmas Day. An employee required to work on a holiday shall be paid at the 1.5X overtime rate.
- D. Minimum calls for Master Technicians would be 8 hrs, extra technicians would be 5 hrs. On show days all technicians receive an 8 hr minimum. If an employee works less than the minimum call, the remaining hours are paid at the rate the shift started at.
- E. If an employee is excused for the day and called back the next day, before a rest period of nine (9) hours has elapsed, the employee will be paid 2X Overtime for the entirety of the shift on the second day.
- F. 1.5X Overtime. 1.5X overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training). Any work performed after 8 hours in one day or 40 hours in a week will be at 1.5X rate. All work performed on sixth day of work between 7:00am and 12:00am midnight in a week is paid at 1.5X rate.
- G. 2X Overtime: 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training. 2X Overtime is due for work performed in excess of 12 hours in a day. 2X rate paid for work between 12 A.M. and 7 A.M. Work beginning prior to 6:00 a.m. will be paid at the 2X Overtime rate and will remain at the 2X Overtime rate until a 9 hour break is called. Calls starting between 6:00 a.m. and 8:00 a.m. are paid at 2X Overtime for the time prior to 8 am.
- H. Whenever a master sound technician, master electrician, master carpenter, head rigger, head video, or property master is required to set up a show by virtue of installing equipment, patching, cueing and performs said work during the show, that employee shall be paid at the master technician rate.

Note on Rigging & Safety: A minimum of 3 technicians are required when fall protection gear is in use.

The table is based on an analysis of the Treasure Island Music Festival Collective Bargaining Agreement between Another Planet Entertainment and the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, Local No. 16, in effect for signatories from July 1, 2023 through June 30, 2028.

Labor and Employment Code Article 102.4 - Theatrical Workers

This chart is submitted to show the prevailing hourly wage and fringe benefits for workers engaged in theatrical or technical services related to the presentation of a show, including, but not limited to, workers engaged in rigging, sound, projection, theatrical lighting, videos, computers, draping, carpentry, special effects, motion picture services, ground cover for arena and stadium events including terraplast, plywood, tarps or any other cover that may be developed in the future, theater maintenance, construction and assembly of scenery and stages, properties, stage lighting, room lighting and associated electrical work, generator set up and operation, power distribution video, ENG and studio production, sound, laser, electronic recording, graphics presentation, and projection.

San Francisco (See charts for other locations)

<i>Rates effective July 1, 2025 to June 30, 2026.</i>										
CLASSIFICATION (JOURNEY LEVEL)	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME	
	Basic Hourly Rate	Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X	
General AV and C3 computer technicians for breakout rooms - Extra help for events or theme parties without entertainment (not including traditional stage crafts).	A, B, C	\$ 43.73	\$ 7.32	\$ 4.91	\$ 3.50	\$ 0.24	D, E 8	\$ 59.70	F \$ 81.56	G \$ 103.43
Multi-source and C2 computer technicians for breakout rooms and events or theme parties without entertainment.	A, B, C	\$ 51.80	\$ 8.67	\$ 5.82	\$ 4.14	\$ 0.28	D, E 8	\$ 70.72	F \$ 96.62	G \$ 122.52
Traditional Stage Crafts: (Carpenters/ Electrics/Props/A2) - Extra help for general sessions, plenary sessions, key note addresses, theme parties with entertainment. Extra help for commercial, industrial and product demonstration show and events with entertainment. Camera set up and tear down, including Video utilities.	A, B, C	\$ 55.72	\$ 9.33	\$ 6.26	\$ 4.46	\$ 0.30	D, E 8	\$ 76.07	F \$ 103.93	G \$ 131.80
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H	\$ 62.20	\$ 10.41	\$ 6.99	\$ 4.98	\$ 0.34	D, E 8	\$ 84.92	F \$ 116.02	G \$ 147.13

Show Call Rates - Commercial, Industrial and Product Demonstration Shows - Not Hourly Rates

“Show call” means a period of 3 consecutive hours or less, used by the Employer for speeches, presentations of products or entertainment. If the performance runs more than 3 hours, the applicable hourly rate shall be paid for each additional hour or fraction thereof.

Extra help for general sessions, plenary sessions, key note addresses, theme parties with entertainment and events with entertainment, three (3) hour maximum under commercial, industrial conditions else, four (4) hour maximum.	A, B, C	\$ 239.37	\$ 40.07	\$ 26.89	\$ 19.15	\$ 1.29	8	\$ 326.77	F \$ 446.46	G \$ 566.14
Spot light operators, camera operators per show call, three (3) hour maximum under commercial, industrial conditions else, four (4) hour maximum.	A, B, C	\$ 259.35	\$ 43.42	\$ 29.13	\$ 20.75	\$ 1.40	8	\$ 354.05	F \$ 483.73	G \$ 613.41

Table continued on the following page

CLASSIFICATION (JOURNEY LEVEL)	Basic Hourly Rate		Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master for general sessions, plenary sessions, key note addresses, theme parties with entertainment and events with entertainment, three (3) hour maximum under commercial, industrial conditions else, four (4) hour maximum	A, B, C, H	\$ 285.29	\$ 47.76	\$ 32.04	\$ 22.82	\$ 1.54	8	\$ 389.46	F \$ 532.10	G \$ 674.75

102.4 Table Footnotes

- A. While working from a beam (without scaffolding and/or catwalks) which is in excess of twenty five (25) feet above the floor, a \$5.00 per hour premium rate for the day applies. This will also apply to any person required to walk a truss, use a boatswain's chair and/or hanging from a line or lines, cables, etc., in excess of twenty-five (25) feet above the floor. This shall not apply to a person located inside a boom lift, scissors lift or man lift.
- B. All time shall be computed in 1-hour increments. Fractions of an hour shall constitute 1 hour.
- C. Recognized holidays are New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans Day (November 11), Thanksgiving Day, the day after Thanksgiving and Christmas Day. An employee required to work on a holiday shall be paid at the 1.5X overtime rate.
- D. Minimum calls for Master Technicians would be 8 hrs, extra technicians would be 5 hrs. On show days all technicians receive an 8 hr minimum. If an employee works less than the minimum call, the remaining hours are paid at the rate the shift started at.
- E. If an employee is excused for the day and called back the next day, before a rest period of nine (9) hours has elapsed, the employee will be paid 2X Overtime for the entirety of the shift on the second day.
- F. 1.5X Overtime. 1.5X overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training). Any work performed after 8 hours in one day or 40 hours in a week will be at 1.5X rate. All work performed on sixth day of work between 7:00am and 12:00am midnight in a week is paid at 1.5X rate.
- G. 2X Overtime: 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training. 2X Overtime is due for work performed in excess of 12 hours in a day. 2X rate paid for work between 12 A.M. and 7 A.M. Work beginning prior to 6:00 a.m. will be paid at the 2X Overtime rate and will remain at the 2X Overtime rate until a 9 hour break is called. Calls starting between 6:00 a.m. and 8:00 a.m. are paid at 2X Overtime for the time prior to 8 am.
- H. Whenever a master sound technician, master electrician, master carpenter, head rigger, head video, or property master is required to set up a show by virtue of installing equipment, patching, cueing and performs said work during the show, that employee shall be paid at the master technician rate.

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Labor and Employment Code Article 102.4 - Theatrical Workers

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For Events at Bill Graham

CLASSIFICATION (JOURNEY LEVEL)	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME				
	Basic Hourly Rate	Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X				
Stage Employees	A, B, C	\$ 41.44	\$ 6.94	\$ 4.65	\$ 3.32	\$ 0.22	D, E	8	\$ 56.57	F	\$ 77.29	G	\$ 98.01
Rigger	A, B, C	\$ 49.10	\$ 8.22	\$ 5.51	\$ 3.93	\$ 0.27	D, E	8	\$ 67.03	F	\$ 91.58	G	\$ 116.13
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H	\$ 52.84	\$ 8.85	\$ 5.93	\$ 4.23	\$ 0.29	D, E	8	\$ 72.14	F	\$ 98.56	G	\$ 124.98
Show Call Rates - Commercial, Industrial and Product Demonstration Shows - Not Hourly Rates													
"Show call" means a period of 3 consecutive hours or less, used by the Employer for speeches, presentations of products or entertainment. If the performance runs more than 3 hours, the applicable hourly rate shall be paid for each additional hour or fraction thereof.													
Stage Employees	A, B, C	\$ 186.48	\$ 31.22	\$ 20.95	\$ 14.92	\$ 1.01			\$ 254.58	F	\$ 347.82	G	\$ 441.06
Riggers	A, B, C	\$ 220.95	\$ 36.99	\$ 24.82	\$ 17.68	\$ 1.19			\$ 301.63	F	\$ 412.10	G	\$ 522.58

102.4 Table Footnotes

- While working from a beam (without scaffolding and/or catwalks) which is in excess of twenty five (25) feet above the floor, a \$5.00 per hour premium rate for the day applies. This will also apply to any person required to walk a truss, use a boatswain's chair and/or hanging from a line or lines, cables, etc., in excess of twenty-five (25) feet above the floor. This shall not apply to a person located inside a boom lift, scissors lift or man lift.
- All time shall be computed in 1-hour increments. Fractions of an hour shall constitute 1 hour.
- Recognized holidays are New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans Day (November 11), Thanksgiving Day, the day after Thanksgiving and Christmas Day. An employee required to work on a holiday shall be paid at the 1.5X overtime rate.
- Minimum calls for Master Technicians would be 8 hrs, extra technicians would be 5 hrs. On show days all technicians receive an 8 hr minimum. If an employee works less than the minimum call, the remaining hours are paid at the rate the shift started at.
- If an employee is excused for the day and called back the next day, before a rest period of nine (9) hours has elapsed, the employee will be paid 2X Overtime for the entirety of the shift on the second day.
- 1.5X Overtime. 1.5X overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training). Any work performed after 8 hours in one day or 40 hours in a week will be at 1.5X rate. All work performed on sixth day of work between 7:00am and 12:00am midnight in a week is paid at 1.5X rate.
- 2X Overtime: 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training. 2X Overtime is due for work performed in excess of 12 hours in a day. 2X rate paid for work between 12 A.M. and 7 A.M. Work beginning prior to 6:00 a.m. will be paid at the 2X Overtime rate and will remain at the 2X Overtime rate until a 9 hour break is called. Calls starting between 6:00 a.m. and 8:00 a.m. are paid at 2X Overtime for the time prior to 8 am.
- Whenever a master sound technician, master electrician, master carpenter, head rigger, head video, or property master is required to set up a show by virtue of installing equipment, patching, cueing and performs said work during the show, that employee shall be paid at the master technician rate.

Note on Rigging & Safety: A minimum of 3 technicians are required when fall protection gear is in use.

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Labor and Employment Code Article 102.4 - Theatrical Workers

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For Events at Golden Gate Park

Rates effective July 1, 2025 to June 30, 2026.	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME	
	CLASSIFICATION (JOURNEY LEVEL)	Basic Hourly Rate	Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X
Traditional Stage Crafts: (Carpenters/ Electricians/Props/A2/Riggers/Video Utility - Camera)	A, B, C	\$ 50.95	\$ 8.53	\$ 5.72	\$ 4.08	\$ 0.28	D, E 8	\$ 69.56	F \$ 95.03	G \$ 120.51
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H	\$ 57.14	\$ 9.57	\$ 6.42	\$ 4.57	\$ 0.31	D, E 8	\$ 78.01	F \$ 106.58	G \$ 135.15

102.4 Table Footnotes

- A. While working from a beam (without scaffolding and/or catwalks) which is in excess of twenty five (25) feet above the floor, a \$5.00 per hour premium rate for the day applies. This will also apply to any person required to walk a truss, use a boatswain's chair and/or hanging from a line or lines, cables, etc., in excess of twenty-five (25) feet above the floor. This shall not apply to a person located inside a boom lift, scissors lift or man lift.
- B. All time shall be computed in 1-hour increments. Fractions of an hour shall constitute 1 hour.
- C. Recognized holidays are New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans Day (November 11), Thanksgiving Day, the day after Thanksgiving and Christmas Day. An employee required to work on a holiday shall be paid at the 1.5X overtime rate.
- D. Minimum calls for Master Technicians would be 8 hrs, extra technicians would be 5 hrs. On show days all technicians receive an 8 hr minimum. If an employee works less than the minimum call, the remaining hours are paid at the rate the shift started at.
- E. If an employee is excused for the day and called back the next day, before a rest period of nine (9) hours has elapsed, the employee will be paid 2X Overtime for the entirety of the shift on the second day.
- F. 1.5X Overtime. 1.5X overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training). Any work performed after 8 hours in one day or 40 hours in a week will be at 1.5X rate. All work performed on sixth day of work between 7:00am and 12:00am midnight in a week is paid at 1.5X rate.
- G. 2X Overtime: 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training. 2X Overtime is due for work performed in excess of 12 hours in a day. 2X rate paid for work between 12 A.M. and 7 A.M. Work beginning prior to 6:00 a.m. will be paid at the 2X Overtime rate and will remain at the 2X Overtime rate until a 9 hour break is called. Calls starting between 6:00 a.m. and 8:00 a.m. are paid at 2X Overtime for the time prior to 8 am.
- H. Whenever a master sound technician, master electrician, master carpenter, head rigger, head video, or property master is required to set up a show by virtue of installing equipment, patching, cueing and performs said work during the show, that employee shall be paid at the master technician rate.

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San Francisco (See charts for other locations)

<i>Rates effective July 1, 2026 to June 30, 2027.</i>										
CLASSIFICATION (JOURNEY LEVEL)	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME	
	Basic Hourly Rate	Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X	
General AV and C3 computer technicians for breakout rooms - Extra help for events or theme parties without entertainment (not including traditional stage crafts).	A, B, C	\$ 45.04	\$ 7.54	\$ 5.06	\$ 3.60	\$ 0.24	D, E 8	\$ 61.48	F \$ 84.00	G \$ 106.52
Multi-source and C2 computer technicians for breakout rooms and events or theme parties without entertainment.	A, B, C	\$ 53.35	\$ 8.93	\$ 5.99	\$ 4.27	\$ 0.29	D, E 8	\$ 72.83	F \$ 99.50	G \$ 126.18
Traditional Stage Crafts: (Carpenters/ Electricians/Props/A2) - Extra help for general sessions, plenary sessions, key note addresses, theme parties with entertainment. Extra help for commercial, industrial and product demonstration show and events with entertainment. Camera set up and tear down, including Video utilities.	A, B, C	\$ 57.39	\$ 9.61	\$ 6.45	\$ 4.59	\$ 0.31	D, E 8	\$ 78.35	F \$ 107.05	G \$ 135.74
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H	\$ 64.07	\$ 10.73	\$ 7.20	\$ 5.13	\$ 0.35	D, E 8	\$ 87.48	F \$ 119.51	G \$ 151.55
Show Call Rates - Commercial, Industrial and Product Demonstration Shows - Not Hourly Rates										
"Show call" means a period of 3 consecutive hours or less, used by the Employer for speeches, presentations of products or entertainment. If the performance runs more than 3 hours, the applicable hourly rate shall be paid for each additional hour or fraction thereof.										
Extra help for general sessions, plenary sessions, key note addresses, theme parties with entertainment and events with entertainment, three (3) hour maximum under commercial, industrial conditions else, four (4) hour maximum.	A, B, C	\$ 246.55	\$ 41.27	\$ 27.69	\$ 19.72	\$ 1.33	8	\$ 336.57	F \$ 459.84	G \$ 583.12
Spot light operators, camera operators per show call, three (3) hour maximum under commercial, industrial conditions else, four (4) hour maximum.	A, B, C	\$ 267.13	\$ 44.72	\$ 30.00	\$ 21.37	\$ 1.44	8	\$ 364.67	F \$ 498.23	G \$ 631.80

Table continued on the following page

CLASSIFICATION (JOURNEY LEVEL)	Basic Hourly Rate		Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X
	Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master for general sessions, plenary sessions, key note addresses, theme parties with entertainment and events with entertainment, three (3) hour maximum under commercial, industrial conditions else, four (4) hour maximum	A, B, C, H	\$ 293.85	\$ 49.19	\$ 33.01	\$ 23.51	\$ 1.59	8	\$ 401.15	F \$ 548.08

102.4 Table Footnotes

- A. While working from a beam (without scaffolding and/or catwalks) which is in excess of twenty five (25) feet above the floor, a \$5.00 per hour premium rate for the day applies. This will also apply to any person required to walk a truss, use a boatswain's chair and/or hanging from a line or lines, cables, etc., in excess of twenty-five (25) feet above the floor. This shall not apply to a person located inside a boom lift, scissors lift or man lift.
- B. All time shall be computed in 1-hour increments. Fractions of an hour shall constitute 1 hour.
- C. Recognized holidays are New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans Day (November 11), Thanksgiving Day, the day after Thanksgiving and Christmas Day. An employee required to work on a holiday shall be paid at the 1.5X overtime rate.
- D. Minimum calls for Master Technicians would be 8 hrs, extra technicians would be 5 hrs. On show days all technicians receive an 8 hr minimum. If an employee works less than the minimum call, the remaining hours are paid at the rate the shift started at.
- E. If an employee is excused for the day and called back the next day, before a rest period of nine (9) hours has elapsed, the employee will be paid 2X Overtime for the entirety of the shift on the second day.
- F. 1.5X Overtime. 1.5X overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training). Any work performed after 8 hours in one day or 40 hours in a week will be at 1.5X rate. All work performed on sixth day of work between 7:00am and 12:00am midnight in a week is paid at 1.5X rate.
- G. 2X Overtime: 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training. 2X Overtime is due for work performed in excess of 12 hours in a day. 2X rate paid for work between 12 A.M. and 7 A.M. Work beginning prior to 6:00 a.m. will be paid at the 2X Overtime rate and will remain at the 2X Overtime rate until a 9 hour break is called. Calls starting between 6:00 a.m. and 8:00 a.m. are paid at 2X Overtime for the time prior to 8 am.
- H. Whenever a master sound technician, master electrician, master carpenter, head rigger, head video, or property master is required to set up a show by virtue of installing equipment, patching, cueing and performs said work during the show, that employee shall be paid at the master technician rate.

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For Events at Bill Graham

Rates effective July 1, 2026 to June 30, 2027.	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME		
	CLASSIFICATION (JOURNEY LEVEL)	Basic Hourly Rate	Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X	
Stage Employees	A, B, C	\$ 42.68	\$ 7.14	\$ 4.79	\$ 3.41	\$ 0.23	D, E	8	\$ 58.25	F \$ 79.59	G \$ 100.93
Rigger	A, B, C	\$ 50.57	\$ 8.47	\$ 5.68	\$ 4.05	\$ 0.27	D, E	8	\$ 69.04	F \$ 94.32	G \$ 119.61
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H	\$ 54.43	\$ 9.11	\$ 6.11	\$ 4.35	\$ 0.29	D, E	8	\$ 74.29	F \$ 101.51	G \$ 128.72

Show Call Rates - Commercial, Industrial and Product Demonstration Shows - Not Hourly Rates

"Show call" means a period of 3 consecutive hours or less, used by the Employer for speeches, presentations of products or entertainment. If the performance runs more than 3 hours, the applicable hourly rate shall be paid for each additional hour or fraction thereof.

Stage Employees	A, B, C	\$ 192.06	\$ 32.15	\$ 21.57	\$ 15.36	\$ 1.04		\$ 262.18	F \$ 358.21	G \$ 454.24
Riggers	A, B, C	\$ 227.57	\$ 38.10	\$ 25.56	\$ 18.21	\$ 1.23		\$ 310.67	F \$ 424.45	G \$ 538.24

102.4 Table Footnotes

- While working from a beam (without scaffolding and/or catwalks) which is in excess of twenty five (25) feet above the floor, a \$5.00 per hour premium rate for the day applies. This will also apply to any person required to walk a truss, use a boatswain's chair and/or hanging from a line or lines, cables, etc., in excess of twenty-five (25) feet above the floor. This shall not apply to a person located inside a boom lift, scissors lift or man lift.
- All time shall be computed in 1-hour increments. Fractions of an hour shall constitute 1 hour.
- Recognized holidays are New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans Day (November 11), Thanksgiving Day, the day after Thanksgiving and Christmas Day. An employee required to work on a holiday shall be paid at the 1.5X overtime rate.
- Minimum calls for Master Technicians would be 8 hrs, extra technicians would be 5 hrs. On show days all technicians receive an 8 hr minimum. If an employee works less than the minimum call, the remaining hours are paid at the rate the shift started at.
- If an employee is excused for the day and called back the next day, before a rest period of nine (9) hours has elapsed, the employee will be paid 2X Overtime for the entirety of the shift on the second day.
- 1.5X Overtime. 1.5X overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training). Any work performed after 8 hours in one day or 40 hours in a week will be at 1.5X rate. All work performed on sixth day of work between 7:00am and 12:00am midnight in a week is paid at 1.5X rate.
- 2X Overtime: 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training. 2X Overtime is due for work performed in excess of 12 hours in a day. 2X rate paid for work between 12 A.M. and 7 A.M. Work beginning prior to 6:00 a.m. will be paid at the 2X Overtime rate and will remain at the 2X Overtime rate until a 9 hour break is called. Calls starting between 6:00 a.m. and 8:00 a.m. are paid at 2X Overtime for the time prior to 8 am.
- Whenever a master sound technician, master electrician, master carpenter, head rigger, head video, or property master is required to set up a show by virtue of installing equipment, patching, cueing and performs said work during the show, that employee shall be paid at the master technician rate.

Note on Rigging & Safety: A minimum of 3 technicians are required when fall protection gear is in use.

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Labor and Employment Code Article 102.4 - Theatrical Workers

This chart is submitted to show the prevailing hourly wage and fringe benefits for workers engaged in theatrical or technical services related to the presentation of a show, including, but not limited to, workers engaged in rigging, sound, projection, theatrical lighting, videos, computers, draping, carpentry, special effects, motion picture services, ground cover for arena and stadium events including terraplast, plywood, tarps or any other cover that may be developed in the future, theater maintenance, construction and assembly of scenery and stages, properties, stage lighting, room lighting and associated electrical work, generator set up and operation, power distribution video, ENG and studio production, sound, laser, electronic recording, graphics presentation, and projection.

For Events at Golden Gate Park

Rates effective July 1, 2026 to June 30, 2027.	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME	
	CLASSIFICATION (JOURNEY LEVEL)	Basic Hourly Rate	Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X
Traditional Stage Crafts: (Carpenters/ Electricians/Props/A2/Riggers/Video Utility - Camera)	A, B, C	\$ 52.48	\$ 8.79	\$ 5.89	\$ 4.20	\$ 0.28	D, E 8	\$ 71.64	F \$ 97.88	G \$ 124.12
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H	\$ 58.85	\$ 9.85	\$ 6.61	\$ 4.71	\$ 0.32	D, E 8	\$ 80.34	F \$ 109.76	G \$ 139.19

102.4 Table Footnotes

- A. While working from a beam (without scaffolding and/or catwalks) which is in excess of twenty five (25) feet above the floor, a \$5.00 per hour premium rate for the day applies. This will also apply to any person required to walk a truss, use a boatswain's chair and/or hanging from a line or lines, cables, etc., in excess of twenty-five (25) feet above the floor. This shall not apply to a person located inside a boom lift, scissor lift or man lift.
- B. All time shall be computed in 1-hour increments. Fractions of an hour shall constitute 1 hour.
- C. Recognized holidays are New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans Day (November 11), Thanksgiving Day, the day after Thanksgiving and Christmas Day. An employee required to work on a holiday shall be paid at the 1.5X overtime rate.
- D. Minimum calls for Master Technicians would be 8 hrs, extra technicians would be 5 hrs. On show days all technicians receive an 8 hr minimum. If an employee works less than the minimum call, the remaining hours are paid at the rate the shift started at.
- E. If an employee is excused for the day and called back the next day, before a rest period of nine (9) hours has elapsed, the employee will be paid 2X Overtime for the entirety of the shift on the second day.
- F. 1.5X Overtime. 1.5X overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training). Any work performed after 8 hours in one day or 40 hours in a week will be at 1.5X rate. All work performed on sixth day of work between 7:00am and 12:00am midnight in a week is paid at 1.5X rate.
- G. 2X Overtime: 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training. 2X Overtime is due for work performed in excess of 12 hours in a day. 2X rate paid for work between 12 A.M. and 7 A.M. Work beginning prior to 6:00 a.m. will be paid at the 2X Overtime rate and will remain at the 2X Overtime rate until a 9 hour break is called. Calls starting between 6:00 a.m. and 8:00 a.m. are paid at 2X Overtime for the time prior to 8 am.
- H. Whenever a master sound technician, master electrician, master carpenter, head rigger, head video, or property master is required to set up a show by virtue of installing equipment, patching, cueing and performs said work during the show, that employee shall be paid at the master technician rate.

Note on Rigging & Safety: A minimum of 3 technicians are required when fall protection gear is in use.

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Labor and Employment Code Article 102.4 - Theatrical Workers

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San Francisco (See charts for other locations)

Rates effective July 1, 2027 until superseded.	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME	
	CLASSIFICATION (JOURNEY LEVEL)	Basic Hourly Rate	Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X
General AV and C3 computer technicians for breakout rooms - Extra help for events or theme parties without entertainment (not including traditional stage crafts).	A, B, C	\$ 46.39	\$ 7.77	\$ 5.21	\$ 3.71	\$ 0.25	D, E 8	\$ 63.33	F \$ 86.53	G \$ 109.72
Multi-source and C2 computer technicians for breakout rooms and events or theme parties without entertainment.	A, B, C	\$ 54.95	\$ 9.20	\$ 6.17	\$ 4.40	\$ 0.30	D, E 8	\$ 75.02	F \$ 102.49	G \$ 129.97
Traditional Stage Crafts: (Carpenters/ Electrics/Props/A2) - Extra help for general sessions, plenary sessions, key note addresses, theme parties with entertainment. Extra help for commercial, industrial and product demonstration show and events with entertainment. Camera set up and tear down, including Video utilities.	A, B, C	\$ 59.11	\$ 9.90	\$ 6.64	\$ 4.73	\$ 0.32	D, E 8	\$ 80.70	F \$ 110.26	G \$ 139.81
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H	\$ 65.99	\$ 11.05	\$ 7.41	\$ 5.28	\$ 0.36	D, E 8	\$ 90.09	F \$ 123.09	G \$ 156.09

Show Call Rates - Commercial, Industrial and Product Demonstration Shows - Not Hourly Rates

“Show call” means a period of 3 consecutive hours or less, used by the Employer for speeches, presentations of products or entertainment. If the performance runs more than 3 hours, the applicable hourly rate shall be paid for each additional hour or fraction thereof.

Extra help for general sessions, plenary sessions, key note addresses, theme parties with entertainment and events with entertainment, three (3) hour maximum under commercial, industrial conditions else, four (4) hour maximum.	A, B, C	\$ 253.95	\$ 42.51	\$ 28.52	\$ 20.32	\$ 1.37	8	\$ 346.66	F \$ 473.64	G \$ 600.61
Spot light operators, camera operators per show call, three (3) hour maximum under commercial, industrial conditions else, four (4) hour maximum.	A, B, C	\$ 275.15	\$ 46.06	\$ 30.90	\$ 22.01	\$ 1.49	8	\$ 375.61	F \$ 513.18	G \$ 650.76

Table continued on the following page

CLASSIFICATION (JOURNEY LEVEL)	Basic Hourly Rate		Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X
	Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master for general sessions, plenary sessions, key note addresses, theme parties with entertainment and events with entertainment, three (3) hour maximum under commercial, industrial conditions else, four (4) hour maximum	A, B, C, H	\$ 302.66	\$ 50.67	\$ 33.99	\$ 24.21	\$ 1.63	8	\$ 413.16	F \$ 564.49

102.4 Table Footnotes

- A. While working from a beam (without scaffolding and/or catwalks) which is in excess of twenty five (25) feet above the floor, a \$5.00 per hour premium rate for the day applies. This will also apply to any person required to walk a truss, use a boatswain's chair and/or hanging from a line or lines, cables, etc., in excess of twenty-five (25) feet above the floor. This shall not apply to a person located inside a boom lift, scissors lift or man lift.
- B. All time shall be computed in 1-hour increments. Fractions of an hour shall constitute 1 hour.
- C. Recognized holidays are New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans Day (November 11), Thanksgiving Day, the day after Thanksgiving and Christmas Day. An employee required to work on a holiday shall be paid at the 1.5X overtime rate.
- D. Minimum calls for Master Technicians would be 8 hrs, extra technicians would be 5 hrs. On show days all technicians receive an 8 hr minimum. If an employee works less than the minimum call, the remaining hours are paid at the rate the shift started at.
- E. If an employee is excused for the day and called back the next day, before a rest period of nine (9) hours has elapsed, the employee will be paid 2X Overtime for the entirety of the shift on the second day.
- F. 1.5X Overtime. 1.5X overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training). Any work performed after 8 hours in one day or 40 hours in a week will be at 1.5X rate. All work performed on sixth day of work between 7:00am and 12:00am midnight in a week is paid at 1.5X rate.
- G. 2X Overtime: 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training. 2X Overtime is due for work performed in excess of 12 hours in a day. 2X rate paid for work between 12 A.M. and 7 A.M. Work beginning prior to 6:00 a.m. will be paid at the 2X Overtime rate and will remain at the 2X Overtime rate until a 9 hour break is called. Calls starting between 6:00 a.m. and 8:00 a.m. are paid at 2X Overtime for the time prior to 8 am.
- H. Whenever a master sound technician, master electrician, master carpenter, head rigger, head video, or property master is required to set up a show by virtue of installing equipment, patching, cueing and performs said work during the show, that employee shall be paid at the master technician rate.

Note on Rigging & Safety: A minimum of 3 technicians are required when fall protection gear is in use.

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For Events at Bill Graham

Rates effective July 1, 2027 until superseded.	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME	
	CLASSIFICATION (JOURNEY LEVEL)	Basic Hourly Rate	Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X
Stage Employees	A, B, C	\$ 43.96	\$ 7.36	\$ 4.94	\$ 3.52	\$ 0.24	D, E 8	\$ 60.02	F \$ 82.00	G \$ 103.98
Rigger	A, B, C	\$ 52.09	\$ 8.72	\$ 5.85	\$ 4.17	\$ 0.28	D, E 8	\$ 71.11	F \$ 97.15	G \$ 123.20
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H	\$ 56.06	\$ 9.38	\$ 6.30	\$ 4.48	\$ 0.30	D, E 8	\$ 76.52	F \$ 104.55	G \$ 132.58

Show Call Rates - Commercial, Industrial and Product Demonstration Shows - Not Hourly Rates

"Show call" means a period of 3 consecutive hours or less, used by the Employer for speeches, presentations of products or entertainment. If the performance runs more than 3 hours, the applicable hourly rate shall be paid for each additional hour or fraction thereof.

Stage Employees	A, B, C	\$ 197.82	\$ 33.12	\$ 22.22	\$ 15.83	\$ 1.07		\$ 270.06	F \$ 368.97	G \$ 467.88
Riggers	A, B, C	\$ 234.41	\$ 39.24	\$ 26.33	\$ 18.75	\$ 1.27		\$ 320.00	F \$ 437.21	G \$ 554.41

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- B. All time shall be computed in 1-hour increments. Fractions of an hour shall constitute 1 hour.
- C. Recognized holidays are New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans Day (November 11), Thanksgiving Day, the day after Thanksgiving and Christmas Day. An employee required to work on a holiday shall be paid at the 1.5X overtime rate.
- D. Minimum calls for Master Technicians would be 8 hrs, extra technicians would be 5 hrs. On show days all technicians receive an 8 hr minimum. If an employee works less than the minimum call, the remaining hours are paid at the rate the shift started at.
- E. If an employee is excused for the day and called back the next day, before a rest period of nine (9) hours has elapsed, the employee will be paid 2X Overtime for the entirety of the shift on the second day.
- F. 1.5X Overtime: 1.5X overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training). Any work performed after 8 hours in one day or 40 hours in a week will be at 1.5X rate. All work performed on sixth day of work between 7:00am and 12:00am midnight in a week is paid at 1.5X rate.
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- H. Whenever a master sound technician, master electrician, master carpenter, head rigger, head video, or property master is required to set up a show by virtue of installing equipment, patching, cueing and performs said work during the show, that employee shall be paid at the master technician rate.

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For Events at Golden Gate Park

CLASSIFICATION (JOURNEY LEVEL)	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME	
	Basic Hourly Rate	Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X	
Traditional Stage Crafts: (Carpenters/ Electricians/Props/A2/Riggers/Video Utility - Camera)	A, B, C	\$ 52.48	\$ 8.79	\$ 5.89	\$ 4.20	\$ 0.28	D, E 8	\$ 71.64	F \$ 97.88	G \$ 124.12
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H	\$ 58.85	\$ 9.85	\$ 6.61	\$ 4.71	\$ 0.32	D, E 8	\$ 80.34	F \$ 109.76	G \$ 139.19

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