



IATSE LOCAL 16: AUDIO-VISUAL LABOR

Event Regulations Guide
2026



Projection Event Labor Services

The following are the rules and regulations for labor in Moscone Center and surrounding hotel properties in San Francisco as provided by Projection and IATSE Local 16 Stagehands Union.

Terminology and Regulations

[BO] – Indicates rule applies to Breakout and Non-General Session/Plenary work only

[GS] – Indicates rule applies to General Session/Plenary work only

Regular Time (RT):

- Monday thru Sunday, between 7:00 AM and 12 midnight
- First eight (8) hours worked in a day

Overtime (OT):

Base Rate times one and one half (1.5)

- After eight (8) consecutive hours worked
- After forty (40) hours in any week
- All work performed on the sixth (6th) consecutive day of job between 12 midnight and 11:59 PM
- **[BO]** Work performed between the hours of 12:00 midnight and 7:00 AM on all days
- **[BO]** Work commencing before 5:00 AM on any day until a nine (9) hour break is granted

Double Time (DT):

Base Rate times two (2)

- After twelve (12) hours worked in one day
- All work performed on seventh (7th) consecutive day of job between 12 midnight and 11:59 PM
- **[GS]** Work performed between the hours of 12:00 midnight and 7:00 AM on all days
- **[GS]** Work commencing before 6:00 AM on any day until a nine (9) hour break is granted

Meal Penalty (MP):

The first meal break must commence within five (5) hours following the first call of the day but no earlier than three (3) hours after reporting to work. Succeeding meal periods must be within five (5) hours of the proceeding meal period. A meal period shall be one hour off the clock, or one-half hour on the clock with a hot meal provided. A meal penalty is equivalent to one hour of base rate in addition to prevailing rate for each hour that employee is in violation until a meal break is provided.

Holidays:

All hours worked on designated Holidays are paid one half (1/2) of the base straight time rate for every hour worked, in addition to the employee's prevailing rate.

Current 2024-2025 Union Holidays:

New Year's Day
Martin Luther King's Day
President's Day
Easter Sunday
Memorial Day
Independence Day
Labor Day
Veteran's Day
Thanksgiving Day
Day after Thanksgiving
Christmas Day

Turnaround:

If workers are excused for the day and called back the next day before a rest period of nine (9) hours has elapsed, a turnaround penalty equivalent to one hour of base rate will be applied to the prevailing rate until a nine (9) hour break is granted.

Steward:

A non-working Steward is required for any crew exceeding fourteen (14) people and for all General Session or general assembly events.

Film & Video Crew Union Guidelines

A representative from Local 16 I.A.T.S.E. union is required for any of the following activities at Moscone Center:

- Audiovisual equipment set-up, operation, and removal
- Camera set-up, operation and removal
- Portable recording and switching equipment set-up, operation and removal
- Streaming/Broadcast equipment set-up, operation and removal
- Portable lighting/grip equipment set-up, operation and removal
- Microphones and audio equipment set-up, operation and removal
- Props, sets or temporary studio set-up and removal

Further details:

- Any camera (consumer or professional) that records an entire session talk in a meeting room will require a Local 16 operator. (8-Hr. minimum labor call). *Includes battery operated cameras.*
- Any camera (consumer or professional) that records in an exhibit booth will require a Local 16 operator. (8-Hr. minimum labor call). *Includes battery operated cameras.*
- Any camera (consumer or professional) that is roving around the building to record interviews, B-roll, or any other content will require a Local 16 operator. (8-Hr. minimum labor call). *Includes battery operated cameras.*
- Recording to a phone (Iphone / Android or similar) without external wireless microphones or broadcast lighting is permitted *without* Local 16.
- Portable Lighting, backdrops and scenic materials intended for film-video shoot will require Local 16 technician for set-up and strike. (8-Hr. minimum labor call).
- Live streaming encoder, switcher, video mixer, camera controller and record/capture systems will require Local 16 operator. (8-Hr. minimum labor call).
- If a broadcast, microwave, or satellite truck needs to run cable into the facility, a Local 16 technician will be required. (8-Hr. minimum labor call).

Broadcast/Webcast fees will apply to:

- o Any live streaming event that is promoting a product or service to sell.
- o Live transmission broadcast to TV station.
- o Video content that is sold commercially to derive a profit or Video content link to streaming player that includes banner advertising of product or service that derives profit.
- Negotiations can be made with I.A.T.S.E. Local 16 where special circumstances exist. For example, fees may not apply to live streaming that is of non-profit nature. Please contact I.A.T.S.E. Local 16 to discuss directly: (415) 441-6400.
- If a press pool is installed into a meeting room, credentialed members of the media can plug into that for audio feed. Projection has this available for rental if needed.
- Projection, the in-house A/V provider at Moscone Center, can provide and bill for union technicians and equipment. They are also available to provide current labor rates, which change each year based on the collective bargaining agreement with I.A.T.S.E Local 16.

Projection's on-site office number is: (415) 974-4077. Email: mosadmin@projection.com