

On-Call Agreement
NABET-CWA Local 53 and Fox Digital Enterprises, Inc

Purpose Of On Call Agreement

NABET-CWA Local 53 are parties to an Agreement dated June 27, 2019 ("Agreement").

The level of bargaining unit work at the Pico Lot has been drastically curtailed due to: (i) sports leagues ceasing play, (ii) loss of promo post and QC work because of unprecedented show production shut downs, and (iii) BSE systems engineering project work load cancellations. All of this has occurred as a result of the COVID-19 pandemic. The Company has also been required to change the work flow to require less shifts in order to achieve social distancing for the health benefit of the entire work force. A substantial number of bargaining unit daily hires are currently without work and will, as of April 19, be without pay and medical benefit contributions.

The Company has continued the pay of these employees through April 18, 2020 for the number of days they would have otherwise worked, and continued to pay the contributions on their behalf to only the Entertainment Industry Flex Plan, so that the employees can continue to have access to medical benefits. The above-referenced continuation pay will end on April 18. In order to keep the above-referenced employees gainfully employed, continue their medical and re-start retirement contributions, as well as provide the Company with an available pool of employees should the operational need arise, the parties hereby agree to this On-Call Agreement:

1. This On-Call Agreement shall be effective on April 19, 2020, and may be discontinued on twenty-four hours' notice to the Union.
2. The Company may, at its discretion, employ daily hire engineers to be on call at one-half of the hourly rate set forth in Sections 16(d)(Broadcast) or 17.02(Cable) of the Agreement, or one half of the employee's hourly overscale rate (Broadcast or Cable), as applicable, for at least a minimum eight (8) hour daily call. The rate set forth in the foregoing sentence shall be the regular rate of pay for overtime purposes, unless a manager assigns the employee to perform work at the Pico Lot.
3. The Company shall inform the employee of their on call schedule. The employee's responsibility during the on call period shall consist of remaining available at a location requiring travel no further than their normal commute throughout the call time, and remaining available to report to work at the Pico Lot on short notice during the on call period.
4. If the employee is assigned to work at the Pico Lot, the entire original call and any overtime shall be paid at the full rates set forth in Sections 16(d) or 17.02 of the Agreement or employee's Broadcast or Cable overscale hourly rate, as applicable.
5. The Company shall make contributions pursuant to Section 17.04 (16.5% to the Entertainment Industry Flex Plan), and 16(p)(CWA 401(k) Plan) on both on call and any on duty time pursuant to paragraph 4 above.
6. Section 8.5 (Meal Periods) and Section 8.6 (Rest Periods) shall not apply to on call days unless the employee has spent less than three hours on call before assignment to work at the Pico Lot.
7. Extend the time in Section 16(m) to utilize the six PTO days permitted for carry over into a subsequent calendar year from June 30 to August 1.

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8. Acceptance of any on call assignment pursuant to paragraph 2 hereof, shall count toward the hours threshold required for Eligibility for the Bonus set forth in Paragraph 1 of the parties' Memorandum Of Understanding dated June 27, 2019 (1000 hours and 80% of shifts offered), and the pay pursuant this On-Call Agreement shall count toward the calculation of the Bonus set forth in Paragraph 2 thereof.

9. Except as provided herein, all the provisions of the Agreement shall apply.

Steven B. Ross



President, NABET-CWA, Local 53

Sean Quinn



Vice-President, Labor Relations