

S.A.G. Employment of Minors A-Z

Codified Basic Agreement – Film/Television

Current as of 10/1/2021

Definition of Minor: Under 18 years, unless graduated or legally emancipated. [§50. C]

Dressing Rooms: Shall not be occupied simultaneously by an adult performer or by minors of the opposite sex. [§50. G.]

Educational Requirements: If a minor is guaranteed three (3) or more consecutive days of employment, Producer agrees to hire a teacher from the 1st day. Even if a teacher is not required, a minor shall be tutored if Producer has employed a teacher to instruct another performer on the same production. For post-production work, no teacher is required after the minor's school has been dismissed for the day. [§50. D. (1) (a, b, c)]

Engagement: Producer shall notify the minor's parent/guardian of the terms and conditions of employment, including the location, duration at location and any special abilities required. [§50 A. (2)]

Guardian: Must be at least 18 years old, show sufficient maturity and have the written permission of the minor's parent(s) to act as guardian. [§50. E. (4)]

Interviews and Fittings: Shall be held outside of school hours and no later than 9:00 pm. At least two adults shall be present during fittings. [§50. F. (7)]

Medical Care and Safety: No minor shall work in a situation which places them in danger of life or limb. Parent/Guardian must provide Producer with a certificate of physical fitness signed by a doctor within the last six (6) months. Producer must obtain written consent of parent/legal guardian for medical care in case of emergency. Parents/Guardians shall be advised of any required physical, athletic or acrobatic activity of an extraordinary nature. Producer will comply with reasonable requests for safety equipment. [§50. I. (1-4)]

Minor Coordinator: If minors under the age of 14 are engaged, Producer must designate one individual to coordinate all matters relating to the welfare of minors. Parent/Guardian & teacher shall be informed of coordinator's name. [§50. E. (6)]

Overnight Location – Expenses: Producer will negotiate expenses incurred by parent/guardian for transportation, lodging and meals, in conjunction with the minor as needed. Expenses must be approved in advance. Producer will endeavor to provide the same class of transportation and an adjacent room. Minors under 11 years of age may be required to share a room with parent or guardian. Minors 11 to 16 years old may be required to share a room with a parent of the same sex. [§50. M.]

Outside of California: Producer shall notify SAG where employment will take place. Producer shall determine and comply with the prevailing law governing minors. A summary of the applicable state labor laws shall be kept in the production office. For any provision of the SAG rules which is less restrictive than applicable child labor law or regulation, the applicable law/regulation shall govern. [§50. A. (2), B., J. (1-2)]

Parent/Guardian Responsibilities: A parent or guardian must be present at all times while a minor is working including hairdressing, make-up and wardrobe, but excluding the classroom. During school hours the teacher has the primary responsibility for the education and supervision of minor. Presence of a teacher does not relieve parents of their duties. No minor may be employed in any manner unless under the general supervision of a teacher, parent or guardian. [§50. E. (1-2, 5, 6, 7)]

Play Area: A safe and secure place for minors to rest and play must be provided by Producer. [§50. H.]

Regular School Attendance: When minors are not required to report to set, they may attend their regular school. If the minor does not elect to attend regular school, producer may teach the minor on the set, or in the minor's home or at the teacher's home, but only if there are no other minors present in the home who are not also being taught by the teacher. [§50. D. (7)]

Report Cards: Teacher shall prepare a written report for each student listing grades and attendance. [§50. D. (12)]

School On-Set: Minor shall be taught an average of three (3) hours per day in periods of no less than twenty (20) minutes. Maximum tutoring time per day:

- Kindergarten: 4 hours
- Grades 1-6: 5 hours
- Grades 7-12: 6 hours

[§50. D. (11)]

School Room: Producer must provide a school facility with adequate lighting, heating, desks and chairs, school equipment and supplies. Stationary buses or cars are not adequate unless used exclusively for the minors during instruction. No tutoring in moving car or bus, or while minor is being transported to/from local locations. No one except the teacher and students shall be allowed in the school facility. Parent or guardian must provide school assignments from minor's regular school. [§50. D. (8-10)]

Teacher Certification: Teachers must hold credentials appropriate to the level of education required (primary/secondary) from any of the 50 U.S. States or Washington D.C. but need not be credentialed by or a resident of the state where employment occurs unless required by law. If a minor is ordinarily taught in a language other than English, teaching in that language will be provided whenever feasible. [§50. D. (2) (6)]

Teacher Ratio: Not more than ten minors per teacher (10:1). Exception: If minors are in no more than two grade levels, twenty minors per teacher (20:1). A teacher may not serve more than one production in a day, except in an emergency. On school days, minor must report immediately to the teacher. Teacher has primary responsibility for the education and supervision of the minor. [§50. D. (4-5); E (1)]

Time Cards: Producer shall designate minors with a "K" next to their name on Production time reports/cards. [§50. N.]

Turn-Around: Twelve (12) hours must elapse between minor's dismissal time and next day call time or school start time. [§50. F. (9)]

Work Day: No earlier than 5:00 am or later than 10:00 pm on a night before a school day. No later than 12:30 am on a night before a non-school day. [§50. F. (5)]

Work Week: No more than six (6) consecutive work days. School/travel only days shall not be counted. [§50. F. (8)]



Questions? Call us at 800.902.9001

Age	Max Time at Venue	Average School Time	Lunch
0-5 years	6 hours	-	Maximum time at place of employment excludes meal periods, but includes school time. [§50 F (1-4)]
6-8 years	8 hours	3 hours	
9-15 years	9 hours	3 hours	
16-17 years	10 hours	3 hours	