



MGM RESORTS
INTERNATIONAL®



720 Union Labor Guidelines

Production Guidelines

Minimums

Minimum call is 4 hours.

Minimum call for broadcast is 8 hours.

Increment of payment is ¼ hour (15 min.) for any time worked beyond the minimum call.

Minimum cancellation notice is 24 hours.

Calls can go 6 hours as long as the employee is leaving at that time. Any work beyond that with out a break will result in meal penalty starting after the 5th hour of work continuing until a meal break is given.

Breaks

Crew shall be granted a paid 10 minute break for each 4 hours worked, however the break shall be given no later than the third hour of each 4 hour period. Breaks need not be granted during a performance, presentation or meeting.

Crew shall not be required to work more than 5 hours without being allowed a meal period of at least ½ hour. This time is not considered time worked and will not be charged. Meal periods shall not exceed 1 hour in duration and must be granted no sooner than 2 hours after the call begins. Meal periods may be staggered among members of the crew. Crew returning from a meal period shall be guaranteed 2 hours of work or equivalent pay.

In the event that an employee is not provided with a meal period they shall be paid at a rate of 2x base rate for all ensuing hours until a meal period is provided. The maximum penalty under any circumstance shall not exceed 3x base rate.

Food provided by the Employer at the job site without providing the appropriate time off for a meal period shall be considered an appropriate meal period. The time will be billed as time worked, but not result in meal penalties being charged.

Overtime Structure

Base rate for the first 8 hours (must include a meal break) .

1½ x rate for the next four hours.

2x rate for the next 12 hours.

Triple time after 24 hours continuous.

All time worked in excess of 40 hours in a work week shall be paid at 1½ x base rate.

Short Turnaround (Less Than 8 Hours Off)

3x base rate for any time worked within 8 hours from the time the employee was released from the job.

The premium rate of pay will apply until the employee receives a rest period of 8 consecutive hours.

6th & 7th Day

All work performed by crew on their 6th consecutive day of work shall be paid for at 1½ x base rate for the first 8 hours and 2x base rate thereafter. All work performed by crew on their 7th consecutive day of work shall be paid for at 2x base rate. However, an employee shall not be replaced to avoid 6th and 7th day premium pay.

Paid Holidays

New Years Day, Easter Sunday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day- all work performed on these days shall be paid at 2x the base rate.

Stewards

When the total number of crew on a job reaches 20 a non-working steward is required to administer the contract in the absence of a Business Representative of the Union.

Compounding

There shall be no compounding or pyramiding of overtime pay or other form of premium compensation which shall exceed 2x the base rate of pay, except in cases of 24 consecutive hours of work, a meal penalty or minimum turnaround, in which case the highest rate of pay shall be 3x the base rate.