

THE ANIMATION GUILD, LOCAL 839 I. A. T. S. E.

Wage Scales, August 1, 2012-July 31, 2015

	Weekly employment*					
	First period 8/1/2012-8/3/2013		Second period 8/4/2013-8/2/2014		Third period 8/3/2014-7/31/2015	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
ANIMATION						
21-027 Production Board						
1st 6 months	\$45.014	\$1,800.56	\$45.914	\$1,836.56	\$46.832	\$1,873.28
2nd 6 months	\$46.042	\$1,841.68	\$46.963	\$1,878.52	\$47.902	\$1,916.08
Journey	\$47.757	\$1,910.28	\$48.712	\$1,948.48	\$49.686	\$1,987.44
21-012 Animator**						
21-032 Background**						
21-042 Layout**						
21-052 Model Designer**						
21-022 Animation Story Person/Animation Writer**						
21-801 Staff Comic Strip Story Person and/or Artist						
1st 6 months	\$39.143	\$1,565.72	\$39.926	\$1,597.04	\$40.725	\$1,629.00
2nd 6 months	\$40.036	\$1,601.44	\$40.837	\$1,633.48	\$41.654	\$1,666.16
Journey	\$41.528	\$1,661.12	\$42.359	\$1,694.36	\$43.206	\$1,728.24
	<i>(Subject to right of Producer to request extension which Union shall not unreasonably deny)</i>					
21-112 Key Assistant Animator	\$39.798	\$1,591.92	\$40.594	\$1,623.76	\$41.406	\$1,656.24
21-102 Assistant Animator						
Storyboard Revisionist						
21-122 Assistant Background						
Assistant Layout						
21-132 Assistant Model Designer						
21-802 Assistant Staff Comic Strip Story Person and/or Artist						
1st 6 months	\$33.156	\$1,326.24	\$33.819	\$1,352.76	\$34.495	\$1,379.80
2nd 6 months	\$33.978	\$1,359.12	\$34.658	\$1,386.32	\$35.351	\$1,414.04
Journey	\$35.540	\$1,421.60	\$36.251	\$1,450.04	\$36.976	\$1,479.04
	<i>(Subject to right of Producer to request extension which Union shall not unreasonably deny)</i>					
21-142 Breakdown						
1st year	\$30.380	\$1,215.20	\$30.988	\$1,239.52	\$31.608	\$1,264.32
Journey	\$31.220	\$1,248.80	\$31.844	\$1,273.76	\$32.481	\$1,299.24

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

** An Animator, Background or Layout person designated by the Producer to be responsible for and supervise the work of others in his classification shall be paid the key rate of 15% above the minimum Journey rate for his classification during such an assignment.

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		First period 8/1/2012-8/3/2013		Second period 8/4/2013-8/2/2014		Third period 8/3/2014-7/31/2015	
		Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
21-152	Inbetweener						
	1st 6 months	\$28.172	\$1,126.88	\$28.735	\$1,149.40	\$29.310	\$1,172.40
	2nd 6 months	\$28.985	\$1,159.40	\$29.565	\$1,182.60	\$30.156	\$1,206.24
	Journey	\$30.045	\$1,201.80	\$30.646	\$1,225.84	\$31.259	\$1,250.36
21-202	Apprentice Layout, Model Designer, Background and Production Board						
	6 months	\$30.347	\$1,213.88	\$30.954	\$1,238.16	\$31.573	\$1,262.92
	<i>(Subject to right of Producer to request one six-month extension)</i>						
21-232	Blue Sketch						
	1st year	\$29.767	\$1,190.68	\$30.362	\$1,214.48	\$30.969	\$1,238.76
	Journey	\$30.621	\$1,224.84	\$31.233	\$1,249.32	\$31.858	\$1,274.32
21-312	Story Sketch						
	1st year	\$36.755	\$1,470.20	\$37.490	\$1,499.60	\$38.240	\$1,529.60
	Journey	\$37.319	\$1,492.76	\$38.065	\$1,522.60	\$38.826	\$1,553.04
21-322	Apprentice Animation Story Person and/or Apprentice Story Sketch						
	1st 6 months	\$30.426	\$1,217.04	\$31.035	\$1,241.40	\$31.656	\$1,266.24
	2nd 6 months	\$31.773	\$1,270.92	\$32.408	\$1,296.32	\$33.056	\$1,322.24
	<i>(Subject to right of Producer to request extension -- limited to one six-month extension)</i>						
21-332	Assistant Director						
	1st 6 months	\$31.620	\$1,264.80	\$32.252	\$1,290.08	\$32.897	\$1,315.88
	2nd 6 months	\$34.488	\$1,379.52	\$35.178	\$1,407.12	\$35.882	\$1,435.28
	3rd 6 months	\$37.362	\$1,494.48	\$38.109	\$1,524.36	\$38.871	\$1,554.84
	Journey	\$39.030	\$1,561.20	\$39.811	\$1,592.44	\$40.607	\$1,624.28
21-335	Sheet Timer						
	1st 6 months	\$31.620	\$1,264.80	\$32.252	\$1,290.08	\$32.897	\$1,315.88
	2nd 6 months	\$34.488	\$1,379.52	\$35.178	\$1,407.12	\$35.882	\$1,435.28
	3rd 6 months	\$37.362	\$1,494.48	\$38.109	\$1,524.36	\$38.871	\$1,554.84
	Journey	\$39.030	\$1,561.20	\$39.811	\$1,592.44	\$40.607	\$1,624.28
21-242	Scene Planner						
	1st year	\$35.448	\$1,417.92	\$36.157	\$1,446.28	\$36.880	\$1,475.20
	Journey	\$36.923	\$1,476.92	\$37.661	\$1,506.44	\$38.414	\$1,536.56
21-252	Animation Checker						
	1st 3 months	\$29.767	\$1,190.68	\$30.362	\$1,214.48	\$30.969	\$1,238.76
	Next 9 months	\$30.621	\$1,224.84	\$31.233	\$1,249.32	\$31.858	\$1,274.32
	Next 6 months	\$33.156	\$1,326.24	\$33.819	\$1,352.76	\$34.495	\$1,379.80
	Next 6 months	\$34.045	\$1,361.80	\$34.726	\$1,389.04	\$35.421	\$1,416.84
	Journey	\$35.540	\$1,421.60	\$36.251	\$1,450.04	\$36.976	\$1,479.04

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

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Wage Scales, August 1, 2012-July 31, 2015

		Weekly employment*					
		First period 8/1/2012-8/3/2013		Second period 8/4/2013-8/2/2014		Third period 8/3/2014-7/31/2015	
		Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
<u>INK AND PAINT (Inking, Special Effects, Painters)</u>							
21-412	Assistant Supervisor (Ink and Paint, Xerox, Color Model or Paint Lab)						
	1st 6 months	\$30.494	\$1,219.76	\$31.104	\$1,244.16	\$31.726	\$1,269.04
	2nd 6 months	\$31.245	\$1,249.80	\$31.870	\$1,274.80	\$32.507	\$1,300.28
	Journey	\$32.294	\$1,291.76	\$32.940	\$1,317.60	\$33.599	\$1,343.96
21-422	Inker						
	1st month	\$26.526	\$1,061.04	\$27.057	\$1,082.28	\$27.598	\$1,103.92
	Next 6 months	\$27.970	\$1,118.80	\$28.529	\$1,141.16	\$29.100	\$1,164.00
	Next 6 months	\$28.734	\$1,149.36	\$29.309	\$1,172.36	\$29.895	\$1,195.80
	Journey	\$29.743	\$1,189.72	\$30.338	\$1,213.52	\$30.945	\$1,237.80
21-442	Ink Checker						
	1st year	\$30.203	\$1,208.12	\$30.807	\$1,232.28	\$31.423	\$1,256.92
	Journey	\$30.754	\$1,230.16	\$31.369	\$1,254.76	\$31.996	\$1,279.84
21-452	Special Effects						
	1st year	\$30.203	\$1,208.12	\$30.807	\$1,232.28	\$31.423	\$1,256.92
	Journey	\$30.754	\$1,230.16	\$31.369	\$1,254.76	\$31.996	\$1,279.84
21-453	Head Special Effects						
		\$31.620	\$1,264.80	\$32.252	\$1,290.08	\$32.897	\$1,315.88
21-500	Color Modelist						
	1st 6 months	\$29.031	\$1,161.24	\$29.612	\$1,184.48	\$30.204	\$1,208.16
	2nd 6 months	\$29.807	\$1,192.28	\$30.403	\$1,216.12	\$31.011	\$1,240.44
	Journey	\$30.908	\$1,236.32	\$31.526	\$1,261.04	\$32.157	\$1,286.28
21-501	Color Stylist						
	1st 3 months	\$29.767	\$1,190.68	\$30.362	\$1,214.48	\$30.969	\$1,238.76
	Next 9 months	\$30.621	\$1,224.84	\$31.233	\$1,249.32	\$31.858	\$1,274.32
	Next 6 months	\$33.156	\$1,326.24	\$33.819	\$1,352.76	\$34.495	\$1,379.80
	Next 6 months	\$34.045	\$1,361.80	\$34.726	\$1,389.04	\$35.421	\$1,416.84
	Journey	\$35.540	\$1,421.60	\$36.251	\$1,450.04	\$36.976	\$1,479.04
21-522	Painter						
	1st month	\$26.526	\$1,061.04	\$27.057	\$1,082.28	\$27.598	\$1,103.92
	Next 6 months	\$27.572	\$1,102.88	\$28.123	\$1,124.92	\$28.685	\$1,147.40
	Next 6 months	\$28.368	\$1,134.72	\$28.935	\$1,157.40	\$29.514	\$1,180.56
	Journey	\$29.524	\$1,180.96	\$30.114	\$1,204.56	\$30.716	\$1,228.64
21-542	Xerox Processor						
	1st 3 months	\$26.526	\$1,061.04	\$27.057	\$1,082.28	\$27.598	\$1,103.92
	2nd 12 months	\$28.856	\$1,154.24	\$29.433	\$1,177.32	\$30.022	\$1,200.88
	Journey	\$29.524	\$1,180.96	\$30.114	\$1,204.56	\$30.716	\$1,228.64
21-552	Key Xerox Processor						
		\$29.896	\$1,195.84	\$30.494	\$1,219.76	\$31.104	\$1,244.16

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Wage Scales, August 1, 2012-July 31, 2015

		Weekly employment*					
		First period 8/1/2012-8/3/2013		Second period 8/4/2013-8/2/2014		Third period 8/3/2014-7/31/2015	
		Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
<u>CHECKERS</u>							
21-562	Xerox Checker						
	1st year	\$30.203	\$1,208.12	\$30.807	\$1,232.28	\$31.423	\$1,256.92
	Journey	\$30.754	\$1,230.16	\$31.369	\$1,254.76	\$31.996	\$1,279.84
21-572	Animation Stock Librarian						
	1st 6 months	\$28.887	\$1,155.48	\$29.465	\$1,178.60	\$30.054	\$1,202.16
	2nd 6 months	\$29.617	\$1,184.68	\$30.209	\$1,208.36	\$30.813	\$1,232.52
	Journey	\$30.754	\$1,230.16	\$31.369	\$1,254.76	\$31.996	\$1,279.84
21-632	Production Final Checker/Mark-Up						
	1st 6 months	\$28.887	\$1,155.48	\$29.465	\$1,178.60	\$30.054	\$1,202.16
	2nd 6 months	\$29.617	\$1,184.68	\$30.209	\$1,208.36	\$30.813	\$1,232.52
	Journey	\$30.754	\$1,230.16	\$31.369	\$1,254.76	\$31.996	\$1,279.84
21-633	Head Final Checker	\$31.620	\$1,264.80	\$32.252	\$1,290.08	\$32.897	\$1,315.88
21-652	Paint Checker						
	1st 6 months	\$28.172	\$1,126.88	\$28.735	\$1,149.40	\$29.310	\$1,172.40
	2nd 6 months	\$28.985	\$1,159.40	\$29.565	\$1,182.60	\$30.156	\$1,206.24
	Journey	\$30.045	\$1,201.80	\$30.646	\$1,225.84	\$31.259	\$1,250.36
21-672	Picture Set-Up						
	1st year	\$29.767	\$1,190.68	\$30.362	\$1,214.48	\$30.969	\$1,238.76
	Journey	\$30.711	\$1,228.44	\$31.325	\$1,253.00	\$31.952	\$1,278.08
21-682	Scan Checker						
	1st 6 months	\$27.441	\$1,097.64	\$27.990	\$1,119.60	\$28.550	\$1,142.00
	2nd 6 months	\$28.197	\$1,127.88	\$28.761	\$1,150.44	\$29.336	\$1,173.44
	Journey	\$29.220	\$1,168.80	\$29.804	\$1,192.16	\$30.400	\$1,216.00
21-692	Cel Service						
	1st 6 months	\$27.312	\$1,092.48	\$27.858	\$1,114.32	\$28.415	\$1,136.60
	2nd 6 months	\$28.023	\$1,120.92	\$28.583	\$1,143.32	\$29.155	\$1,166.20
	Journey	\$28.918	\$1,156.72	\$29.496	\$1,179.84	\$30.086	\$1,203.44
21-722	Mix and Match						
	1st year	\$28.505	\$1,140.20	\$29.075	\$1,163.00	\$29.657	\$1,186.28
	Journey	\$29.636	\$1,185.44	\$30.229	\$1,209.16	\$30.834	\$1,233.36
21-742	Paint Technician						
	1st year	\$30.785	\$1,231.40	\$31.401	\$1,256.04	\$32.029	\$1,281.16
	Journey	\$31.854	\$1,274.16	\$32.491	\$1,299.64	\$33.141	\$1,325.64
21-792	Letter Artist						
	1st 6 months	\$33.156	\$1,326.24	\$33.819	\$1,352.76	\$34.495	\$1,379.80
	2nd 6 months	\$34.045	\$1,361.80	\$34.726	\$1,389.04	\$35.421	\$1,416.84
	Journey	\$35.540	\$1,421.60	\$36.251	\$1,450.04	\$36.976	\$1,479.04
21-222	Trainee						
	1st 6 months	\$26.895	\$1,075.80	\$27.433	\$1,097.32	\$27.982	\$1,119.28
	2nd 6 months	\$28.179	\$1,127.16	\$28.743	\$1,149.72	\$29.318	\$1,172.72
	3rd 6 months	\$29.465	\$1,178.60	\$30.055	\$1,202.20	\$30.656	\$1,226.24

* Minimum scale for daily employment shall be 110.71% (which rate is in lieu of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

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Wage Scales, August 1, 2012-July 31, 2015

		Weekly employment*					
		First period 8/1/2012-8/3/2013		Second period 8/4/2013-8/2/2014		Third period 8/3/2014-7/31/2015	
		Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
<u>COMIC STRIP (Work presently assigned)</u>							
21-812	Class I (Story Person or Artist doing two Sunday pages or six daily strips per week)						
	1st year	\$38.229	\$1,529.16	\$38.994	\$1,559.76	\$39.774	\$1,590.96
	After 1 year in classification	\$39.912	\$1,596.48	\$40.710	\$1,628.40	\$41.524	\$1,660.96
21-822	Class II (Writes or draws one Sunday page per week)						
	1st year	\$34.580	\$1,383.20	\$35.272	\$1,410.88	\$35.977	\$1,439.08
	After 1 year in classification	\$35.967	\$1,438.68	\$36.686	\$1,467.44	\$37.420	\$1,496.80
21-832	Staff Assistant						
	1st year	\$26.759	\$1,070.36	\$27.294	\$1,091.76	\$27.840	\$1,113.60
	2nd year	\$27.912	\$1,116.48	\$28.470	\$1,138.80	\$29.039	\$1,161.56
	3rd year	\$29.434	\$1,177.36	\$30.023	\$1,200.92	\$30.623	\$1,224.92
	Journey	\$29.975	\$1,199.00	\$30.575	\$1,223.00	\$31.187	\$1,247.48
<u>COMIC STRIP (New work)</u>							
21-842	Six Panels (Writes and draws)						
	1st year	\$31.127	\$1,245.08	\$31.750	\$1,270.00	\$32.385	\$1,295.40
	After 1 year in classification	\$32.475	\$1,299.00	\$33.125	\$1,325.00	\$33.788	\$1,351.52
21-852	Six Strips (Writes and draws)						
	1st year	\$34.580	\$1,383.20	\$35.272	\$1,410.88	\$35.977	\$1,439.08
	After 1 year in classification	\$35.967	\$1,438.68	\$36.686	\$1,467.44	\$37.420	\$1,496.80
21-862	One Sunday Page (Writes and draws)						
	1st year	\$31.127	\$1,245.08	\$31.750	\$1,270.00	\$32.385	\$1,295.40
	After 1 year in classification	\$32.475	\$1,299.00	\$33.125	\$1,325.00	\$33.788	\$1,351.52
<u>PROMOTION AND PUBLICITY ARTISTS</u>							
21-872	Class I (Responsible)						
	1st year	\$38.229	\$1,529.16	\$38.994	\$1,559.76	\$39.774	\$1,590.96
	After 1 year in classification	\$39.982	\$1,599.28	\$40.782	\$1,631.28	\$41.598	\$1,663.92
21-882	Class II (Assistant)						
	1st year	\$34.580	\$1,383.20	\$35.272	\$1,410.88	\$35.977	\$1,439.08
	After 1 year in classification	\$35.967	\$1,438.68	\$36.686	\$1,467.44	\$37.420	\$1,496.80

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Wage Scales, August 1, 2012-July 31, 2015

<u>WRITING AND STORYBOARD CLASSIFICATION</u>	Unit rates			H & W & Pension Hours
	First period 8/1/2012- 8/3/2013	second period 8/4/2013- 8/2/2014	Third period 8/3/2014- 7/31/2015	
<u>SHORT SUBJECTS - 4 to 7 Minutes (TV or Theatrical)</u>				
Synopsis and Outline	\$903.90	\$921.98	\$940.42	33
Storyboard Only	\$1,253.48	\$1,278.55	\$1,304.12	40
Teleplay or Screenplay	\$2,159.36	\$2,202.55	\$2,246.60	67
<u>SHORT SUBJECTS - Over 7 to 15 minutes (TV or Theatrical)</u>				
Synopsis and Outline	\$912.09	\$930.33	\$948.94	47
Storyboard Only	\$1,517.91	\$1,548.27	\$1,579.24	51
Teleplay or Screenplay	\$2,974.95	\$3,034.45	\$3,095.14	153
<u>HALF-HOUR SUBJECTS (TV or Theatrical)</u>				
Synopsis and Outline	\$1,622.58	\$1,655.03	\$1,688.13	91
Storyboard Only	\$2,882.45	\$2,940.10	\$2,998.90	100
Teleplay or Screenplay	\$5,701.88	\$5,815.92	\$5,932.24	309
<u>HALF-HOUR SUBJECTS (TV or Theatrical) - "New Animation Writers"§</u>				
Synopsis and Outline	\$1,495.24	\$1,525.14	\$1,555.64	91
Teleplay or Screenplay	\$5,254.41	\$5,359.50	\$5,466.69	309
<u>ONE HOUR OR MORE SUBJECTS (TV or Theatrical)</u>				
Synopsis and Outline	\$2,414.70	\$2,462.99	\$2,512.25	93
Storyboard Only	\$4,299.38	\$4,385.37	\$4,473.08	151
Teleplay or Screenplay	\$8,577.30	\$8,748.85	\$8,923.83	307
<u>ONE HOUR OR MORE SUBJECTS (TV or Theatrical) - "New Animation Writers"§</u>				
Synopsis and Outline	\$2,214.32	\$2,258.61	\$2,303.78	93
Teleplay or Screenplay	\$7,865.59	\$8,022.90	\$8,183.36	307

In reference to the above Unit rates, the Employer may require two re-writes or re-works after the presentation by the Story Person/ Animation Writer without additional compensation. If an additional re-write or re-work is required by the Employer, an additional 20% of the original Unit maximum shall be paid for each re-write or re-work. Any amount negotiated in excess of the above minimums may be applied against any additional compensation for re-write or rework when due.

§ In the event a script written by such a writer is produced, said Animation Story Person/Animation Writer shall be paid the difference between the applicable New Animation Writer rate and the Journey-person rate.

THE ANIMATION GUILD, LOCAL 839 I. A. T. S. E.

Wage Scales, August 1, 2012-July 31, 2015

Weekly employment*

SIDELETTER A

[Disney - Compositor]

	First period 8/1/2012-8/3/2013		Second period 8/4/2013-8/2/2014		Third period 8/3/2014-7/31/2015	
	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
Compositor						
1st month	\$26.526	\$1,061.04	\$27.057	\$1,082.28	\$27.598	\$1,103.92
Next 6 months	\$27.572	\$1,102.88	\$28.123	\$1,124.92	\$28.685	\$1,147.40
Next 6 months	\$28.368	\$1,134.72	\$28.935	\$1,157.40	\$29.514	\$1,180.56
Journey	\$29.524	\$1,180.96	\$30.114	\$1,204.56	\$30.716	\$1,228.64

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Wage Scales, August 1, 2012-July 31, 2015

Weekly employment*

SIDELETTER B

[Warner Bros. - Visual Development]

	First period 8/1/2012-8/3/2013		Second period 8/4/2013-8/2/2014		Third period 8/3/2014-7/31/2015	
	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
Visual Development						
1st 6 months	\$39.143	\$1,565.72	\$39.926	\$1,597.04	\$40.725	\$1,629.00
2nd 6 months	\$40.036	\$1,601.44	\$40.837	\$1,633.48	\$41.654	\$1,666.16
Journey	\$41.528	\$1,661.12	\$42.359	\$1,694.36	\$43.206	\$1,728.24

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Wage Scales, August 1, 2012-July 31, 2015

Weekly employment*

SIDELETTER C

[Warner Bros. - CGI Animator/Modeler]

	First period 8/1/2012-8/3/2013		Second period 8/4/2013-8/2/2014		Third period 8/3/2014-7/31/2015	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
CGI Animator/Modeler						
1st 6 months	\$39.143	\$1,565.72	\$39.926	\$1,597.04	\$40.725	\$1,629.00
2nd 6 months	\$40.036	\$1,601.44	\$40.837	\$1,633.48	\$41.654	\$1,666.16
Journey	\$41.528	\$1,661.12	\$42.359	\$1,694.36	\$43.206	\$1,728.24
Key Assistant CGI Animator/Modeler						
	\$39.798	\$1,591.92	\$40.594	\$1,623.76	\$41.406	\$1,656.24
Assistant CGI Animator/Modeler I						
1st 6 months	\$33.156	\$1,326.24	\$33.819	\$1,352.76	\$34.495	\$1,379.80
2nd 6 months	\$33.978	\$1,359.12	\$34.658	\$1,386.32	\$35.351	\$1,414.04
Journey	\$35.540	\$1,421.60	\$36.251	\$1,450.04	\$36.976	\$1,479.04
Assistant CGI Animator/Modeler II						
1st year	\$30.380	\$1,215.20	\$30.988	\$1,239.52	\$31.608	\$1,264.32
Journey	\$31.220	\$1,248.80	\$31.844	\$1,273.76	\$32.481	\$1,299.24
Assistant CGI Animator/Modeler III						
1st 6 months	\$28.172	\$1,126.88	\$28.735	\$1,149.40	\$29.310	\$1,172.40
2nd 6 months	\$28.985	\$1,159.40	\$29.565	\$1,182.60	\$30.156	\$1,206.24
Journey	\$30.045	\$1,201.80	\$30.646	\$1,225.84	\$31.259	\$1,250.36

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

THE ANIMATION GUILD, LOCAL 839 I. A. T. S. E.

Wage Scales, August 1, 2012-July 31, 2015

Weekly employment*

SIDELETTER D

[Disney – Technical Directors]

	First period 8/1/2012-8/3/2013		Second period 8/4/2013-8/2/2014		Third period 8/3/2014-7/31/2015	
	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
Production Technical Director I						
1st 6 months	\$39.143	\$1,565.72	\$39.926	\$1,597.04	\$40.725	\$1,629.00
2nd 6 months	\$40.036	\$1,601.44	\$40.837	\$1,633.48	\$41.654	\$1,666.16
Journey	\$41.528	\$1,661.12	\$42.359	\$1,694.36	\$43.206	\$1,728.24
Production Technical Director II						
	\$39.798	\$1,591.92	\$40.594	\$1,623.76	\$41.406	\$1,656.24
Production Technical Director III						
1st 6 months	\$33.156	\$1,326.24	\$33.819	\$1,352.76	\$34.495	\$1,379.80
2nd 6 months	\$33.978	\$1,359.12	\$34.658	\$1,386.32	\$35.351	\$1,414.04
Journey	\$35.540	\$1,421.60	\$36.251	\$1,450.04	\$36.976	\$1,479.04
Production Technical Director IV						
1st year	\$30.380	\$1,215.20	\$30.988	\$1,239.52	\$31.608	\$1,264.32
Journey	\$31.220	\$1,248.80	\$31.844	\$1,273.76	\$32.481	\$1,299.24
Production Technical Director V						
1st 6 months	\$28.172	\$1,126.88	\$28.735	\$1,149.40	\$29.310	\$1,172.40
2nd 6 months	\$28.985	\$1,159.40	\$29.565	\$1,182.60	\$30.156	\$1,206.24
Journey	\$30.045	\$1,201.80	\$30.646	\$1,225.84	\$31.259	\$1,250.36

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

THE ANIMATION GUILD, LOCAL 839 I. A. T. S. E.

Wage Scales, August 1, 2012-July 31, 2015

Weekly employment*

SIDELETTER E
[DreamWorks SKG]

	First period 8/1/2012-8/3/2013		Second period 8/4/2013-8/2/2014		Third period 8/3/2014-7/31/2015	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
CGI Animator/Modeler 1¹						
1st 12 months	\$39.588	\$1,583.52	n/a	n/a	n/a	n/a
Journey	\$41.528	\$1,661.12	\$42.359	\$1,694.36	\$43.206	\$1,728.24
CGI Animator/Modeler 1²						
1st 18 months	\$39.588	\$1,583.52	\$40.380	\$1,615.20	\$41.188	\$1,647.52
Journey	\$41.528	\$1,661.12	\$42.359	\$1,694.36	\$43.206	\$1,728.24
CGI Animator/Modeler 2						
1st 18 months	\$38.007	\$1,520.28	\$38.767	\$1,550.68	\$39.542	\$1,581.68
Journey	\$39.798	\$1,591.92	\$40.594	\$1,623.76	\$41.406	\$1,656.24
CGI Animator/Modeler 3¹						
1st 12 months	\$33.567	\$1,342.68	\$34.238	\$1,369.52	\$34.923	\$1,396.92
Journey	\$35.540	\$1,421.60	\$36.251	\$1,450.04	\$36.976	\$1,479.04
CGI Animator/Modeler 3²						
1st 18 months	\$33.567	\$1,342.68	n/a	n/a	n/a	n/a
Journey	\$35.540	\$1,421.60	\$36.251	\$1,450.04	\$36.976	\$1,479.04
CGI Animator/Modeler 4¹						
1st 12 months	\$30.380	\$1,215.20	n/a	n/a	n/a	n/a
Journey	\$31.220	\$1,248.80	\$31.844	\$1,273.76	\$32.481	\$1,299.24
CGI Animator/Modeler 4²						
1st 18 months	\$30.380	\$1,215.20	\$30.988	\$1,239.52	\$31.608	\$1,264.32
Journey	\$31.220	\$1,248.80	\$31.844	\$1,273.76	\$32.481	\$1,299.24
CGI Animator/Modeler 5¹						
1st 12 months	\$28.578	\$1,143.12	n/a	n/a	n/a	n/a
Journey	\$30.045	\$1,201.80	\$30.646	\$1,225.84	\$31.259	\$1,250.36
CGI Animator/Modeler 5²						
1st 18 months	\$28.578	\$1,143.12	\$29.150	\$1,166.00	\$29.733	\$1,189.32
Journey	\$30.045	\$1,201.80	\$30.646	\$1,225.84	\$31.259	\$1,250.36

¹ The 1st 12 months rates are only applicable to employees hired before July 29, 2012.

² The 1st 18 months rates are only applicable to employees hired on or after July 29, 2012.

THE ANIMATION GUILD, LOCAL 839 I. A. T. S. E.

Wage Scales, August 1, 2012-July 31, 2015

Weekly employment*

SIDELETTER E
[DreamWorks SKG]

	First period 8/1/2012-8/3/2013		Second period 8/4/2013-8/2/2014		Third period 8/3/2014-7/31/2015	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
Digital Scene Planning¹						
1st 12 months	\$35.448	\$1,417.92	n/a	n/a	n/a	n/a
Journey	\$36.923	\$1,476.92	\$37.661	\$1,506.44	\$38.414	\$1,536.56
Digital Scene Planning²						
1st 18 months	\$35.448	\$1,417.92	\$36.157	\$1,446.28	\$36.880	\$1,475.20
Journey	\$36.923	\$1,476.92	\$37.661	\$1,506.44	\$38.414	\$1,536.56
Scan Checker¹						
1st 12 months	\$27.819	\$1,112.76	n/a	n/a	n/a	n/a
Journey	\$29.666	\$1,186.64	\$30.259	\$1,210.36	\$30.864	\$1,234.56
Scan Checker²						
1st 18 months	\$27.819	\$1,112.76	\$28.375	\$1,135.00	\$28.943	\$1,157.72
Journey	\$29.666	\$1,186.64	\$30.259	\$1,210.36	\$30.864	\$1,234.56
Digital Check						
1st 3 months	\$29.767	\$1,190.68	\$30.362	\$1,214.48	\$30.969	\$1,238.76
Next 9 months	\$30.621	\$1,224.84	\$31.233	\$1,249.32	\$31.858	\$1,274.32
Next 6 months	\$33.156	\$1,326.24	\$33.819	\$1,352.76	\$34.495	\$1,379.80
Next 6 months	\$34.045	\$1,361.80	\$34.726	\$1,389.04	\$35.421	\$1,416.84
Journey	\$35.540	\$1,421.60	\$36.251	\$1,450.04	\$36.976	\$1,479.04
Production Technical Director 1¹						
1st 12 months	\$39.588	\$1,583.52	\$40.380	\$1,615.20	\$41.188	\$1,647.52
Journey	\$41.528	\$1,661.12	\$42.359	\$1,694.36	\$43.206	\$1,728.24
Production Technical Director 1²						
1st 18 months	\$39.588	\$1,583.52	n/a	n/a	n/a	n/a
Journey	\$41.528	\$1,661.12	\$42.359	\$1,694.36	\$43.206	\$1,728.24
Production Technical Director 2						
1st 18 months	\$37.265	\$1,490.60	\$38.010	\$1,520.40	\$38.770	\$1,550.80
Journey	\$38.844	\$1,553.76	\$39.621	\$1,584.84	\$40.413	\$1,616.52

¹ The 1st 12 months rates are only applicable to employees hired before July 29, 2012.

² The 1st 18 months rates are only applicable to employees hired on or after July 29, 2012.

THE ANIMATION GUILD, LOCAL 839 I. A. T. S. E.

Wage Scales, August 1, 2012-July 31, 2015

Weekly employment*

SIDELETTER E
[DreamWorks SKG]

	First period 8/1/2012-8/3/2013		Second period 8/4/2013-8/2/2014		Third period 8/3/2014-7/31/2015	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
Production Technical Director 3¹						
1st 12 months	\$33.567	\$1,342.68	\$34.238	\$1,369.52	\$34.923	\$1,396.92
Journey	\$35.540	\$1,421.60	\$36.251	\$1,450.04	\$36.976	\$1,479.04
Production Technical Director 3²						
1st 18 months	\$33.567	\$1,342.68	\$34.238	\$1,369.52	\$34.923	\$1,396.92
Journey	\$35.540	\$1,421.60	\$36.251	\$1,450.04	\$36.976	\$1,479.04
Production Technical Director 4¹						
1st 12 months	\$30.380	\$1,215.20	\$30.988	\$1,239.52	\$31.608	\$1,264.32
Journey	\$31.220	\$1,248.80	\$31.844	\$1,273.76	\$32.481	\$1,299.24
Production Technical Director 4²						
1st 12 months	\$30.380	\$1,215.20	\$30.988	\$1,239.52	\$31.608	\$1,264.32
Journey	\$31.220	\$1,248.80	\$31.844	\$1,273.76	\$32.481	\$1,299.24
Production Technical Director 5¹						
1st 12 months	\$28.578	\$1,143.12	\$29.150	\$1,166.00	\$29.733	\$1,189.32
Journey	\$30.045	\$1,201.80	\$30.646	\$1,225.84	\$31.259	\$1,250.36
Production Technical Director 5²						
1st 18 months	\$28.578	\$1,143.12	\$29.150	\$1,166.00	\$29.733	\$1,189.32
Journey	\$30.045	\$1,201.80	\$30.646	\$1,225.84	\$31.259	\$1,250.36
Digital Painter						
1st month	\$26.526	\$1,061.04	\$27.057	\$1,082.28	\$27.598	\$1,103.92
Next 6 months	\$27.572	\$1,102.88	\$28.123	\$1,124.92	\$28.685	\$1,147.40
Next 6 months	\$28.368	\$1,134.72	\$28.935	\$1,157.40	\$29.514	\$1,180.56
Journey	\$29.524	\$1,180.96	\$30.114	\$1,204.56	\$30.716	\$1,228.64
Trainee						
1st 6 months ³	\$24.290	\$971.60	\$24.776	\$991.04	\$25.272	\$1,010.88
1st 6 months ⁴	\$24.776	\$991.04	\$25.272	\$1,010.88	\$25.777	\$1,031.08
2nd 6 months	\$26.888	\$1,075.52	\$27.426	\$1,097.04	\$27.975	\$1,119.00
3rd 6 months	\$28.018	\$1,120.72	\$28.578	\$1,143.12	\$29.150	\$1,166.00

¹ The 1st 12 months rates are only applicable to employees hired before July 29, 2012.

² The 1st 18 months rates are only applicable to employees hired on or after July 29, 2012.

³ For Trainees hired on or after July 29, 2012 only.

⁴ For Trainees hired before July 29, 2012 only.

THE ANIMATION GUILD, LOCAL 839 I. A. T. S. E.

Wage Scales, August 1, 2012-July 31, 2015

Weekly employment*

SIDELETTER F

[Disney - Animation/Timing Directors]

	First period 8/1/2012-8/3/2013		Second period 8/4/2013-8/2/2014		Third period 8/3/2014-7/31/2015	
	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
Animation Director						
1st 6 months	\$45.737	\$1,829.48	\$46.652	\$1,866.08	\$47.585	\$1,903.40
2nd 6 months	\$46.782	\$1,871.28	\$47.718	\$1,908.72	\$48.672	\$1,946.88
Journey	\$48.543	\$1,941.72	\$49.514	\$1,980.56	\$50.504	\$2,020.16
Timing Director						
1st 6 months	\$43.855	\$1,754.20	\$44.732	\$1,789.28	\$45.627	\$1,825.08
2nd 6 months	\$44.856	\$1,794.24	\$45.753	\$1,830.12	\$46.668	\$1,866.72
Journey	\$46.540	\$1,861.60	\$47.471	\$1,898.84	\$48.420	\$1,936.80

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

THE ANIMATION GUILD, LOCAL 839 I. A. T. S. E.

Wage Scales, August 1, 2012-July 31, 2015

Weekly employment*

SIDELETTER G

[Disney - 3D Compositors]

	First period 8/1/2012-8/3/2013		Second period 8/4/2013-8/2/2014		Third period 8/3/2014-7/31/2015	
	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
CGI 3D Compositor I						
1st 6 months	\$37.167	\$1,486.68	\$37.910	\$1,516.40	\$38.668	\$1,546.72
CGI 3D Compositor II						
First 3 months	\$29.767	\$1,190.68	\$30.362	\$1,214.48	\$30.969	\$1,238.76
Next 9 months	\$30.621	\$1,224.84	\$31.233	\$1,249.32	\$31.858	\$1,274.32
Next 6 months	\$33.156	\$1,326.24	\$33.819	\$1,352.76	\$34.495	\$1,379.80
Next 6 months	\$34.045	\$1,361.80	\$34.726	\$1,389.04	\$35.421	\$1,416.84
Journey	\$35.540	\$1,421.60	\$36.251	\$1,450.04	\$36.976	\$1,479.04

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

THE ANIMATION GUILD, LOCAL 839 I. A. T. S. E.

Wage Scales, August 1, 2012-July 31, 2015

Weekly employment*

SIDELETTER H

[Warner Bros. - Animation Processors]

	First period 8/1/2012-8/3/2013		Second period 8/4/2013-8/2/2014		Third period 8/3/2014-7/31/2015	
	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
21-162 Animation Processor						
1st 6 months	\$28.172	\$1,126.88	\$28.735	\$1,149.40	\$29.310	\$1,172.40
2nd 6 months	\$28.985	\$1,159.40	\$29.565	\$1,182.60	\$30.156	\$1,206.24
Journey	\$30.045	\$1,201.80	\$30.646	\$1,225.84	\$31.259	\$1,250.36

The job of Animation Processor shall entail animatics work (the synching of production board images to soundtrack), cataloguing and storing black and white and color images from overseas studios which are used to repair or change images that also came back from overseas. Further, they shall be doing scanning work and line repair.

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

THE ANIMATION GUILD, LOCAL 839 I. A. T. S. E.

Wage Scales, August 1, 2012-July 31, 2015

Weekly employment*

SIDELETTER I

[Cartoon Network Studios - 2D Digital Animator]

	First period 8/1/2012-8/3/2013		Second period 8/4/2013-8/2/2014		Third period 8/3/2014-7/31/2015	
	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>	<u>Hourly</u>	<u>Weekly</u>
21-951 Digital Animator I						
1st 6 months	\$39.143	\$1,565.72	\$39.926	\$1,597.04	\$40.725	\$1,629.00
2nd 6 months	\$40.036	\$1,601.44	\$40.837	\$1,633.48	\$41.654	\$1,666.16
Journey	\$41.528	\$1,661.12	\$42.359	\$1,694.36	\$43.206	\$1,728.24
21-952 Digital Animator II						
1st 6 months	\$33.156	\$1,326.24	\$33.819	\$1,352.76	\$34.495	\$1,379.80
2nd 6 months	\$33.978	\$1,359.12	\$34.658	\$1,386.32	\$35.351	\$1,414.04
Journey	\$35.540	\$1,421.60	\$36.251	\$1,450.04	\$36.976	\$1,479.04
21-953 Digital Animator Trainee						
1st 6 months	\$26.895	\$1,075.80	\$27.433	\$1,097.32	\$27.982	\$1,119.28
2nd 6 months	\$28.179	\$1,127.16	\$28.743	\$1,149.72	\$29.318	\$1,172.72
Journey	\$29.466	\$1,178.64	\$30.055	\$1,202.20	\$30.656	\$1,226.24

* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.