

**A Unit
NABET Staff Wage Rates (Except KGO-TV)
2017-2021**

A Unit Staff Rates	4/8/2017 - 4/6/2018	4/7/2018 - 4/5/2019	4/6/2019 - 4/3/2020	4/4/2020 - 3/31/2021
Group 2	\$ 1,774.50	\$ 1,819.00	\$ 1,855.50	\$ 1,892.50
Group 5	\$ 1,908.50	\$ 1,956.00	\$ 1,995.00	\$ 2,035.00
Group 5A*	\$ 1,957.00	\$ 2,006.00	\$ 2,046.00	\$ 2,087.00
Group 7	\$ 2,005.50	\$ 2,055.50	\$ 2,096.50	\$ 2,138.50
Group 8	\$ 2,149.00	\$ 2,202.50	\$ 2,246.50	\$ 2,291.50
Group 9	\$ 2,337.00	\$ 2,395.50	\$ 2,443.50	\$ 2,492.50
Video Tape Librarian	\$ 1,524.50	\$ 1,562.50	\$ 1,594.00	\$ 1,626.00

* WABC-TV 2 person crew rate.

Optional In-Hire Rates	
Group 2	\$ 1,160.00
Group 5	\$ 1,173.00
Group 7	\$ 1,370.00

Group 2 Job Titles:

Camera Operator
Audio Assist Engineer
Studio/Field Engineer
Graphics, Electronic Character Generator
and/or Still Store Operator
Technical Stock Clerk/Utility

Group 5 Job Titles

Audio Operator
Hand Held Camera Operator
Video Operator
Editor
VTR Operator
ENG Audio Operator
ENG Field Technician
ENG Field Technician/Editor
Sr. Network ENG Technical Support
Engineer
Media Preparations Operator
Robotic Camera/Video Shading Engineer
LDE (Stadium Announce Booth)
Graphic Artist (NY)

Group 7 Job Titles

ENG-EFP Camera Operator
ENG-EFP Camera Operator/Editor
Maintenance
SNG Operator
LDE
LDE Combo
Specialty Camera Operator
Graphic Artist (NY)
Post Production Editor
Editor
Control Center Engineer
Network ENG Tech Support Supervisor
Transmission Engineer

Group 8 Job Title

Television Technical Director

Group 9 Job Title

Network Television Show Technical
Director

A Unit
NABET Daily Hire Wage Rates (except KGO-TV)
2017-2021

A Unit - Daily Hire Rates	4/8/2017 - 4/6/2018	4/7/2018 - 4/5/2019	4/6/2019 - 4/3/2020	4/4/2020 - 3/31/2021
Field Utility				
Four Hour	\$ 64.50	\$ 66.00	\$ 67.50	\$ 69.00
Six Hour	\$ 97.50	\$ 100.00	\$ 102.00	\$ 104.00
Eight Hour	\$ 129.00	\$ 132.00	\$ 134.50	\$ 137.00
Ten Hour	\$ 179.00	\$ 183.50	\$ 187.00	\$ 190.50
Utility				
Four Hour	\$ 110.50	\$ 113.50	\$ 116.00	\$ 118.50
Six Hour	\$ 165.50	\$ 169.50	\$ 173.00	\$ 176.50
Eight Hour	\$ 221.00	\$ 226.50	\$ 231.00	\$ 235.50
Ten Hour	\$ 302.50	\$ 310.00	\$ 316.00	\$ 322.50
Group 2				
Four Hour	\$ 179.00	\$ 183.50	\$ 187.00	\$ 190.50
Six Hour	\$ 266.50	\$ 273.00	\$ 278.50	\$ 284.00
Eight Hour	\$ 355.00	\$ 364.00	\$ 371.50	\$ 379.00
Ten Hour	\$ 487.00	\$ 499.00	\$ 509.00	\$ 519.00
Group 5				
Four Hour	\$ 189.50	\$ 194.00	\$ 198.00	\$ 202.00
Six Hour	\$ 286.50	\$ 293.50	\$ 299.50	\$ 305.50
Eight Hour	\$ 381.00	\$ 390.50	\$ 398.50	\$ 406.50
Ten Hour	\$ 525.00	\$ 538.00	\$ 549.00	\$ 560.00
Group 5A*				
Eight Hour	\$ 391.50	\$ 401.50	\$ 409.50	\$ 417.50
Group 7				
Four Hour	\$ 200.50	\$ 205.50	\$ 209.50	\$ 213.50
Six Hour	\$ 301.00	\$ 308.50	\$ 314.50	\$ 321.00
Eight Hour	\$ 401.50	\$ 411.50	\$ 419.50	\$ 428.00
Ten Hour	\$ 552.00	\$ 566.00	\$ 577.50	\$ 589.00
Group 8 - TD				
Four Hour	\$ 216.00	\$ 221.50	\$ 226.00	\$ 230.50
Six Hour	\$ 322.50	\$ 330.50	\$ 337.00	\$ 343.50
Eight Hour	\$ 431.00	\$ 442.00	\$ 451.00	\$ 460.00
Ten Hour	\$ 592.50	\$ 607.50	\$ 619.50	\$ 632.00
Group 9 - TD				
Four Hour	\$ 233.50	\$ 239.50	\$ 244.50	\$ 249.50
Six Hour	\$ 351.00	\$ 360.00	\$ 367.00	\$ 374.50
Eight Hour	\$ 467.00	\$ 478.50	\$ 488.00	\$ 498.00
Ten Hour	\$ 643.00	\$ 659.00	\$ 672.00	\$ 685.50
Video Tape Librarians				
Four Hour	\$ 152.50	\$ 156.50	\$ 159.50	\$ 162.50
Six Hour	\$ 228.50	\$ 234.00	\$ 238.50	\$ 243.50
Eight Hour	\$ 305.00	\$ 312.50	\$ 319.00	\$ 325.50

Group 2 Job Titles:

Camera Operator
Audio Assist Engineer
Studio/Field Engineer
Graphics, Electronic Character Generator
and/or Still Store Operator
Technical Stock Clerk/Utility

Group 5 Job Titles

Audio Operator
Hand Held Camera Operator
Video Operator
Editor
VTR Operator
ENG Audio Operator
ENG Field Technician
ENG Field Technician/Editor
Sr. Network ENG Technical Support
Media Preparations Operator
Robotic Camera/Video Shading Engineer
LDE (Stadium Announce Booth)
Graphic Artist (NY)

Group 7 Job Titles

ENG-EFP Camera Operator
ENG-EFP Camera Operator/Editor
Maintenance
SNG Operator
LDE
LDE Combo
Specialty Camera Operator
Graphic Artist (NY)
Post Production Editor
Editor
Control Center Engineer
Network ENG Tech Support Supervisor
Transmission Engineer

Group 8 Job Title

Television Technical Director (8)

Group 9 Job Title

Network Television Show Technical Director

***WABC-TV Two Person Crew Rate**

**"A" Unit Engineers
KGO-TV
2017-2021 Staff and Daily Hire Rates**

KGO-TV A Unit Rates	4/8/2017 - 4/6/2018	4/7/2018 - 4/5/2019	4/6/2019 - 4/3/2020	4/4/2020 - 3/31/2021
Staff Rates				
Group 1A	\$ 1,521.50	\$ 1,559.50	\$ 1,590.50	\$ 1,622.50
Group 5	\$ 1,679.00	\$ 1,721.00	\$ 1,755.50	\$ 1,790.50
Group 7	\$ 1,765.50	\$ 1,809.50	\$ 1,845.50	\$ 1,882.50
Group 8 (TD)	\$ 1,891.00	\$ 1,938.50	\$ 1,977.50	\$ 2,017.00
Daily Hire Rates				
Group 1A				
Four Hour	\$ 152.00	\$ 156.00	\$ 159.00	\$ 162.00
Six Hour	\$ 228.00	\$ 233.50	\$ 238.00	\$ 243.00
Eight Hour	\$ 304.00	\$ 311.50	\$ 317.50	\$ 324.00
Group 5				
Four Hour	\$ 166.50	\$ 170.50	\$ 174.00	\$ 177.50
Six Hour	\$ 252.00	\$ 258.50	\$ 263.50	\$ 269.00
Eight Hour	\$ 334.00	\$ 342.50	\$ 349.50	\$ 356.50
Group 7				
Four Hour	\$ 177.00	\$ 181.50	\$ 185.00	\$ 188.50
Six Hour	\$ 265.50	\$ 272.00	\$ 277.50	\$ 283.00
Eight Hour	\$ 352.50	\$ 361.50	\$ 368.50	\$ 376.00
Group 8				
Four Hour	\$ 188.00	\$ 192.50	\$ 196.50	\$ 200.50
Six Hour	\$ 284.50	\$ 291.50	\$ 297.50	\$ 303.50
Eight Hour	\$ 378.00	\$ 387.50	\$ 395.50	\$ 403.50

Group 1A Job Titles

Audio Operator (2)
Utility
Technical Clerk
Engineers with under 2 yrs. experience*

Group 5 Job Titles

Camera Operator
Audio Operator
Video Operator
Editor
VTR Operator
ENG/EFP Field Technician/Editor
ENG/EFP Field Technician
Media Preparations Operator
Robotics Operator/Video Shading Engineer
LDE
Specialty Camera Operator

Group 7 Job Titles

ENG/EFP Camera Operator/Editor
Maintenance Engineer
SNG Operator
Transmission Engineer

Group 8 Job Title

Television Technical Director (8)

* Optional Group 1A rate applies to employees in studio positions with under 2 years experience.

B Unit
Traffic and Communications Agreement
2017-2021 Staff Rates

B Unit	4/8/2017 - 4/6/2018	4/7/2018 - 4/5/2019	4/6/2019 - 4/3/2020	4/4/2020 - 3/31/2021
Traffic Coordinators				
Group 5				
0-1 years	\$ 773.50	\$ 793.00	\$ 809.00	\$ 825.00
1-2 years	\$ 1,183.50	\$ 1,213.00	\$ 1,237.50	\$ 1,262.50
2-3 years	\$ 1,354.50	\$ 1,388.50	\$ 1,416.50	\$ 1,445.00
3-4 years	\$ 1,509.50	\$ 1,547.00	\$ 1,578.00	\$ 1,609.50
4 and over	\$ 1,908.50	\$ 1,956.00	\$ 1,995.00	\$ 2,035.00
Group 7				
0-1 years	\$ 841.00	\$ 862.00	\$ 879.00	\$ 896.50
1-2 years	\$ 1,266.00	\$ 1,297.50	\$ 1,323.50	\$ 1,350.00
2-3 years	\$ 1,448.50	\$ 1,484.50	\$ 1,514.00	\$ 1,544.50
3-4 years	\$ 1,612.00	\$ 1,652.50	\$ 1,685.50	\$ 1,719.00
4 and over	\$ 2,005.50	\$ 2,055.50	\$ 2,096.50	\$ 2,138.50

**D Unit
Desk Assistants - New York
2017-2021 Staff Rates**

D Unit - New York	4/8/2017 - 4/6/2018	4/7/2018 - 4/5/2019	4/6/2019 - 4/3/2020	4/4/2020 - 3/31/2021
Months of Service				
0-6 mos.	\$ 534.00	\$ 547.50	\$ 558.50	\$ 569.50
6-12 mos.	\$ 561.50	\$ 575.50	\$ 587.00	\$ 598.50
12-18 mos.	\$ 665.00	\$ 681.50	\$ 695.00	\$ 709.00
18 and over	\$ 717.50	\$ 735.50	\$ 750.00	\$ 765.00
Part-Time Rates				
	\$ 18.01	\$ 18.46	\$ 18.83	\$ 19.21

**F, K, and O Unit Newswriters -
San Francisco, Chicago, and Los Angeles
2017-2021 Staff Rates**

F, K, and O Unit Newswriters - Staff Rates	4/8/2017 - 4/6/2018	4/7/2018 - 4/5/2019	4/6/2019 - 4/3/2020	4/4/2020 - 3/31/2021
Years of Service				
0-1 years	\$ 773.50	\$ 793.00	\$ 809.00	\$ 825.00
1-2 years	\$ 1,183.50	\$ 1,213.00	\$ 1,237.50	\$ 1,262.50
2-3 years	\$ 1,354.50	\$ 1,388.50	\$ 1,416.50	\$ 1,445.00
3-4 years	\$ 1,509.50	\$ 1,547.00	\$ 1,578.00	\$ 1,609.50
4 & Over*	\$ 1,908.50	\$ 1,956.00	\$ 1,995.00	\$ 2,035.00

*Effective 4/1/2017, the eligibility rules changed for the "4 & Over" rate.
See new Sections F3.1, K3.1 and O3.1.

**F and K Unit Desk Assistants -
San Francisco and Chicago
2017-2021 Staff and Part-Time Rates**

F and K Unit Desk Assistants - Staff Rates	4/8/2017 - 4/6/2018	4/7/2018 - 4/5/2019	4/6/2019 - 4/3/2020	4/4/2020 - 3/31/2021
Months of Service				
0-6 mos.	\$ 541.50	\$ 555.00	\$ 566.00	\$ 577.50
6-12 mos.	\$ 561.50	\$ 575.50	\$ 587.00	\$ 598.50
12-18 mos.	\$ 647.50	\$ 663.50	\$ 677.00	\$ 690.50
18 and over	\$ 717.50	\$ 735.50	\$ 750.00	\$ 765.00
Part-Time Rates				
	\$ 18.01	\$ 18.46	\$ 18.83	\$ 19.21

**P Unit
Plant Maintenance - Los Angeles
2017-2021 Staff Rates**

P Unit - Plant Maintenance	4/8/2017 - 4/6/2018	4/7/2018 - 4/5/2019	4/6/2019 - 4/3/2020	4/4/2020 - 3/31/2021
Building Maintenance				
0-1 yrs.	\$ 731.00	\$ 749.50	\$ 764.50	\$ 780.00
1-2 yrs.	\$ 811.00	\$ 831.50	\$ 848.00	\$ 865.00
2-3 yrs.	\$ 874.00	\$ 896.00	\$ 914.00	\$ 932.50
3 & over	\$ 995.00	\$ 1,020.00	\$ 1,040.50	\$ 1,061.50
Gardeners				
0-1 yrs.	\$ 820.50	\$ 841.00	\$ 858.00	\$ 875.00
1-2 yrs.	\$ 918.00	\$ 941.00	\$ 960.00	\$ 979.00
2-3 yrs.	\$ 1,034.00	\$ 1,060.00	\$ 1,081.00	\$ 1,102.50
3 & over	\$ 1,196.00	\$ 1,226.00	\$ 1,250.50	\$ 1,275.50
General Maintenance				
0-1 yrs.	\$ 820.50	\$ 841.00	\$ 858.00	\$ 875.00
1-2 yrs.	\$ 918.00	\$ 941.00	\$ 960.00	\$ 979.00
2-3 yrs.	\$ 1,034.00	\$ 1,060.00	\$ 1,081.00	\$ 1,102.50
3 & over	\$ 1,196.00	\$ 1,226.00	\$ 1,250.50	\$ 1,275.50
Painters				
0-1 yrs.	\$ 1,034.00	\$ 1,060.00	\$ 1,081.00	\$ 1,102.50
1-2 yrs.	\$ 1,162.50	\$ 1,191.50	\$ 1,215.50	\$ 1,240.00
2-3 yrs.	\$ 1,262.00	\$ 1,293.50	\$ 1,319.50	\$ 1,346.00
3 & over	\$ 1,395.00	\$ 1,430.00	\$ 1,458.50	\$ 1,487.50
Carpenters				
0-1 yrs.	\$ 1,053.50	\$ 1,080.00	\$ 1,101.50	\$ 1,123.50
1-2 yrs.	\$ 1,180.00	\$ 1,209.50	\$ 1,233.50	\$ 1,258.00
2-3 yrs.	\$ 1,283.50	\$ 1,315.50	\$ 1,342.00	\$ 1,369.00
3 & over	\$ 1,466.50	\$ 1,503.00	\$ 1,533.00	\$ 1,563.50
Electricians				
0-1 yrs.	\$ 1,104.50	\$ 1,132.00	\$ 1,154.50	\$ 1,177.50
1-2 yrs.	\$ 1,236.50	\$ 1,267.50	\$ 1,293.00	\$ 1,319.00
2-3 yrs.	\$ 1,349.00	\$ 1,382.50	\$ 1,410.00	\$ 1,438.00
3 & over	\$ 1,505.50	\$ 1,543.00	\$ 1,574.00	\$ 1,605.50
Plumbers				
0-1 yrs.	\$ 1,053.50	\$ 1,080.00	\$ 1,101.50	\$ 1,123.50
1-2 yrs.	\$ 1,180.00	\$ 1,209.50	\$ 1,233.50	\$ 1,258.00
2-3 yrs.	\$ 1,283.50	\$ 1,315.50	\$ 1,342.00	\$ 1,369.00
3 & over	\$ 1,466.50	\$ 1,503.00	\$ 1,533.00	\$ 1,563.50

**R Unit
Publicists
2017-2021 Staff Rates**

Junior Publicists	4/8/2017 - 4/6/2018	4/7/2018 - 4/5/2019	4/6/2019 - 4/3/2020	4/4/2020 - 3/31/2021
<i>Months of Service</i>				
0-1 Yrs	\$ 913.50	\$ 936.50	\$ 955.00	\$ 974.00
1-2 Yrs	\$ 992.50	\$ 1,017.50	\$ 1,038.00	\$ 1,059.00

Publicists, Publicity Directors, Publicity Managers and Senior Publicity Managers				
Weekly Minimum	\$ 1,767.00	\$ 1,811.00	\$ 1,847.00	\$ 1,884.00

**Sideletter GP
Traffic Coordinators / News Acquisition Operation
2017-2021 Staff Rates**

Traffic Coordinators	4/8/2017 - 4/6/2018	4/7/2018 - 4/5/2019	4/6/2019 - 4/3/2020	4/4/2020 - 3/31/2021
News Acquisition Operations				
	\$ 1,916.00	\$ 1,964.00	\$ 2,003.50	\$ 2,043.50