

San Francisco Administrative Code Section 21C.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.

Rates effective from 2/3/2023 until superseded.

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	\$ 38.52	\$ 6.45	\$ 4.33	\$ 3.08	\$ 0.21	D, E 8	\$ 52.59	F \$ 71.85	G \$ 91.11
Multi-source and C2 computer technicians for breakout rooms and events or theme parties without entertainment.	A, B, C	\$ 45.62	\$ 7.64	\$ 5.12	\$ 3.65	\$ 0.25	D, E 8	\$ 62.28	F \$ 85.09	G \$ 107.90
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	\$ 49.08	\$ 8.22	\$ 5.51	\$ 3.93	\$ 0.27	D, E 8	\$ 67.01	F \$ 91.55	G \$ 116.09
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H	\$ 54.78	\$ 9.17	\$ 6.15	\$ 4.38	\$ 0.30	D, E 8	\$ 74.78	F \$ 102.17	G \$ 129.56
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	\$ 210.81	\$ 35.29	\$ 23.68	\$ 16.86	\$ 1.14	8	\$ 287.78	F \$ 393.19	G \$ 498.59
Spot light operators, camera operators per show call, three (3) hour maximum under commercial, industrial conditions else, four (4) hour maximum.	A, B, C	\$ 228.41	\$ 38.24	\$ 25.65	\$ 18.27	\$ 1.23	8	\$ 311.80	F \$ 426.01	G \$ 540.21
<i>Table continued on the following page</i>										

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	\$ 251.25	\$ 42.06	\$ 28.22	\$ 20.10	\$ 1.36	8	\$ 342.99	F \$ 468.62

21C.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).
- G. 2X Overtime: 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training. 2X Overtime is due 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 Project Collective Bargaining Agreement between CONCEPT SERVICES INC 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, 2018 through June 30, 2023.