

~~The Individual-Individual and the standard-Standard labor-Labor contract-Contracts~~ ~~was~~ ~~were~~ included in the ~~agreement-Agreement~~ (Chapter3, Article 26: Standard Labor Contract) since ~~the~~ film labor movement's ~~long-long~~-cherished project ~~that dated back to the period of~~ ~~from~~ ~~Vidulgi Dunggi's-period~~. A common official standard contract form was required to be ~~written-formulated~~ by the FKMWU and the FKPA ~~according to the-~~ specifications and production companies ~~-were~~ encouraged to use the form (Chapter3, Article 26: Standard Labor Contract). The 2007 Film Industry Collective Agreement ~~stipulated-made forty 40~~ hours ~~as the~~ ~~standard for a week-a week-as working hours~~, ~~and-with 12 hours a day as the twelve hours a day-~~ ~~as a-maximum~~ ~~for any work day. This was based on the working hour rule based on the~~ Korean Standard Labor Act (September 15, 2003), but ~~this~~ could be prolonged upon agreement, ~~especially in cases where the-if the~~ working hours exceeded ~~to fifteen-15~~ hours a day or ~~sixty-~~ ~~six66~~ hours a week (Chapter 4, Article 29: Working Hours). Thirty minutes of break ~~per every~~ four hours of working, or ~~one-an~~ hour ~~long of~~-recess ~~per every~~ eight ~~working~~ hours ~~-of working-~~ ~~should-behad to be~~ guaranteed (Chapter 4, Article 31: Recess Hours). Also, commuting ~~hours-~~ ~~time~~ to long distance production sites ~~s~~ (~~over an hour ne-one-way-over-one-hour~~), ~~and time taken~~ ~~to preparation-prepare~~ for ~~the~~ shooting, ~~its~~ arrangement, wrap-up, and waiting ~~hours-willere to~~ be included as working hours (Chapter 4, Article 30: Computation, etc., of Working Hours). The 2007 Film Industry Collective Agreement specified ~~the~~ rules ~~about-pertaining to~~ a paid vacation, an official holiday, a day-~~2~~'s leave of absence per month, annual paid leave, sick leave, compassionate leave, and vacation pay (Chapter 4, Article 32 to 38). Articles in Chapter ~~five-Five~~ (Protection of Maternity) consisted of rules regarding women film workers, gender equality, and sexual harassment. Women workers ~~-were~~ entitled to one day of menstrual leave every month, paid or unpaid (Chapter 5, Article 39: Menstruation Leave), companies ~~had to should~~-allow

Comment [Editor1]: Please specify whose specifications.

Comment [Editor2]: Agreement between which parties?

Comment [Editor3]: Ok?

Comment [Editor4]: So do you mean to say that if the hours increased to these then a special agreement would be necessary?

~~ninety-90~~ days of maternity leave, and ~~-~~ protection leave to ~~-~~women who underwent miscarriage after ~~sixteen-16~~ weeks of pregnancy (Chapter 5, Article 40: Childbirth, Leave for Miscarriage, etc.). Union member-s who ~~raises—raised~~ child~~ren aged~~ less than ~~one-a~~ year ~~were to be given should be given thirty30~~ minutes of paid nursing time twice a day (Chapter 5, Article 41: Nursing Hours). Chapter ~~6-Six~~ (Occupational Safety and Environment) secured film workers' safety at work based on ~~the O-occupational~~ ~~safety-Safety~~ and ~~health-Health actsActs~~, while Chapter ~~7-Seven~~ (Occupational Disaster) regulated ~~the~~ procedures ~~-to~~ resolve accidents on duty based on ~~the~~ Industrial Accident Compensation Insurance Act. The last chapter of the agreement, Chapter ~~8-Eight~~ (Collective Bargaining and Labor-Management Council) consisted of articles about the future ~~of~~ collective bargaining, and a ~~proposed~~ joint labor-management conference. The articles in ~~the~~ 2007 Film Industry Collective Agreement ~~may just look like ight just seem as~~ basic labor protection ~~write ups~~ and no more than any other ~~labor-Labor actAct~~, however, it was the first formal protection ~~being issued for-to~~ film workers in Korean history, which contributed to ~~the alleviation of alleviate-the~~ uncertainty ~~of-surrounding~~ jobs and improved ~~d~~ working conditions. What was important was not the outcome but the official institutionalization.

The 2012 ~~agreement-Agreement~~ actually included the Standard Labor Contract of the Film Industry ~~form~~ and was ~~more stringent stricter about the using the form, about its use~~, while the 2007 ~~agreement-Agreement~~ was only ~~encouraging-encouraged the-its~~ usage (Chapter 3, Article 26: Standard Labor Contract). ~~Articles about annual paid leave became more generous.~~

According to the ~~2007-2007 A~~greement, union member-s who ~~attended-were regular in their attendance at their workplaces regularly without missingand did not miss~~ a single day for ~~one-a~~ year ~~were to be awardedshould receive~~ ten days paid holiday per year, ~~-~~ and ~~fF~~ilm workers

Comment [Editor5]: In the 2012 Agreement?

~~attended-attending~~ over 90 per-cent of ~~their~~ work-days ~~would be given~~ ~~-should obtain~~ eight days of holiday~~f~~. ~~The 2012 agreement-Agreement~~ notified that union members who ~~had~~ worked less than ~~one-a~~ year ~~should-could~~ also take paid holidays ~~s of one-a~~ day ~~per-one~~ in a month without being absent. ~~Total-A~~ total of 15 paid holidays ~~fifteen-paid holiday-to~~ would be given to union members who ~~had~~ worked ~~for~~ over ~~one-a~~ year, and union members who ~~had~~ worked ~~for~~ over three years ~~will-would~~ have ~~one~~ more day per two years of work experience, up to 25 days per year. ~~The 2007 Agreement incorporated a chapter on safety at work and stipulated in its~~ Chapter 6 ~~Six about that film workers' safety at work in 2007 agreement, guaranteed~~ six hours of sleep would be guaranteed to ~~the~~ drivers after ~~the-a~~ night's shooting. ~~but But the 2012 agreement-Agreement~~ added ~~another hour to it to make it one more hour to~~ seven hours of sleep. ~~Minimum-The time period for the~~ break ~~hours~~ between shooting ~~were-was~~ also prolonged from eight ~~hours hours~~ to ten. ~~-(Chapter 6, article-Article 50)~~. The role of the FKMWU has grown ~~with regard to regarding-resolving~~ industrial accidents~~-resolve~~. ~~From-Since~~ 2012, it has become mandatory ~~fora~~ film production ~~company-companiesis-mandated~~ to cooperate with Yeonghwain Sinnungo in case of industrial accidents, ~~especially~~ if the affected union member requests ~~resolve to the Yeonghwain Sinnungo~~ (chapter 5, article 52). According to the 2012 ~~Tarifvertrag~~, ~~the~~ minimum wages negotiated in 2008 for each film ~~crew's-crew's~~ rank ~~is-was~~ deferred, but it significantly raised ~~the~~ minimum wages per hour from 4,000 KRW to 5.300 KRW (Chapter 2, Article 6). Probationary employees ~~will-would~~ get ~~their~~ minimum wages after three months, ~~-~~ ~~now, a marked improvement from the~~ ~~while it was~~ six months ~~listed~~ in ~~the~~ 2008 Tarifvertrag (Chapter 2, Article 6). New minimum wage rules were added for substitute and supplement film workers~~:-~~: ~~the~~ first assistant rank ~~would get~~ 400,000 KRW per day, ~~the~~ second assistant rank received 300,000 KRW, ~~the~~ third assistant ~~received~~ 200,000 KRW, and ~~the~~ fourth assistant ~~got~~

Comment [Editor6]: Please check for clarity. So his paid leave of 1 day is not to be taken as absence?

Comment [Editor7]: Please check for clarity. Its very confusing.

Comment [Editor8]: Please make this consistent

Comment [Editor9]: Do you mean to say if the union member requests the Yeonghwain Sinnungo to resolve/arbitrate?

Comment [Editor10]: What is this?

100,000 KRW per day (Chapter 2, Article 6). A day laborer also received 15 per-cent of overtime payment after twelve-12 hours of work (Chapter 2, Article 7).

Comment [Editor11]: For numbers less than 10, I have spelled it out but those over 10 have been written in numerals. Please make this consistent