

# California Due Dates for Wages and Late Penalties

## Non-Union Print, Non-Union Video and Union Video

Whether you're producing print, union or non-union video, it's important to understand due dates and Department of Labor regulations to help minimize any potential late penalties. Please notify your Talent Manager of any upcoming productions in California to ensure timely payment.

CONTRACT/TYPE OF PRODUCTION	SESSION DUE DATE	LATE PENALTY
<b>Non-Union Print and Video</b>	Work on the 1st through the 15th, paid on or before 26th of the month  Work on the 16th through the end of the month, paid on or before the 10th of the following month	One full day's pay for each calendar day late (for a maximum of 30 days)
<b>SAG-AFTRA TV and Audio Commercials</b>	Within 15 Business Days	Union Penalty: \$4.90 per business day late up to \$122.50. Penalties start accruing anew after notice from SAG-AFTRA.  Payments made after the 15th business day are also subject to CA Department of Labor penalties of one full day's pay for each calendar day late.
<b>SAG-AFTRA Corporate, Educational and Non- Broadcast</b>	Within 30 Calendar Days	Union Penalty: \$5.00 per business day late up to \$150.00. Penalties start accruing anew after notice from SAG-AFTRA.  Payments made after the 30th calendar day are also subject to CA Department of Labor penalties of one full day's pay for each calendar day late.
<b>AFM TV and Radio Commercials</b>	Within 15 Business Days	5% of session (16-30 days late) 10% of session (31-60 days late) 25% of session (61-90 days late)

**IMPORTANT:** All due dates for Union Employment are based on the applicable Collective Bargaining Agreement. However, any payments made after union due dates are subject to both union and Department of Labor late penalties. All documentation necessary to issue payroll must be in the ERT offices no later than 5 business days prior to the due dates above. For more information on California Department of Labor Laws, visit <http://www.dir.ca.gov>

Any Questions? Get in touch with your Talent Manager