

HUNGARIAN CREW TERMS & CONDITIONS

effective in productions starting after 16 June 2026

PAYMENT CURRENCY If a crew member will be engaged under EKHO mandate, then the deal must be made and Deal Memo issued in HUF.

If a crew member will be engaged under another approved engagement form (ie. PE, self-employed or Bt/Kft) then the deal can be made and Deal Memo issued in HUF or EUR only.

- If the rate will be negotiated in HUF and paid in EUR, then it will be converted using €1 = TBA HUF conversion rate.
- Crew deals cannot be changed from EUR to HUF (or vice versa) following deal acceptance.

If crew member's deal is agreed in EUR then:

- OT/TA and per diem (if applicable) will be calculated and shall be invoiced based on agreed EUR rate;
- applicable fixed compensation allowances (i.e. car, phone, box rental, lunch compensation, computer allowance) shall be paid in EUR using TBA HUF conversion rate per Mid Atlantic Films rate card;
- fuel, parking, highway ticket reimbursements, meal penalty shall be paid in HUF on a separate invoice;
- all compensation allowances and reimbursement shall be included on the crew member's compensation invoices and cannot be submitted in through petty cash.

WORKING DAY

There are 3 different shooting day structures, all of which have the same base standard daily rate for Hungarian crew members as negotiated by the UPM.

STANDARD DAY

Daily fee is for **12 HOURS** (incl. 1 hour lunch break) with the exception of:

- Catering crew = 12 hours (no lunch break)
- Grooms = 12 hours (max. 30 mins pre-call / max. 30 mins de-rig)

Lunch break to be maximum 6 hours after official Unit Call or incremental meal penalty applies.

CONTINUOUS DAY

Daily fee is for **10 HOURS** with the exception of:

- Production + Cast drivers = 12 hours
- Daily crowd make-up / hair / dressers = 12 hours
- Catering crew = 12 hours
- Grooms = 12 hours (max. 30 mins pre-call / max. 30 mins de-rig)

There will be no lunch break. Lunch to be available for minimum 3 hours (4.5-5 hours after Unit Call). Each HOD is responsible to break each member of his/her crew.

SEMI-CONTINUOUS DAY

Daily fee is for **10.5 HOURS** (incl. 30-min lunch break) with the exception of:

- Production + Cast drivers = 12 hours
- Daily crowd make-up / hair / dressers = 12 hours
- Catering crew = 12 hours
- Grooms = 12 hours (max. 30 mins pre-call / max. 30 mins de-rig)

There will be a break of 30 minutes to allow set crew to eat.

Lunch to be available for minimum 3 hours (5 hours after Unit Call).

Each HOD is responsible to break each member of his/her crew.

CREW OVERTIME

It is acknowledged that there is a 10-minute grace period before the 1st quarter hour of over time is charged. This grace period is only to finish the set up the company was working on before the end of the 12 hour Standard Day, 10 hour Continuous Day or 10.5 hour Semi-Continuous Day.

Hourly OT rates calculated at 15% of daily rate with a HUF 20,000 / hour cap paid in 15 min increments on individual crew OT.

All pre-calls must be pre-approved by the Line Producer/Production Manager or OT will be based on official crew call time.

Any crew member with an O/C ('own call') must request pre-approval to work OT by the Line Producer/Production Manager.

Any non-approved OT will not be paid for.

Working hours start at crew members approved individual call time on location (if different to official crew call) and finish at individual's wrap time on location (please refer to Travel Time/Travel Compensation on page 4).

Each crew member (or designated departmental coordinator) is required to submit a daily time sheet to production at wrap on each day but no later than midday of the following day. This time sheet is to include all regular and daily crew plus any applicable meal penalty notes. Crew not included in the daily time sheet will not be acknowledged and approved for payment.

MEAL PENALTY

Applies to Standard and Semi-Continuous days only:

The shooting company will call a meal break no later than 6 hours (or 5 hours on 10.5 hour Semi-Continuous shooting day) after general crew call. If a lunch break is not called on time then a meal penalty will occur at a flat rate of the individual overtime for every quarter hour (15 minute) period until the meal break commences. Penalty is not based on individual crew member's call time.

It is acknowledged that there is a 10-minute grace period before the 1st period of meal penalty compensation is charged. This grace period is only to finish the set up company was working on before the 6th hour (or 5 hours on 10.5 hour Semi-Continuous shooting day) meal break was violated.

It is understood that individual work carried on after the shooting company calls lunch is not subject to meal penalty unless discussed and agreed with the Line Producer/Production Manager or Producer in advance.

Meal Penalty will apply again 6 hours after the end of lunch unless a 'hot snack' is served anytime between the 4th and 6th hour. It is not necessary to stop work for this walking hot snack.

OFF-SET MEAL COMPENSATION

When catering is provided to the shooting crew any crew member not having access to it is entitled to a lunch compensation of HUF 3,500 per day.

Lunch compensation is not applicable to those crew members working from approved home office.

TURNAROUND

Turnaround is based on 11 hours from crew member's individual wrap time on location until individual call time on location the following day if different from official Crew Call. Exceptions:

- AD department = 9 hours
- Production department = 9 hours
- Location department = 9 hours
- Unit technicians/assistants = 9 hours

- Unit Manager / Asst. Unit Manager = 9 hours
- Transport Coordinator / Transport Captain = 9 hours
- Production & Cast drivers = 9 hours
- Catering crew = No t/around
- Medical crew = No t/around
- Location security crew = No t/around
- Grooms = No t/around

Invaded turnaround is paid at a flat rate of 10% of daily rate with a HUF 20,000 / hour cap paid at 15 min increments until the required 11-hour rest period is reached.

It is acknowledged that there is a 10 minute grace period before the 1st period of turnaround compensation is charged.

6TH DAY WORK

Any pre-approved 6th working day (prep / shoot / wrap) will be paid at 150% of the normal daily rate.

Any travel only or hold day that falls on a 6th day shall be paid at straight time.

6th day OT shall be calculated in accordance with the same OT conditions as a normal working day.

HOLIDAY / 7TH DAY

Any approved 7th working day will be paid at double (200%) of the normal daily rate.

Any travel only or hold day that falls on a 7th day shall be paid at straight time.

No work of any kind is permitted on a Public Holiday INSIDE OF HUNGARY.

Approved work on a local official Public Holiday OUTSIDE OF HUNGARY will be paid at double (200%) of the normal daily rate.

A double day payment shall NOT apply if shooting commences on a normal work day / night but ends on the morning of a Public Holiday or 7th elapsed day.

Crew may only work on a Public Holiday or 7th consecutive day with the prior written approval of the Line Producer/Production Manager or Producer.

Public Holidays that are unworked are unpaid in Hungary and on distant location outside of Hungary.

2026 and 2027 Public Holidays are as follows:

2026
<ul style="list-style-type: none"> • January 1st THU – New Year’s Day • March 15th SUN – 1848 Revolution Memorial Day • April 3rd FRI – Good Friday • April 5th SUN – Easter Sunday • April 6th MON – Easter Monday • May 1st FRI – Labour Day • May 24th SUN – Whit/Pentecost Sunday • May 25th MON – Whit/Pentecost Monday • August 20th THU – King St. Stephen’s Day • October 23rd FRI – 1956 Uprising Memorial Day • November 1st SUN – All Saints’ Day • December 24th THU – Christmas Eve - TBD • December 25th FRI – Christmas • December 26th SAT – 2nd Day of Christmas

2027

- January 1st FRI – New Year’s Day
- March 15th MON – 1848 Revolution Memorial Day
- March 26th FRI – Good Friday
- March 28th SUN – Easter Sunday
- March 29th MON – Easter Monday
- May 1st SAT – Labour Day
- May 16th SUN – Whit/Pentecost Sunday
- May 17th MON – Whit/Pentecost Monday
- August 20th FRI – King St. Stephen’s Day
- October 23rd SAT – 1956 Uprising Memorial Day
- November 1st MON – All Saints’ Day
- **December 24th FRI – Christmas Eve - TBD**
- December 25th SAT – Christmas
- December 26th SUN – 2nd Day of Christmas

WORKING WEEKS

Main unit / 2nd unit ROS (run of show) crew members shall have their salary pro-rated at start and end of engagement (if applicable) otherwise engagement shall be a consecutive or non-consecutive 5-day guarantee – excluding public holidays – within a 7-day shooting week. Travel days are considered as ‘working days’ for the purpose of calculating the working week. Every 7-day period must be followed by a min. of 1 rest day for the individual crew member.

Under no circumstances should any crew member invade a min. 8-hour turnaround from individual wrap to individual call time on the following day. Mid Atlantic Films office must be consulted in the event of any issues related to turnaround.

Premium payment is not applicable for working on a Sunday in Hungary or on distant location unless 6th or 7th consecutive work day.

Approved work on a Public Holiday outside of Hungary shall be paid at 200% of daily rate. Only Public Holidays of the place of work shall be observed.

Working or travel on a 6th or 7th day of the week that is not an official working day requires the prior written approval of the Line Producer/Production Manager.

The production has the right to change the start day of any 5 or 6 day working weeks.

REST DAYS

Definition of a rest day: minimum of 35 hours between individual wrap time on location and individual crew call time on location. If there is less time in between then the compensation for turnaround violation applies.

Rest days are unpaid including all non-working days on distant location (where production provides overnight accommodation) and rest days after night work.

TRAVEL TIME COMPENSATION

There is no Travel Time Compensation for travel to locations within the administrative borders of Budapest and to/back to/from all official studio facilities located max. 25 kms from Budapest centre (hereinafter referred to as the Zone).

For locations outside of the Zone Travel Time Compensation shall apply as follows:

HUNGARY			
Location	Distance / Travel time	Travel compensation	
		Time allowance (TC)	Fuel/diesel/EV charging allowance
Budapest locations	in Budapest	N/A	N/A
Origo Studios – Budapest	in Budapest	N/A	N/A
Stern Studios – Pomaz	21 kms / 30 mins	N/A	N/A
Mafilm Studios – Fot	22 kms / 20 mins	N/A	N/A
Astra Studios - Mogyorod	22 kms / 30 mins	N/A	N/A
Korda Studios – Etyek	32 kms / 40 mins	N/A	HUF 3,000 + VAT (shoot only)
Distant locations	20-30 mins	30 mins travel time paid at individual overtime rate	as per travel compensation chart
	30-45 mins	45 mins travel time paid at individual overtime rate	

HUNGARY			
Location	Distance / Travel time	Travel compensation	
		Time allowance (TC)	Fuel/diesel allowance
Distant locations	45-60 mins	60 mins travel time paid at individual overtime rate	as per travel compensation chart
	90+ kms / 60+ mins	based on individual travel time calculations	

When applicable travel time compensation (TC) is paid at a flat rate of 15% of normal daily rate with a HUF 20,000 / hour cap paid at 15 min increments on individual crew OT.

Production to pay a fixed fuel / EV charging allowance based on the Travel Compensation chart (and any subsequent additions) which shall be detailed in a separate Travel, Fuel & Highway compensation chart listing all shooting and studio locations.

TRAVEL DAYS

A Travel Day is defined as any day that a Hungarian crew member travels to or from a distant location where the production provides overnight accommodation.

Any travel only day that falls on a 6th or 7th day shall be paid at straight time.
 Any travel & work day that falls on a 6th day shall be paid at 150% of daily rate.
 Any travel & work day that falls on a 7th day shall be paid at 200% of daily rate.

CANCELLATION (DAILY LABOUR)

In the event of cancellation Hungarian crew members hired as non-consecutive labour are entitled to the following compensation:

- with less than 24 hrs notice: 100% of the normal daily rate
- with more than 24 hrs notice: no compensation fee applies

Any daily labour hired without the prior approval of the production manager/UPM is not entitled to any cancellation compensation.

HIGHWAY TICKET Production to reimburse all highway ticket costs to travel to distant working locations with the exception of the 1-year (annual) Pest County highway ticket.

Highway tickets shall be reimbursed on the basis of specific location and schedule requirements.

FUEL / EV CHARGING Production to reimburse fuel costs according to the approved deal memos (based on receipt) or to pay a fixed fuel / EV charging allowance based on the Travel Compensation chart (and any subsequent additions), which shall be detailed in a separate Travel, Fuel & Highway compensation chart listing all shooting and studio locations.

DISTANT LOCATION Whilst prepping or shooting on distant location Hungarian crew shall be paid a 5-day week guarantee (excluding unworked official local Public Holidays on distant location outside of Hungary).

PER DIEM The Per Diem rate on distant (overnight) location shall be the same standard rate as paid to US / UK and other foreign crew members. Hungarian crew to invoice for per diem with their salary on a weekly basis.

The per diem is paid in full for travel days, travel days including additional work, working days and rest days. The basis for calculating the Per Diem is the number of nights spent on the resident (distant) location which is to be adjusted to the actual travel/work schedule of the individual crew member.

ACCOMMODATION Whilst on distant overnight location Hungarian crew must be provided with their own hotel room or separate bedroom in an apartment.

COURTESY ACCOMMODATION Courtesy accommodation may be provided to crew working on a countryside location where travel time would otherwise be excessive. Crew members are not obligated to stay on location but if they accept on a voluntary basis then per diem is not applicable. In the event a crew member elects to accept courtesy accommodation, then fixed travel / fuel / EV charging allowance beyond 25 kms is calculated to / from hotel and shall be detailed in a separate Travel, Fuel & Highway compensation chart listing all shooting and studio locations.

AIR TRAVEL Class of air travel shall be on a favoured nations basis with non-Hungarian crew members.

LOCALITY OF WORK All conditions above are valid for conducting work in any countries.

Above general crew conditions are applicable to the shooting period starting with the first and ending with the last working days (both inclusive) regulated by an official call sheet.

In regards of any matters not regulated in this document please ask for advice from the Mid Atlantic Films office.