



SAG-AFTRA®

CONTRACT BULLETIN

15-MINUTE RULE

Clarifications Regarding “15-Minute Rule” for Time Spent Removing Ordinary Makeup, Hairdress or Wardrobe and Final Dismissal Times

The 15-minute makeup, hairdress and wardrobe removal rule in the television, high budget SVOD and theatrical contracts provides that a performer will be compensated for up to 15 minutes for time spent removing *ordinary* makeup, hairdress or wardrobe at the end of their workday, when they are *not otherwise on compensable (paid) work time*. When applied correctly, up to 15 minutes are added to the time when the performer’s compensable work time has ended, which determines the performer’s final dismissal time.

As stated in Schedule A, Section 11.B of the Codified Basic Agreement, “When performer is not otherwise on compensable work time, performer shall be compensated for up to 15 minutes of time spent in the removal of ordinary makeup, hairdress or wardrobe.”

It has come to our attention that producers may be incorrectly applying this rule with the effect of depriving members of pay for compensable work time and, in some cases, applicable penalties. Members should be aware that ***this rule does not limit the producer’s obligation to compensate performers from “the time the performer is required to and does report, as directed, until the time such performer is finally dismissed for the day”*** (Schedule A, Section 12).

When the 15-minute rule is correctly applied, meal penalty accrual, rest periods (i.e., turnaround time) and other premiums

or penalties are based off the time when the performer’s work time has ended, excluding the 15 minutes of ordinary makeup, hairdress, and/or wardrobe removal, while any applicable overtime will be calculated up to the final dismissal time. However, when the 15-minute rule is not applicable, meal penalty accrual, rest periods and other premiums or penalties are based off the performer’s final dismissal time.

In particular, members should be alert to the following circumstances:

The 15-minute rule cannot be applied until compensable work time is complete. Compensable work time includes any end-of-day work (e.g., stunt performers handling equipment) done before returning to “basecamp” or the reporting location, and any travel time spent returning to “basecamp” or the reporting location. **If the 15-minute rule is applied, it**

cannot begin until the performer has returned to “basecamp” or the reporting location.

“When other than ordinary makeup, hairdress or wardrobe requires assistance in the removal thereof, such removal time shall be work time” (Schedule A, Section 11.B). In the event that a performer is required to wear more than ordinary makeup, hairdress or wardrobe that requires assistance to remove (including but not limited to prosthetic makeup, facial hair, wigs, costumes, tattoos, special effects blood or makeup), **the time spent in removal is compensable work time and is not subject to the 15-minute rule**, and the time allotted for removal is not limited to any specific time period. In such cases, meal penalty accrual, rest period and other premiums or penalties will be based off the performer’s final dismissal time.

The performer’s final dismissal time is when they are done working, have returned to “basecamp” or their reporting location and, if applicable, are out of makeup, hairdress and wardrobe, and **is the time at which they are signing the SAG-AFTRA Performers Production Time Report, known as Exhibit G**, including any time spent waiting for production to provide an Exhibit G for signature.

The stunt coordinator’s final dismissal time, whether on a “flat” deal or “non-flat” deal, is when they are done working, have returned to “basecamp” or their reporting location, and is the time at which they are signing the Exhibit G, including any time spent waiting for production to provide an Exhibit G for signature.

When working on an overnight location (other than Producer’s Base), travel time back to lodging is compensable and is not subject to the 15-minute rule.

A Producer’s Base applies to series only and is defined as “the geographic area (e.g., New York, Atlanta, New Orleans, Chicago, etc.) where the majority of principal photography takes place during a season of the series” (2017 MOA, Section 7.A).

On overnight locations (other than Producer’s Base), compensable work time ends only upon return to lodging.

It has been reported that some producers will automatically add 15 minutes to the “dismiss on set” time on the assumption that the 15 minutes will compensate for travel time back to lodging. This is not correct. Travel time back to lodging is compensable work time and should be reflected on the Exhibit G. In such cases, meal penalty accrual, rest period and other penalties or premiums will be based off the time when the performer has returned to their lodging.

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