

AGREEMENT

This Agreement is made and entered into on December 1, 2014, by and between Fox Sports Net North, LLC ("Fox", "Employer" or "Company") 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 ("IATSE" or "Union") as follows:

ARTICLE I

Recognition, Jurisdiction, and Application of Agreement

a. The Employer hereby recognizes the IATSE as the exclusive bargaining representative and agent for all freelance operators employed by the Employer and engaged through its Milwaukee office as technical production crew members, in the job classifications described below, in connection with the live broadcast or recording of sporting events. This recognition is restricted to the Employer and shall not be deemed to extend to any parent, affiliate or subsidiary corporation of the Employer, or to any operations of The Employer outside of those described herein.

b. Inclusions: Technical Director (TD), Audio Mixer (A1), Audio Assistant (A2), Video Controller (V1), Graphic Operators, Graphic Coordinators, Camera Operators (stationary, mobile, and remotely operated), Capture/Playback Operators (CPO), Score Box Operators, Utility Technicians, Stage Managers, Statisticians, and others in similar technical positions.

c. Exclusions: All other persons and categories are excluded, such as employees covered under other collective bargaining agreements, maintenance personnel (e.g., Maintenance Engineers), transportation personnel (e.g., Drivers, Driver - Technicians) clerical personnel (e.g., Runners, Messengers, etc.), management/supervisory personnel (e.g., Associate Producers, Unit Managers, Technical Managers), and security personnel.

d. This Agreement is intended to cover the employment of the above technicians for professional sporting events and NCAA Division 1 events. If the employer is engaged to crew events other than defined above, the parties shall meet and confer with the designated Union Representative as to the appropriate wages, terms, and conditions for the event in question. The wage scales and working condition provisions of this Agreement shall be minimums and employees shall not be precluded from obtaining better conditions than those outlined in this Agreement. Any employee enjoying such better conditions shall not have their wages or working conditions reduced as a consequence of this Agreement.

e. Listing of the above classifications is not intended to create individual or collective exclusive jurisdictions, staffing requirements or manning requirements. There is full interchange of duties and cooperation among the crew, and also between the crew and other personnel who are involved in or responsible for the production.

ARTICLE II

Union Security

a. Within thirty (30) calendar days of initial hire of any employee covered by this Agreement, Employer shall notify IATSE of the name, address, social security number, date of hire,

classification, dates of employment and gross wages earned by each employee on an ongoing basis. Any employee who is engaged by the Employer within the above-described bargaining unit for a cumulative (may be non-consecutive) total of thirty (30) actual work days within any two consecutive calendar years is required, as a condition of continued employment, to meet the financial obligations of Union membership, such amount of dues and initiation fees normally required by that local. Any employee who fails to comply with the above obligations within two weeks after having received an appropriate written notice of delinquency from the Union (with copy to the Employer) shall be deemed ineligible for future engagements by the Employer. Written notice of such ineligibility shall be given by the Union to the Employer, with a copy to the employee.

b. The Employer agrees that it will deduct Union dues payments from all wages earned by employees covered by this Agreement. The Union shall notify the Employer of the amount to be withheld from the employee's wages, and will maintain a signed dues deduction authorization form for each employee. The Union will make such authorizations available to the Employer effective with the start date of this Agreement, and thereafter on an annual basis. The Union will also submit to the Employer, on an ongoing basis, a list of all employees who have chosen to withdraw their authorization of said check-off forms.

c. The foregoing obligations are to be interpreted and applied consistent with applicable law. The IATSE shall indemnify and hold harmless against any claims or liability arising from Employer's compliance with any IATSE request to terminate an employee pursuant to Section a. of this Article, *above*.

ARTICLE III

No Sub-Contracting

a. The Employer may not subcontract with third parties for the performance of work within the scope of this Agreement, unless the Employer determines that insufficient qualified freelancers are available in the market, or that special skills or equipment is needed and cannot be supplied by the Employer.

b. Thirty (30) days prior to implementing substantive changes in past practices with respect to staffing/manning requirements or to subcontracting, the Employer shall give notice of such intended changes and the opportunity to discuss the situation prior to implementation. The requirements of this paragraph are not applicable to subcontracting caused by equipment limitations

ARTICLE IV

Management Rights

The Union recognizes the Employer'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 employee's 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 Employer. All matters not specifically and expressly controlled by language of this Agreement may be administered for its duration by the Employer in accordance with such policy or procedure as the Employer from time to time may determine.

Specifically, and without limiting the generality of the foregoing, the Employer has the sole exclusive right:

- To hire, suspend, transfer, promote, demote and discipline employees and to maintain and improve their discipline and efficiency;
- To lay-off, terminate, or otherwise relieve employees from duty;
- To eliminate, change or consolidate jobs;
- To install new jobs;
- To direct the methods and process of doing work and to introduce new and improved work methods or equipment;
- To determine the location where work is to be performed;
- To determine the starting and quitting times, the time for lunch and rest breaks, the number of hours to be worked; *and*
- To make and modify rules and regulations that the Employer deems necessary for the conduct of its business and to require their observance.

ARTICLE V

Hiring and Hiring Practices

a. To the extent that the Employer is in need of qualified persons to perform work covered by this Agreement, it will give first consideration for employment to employees registered to work with the Union. The Employer agrees to hire based on fair and equitable criteria.

b. The Employer shall maintain a hire list of experienced personnel.

c. Experienced personnel shall staff all events unless training arrangements are made in advance.

d. The Union agrees that it is and will continue to be an open Union and that it will keep its membership rolls open and will offer membership to all eligible employees engaged by the Employer. The Union agrees not to impose any fees in excess of the maximum fees required of members of the Union upon eligible employees of the Employer who wish to join the Union or wish to be represented by the Union.

e. Employee Cancellations: If an employee has been offered an event to work and the employee confirms such assignment, the employee may not cancel unless a replacement satisfactory to the Employer has been found. The Employer shall assist the employee by providing names and phone numbers of other workers that would be acceptable replacements, but it is the responsibility of the employee to find the replacement. Criteria for such “satisfactory replacement” shall consist of an individual:

1. being on referral list in the specific craft;
2. having previously worked for the client in that position without issue; *and*
3. confirmation that the replacement employee is available and willing to work.

Employee will give notice of replacement to Employer at the earliest reasonable opportunity. If Employer deems the identified replacement to be unsatisfactory, Employer must respond to the employee within forty-eight (48) hours of such notice, or, where notice of replacement is received after Employer’s business hours, Employer shall have until the end of the second business day to respond. On timely response by Employer,

- the original employee will be responsible for the committed shift and may continue to seek a suitable replacement or resolve himself/herself to work the committed shift; *or*
- Employer may release original employee from the booking and hire from outside the referral list, in which case such non-referral hire will not count as one of Employers referral list exceptions detailed in Section h. of this Article, *below*.

If Employer does not respond to employee within forty-eight (48) hours or the end of the second business day, the identified replacement is considered to be suitable and employee is released.

This Article shall not apply to cancellations due to medical or other emergencies. The Union agrees that if an employee cancels for medical reason or other emergency, it will assist the Employer in obtaining proper verification from the employee.

Employees subject to this Agreement hereby agree that they will not accept bookings for which they have or are aware of a previous scheduling conflict. If the Employer agrees to accept responsibility for a substitution, no further action is needed on behalf of the employee.

f. **The Referral List:** The Union will maintain and provide the Employer a Referral List of qualified individuals as well as the positions for which each is qualified. Inclusion of an individual on the Referral List constitutes a representation by the Union that it has examined the experience and qualifications of that individual and has determined that the person is qualified to perform the jobs indicated. The Union will accept to the Referral List all qualified employees of the Employer without discrimination of any kind and regardless of Union membership.

g. **Preference of Employment:** To the extent that the Employer is in need of qualified persons to perform work covered by this Agreement, it will give preference of employment, provided qualifications as determined by the Employer are acceptable, to employees currently referred for work by the Union (the Referral List) so long as a qualified person is available. The Union agrees that the Employer is not obligated to recognize seniority when hiring from the Referral List.

h. **Irregularities and Exceptions:** The Employer may hire any person for one (1) workday outside of the Referral List, but such person must be referred to the Union for inclusion on the Referral List if his/her performance was deemed to be acceptable by the Employer. The Employer may hire anyone at any time even if not on the Referral List, but such hires are limited to an aggregate of ten (10) days of hire per year. Employees who travel in as employees of a team or rights holder from another market do not count toward this aggregate number of ten (10) days of hire per year.

i. **The Hire List:** The Employer shall maintain their own Hire List based on fair and equitable criteria applied uniformly to each person on the Referral List. The Employer and the Union agree that qualified, experienced personnel, as determined by the Employer, shall staff all positions unless training arrangements have been made in advance.

j. The parties shall meet at least quarterly to discuss any crewing concerns that may arise. A designated representative of the IATSE and the person within the Company responsible for crewing, along with other Employer representatives as may be deemed necessary shall be at this meeting. If crewing concerns arise between quarterly meetings, either side may call a meeting by sending the other written notice. Within ten days of such notice a meeting must be scheduled to take place.

ARTICLE VI
Discipline and Discharge

- a. The Employer maintains the right to make and modify reasonable work and conduct rules and require their observance.
- b. Whenever disciplinary action is taken, the Employer agrees to issue a "Notice of Termination" or a "Notice of Discipline" letter to the Union and affected Employee. The Union agrees that the issuance of "Notice of Termination" and/or "Notice of Discipline" letter is a management decision; however, no employee shall be disciplined or discharged without just cause. Before issuance of either letter referred to above, management will offer the employee the right to schedule a meeting. The employee may bring a Union Representative to such meeting.

ARTICLE VII
No Discrimination

The Employer and the IATSE agree that in applying the terms of this Agreement there will be no unlawful discrimination based upon race, color, religion, gender, sexual orientation, age, national origin, or other statutorily protected status. The Arbitration provisions of this Agreement shall not apply to this Section if an Employee has recourse via State or Federal agencies of competent jurisdiction.

ARTICLE VIII
No Strike, No Lock Out

During the term of this Agreement, there shall be no strikes or picketing by the Union or Lockout of Employees by the Employer. It shall be understood by and between both parties to this Agreement that a lawful IATSE picket line, sanctioned by the International President, shall not constitute cause for discipline as defined by this Agreement.

ARTICLE IX
Stewards

The Union may appoint one steward for each production. No steward shall be subject to penalty, discipline, layoff, or discharge for any act in the performance of his/her duties as steward and acting by the authority of the Union, provided he/she continues to perform his/her job responsibilities in an acceptable manner.

ARTICLE X
Access

Representatives of the Union shall be permitted reasonable access to all sites where persons covered by this Agreement are performing services. The Employer is not responsible for restricted admittance policies, but will use its best efforts to assist Union Representatives with access difficulties.

ARTICLE XI
Grievance and Arbitration

a. In the event that the IATSE or the Employer contends that the other party has violated a provision of this Agreement, the following procedures shall be applicable:

1. Within ten (10) business days of the time an employee, Employer, or the Union knew (or reasonably should have known) of the event giving rise to the grievance, the appropriate party must give written notice to the other party of the claim.
2. A representative of the IATSE and a designated representative of the Employer shall, within ten (10) business days after service of notice of the claim, meet and discuss the matter and attempt to effect a settlement of said controversy or dispute. Any agreement arrived at by such representatives shall be final and binding.
3. In the event that such controversy or dispute is not settled by the Employer and the IATSE within twenty (20) working days after the written notice given pursuant to paragraph (1.) *above*, or within ten (10) business days after the meeting referred to in paragraph (2.) *above*, then such controversy or dispute may be submitted to arbitration. The demand for arbitration must be made in writing, no later than forty (40) business days after written notice referred to in paragraph 1., *above*. Each party shall bear half the cost of the arbitrator's fees and expenses.
4. The parties shall first attempt to agree upon an arbitrator. If such agreement is not reached the arbitrator shall be selected from a list obtained from the American Arbitration Association by alternate striking of names with the Union going first.

b. Processing a claim or discussing its merits shall not be considered a waiver of a defense that the matter is not arbitrable or that it should be denied for reasons which do not go to the merits.

c. The arbitrator shall have no power to modify, add to, or subtract from the terms of this Agreement, but shall only determine whether the Agreement has been violated in the manner alleged in the grievance, and, if so, what the remedy should be within the meaning of the Agreement.

d. The Employer is not bound by any past practices or understandings except to the extent such past practices or understandings are specifically stated in this Agreement. Past practice may be used in interpreting or applying an express term of this Agreement, but shall not be used to add or modify the express terms of the Agreement.

e. The decision of the arbitrator, within the limits indicated above, shall be final and binding upon the grievant and all parties.

f. The grievance and arbitration procedure is to be the sole and exclusive remedy for any claimed breached of this Agreement or any other grievable dispute relating to the employment by the Employer of employees covered by this Agreement.

g. If a grievance is not processed at any stage in accordance with stated time limits, it shall be deemed withdrawn. All time limits are subject to extension, but only by mutual written agreement.

ARTICLE XII

Minimum Conditions

- a. **Wages**: The minimum wage rates and wage increases shall be as outlined in “APPENDIX A.”
- b. **Work Day**: A regular work day shall be computed by totaling the number of hours between the time an employee reports to work and the time the employee is dismissed by the management representative on site at the end of such work day, including meal periods. Employer shall provide employee forty-eight (48) hours’ notice of his/her report to work time (“call time”).
- c. **10 Hour Minimum Call**: All employees shall be guaranteed at least ten (10) hours of paid work.
- d. **Work Week**: The workweek is currently defined as Monday through Sunday. The workweek may be amended from time to time, not to exceed two (2) times per calendar year, upon a thirty (30) day notification to the Union. If any party wishes to discuss this provision, such meeting will occur within the thirty (30) day notification period.
- e. **Overtime**:
 - 1. Employees shall receive overtime of time and one-half (1.5) times their regular rate for all work in excess of ten (10) elapsed hours from his/her “in time” on any workday.
 - 2. Employees shall receive double time of two (2) times their regular rate of for all work in excess of fourteen (14) elapsed hours from his/her “in time” on any workday.
- f. **Pyramiding**: It is specifically understood that there shall be no pyramiding of over-time pay made under any of the provision of this agreement.
- g. **Double Header / Multiple Events**:
 - 1. A regular double header will have a fourteen (14) hour minimum call with overtime being paid after ten (10) hours of actual work in accordance with the overtime provisions of this Agreement.
 - 2. Employees will be notified at least one (1) week in advance regarding the existence of multiple events in a single day. Such employee will be given the option to decline without retribution.
 - 3. A “day-night double header” where the arena is cleared of patrons and a separate ticket is purchased for the second event, employees shall be paid two (2) 10-hour minimum calls.
 - 4. Employees who are engaged for two (2) separate events in the same day (e.g., baseball then hockey) shall be paid as two (2) 10-hour minimum calls. The overtime provisions after ten (10) hours in one workday do not apply until after ten (10) hours have been worked.
- h. **Meal Periods**:
 - 1. All meal periods shall be compensated and will be one (1) hour in length. The meal period shall be scheduled as near to the midpoint in the workday as possible and not to exceed the sixth (6th) elapsed hour from the employee’s “in time” or return to work from a previous meal break.

2. In the event a crewmember misses a meal break due to work, he/she will be compensated an additional hour at one and one-half (1.5) times his/her straight time rate of pay.

i. Rest Periods:

1. All technicians shall be granted at least two ten (10) minute breaks plus a meal break during a ten hour shift. The Employer will not unreasonably deny a relief break when necessary.
2. Employees shall be given ten (10) continuous hours off between the time of dismissal and reporting for the next day's work. This rule shall apply to employees traveling from one assignment to another, unless early travel is at the employee's request and later arrangements are available. If less than ten (10) hours in between calls are given, the employee and the Employer shall mutually agree to one of the following remedies:
 - A premium of one and one half (1.5) times the employee's rate shall be paid for hours invading the ten (10) hour rest break.
 - The Employer shall provide nearby housing.
 - Provide transportation to or from home, the event, or the airport.
 - Provide and adjusted call time. The adjusted call time will also count as the employee's "in time" for the day.
3. Employees that must travel after working hours shall be given adequate time and appropriate facilities to clean up before traveling whenever practical to do so.

j. Cancelled Calls:

1. If the Employer cancels an assignment of a previously booked employee the Employee shall be compensated one half (.5) of his/her day rate for less than seventy-two (72) hours' notice, and a full day rate for less than forty-eight (48) hours' notice. If the employer offers (or finds a third party to offer) the employee another job during that same time period, no additional fee shall be due as long as the job compensation and circumstances relating to that job are equal to the cancelled call.
2. In the event that operations are temporarily curtailed in whole or part, neither party shall be liable in damages for any delay or default in performing hereunder if such delay or default is caused by conditions beyond its control including, but not limited to Acts of God, strikes, wars, riots, or events which frustrate the purpose of broadcast or make it impossible to continue operations.

k. Parking: Employees' actual parking costs to be reimbursed by Employer according to the following schedule:

- Contract Year 1 (December 1, 2014 to June 30, 2015): Not to exceed \$5.00 per event
- Contract Year 2 (July 1, 2015 to June 30, 2016): Not to exceed \$10.00 per event
- Contract Years 3 and 4 (July 1, 2016 to June 30, 2018): Not to exceed \$15.00 per event
- Contract Year 5 (July 1, 2018 to June 30, 2019): Not to exceed \$20.00 per event

ARTICLE XIII

Holidays

a. The following shall be deemed holidays, irrespective of the day of the week on which the holiday may fall:

- Ratification through June 30, 2015: Labor Day, 4th of July, and Memorial Day
- July 1, 2015 through June 30, 2016: Labor Day, 4th of July, Memorial Day, and Thanksgiving Day
- July 1, 2016 through June 30, 2017: Labor Day, 4th of July, Memorial Day, and Thanksgiving Day, and Christmas Day
- July 1, 2017 through June 30, 2018: Labor Day, 4th of July, Memorial Day, and Thanksgiving Day, Christmas Day, and New Year's Day.

Additionally, Christmas and New Year's holiday shall start on 6:00 p.m. the day preceding the holiday and end on midnight at the end of the actual holiday.

b. If an employee is engaged to work or travel on any of the holidays listed above, the employee will be compensated at the rate of one and one-half (1.5) times his/her applicable rate of pay for the daily guarantee.

ARTICLE XIV **Payment of Wages**

a. At no time shall the duties of any employee covered by this Agreement include the handling of Company cash.

b. The Company shall institute the practice of sending detailed information to each employee providing a breakdown of all monies and benefits paid and deducted from the previous pay period.

c. Employer shall maintain a regular payroll period and employees shall be paid on a twice-monthly basis, assuming employees have performed work during the half of the month corresponding to the pay date.

ARTICLE XV **Job Classifications**

a. Technical Directors: Shall work under the direction of the Producer, Director, Engineer-in-Charge, and/or Crew Chief to implement his/her instructions for providing the visual portion of the telecast. The Technical Director shall have the required skills to program and operate the required switcher, DVE's, capture/playback equipment/fast forward channel outputs, still store, and other related equipment necessary to fulfillment of his/her job skills/responsibilities. Additional skills include, but are not limited to: layout of the monitor wall and tallies, coordination of the tech schedule, and performing fax and transmission checks.

b. Audio A-1: Shall work under the direction of the Producer, Director, Engineer-in-Charge, and/or Crew Chief to implement his/her instructions for providing the audio and communications portion of a telecast. The Audio A1 shall have the required skills to program and operate the required audio board and other equipment related to mixing, editing, dubbing, transferring, routing, and patching of the required audio, communications, and RF portion of a telecast and to operate/perform other related equipment/services necessary to the fulfillment of his/her job skills/responsibilities. Additional skills include, but are not limited to: running and interfacing of

multiple building-to-truck, truck-to-truck, and other interconnect cabling and performing fax and transmission checks.

c. Audio A-2: Shall work under the direction of the Producer, Director, Engineer-in-Charge, and/or Crew Chief to implement his/her instructions for providing the audio portion of a telecast. The Audio A2 shall have the required skill to setup and troubleshoot microphones, intercom, and cabling related to the audio, communications and RF portion of a telecast and to operate/perform other related equipment/services necessary to the fulfillment of his/her job skills/responsibilities. Additional skills include, but are not limited to: assisting/relieving the A1 with his/her direct skills as may be required and running and interfacing of multiple building-to-truck, truck-to-truck, and other interconnecting cabling.

Audio:

- On a show where there are two (2) or more “on camera” positions used back to back during a single production, the company shall engage at least two Assistant Audio Technicians.
- At least two audio assistants shall be employed on productions utilizing RF equipment.
- Audio Assistants shall not be asked to perform the duties of the stage manager, or operate cameras.
- For dual feeds there will be a separate audio crew.
- At least one (1) Audio A2 will be employed for each production.

d. Video Controller / V-1: Shall work under the direction of the Producer, Director, Engineer in Charge and/or Crew Chief to implement his/her instructions for providing the image portion of a telecast. The V1 shall have the required skills to execute camera and video cabling, connections, and patching, to maintain images to broadcast standards, and to operate/perform other related equipment/services necessary to the fulfillment of his/her job skills and responsibilities. Additional skills include, but are not limited to: running and interfacing of multiple building-to-truck, truck-to-truck, and other interconnect cabling.

Video:

- A single Video Controller can paint and/or iris no more than nine cameras including color corrected feeds. Clock, scoreboard, and locked off POVs are not included unless the Video Controller is asked to actively color correct the POVs. After nine cameras a second experienced Video Controller is required.
- In the event of a dual feed there shall be a second Video Controller engaged.
- Where a second Video Controller is engaged, he/she shall be assumed to share the overall video workload.

e. Graphics Operator: Shall work under the direction of the Producer, Director, Engineer-in-Charge, and/or Crew Chief to implement his/her instructions for providing the graphics portion of a telecast. The Graphics Operator shall have the required skills to program, operate, and download the required graphics elements (manually or *via* download). The Graphics Operator will use a generator/computer to create, program, edit, and display graphics and operate perform other related equipment/services necessary to the fulfillment of his/her job skills and responsibilities.

Graphics:

- Graphics Operator to receive an additional fifty dollar (\$50.00) fee if no Graphics Coordinator is hired

f. Graphics Coordinator: Shall work under the direction of the Producer, Director, Engineer-in-Charge, and/or Crew Chief to implement his/her instructions for coordinating the graphics portion of a telecast. The Graphics Coordinator shall have the required skills to assist the Graphics Operator and/or coordinate the required graphics used on air and to operate/performance other related equipment/services necessary to the fulfillment of his/her job skills and responsibilities.

g. Hard Camera Operator: Shall work under the direction of the Producer, Director, Engineer-in-Charge, and/or Crew Chief to implement his/her instructions for providing hard studio-type camera operations. The Hard Camera Operator shall have the required skills to cable, assemble, and operate hard studio-type video cameras and assist with cabling and setup of video monitors, lighting, telestrator, and radar/speed gun. Operators shall have the ability to assist the Video Controllers and truck engineers in troubleshooting and to operate/performance other related equipment/services necessary to the fulfillment of his/her job skills and responsibilities. Additional skills include, but are not limited to: running of multiple building-to-truck, truck-to-truck, and interconnect cabling.

h. Handheld Camera Operator: Shall work under the direction of the Producer, Director, Engineer-in-Charge, and/or Crew Chief to implement his/her instructions for providing handheld camera operations. The Handheld Camera Operator shall have the required skills to cable, assemble and operate handheld video cameras and assist with cabling and setup of video monitors, lighting, telestrator, and radar/speed gun. Operators shall have the ability to assist the Video Controllers and truck engineers in troubleshooting and to operate/performance other related equipment/services necessary to the fulfillment of his/her job skills and responsibilities. Additional skills include, but are not limited to: running of multiple building-to-truck, truck-to-truck, and other interconnect cabling.

i. Robotic Camera Operator: Shall work under the direction of the Producer, Director, Engineer-in-Charge, and/or Crew Chief to implement his/her instructions for providing remote-controlled camera operations. The Robotic Camera Operator shall have the required skill to cable, assemble, balance, operate, and tear down the robotic-style camera crane as well as the ancillary equipment that goes with robotics. The Robotic Camera Operator shall have the ability to assist the Video Controller(s) and truck engineers in troubleshooting and to operate/performance other related equipment/services necessary to the fulfillment of his/her job skills and responsibilities. Additional skills include, but are not limited to: running of multiple building-to-truck, truck-to-truck, and other interconnect cabling.

j. Jib Camera Operator: Shall work under the direction of the Producer, Director, Engineer-in-Charge, and/or Crew Chief to implement his/her directions to provide quality jib-camera maneuvers. The Jib Operator shall have the required skills to cable, assemble, balance, operate, and tear down jib-style camera crane as well as the ancillary equipment that goes with the crane. The operator shall have the ability to assist Video Controller(s) and Engineers in troubleshooting and to operate/performance other related equipment/services necessary to the fulfillment of his/her job skills and responsibilities.

Camera:

- Robotic Camera Operators shall receive a call in time the same as the earliest crewmember for the event. Robotic Operators shall not be required to operate more than

two (2) cameras at any one time or set up more than one system without assistance (for example; a utility to provide assistance).

- Any employee not engaged as a Camera Operator will receive additional compensation of twenty-five dollars (\$25.00) for operating “Booth” cameras for twenty (20) minutes or less.
- Any Camera Operator performing ENG duties shall receive an additional seventy-five dollars (\$75.00) per shift (limited to one \$75.00 fee per show).

k. Capture Playback Operator 2 (RO/CPO2): Shall work under the direction of the Producer, Director, Engineer-in-Charge, and/or Crew Chief and/or Tape AD/Tape Producer to implement his/her instructions for providing record/playback/slomo operation of one or more videotape machine(s). The CPO2 shall have the required skills to record, slomo, and playback recorded elements and to operate/perform other related equipment/services necessary to the fulfillment of his/her job skills and responsibilities. Additional skills include, but are not limited to: monitor and router layout and organizing and assembling melts.

l. Capture Playback Operator 1 (Lead EVS/CPO1): Shall work under the direction of the Producer, Director, Engineer-in-Charge, and/or Crew Chief and/or Tape AD/Tape Producer to implement his/her instructions for providing record/playback/slomo operation and playlist execution of a multi-channel video recording device. The CPO1 shall have the required skills to record, edit (assembly of various elements), slomo, playback, construct, and execute elements/playlists and to operate/perform other related equipment/services necessary to the fulfillment of his/her job skills. Additional skills include, but are not limited to: monitor and router layout and organizing and assembling melts.

Capture Playback:

- Operators shall not be assigned to run more than two slow motion machines at one time.
- Operators shall receive a fifty dollar (\$50.00) fee for operation of an X-mo or other/similar super-slow motion controller.
- Multi-channel machines: If more than four (4) playback channels are utilized, a minimum of three (3) operators shall be employed. A CPO will not be responsible for more than four (4) production-controlled channels during a show. A 6-channel machine operator will be paid at the CPO1 regular rate of pay.

m. Score Box Operator: Shall work under the direction of the Producer, Director, Engineer-in-Charge, and/or Crew Chief to implement his/her instructions for providing score box computer operations. The Score Box Operator shall have the required skills to setup and operate the required computer, to input statistics and graphic elements (manually or *via* download), and to operate/perform other related equipment/services necessary to the fulfillment of his/her job skills and responsibilities. Additional skills include, but are not limited to: setup and troubleshooting of radar/speed gun.

If the employer utilizes a score box during the production it must employ an operator (unless per past practice the score box is used to only display a logo).

n. Utility: Shall work under the direction of the Producer, Director, Engineer-in-Charge, and/or others to implement his/her instructions for assisting camera and/or other operations. The Utility shall have the required skills to cable and assist with the operations of all video, audio, and lighting equipment, provide active cable assistance to moving camera operators during all phases

of camera operations, assist other crew and truck engineers in troubleshooting, and to perform other related services necessary to the fulfillment of his/her job skills and responsibilities. Additional skills include, but are not limited to: running of multiple building to-truck, truck-to-truck, and other interconnecting cabling and setup of monitors, radar/speed gun, and telestrator (also including sets and stage materials).

Utility

- A dedicated Utility worker shall be assigned to all Handheld Camera Operators, unless the handheld camera is at a location that does not move during the event.

o. Stage Manager: Shall work under the direction of the Producer, Director, Engineer-in-Charge, and/or Crew Chief to implement his/her instructions for providing management of on-air talent. The Stage Manager shall have the required skills to assist talent and operate/performance other related equipment/services necessary to the fulfillment of his/her job skills and responsibilities.

If a late call individual's (Score Box Operator, Stage Manager, and/or Statistician) call in time is adjusted to earlier than three (3) hours before the game/event start time, prior arrangements will be made with that employee.

p. ENG/EFM Grip: Shall work under the direction of the ENG/EFM Photographer, Producer, Director, Engineer-in-Charge, and/or Crew Chief to implement his/her instructions for providing assistance to an ENG/EFM recording. The ENG/EFM Grip shall have the required skills to cable and assist operations of all video, audio, and lighting equipment related to an ENG/EFM recording and/or the fulfillment of his/her job skills/responsibilities.

q. ENG/EFM Audio A2: Shall work under the direction of the ENG/EFM Photographer, Producer, Director, Engineer-in-Charge, and/or Crew Chief to implement his/her instructions for providing the audio portion of an ENG/EFM recording. The ENG/EFM Audio A2 shall have the required skills to setup and troubleshoot microphones and cabling and assist in lighting related to an ENG/EFM recording and/or the fulfillment of his/her job skills/responsibilities.

Bargaining unit personnel shall not be responsible for crowd management/control.

ARTICLE XVI

Working Out of Classification and Extra Duty

An employee whose call was for a given classification but is then assigned the duties of higher paid classification shall be paid at the rate of the higher paid classification for the entire day, except for operation of the booth or clock cameras for twenty (20) minutes or less in duration.

ARTICLE XVII

Safety and Health

a. The Employer recognizes the need to provide employees a safe and healthy working environment. If safety gear is required for an assignment, the Employer shall provide such gear.

b. The Employer will provide a representative on site that will have knowledge of the client's requirement for the broadcast and will supervise the crew.

c. If a possible unsafe situation occurs during an event, the potential problem should immediately

be reported to the management representative on site. The management representative will consult with the job steward and shall make any adjustments to hazards that the management representative feels need immediate attention. No employee shall be disciplined or discharged for failure to participate in an activity that exposes the individual to danger.

d. An active and authoritative safety committee consisting of at least one (1) member of the Union from each local union and an equal number of management representatives shall be established and shall meet as needed to discuss safety problems. The designated union committee member shall not suffer any loss of wages with respect to any meeting involving safety matters.

e. Any employee can inform the safety committee of possible unsafe working conditions. The committee will investigate and within five (5) workdays and, either advise the Employer of any unsafe condition(s), or advise the employee that no unsafe condition exists. If the Employer is advised of an unsafe work condition, the condition will be investigated within five (5) days and corrected as needed.

f. Where access to rest rooms is considered inconvenient, the Employer will provide adequate facilities near the truck location.

g. Cool water will be made available at the truck location from the start to the end of the work call.

ARTICLE XVIII

Training and New Technology

a. The Employer and the Union both agree that it is important for employees to continue to advance their skill and abilities. As new technology emerges the Employer's first priority, to insure the availability of qualified freelancers, will be to train current freelancers in the new technology.

b. Any freelancer currently on the hire list can ask for training in a new job category, and receive that training, as time and equipment is available. Training positions will not be added to an event unless a normal full crew is assigned to the event, in addition to the trainee. If the Employer bills for the trainee's hours the trainee shall also be paid his/her regular rate. Otherwise, the trainee is unpaid. The Employer and the employee shall mutually agree on compensation to train or supervise training of another employee.

ARTICLE XIX

Joint Training Committee

The Employer and the Union agree that advances in technology require a forum to discuss and resolve issues related to the training of employees covered by this Agreement. To that end, the parties hereby establish a joint training committee. The Committee will research and develop training programs, which are of mutual benefit to the Employer and the Union. The Committee members will be selected on an *ad hoc* basis and will meet and confer at a time agreeable to both parties.

ARTICLE XX
Prior Approval for Premium or Penalty Payment

When an agent of the rights holder requests or compels a technician(s) to provide any of services which require the Employer to pay a premium or penalty for such work, they shall initial a check off sheet that indicates the request(s), and/or have such duties approved by the appropriate Employer designee.

ARTICLE XXI
Travel

a. For the purpose of this Agreement, Distant Location shall be defined as a location more than fifty (50) miles from the center of Milwaukee. When employees are asked to report to a Distant Location, provided that Distant Location is more than fifty (50) miles from his/her residence, the following shall apply:

1. Hotel, cost of common carrier, cabs, tolls, rental cars, gas and parking, shall be reimbursed by the Employer at the actual cost to the employee, subject to the timely reporting of receipts. Actual receipts will be provided to the Employer for reimbursement.
2. A Per Diem shall be paid to each employee per day (inclusive of travel days) based on current Company Policy. As of the date of ratification of the Agreement the rate is \$55.00 per day.

b. Expenses will normally be billed directly to the Employer. However, on the occasion that may not be possible, the employee will pay the cost and be reimbursed by the Employer. The employee will be notified in advance of such cost.

c. The employee will be reimbursed within thirty (30) days of the cut-off for submitting expense reports. Those cut-off days are currently the first (1st) and sixteenth (16th) of the month.

d. Employees traveling by common carrier shall be compensated at one half (.5) of his/her regular rate of pay if the time spent traveling to or from a remote location does not exceed five (5) hours. If time spent traveling exceeds five (5) hours, he/she shall be compensated his/her 10-hour minimum call rate of pay. Common carrier travel time is defined as: One (1) hour before scheduled departure of the common carrier and end upon reasonable arrival at the event location or hotel.

e. Employees who travel by personal car in excess of fifty (50) miles to or from work will be compensated at the rate of twenty-five dollars (\$25.00) per hour, paid in one-quarter (.25) hour increments rounded to the next quarter hour. This includes passengers of a carpool.

1. Employees will receive applicable healthcare and retirement benefits for each hour driven/paid.
2. Employees will be paid a minimum call at their agreed craft rate with healthcare, annuity, and full pension contribution if drive-time exceeds six (6) hours.

The travel compensations detailed in this Section (e.) shall not be applicable for travel to work in Milwaukee by Wisconsin residents not otherwise based in and around Milwaukee. However such Wisconsin residents residing more than fifty (50) miles from the Milwaukee city center (herein defined as the Bradley Center) and traveling to work within Milwaukee shall receive mileage at the IRS prevailing rate for actual miles driven to and from their residence and worksite, capped at one-hundred (100) total miles roundtrip.

f. If an Employee is offered a common carrier travel by the Employer, but chooses to travel by car rather than by common carrier, he/she shall be compensated at the applicable common carrier rates as outlined in Section “d” of this Article.

g. In addition the driver/vehicle owner will also be compensated for mileage equal to the maximum allowed by the IRS, as adjusted from time to time.

h. Employees will not be required to use personal vehicles to transport equipment or perform any Company business.

i. Dark-days to be paid at one-half (.5) of employee’s minimum call with full per diem, full pension, and one-half (.5) of daily minimum healthcare contribution (applicable rate paid for each of the five (5) hours in employee’s one-half minimum call).

j. Employees based in Other IATSE Jurisdictions: Consistent with industry practice, if an employee is transported into the jurisdiction of a local union of the IATSE from another IATSE local union’s jurisdiction where Employer or any subsidiary or dba of Employer holds a collective bargaining agreement with the IATSE, the following shall apply:

1. The wage, benefit, travel, and per diem sections of the CBA of the employee’s home local shall apply and travel with the employee
2. The working conditions (e.g. rest periods, meal breaks, staffing, parking, etc.) of the CBA in the jurisdiction that the employee travels to – this Agreement – shall apply.

Employees that are traveled in from another jurisdiction shall not count against any accumulated Referral List waiver exceptions in Article V, Section h.

ARTICLE XXII

Labor-Management Committee

A Labor Management Committee shall be established, with an equal number of representatives from each side. The committee shall meet at least quarterly to discuss issues brought before it. Any member of the committee can submit issues for committee consideration.

ARTICLE XXIII

Health and Welfare

a. For each hour worked by an employee or paid for by Employer, Employer shall contribute to the IATSE Health and Welfare Plan the following:

- From December 1, 2014 to June 30, 2015: \$5.00 per hour
- From July 1, 2015 to June 30, 2016: \$5.50 per hour
- From July 1, 2016 to June 30, 2017: \$6.00 per hour
- From July 1, 2017 to June 30, 2018: \$6.50 per hour
- From July 1, 2018 to June 30, 2019: \$7.00 per hour

b. The Employer shall contribute to the IATSE Annuity Fund on behalf of each employee the following percentage of such employee’s gross wage:

- From December 1, 2014 to June 30, 2015: none

- From July 1, 2015 to June 30, 2016: none
- From July 1, 2016 to June 30, 2017: none
- From July 1, 2017 to June 30, 2018: 3%
- From July 1, 2018 to June 30, 2019: 3%

c. In addition to the mandatory uniform employer contribution for all eligible employees, each such employee may elect to defer part of his/her salary, subject to statutory limitations and the rules of the Annuity Fund, and the employer will transmit those salary deferrals to the Annuity Fund by the 10th day of each month following the end of the month in which the covered services were performed.

d. The Employer shall make the following defined pension plan contributions to the IATSE National Pension Fund on behalf of each employee:

- From December 31, 2014 to June 30, 2015: none
- From July 1, 2015 to June 30, 2016: none
- From July 1, 2016 to June 30, 2017: \$2.00 per day worked
- From July 1, 2017 to June 30, 2018: \$4.00 per day worked
- From July 1, 2018 to June 30, 2019: \$6.00 per day worked

e. Contributions shall be made by separate check to the “IATSE Health and Welfare Fund” and the “IATSE Annuity Fund” and the “IATSE National Pension Fund” no later than the 10th of each month in respect to all employment during preceding month on which contributions were payable. In conjunction with each such payment, Employer shall submit a remittance report showing the names of the employees for whom contributions are being made, their social security numbers, their dates of employment, shifts of employment by them as well as the amount of contributions paid for them.

ARTICLE XXIV

Accommodation of Sick-pay and Paid-leave Ordinances

To the fullest extent permitted, this Agreement shall operate to waive any applicable municipal sick-pay and/or paid-leave ordinances as they may exist now or in the future. This Agreement shall supersede and be considered to have fulfilled all requirements of such ordinances as presently written and/or amended during the life of this Agreement.

ARTICLE XXV

Separability and Savings

If any clause of this Agreement shall be determined to be illegal by a court or other tribunal of competent jurisdiction, it shall be severed from this Agreement, and the rest of the Agreement shall not thereby fail or be rendered null and void.

ARTICLE XXVI

Entire Agreement

This Agreement is intended to cover all matters affecting wages, hours, and other terms and conditions of employment and all similar or related subjects. During the term of this Agreement,

neither the Employer nor the Union will be required to negotiate any further matters affecting these or any other subjects not specifically set forth in this Agreement, whether or not such subjects were discussed or were within contemplation of either or both parties at the time they negotiated this Agreement. There are no understandings or agreements which are not set forth in this Agreement, and any future understandings or agreements are valid and enforceable only if reduced to writing and signed by authorized representatives of the parties.

ARTICLE XXVII
Term of Agreement

This Agreement shall be effective as of December 1, 2014 and shall continue to and including June 30, 2019. All terms are effective upon execution of this Agreement. Negotiations for amended terms of this Agreement shall begin upon written request of either party, no later than sixty (60) days before the expiration date. In the event that neither party gives such notice, the Agreement shall be deemed renewed without amendment and shall continue from year to year until notice has been served.

INTERNATIONAL ALLIANCE OF
THEATRICAL STAGE EMPLOYEES,
MOVING PICTURE TECHNICIANS,
ARTISTS AND ALLIED CRAFTS

FOX SPORTS NET NORTH, LLC

Date: _____

Date: _____

APPENDIX A – WAGES

Hourly Rates					
Craft	12/1/14 - 6/30/15	7/1/15 - 6/30/16	7/1/16 - 6/30/17	7/1/17 - 6/30/18	7/1/18 - 6/30/19
Technical Director	\$55.02	\$55.02	\$55.69	\$56.20	\$56.79
Audio A-1	\$51.32	\$51.32	\$53.14	\$54.97	\$56.79
Audio A-2	\$43.66	\$43.66	\$44.11	\$44.55	\$45.00
Lead EVS / CPO1	\$52.90	\$52.90	\$54.20	\$55.49	\$56.79
RO / CPO2	\$43.22	\$43.22	\$43.64	\$44.06	\$44.48
Hard Camera Position	\$43.22	\$43.22	\$43.81	\$44.40	\$45.00
Handheld Camera Operator	\$46.71	\$46.71	\$46.98	\$47.25	\$47.51
Robotic Camera Operator	\$48.40	\$48.40	\$48.93	\$49.46	\$49.99
Video Controller	\$55.00	\$55.00	\$55.60	\$56.19	\$56.79
Graphics Operator	\$55.04	\$55.04	\$55.62	\$56.21	\$56.79
Graphics Coordinator	\$31.96	\$31.96	\$32.29	\$32.63	\$32.96
Fox Box Operator	\$24.21	\$24.21	\$24.46	\$24.71	\$24.97
Stage Manager	\$24.21	\$24.21	\$25.22	\$26.24	\$27.25
Utility	\$21.00	\$21.00	\$21.80	\$22.60	\$23.41
Statistician	\$18.00	\$18.00	\$18.18	\$18.36	\$18.55
Contract Year 1, December 1, 2014 - June 30, 2015					
Contract Year 2, July 1, 2015 - June 30, 2016, rates represent 0% increase over prior year rates					
Contract Year 3, July 1, 2016 - June 30, 2017, rates represent an average 1.63% increase over prior year rates					
Contract Year 4, July 1, 2017 - June 30, 2018, rates represent an average 1.64% increase over prior year rates					
Contract Year 5, July 1, 2018 - June 30, 2019, rates represent an average 1.62% increase over prior year rates					