### Part 1 Offer

1. Pay rates

IOTSE

Lead artist $45.00 an hour

Sketch artist $30.00 an hour

Colorizer $25.00 an hour

### Part 2 Consideration

*Party of the first part* Gaming company to employ *party of the second part* union graphic artist on a weekly basis to update content as requested

### Part 3 Intention to create legal relations

* Parties of the first part and second part agree to enter into a legally binding agreement.
* Gaming company will use at least four union employees per call.
* Union will allow up to 2 supervisors to be negotiated between both parties

### Part 4 Legal capacity

**Warranties**

* Union employees will have the appropriate skills as requested by the gaming company.

### Part 4 Intention

* Minimum daily call shall be no less than four (4) consecutive hours.
* No Rate shall exceed two (2) times the base rate.
* Base rate = straight time.
* The work week will consist of Monday through Saturday until 5pm. Any work performed after eight (8) hours in a day or forty (40) in straight time hours worked will be paid at the rate or one-half times the base rate.
* Sunday Clause: Hourly work on Sunday shall be at time and a half or after eight (8) hours of time and a half shall be paid for at double time.
* All work beginning or performed between the hours or Midnight to 8:00a.m. Will be pair at two (2) times the base rate.
* Calls starting prior to 8:00a.m. = Double Base rate; Balance of 8 hours= base rate; thereafter at time ½ of base rate.
* If workers are laid off and called back before a rest period or six (6) hours had elapsed, two (2) times the base rate will be paid until a rest period of six (6) hours is called.
* Fractions of an hour: Fractions of an hour shall constitute one (1) hour; however, when working at the hourly rate, the call may begin on the half hour or the hour must end in the corresponding half hour or hour.
* Rehearsals: are paid at the applicable hourly rate.

Meals

* A) A one (1) hour meal period must be given no less than three (3) nor more than five (5) hours after the call begins, or after the last meal period.
  + B) If no meal period is granted, the workers shall be paid one hour at the base rate and one hour at the prevailing rate for each hour worked until the meal break is given or a meal is provided.
  + C) In lieu of a one (1) hour meal break, the employer may provide a meal in which case the workers suffer no loss or time on the payroll. These meals are 1/2 hour in length.