



**Low Budget Theatrical Agreement**  
**Wage Scales**

Effective 1/1/2025 – 12/31/2025

	All Covered Employees			Los Angeles and Production Cities***		NON-Production Cities	
	Ultra Low**	Tier 1A	Tier 1B	Tier 2	Tier 3	Tier 2	Tier 3
	Per Hour	Per Hour	Per Hour	Per Hour	Per Hour	Per Hour	Per Hour
Director of Photography	STN**	STN*	STN*	STN*	STN*	STN*	STN*
Camera Operator	STN**	STN*	\$39.08	\$63.11	\$66.44	\$59.96	\$63.11
Digital Imaging Technician	STN**	STN*	\$39.08	\$63.11	\$66.44	\$59.96	\$63.11
1st Asst. Camera	STN**	(Key) \$33.26	\$34.87	\$54.75	\$57.64	\$52.03	\$54.75
2nd Asst. Camera	STN**	(2 <sup>nd</sup> ) \$30.06	\$31.66	\$41.96	\$44.16	\$39.86	\$41.96
Still Photographer	STN**	STN*	\$39.08	\$63.11	\$66.44	\$59.96	\$63.11
Film Loader	STN**	(3 <sup>rd</sup> ) \$26.81	\$28.42	\$37.77	\$39.79	\$35.89	\$37.77
Camera Utility	STN**	(Key) \$33.26	\$34.87	\$43.75	\$46.04	\$41.56	\$43.75
Digital Utility	STN**	(3 <sup>rd</sup> ) \$26.81	\$28.42	\$37.77	\$39.79	\$35.89	\$37.77
Publicist	STN**	(Key) \$33.26	\$34.87	\$43.75	\$46.04	\$41.56	\$43.75

ULTRA-LOW	TIER 1A	TIER 1B	TIER 2	TIER 3
All production costs budgeted at not more than 3 million dollars.	All production costs budgeted over 3 million dollars and at not more than 6.25 million dollars.	All production costs budgeted over 6.25 million dollars and at not more than 9 million dollars.	All production costs budgeted over 9 million dollars and at not more than 12.5 million dollars.	All production costs budgeted over 12.5 million dollars and at not more than 15 million dollars.
Up to \$3,000,000	\$3,000,001 to \$6,250,000	\$6,250,001 to \$9,000,000	\$9,000,001 to \$12,500,000	\$12,500,001 to \$15,000,000

**Production Cities**

Chicago, Illinois - Cleveland, Ohio - Detroit, Michigan - Orlando, Florida -  
San Francisco, California - St. Louis, Missouri - New York, New York - Washington, D.C.

-Footnotes-

- \* Any rate "Subject to Negotiation" or "STN" shall be greater than the straight-time hourly key rate except as otherwise provided. Please call a Business Representative for more information.
- \*\* "Ultra Low" Tier - the wage rates for covered employees shall be as negotiated with such an employee provided however they shall be at rates not less than one-hundred twenty-five percent (125%) of the applicable statutory minimum wage or \$13 per hour, whichever is higher.
- \*\*\* Rates apply to those working in or hired/traveled from Los Angeles or a production city.