

**THE ANIMATION GUILD, LOCAL 839 I.A.T.S.E.**  
**Wage Scales, August 1, 2015 - July 31, 2018**  
 Weekly Employment\*

	8/1/15		First Period 8/2/15-7/30/16		Second Period 7/31/16-7/29/17		Third Period 7/30/17-7/31/18	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
<b>ANIMATION</b>								
21-012 <b>Animator**</b>								
21-032 <b>Background**</b>								
21-042 <b>Layout**</b>								
21-052 <b>Model Designer**</b>								
21-022 <b>Animation Story Person / Animation Writer**</b>								
1st 6 months	\$40.725	\$1,629.00	\$41.95	\$1,678.00	\$43.21	\$1,728.40	\$44.51	\$1,780.40
2nd 6 months	\$41.654	\$1,666.16	\$42.90	\$1,716.00	\$44.19	\$1,767.60	\$45.52	\$1,820.80
Journey	\$43.206	\$1,728.24	\$44.50	\$1,780.00	\$45.84	\$1,833.60	\$47.22	\$1,888.80
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
21-027 <b>Production Board</b>								
1st 6 months	\$46.832	\$1,873.28	\$48.24	\$1,929.60	\$49.69	\$1,987.60	\$51.18	\$2,047.20
2nd 6 months	\$47.902	\$1,916.08	\$49.34	\$1,973.60	\$50.82	\$2,032.80	\$52.34	\$2,093.60
Journey	\$49.686	\$1,987.44	\$51.18	\$2,047.20	\$52.72	\$2,108.80	\$54.30	\$2,172.00
21-801 <b>Staff Comic Strip Story Person and/or Artist</b>								
1st 6 months	\$40.725	\$1,629.00	\$41.95	\$1,678.00	\$43.21	\$1,728.40	\$44.51	\$1,780.40
2nd 6 months	\$41.654	\$1,666.16	\$42.90	\$1,716.00	\$44.19	\$1,767.60	\$45.52	\$1,820.80
Journey	\$43.206	\$1,728.24	\$44.50	\$1,780.00	\$45.84	\$1,833.60	\$47.22	\$1,888.80
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
21-112 <b>Key Assistant Animator</b>	\$41.406	\$1,656.24	\$42.65	\$1,706.00	\$43.93	\$1,757.20	\$45.25	\$1,810.00
21-102 <b>Assistant Animator / Storyboard Revisionist</b>								
21-122 <b>Assistant Background / Assistant Layout</b>								
21-132 <b>Assistant Model Designer</b>								
21-802 <b>Assistant Staff Comic Strip Story Person and/or Artist</b>								
1st 6 months	\$34.495	\$1,379.80	\$35.53	\$1,421.20	\$36.60	\$1,464.00	\$37.70	\$1,508.00
2nd 6 months	\$35.351	\$1,414.04	\$36.41	\$1,456.40	\$37.50	\$1,500.00	\$38.63	\$1,545.20
Journey	\$36.976	\$1,479.04	\$38.09	\$1,523.60	\$39.23	\$1,569.20	\$40.41	\$1,616.40
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
21-142 <b>Breakdown</b>								
1st year	\$31.608	\$1,264.32	\$32.56	\$1,302.40	\$33.54	\$1,341.60	\$34.55	\$1,382.00
Journey	\$32.481	\$1,299.24	\$33.46	\$1,338.40	\$34.46	\$1,378.40	\$35.49	\$1,419.60
21-152 <b>Inbetweener</b>								
1st 6 months	\$29.310	\$1,172.40	\$30.19	\$1,207.60	\$31.10	\$1,244.00	\$32.03	\$1,281.20
2nd 6 months	\$30.156	\$1,206.24	\$31.06	\$1,242.40	\$31.99	\$1,279.60	\$32.95	\$1,318.00
Journey	\$31.259	\$1,250.36	\$32.20	\$1,288.00	\$33.17	\$1,326.80	\$34.17	\$1,366.80
21-202 <b>Apprentice Layout, Model Designer, Background and Production Board</b>								
6 months	\$31.573	\$1,262.92	\$32.52	\$1,300.80	\$33.50	\$1,340.00	\$34.51	\$1,380.40
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
21-232 <b>Blue Sketch</b>								
1st year	\$30.969	\$1,238.76	\$31.90	\$1,276.00	\$32.86	\$1,314.40	\$33.85	\$1,354.00
Journey	\$31.858	\$1,274.32	\$32.81	\$1,312.40	\$33.79	\$1,351.60	\$34.80	\$1,392.00
21-312 <b>Story Sketch</b>								
1st year	\$38.240	\$1,529.60	\$39.39	\$1,575.60	\$40.57	\$1,622.80	\$41.79	\$1,671.60
Journey	\$38.826	\$1,553.04	\$39.99	\$1,599.60	\$41.19	\$1,647.60	\$42.43	\$1,697.20
21-322 <b>Apprentice Animation Story Person and/or Apprentice Story Sketch</b>								
1st 6 months	\$31.656	\$1,266.24	\$32.61	\$1,304.40	\$33.59	\$1,343.60	\$34.60	\$1,384.00
2nd 6 months	\$33.056	\$1,322.24	\$34.05	\$1,362.00	\$35.07	\$1,402.80	\$36.12	\$1,444.80
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								

\* 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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	8/1/15		First Period 8/2/15-7/30/16		Second Period 7/31/16-7/29/17		Third Period 7/30/17-7/31/18	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
<b>ANIMATION (continued)</b>								
<b>21-332 Assistant Director</b>								
1st 6 months	\$32.897	\$1,315.88	\$33.88	\$1,355.20	\$34.90	\$1,396.00	\$35.95	\$1,438.00
2nd 6 months	\$35.882	\$1,435.28	\$36.96	\$1,478.40	\$38.07	\$1,522.80	\$39.21	\$1,568.40
3rd 6 months	\$38.871	\$1,554.84	\$40.04	\$1,601.60	\$41.24	\$1,649.60	\$42.48	\$1,699.20
Journey	\$40.607	\$1,624.28	\$41.83	\$1,673.20	\$43.08	\$1,723.20	\$44.37	\$1,774.80
<b>21-335 Sheet Timer</b>								
1st 6 months	\$32.897	\$1,315.88	\$33.88	\$1,355.20	\$34.90	\$1,396.00	\$35.95	\$1,438.00
2nd 6 months	\$35.882	\$1,435.28	\$36.96	\$1,478.40	\$38.07	\$1,522.80	\$39.21	\$1,568.40
3rd 6 months	\$38.871	\$1,554.84	\$40.04	\$1,601.60	\$41.24	\$1,649.60	\$42.48	\$1,699.20
Journey	\$40.607	\$1,624.28	\$41.83	\$1,673.20	\$43.08	\$1,723.20	\$44.37	\$1,774.80
<b>21-242 Scene Planner</b>								
1st year	\$36.880	\$1,475.20	\$37.99	\$1,519.60	\$39.13	\$1,565.20	\$40.30	\$1,612.00
Journey	\$38.414	\$1,536.56	\$39.57	\$1,582.80	\$40.76	\$1,630.40	\$41.98	\$1,679.20
<b>21-252 Animation Checker</b>								
1st 3 months	\$30.969	\$1,238.76	\$31.90	\$1,276.00	\$32.86	\$1,314.40	\$33.85	\$1,354.00
Next 9 months	\$31.858	\$1,274.32	\$32.81	\$1,312.40	\$33.79	\$1,351.60	\$34.80	\$1,392.00
Next 6 months	\$34.495	\$1,379.80	\$35.53	\$1,421.20	\$36.60	\$1,464.00	\$37.70	\$1,508.00
Next 6 months	\$35.421	\$1,416.84	\$36.48	\$1,459.20	\$37.57	\$1,502.80	\$38.70	\$1,548.00
Journey	\$36.976	\$1,479.04	\$38.09	\$1,523.60	\$39.23	\$1,569.20	\$40.41	\$1,616.40
<b>INK AND PAINT (Inking, Special Effects, Painters)</b>								
<b>21-412 Assistant Supervisor (Ink and Paint, Xerox, Color Model or Paint Lab)</b>								
1st 6 months	\$31.726	\$1,269.04	\$32.68	\$1,307.20	\$33.66	\$1,346.40	\$34.67	\$1,386.80
2nd 6 months	\$32.507	\$1,300.28	\$33.48	\$1,339.20	\$34.48	\$1,379.20	\$35.51	\$1,420.40
Journey	\$33.599	\$1,343.96	\$34.61	\$1,384.40	\$35.65	\$1,426.00	\$36.72	\$1,468.80
<b>21-422 Inker</b>								
1st month	\$27.598	\$1,103.92	\$28.43	\$1,137.20	\$29.28	\$1,171.20	\$30.16	\$1,206.40
Next 6 months	\$29.100	\$1,164.00	\$29.97	\$1,198.80	\$30.87	\$1,234.80	\$31.80	\$1,272.00
Next 6 months	\$29.895	\$1,195.80	\$30.79	\$1,231.60	\$31.71	\$1,268.40	\$32.66	\$1,306.40
Journey	\$30.945	\$1,237.80	\$31.87	\$1,274.80	\$32.83	\$1,313.20	\$33.81	\$1,352.40
<b>21-442 Ink Checker</b>								
1st year	\$31.423	\$1,256.92	\$32.37	\$1,294.80	\$33.34	\$1,333.60	\$34.34	\$1,373.60
Journey	\$31.996	\$1,279.84	\$32.96	\$1,318.40	\$33.95	\$1,358.00	\$34.97	\$1,398.80
<b>21-452 Special Effects</b>								
1st year	\$31.423	\$1,256.92	\$32.37	\$1,294.80	\$33.34	\$1,333.60	\$34.34	\$1,373.60
Journey	\$31.996	\$1,279.84	\$32.96	\$1,318.40	\$33.95	\$1,358.00	\$34.97	\$1,398.80
<b>21-453 Head Special Effects</b>	\$32.897	\$1,315.88	\$33.88	\$1,355.20	\$34.90	\$1,396.00	\$35.95	\$1,438.00
<b>21-500 Color Modelist</b>								
1st 6 months	\$30.204	\$1,208.16	\$31.11	\$1,244.40	\$32.04	\$1,281.60	\$33.00	\$1,320.00
2nd 6 months	\$31.011	\$1,240.44	\$31.94	\$1,277.60	\$32.90	\$1,316.00	\$33.89	\$1,355.60
Journey	\$32.157	\$1,286.28	\$33.12	\$1,324.80	\$34.11	\$1,364.40	\$35.13	\$1,405.20
<b>21-501 Color Stylist</b>								
1st 3 months	\$30.969	\$1,238.76	\$31.90	\$1,276.00	\$32.86	\$1,314.40	\$33.85	\$1,354.00
Next 9 months	\$31.858	\$1,274.32	\$32.81	\$1,312.40	\$33.79	\$1,351.60	\$34.80	\$1,392.00
Next 6 months	\$34.495	\$1,379.80	\$35.53	\$1,421.20	\$36.60	\$1,464.00	\$37.70	\$1,508.00
Next 6 months	\$35.421	\$1,416.84	\$36.48	\$1,459.20	\$37.57	\$1,502.80	\$38.70	\$1,548.00
Journey	\$36.976	\$1,479.04	\$38.09	\$1,523.60	\$39.23	\$1,569.20	\$40.41	\$1,616.40

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	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
<b>INK AND PAINT (Inking, Special Effects, Painters) (continued)</b>								
<b>21-522 Painter</b>								
1st month	\$27.598	\$1,103.92	\$28.43	\$1,137.20	\$29.28	\$1,171.20	\$30.16	\$1,206.40
Next 6 months	\$28.685	\$1,147.40	\$29.55	\$1,182.00	\$30.44	\$1,217.60	\$31.35	\$1,254.00
Next 6 months	\$29.514	\$1,180.56	\$30.40	\$1,216.00	\$31.31	\$1,252.40	\$32.25	\$1,290.00
Journey	\$30.716	\$1,228.64	\$31.64	\$1,265.60	\$32.59	\$1,303.60	\$33.57	\$1,342.80
<b>21-552 Xerox Processor</b>								
1st 3 months	\$27.598	\$1,103.92	\$28.43	\$1,137.20	\$29.28	\$1,171.20	\$30.16	\$1,206.40
2nd 12 months	\$30.022	\$1,200.88	\$30.92	\$1,236.80	\$31.85	\$1,274.00	\$32.81	\$1,312.40
Journey	\$30.716	\$1,228.64	\$31.64	\$1,265.60	\$32.59	\$1,303.60	\$33.57	\$1,342.80
<b>21-522 Key Xerox Processor</b>	\$31.104	\$1,244.16	\$32.04	\$1,281.60	\$33.00	\$1,320.00	\$33.99	\$1,359.60
<b>CHECKERS</b>								
<b>21-562 Xerox Checker</b>								
1st year	\$31.423	\$1,256.92	\$32.37	\$1,294.80	\$33.34	\$1,333.60	\$34.34	\$1,373.60
Journey	\$31.996	\$1,279.84	\$32.96	\$1,318.40	\$33.95	\$1,358.00	\$34.97	\$1,398.80
<b>21-572 Animation Stock Librarian</b>								
1st 6 months	\$30.054	\$1,202.16	\$30.96	\$1,238.40	\$31.89	\$1,275.60	\$32.85	\$1,314.00
2nd 6 months	\$30.813	\$1,232.52	\$31.74	\$1,269.60	\$32.69	\$1,307.60	\$33.67	\$1,346.80
Journey	\$31.996	\$1,279.84	\$32.96	\$1,318.40	\$33.95	\$1,358.00	\$34.97	\$1,398.80
<b>21-632 Production Final Checker/Mark-Up</b>								
1st 6 months	\$30.054	\$1,202.16	\$30.96	\$1,238.40	\$31.89	\$1,275.60	\$32.85	\$1,314.00
2nd 6 months	\$30.813	\$1,232.52	\$31.74	\$1,269.60	\$32.69	\$1,307.60	\$33.67	\$1,346.80
Journey	\$31.996	\$1,279.84	\$32.96	\$1,318.40	\$33.95	\$1,358.00	\$34.97	\$1,398.80
<b>21-633 Head Final Checker</b>	\$32.897	\$1,315.88	\$33.88	\$1,355.20	\$34.90	\$1,396.00	\$35.95	\$1,438.00
<b>21-652 Paint Checker</b>								
1st 6 months	\$29.310	\$1,172.40	\$30.19	\$1,207.60	\$31.10	\$1,244.00	\$32.03	\$1,281.20
2nd 6 months	\$30.156	\$1,206.24	\$31.06	\$1,242.40	\$31.99	\$1,279.60	\$32.95	\$1,318.00
Journey	\$31.259	\$1,250.36	\$32.20	\$1,288.00	\$33.17	\$1,326.80	\$34.17	\$1,366.80
<b>21-672 Picture Set-Up</b>								
1st year	\$30.969	\$1,238.76	\$31.90	\$1,276.00	\$32.86	\$1,314.40	\$33.85	\$1,354.00
Journey	\$31.952	\$1,278.08	\$32.91	\$1,316.40	\$33.90	\$1,356.00	\$34.92	\$1,396.80
<b>21-682 Scan Checker</b>								
1st 6 months	\$28.550	\$1,142.00	\$29.41	\$1,176.40	\$30.29	\$1,211.60	\$31.20	\$1,248.00
2nd 6 months	\$29.336	\$1,173.44	\$30.22	\$1,208.80	\$31.13	\$1,245.20	\$32.06	\$1,282.40
Journey	\$30.400	\$1,216.00	\$31.31	\$1,252.40	\$32.25	\$1,290.00	\$33.22	\$1,328.80
<b>21-692 Cel Service</b>								
1st 6 months	\$28.415	\$1,136.60	\$29.27	\$1,170.80	\$30.15	\$1,206.00	\$31.05	\$1,242.00
2nd 6 months	\$29.155	\$1,166.20	\$30.03	\$1,201.20	\$30.93	\$1,237.20	\$31.86	\$1,274.40
Journey	\$30.086	\$1,203.44	\$30.99	\$1,239.60	\$31.92	\$1,276.80	\$32.88	\$1,315.20
<b>21-722 Mix and Match</b>								
1st year	\$29.657	\$1,186.28	\$30.55	\$1,222.00	\$31.47	\$1,258.80	\$32.41	\$1,296.40
Journey	\$30.834	\$1,233.36	\$31.76	\$1,270.40	\$32.71	\$1,308.40	\$33.69	\$1,347.60
<b>21-742 Paint Technician</b>								
1st year	\$32.029	\$1,281.16	\$32.99	\$1,319.60	\$33.98	\$1,359.20	\$35.00	\$1,400.00
Journey	\$33.141	\$1,325.64	\$34.14	\$1,365.60	\$35.16	\$1,406.40	\$36.21	\$1,448.40
<b>21-792 Letter Artist</b>								
1st 6 months	\$34.495	\$1,379.80	\$35.53	\$1,421.20	\$36.60	\$1,464.00	\$37.70	\$1,508.00
2nd 6 months	\$35.421	\$1,416.84	\$36.48	\$1,459.20	\$37.57	\$1,502.80	\$38.70	\$1,548.00
Journey	\$36.976	\$1,479.04	\$38.09	\$1,523.60	\$39.23	\$1,569.20	\$40.41	\$1,616.40

\* 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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<b>CHECKERS (continued)</b>								
<b>21-222 Trainee</b>								
1st 6 months	\$27.982	\$1,119.28	\$28.82	\$1,152.80	\$29.68	\$1,187.20	\$30.57	\$1,222.80
2nd 6 months	\$29.318	\$1,172.72	\$30.20	\$1,208.00	\$31.11	\$1,244.40	\$32.04	\$1,281.60
3rd 6 months	\$30.656	\$1,226.24	\$31.58	\$1,263.20	\$32.53	\$1,301.20	\$33.51	\$1,340.40
<b>COMIC STRIP (Work presently assigned)</b>								
<b>21-812 Class I (Story Person or Artist doing two Sunday pages or six daily strips per week)</b>								
1st year	\$39.774	\$1,590.96	\$40.97	\$1,638.80	\$42.20	\$1,688.00	\$43.47	\$1,738.80
After 1 year	\$41.524	\$1,660.96	\$42.77	\$1,710.80	\$44.05	\$1,762.00	\$45.37	\$1,814.80
<b>21-822 Class II (Writes or draws one Sunday page per week)</b>								
1st year	\$35.977	\$1,439.08	\$37.06	\$1,482.40	\$38.17	\$1,526.80	\$39.32	\$1,572.80
After 1 year	\$37.420	\$1,496.80	\$38.54	\$1,541.60	\$39.70	\$1,588.00	\$40.89	\$1,635.60
<b>21-832 Staff Assistant</b>								
1st year	\$27.840	\$1,113.60	\$28.68	\$1,147.20	\$29.54	\$1,181.60	\$30.43	\$1,217.20
2nd year	\$29.039	\$1,161.56	\$29.91	\$1,196.40	\$30.81	\$1,232.40	\$31.73	\$1,269.20
3rd year	\$30.623	\$1,224.92	\$31.54	\$1,261.60	\$32.49	\$1,299.60	\$33.46	\$1,338.40
Journey	\$31.187	\$1,247.48	\$32.12	\$1,284.80	\$33.08	\$1,323.20	\$34.07	\$1,362.80
<b>COMIC STRIP (New work)</b>								
<b>21-842 Six Panels (Writes and draws)</b>								
1st year	\$32.385	\$1,295.40	\$33.36	\$1,334.40	\$34.36	\$1,374.40	\$35.39	\$1,415.60
After 1 year	\$33.788	\$1,351.52	\$34.80	\$1,392.00	\$35.84	\$1,433.60	\$36.92	\$1,476.80
<b>21-852 Six Strips (Writes and draws)</b>								
1st year	\$35.977	\$1,439.08	\$37.06	\$1,482.40	\$38.17	\$1,526.80	\$39.32	\$1,572.80
After 1 year	\$37.420	\$1,496.80	\$38.54	\$1,541.60	\$39.70	\$1,588.00	\$40.89	\$1,635.60
<b>21-862 One Sunday Page (Writes and draws)</b>								
1st year	\$32.385	\$1,295.40	\$33.36	\$1,334.40	\$34.36	\$1,374.40	\$35.39	\$1,415.60
After 1 year	\$33.788	\$1,351.52	\$34.80	\$1,392.00	\$35.84	\$1,433.60	\$36.92	\$1,476.80
<b>PROMOTION AND PUBLICITY ARTISTS</b>								
<b>21-872 Class I (Responsible)</b>								
1st year	\$39.774	\$1,590.96	\$40.97	\$1,638.80	\$42.20	\$1,688.00	\$43.47	\$1,738.80
After 1 year	\$41.598	\$1,663.92	\$42.85	\$1,714.00	\$44.14	\$1,765.60	\$45.46	\$1,818.40
<b>21-882 Class II (Assistant)</b>								
1st year	\$35.977	\$1,439.08	\$37.06	\$1,482.40	\$38.17	\$1,526.80	\$39.32	\$1,572.80
After 1 year	\$37.420	\$1,496.80	\$38.54	\$1,541.60	\$39.70	\$1,588.00	\$40.89	\$1,635.60

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**THE ANIMATION GUILD, LOCAL 839 I.A.T.S.E.  
Wage Scales, August 1, 2015 - July 31, 2018**

	8/1/15	First Period 8/2/15-7/30/16	Second Period 7/31/16-7/29/17	Third Period 7/30/17-7/31/18	H&W and Pension Hours	
					8/1/15	8/2/15-7/31/18
<b>FREELANCE TIMING</b>						
Sheet Timers		\$3.25 per foot	\$3.35 per foot	\$3.45 per foot		8 hours/100 feet (or pro rata)
<b>WRITER AND STORYBOARD CLASSIFICATION*</b>						
<b>Short Subjects - Less than 4 Minutes (TV or Theatrical)</b>						
Synopsis and Outline		per individual negotiation	per individual negotiation	per individual negotiation		33
Storyboard Only		per individual negotiation	per individual negotiation	per individual negotiation		60
Teleplay or Screenplay		per individual negotiation	per individual negotiation	per individual negotiation		67
<b>Short Subjects - 4 to 7 Minutes (TV or Theatrical)</b>						
Synopsis and Outline	\$940.42	\$968.63	\$997.69	\$1,027.62	33	33
Storyboard Only	\$1,304.12	\$1,343.24	\$1,383.54	\$1,425.05	40	60
Teleplay or Screenplay	\$2,246.60	\$2,314.00	\$2,383.42	\$2,454.92	67	67
<b>Short Subjects - Over 7 to 15 Minutes (TV or Theatrical)</b>						
Synopsis and Outline	\$948.94	\$977.41	\$1,006.73	\$1,036.93	47	47
Storyboard Only	\$1,579.24	\$1,626.62	\$1,675.42	\$1,725.68	51	75
Teleplay or Screenplay	\$3,095.14	\$3,187.99	\$3,283.63	\$3,382.14	153	153
<b>Half-Hour Subjects (TV or Theatrical)</b>						
Synopsis and Outline	\$1,688.13	\$1,738.77	\$1,790.93	\$1,844.66	91	91
Storyboard Only	\$2,998.90	\$3,088.87	\$3,181.54	\$3,276.99	100	140
Teleplay or Screenplay	\$5,932.24	\$6,110.21	\$6,293.52	\$6,482.33	309	309
<b>Half-Hour Subjects - (TV or Theatrical) - "New Animation Writers"</b>						
Synopsis and Outline	\$1,555.64	\$1,602.31	\$1,650.38	\$1,699.89	91	91
Teleplay or Screenplay	\$5,466.69	\$5,630.69	\$5,799.61	\$5,973.60	309	309
<b>One Hour or More Subjects (TV or Theatrical)</b>						
Synopsis and Outline	\$2,512.25	\$2,587.62	\$2,665.25	\$2,745.21	93	93
Storyboard Only	\$4,473.08	\$4,607.27	\$4,745.49	\$4,887.85	151	210
Teleplay or Screenplay	\$8,923.83	\$9,191.54	\$9,467.29	\$9,751.31	307	307
<b>One Hour or More Subjects (TV or Theatrical) - "New Animation Writers"</b>						
Synopsis and Outline	\$2,303.78	\$2,372.89	\$2,444.08	\$2,517.40	93	93
Teleplay or Screenplay	\$8,183.36	\$8,428.86	\$8,681.73	\$8,942.18	307	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 re-work 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, 2015 - July 31, 2018**

Weekly Employment\*

	8/1/2015		First Period 8/2/2015-7/30/2016		Second Period 7/31/2016-7/29/2017		Third Period 7/30/2017-7/31/2018	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
	<b>SIDELETTER A - (Walt Disney Pictures and Television - Composer)</b>							
<b>Composer</b>								
1st month	\$27.598	\$1,103.92	\$28.43	\$1,137.20	\$29.28	\$1,171.20	\$30.16	\$1,206.40
Next 6 months	\$28.685	\$1,147.40	\$29.55	\$1,182.00	\$30.44	\$1,217.60	\$31.35	\$1,254.00
Next 6 months	\$29.514	\$1,180.56	\$30.40	\$1,216.00	\$31.31	\$1,252.40	\$32.25	\$1,290.00
Journey	\$30.716	\$1,228.64	\$31.64	\$1,265.60	\$32.59	\$1,303.60	\$33.57	\$1,342.80
<b>SIDELETTER B - (Warner Bros. Animation, Inc. - Visual Development)</b>								
<b>Visual Development</b>								
1st 6 months	\$40.725	\$1,629.00	\$41.95	\$1,678.00	\$43.21	\$1,728.40	\$44.51	\$1,780.40
2nd 6 months	\$41.654	\$1,666.16	\$42.90	\$1,716.00	\$44.19	\$1,767.60	\$45.52	\$1,820.80
Journey	\$43.206	\$1,728.24	\$44.50	\$1,780.00	\$45.84	\$1,833.60	\$47.22	\$1,888.80
<b>SIDELETTER C - (Walt Disney Pictures - CGI Animator/Modeler)</b>								
<b>CGI Animator/Modeler</b>								
1st 6 months	\$40.725	\$1,629.00	\$41.95	\$1,678.00	\$43.21	\$1,728.40	\$44.51	\$1,780.40
2nd 6 months	\$41.654	\$1,666.16	\$42.90	\$1,716.00	\$44.19	\$1,767.60	\$45.52	\$1,820.80
Journey	\$43.206	\$1,728.24	\$44.50	\$1,780.00	\$45.84	\$1,833.60	\$47.22	\$1,888.80
<b>Key Assistant CGI Animator/Modeler</b>	\$41.406	\$1,656.24	\$42.65	\$1,706.00	\$43.93	\$1,757.20	\$45.25	\$1,810.00
<b>Assistant CGI Animator/Modeler I</b>								
1st 6 months	\$34.495	\$1,379.80	\$35.53	\$1,421.20	\$36.60	\$1,464.00	\$37.70	\$1,508.00
2nd 6 months	\$35.351	\$1,414.04	\$36.41	\$1,456.40	\$37.50	\$1,500.00	\$38.63	\$1,545.20
Journey	\$36.976	\$1,479.04	\$38.09	\$1,523.60	\$39.23	\$1,569.20	\$40.41	\$1,616.40
<b>Assistant CGI Animator/Modeler II</b>								
1st year	\$31.608	\$1,264.32	\$32.56	\$1,302.40	\$33.54	\$1,341.60	\$34.55	\$1,382.00
Journey	\$32.481	\$1,299.24	\$33.46	\$1,338.40	\$34.46	\$1,378.40	\$35.49	\$1,419.60
<b>Assistant CGI Animator/Modeler III</b>								
1st 6 months	\$29.310	\$1,172.40	\$30.19	\$1,207.60	\$31.10	\$1,244.00	\$32.03	\$1,281.20
2nd 6 months	\$30.156	\$1,206.24	\$31.06	\$1,242.40	\$31.99	\$1,279.60	\$32.95	\$1,318.00
Journey	\$31.259	\$1,250.36	\$32.20	\$1,288.00	\$33.17	\$1,326.80	\$34.17	\$1,366.80
<b>SIDELETTER D - (Walt Disney Pictures - Production Technical Director)</b>								
<b>Production Technical Director I</b>								
1st 6 months	\$40.725	\$1,629.00	\$41.95	\$1,678.00	\$43.21	\$1,728.40	\$44.51	\$1,780.40
2nd 6 months	\$41.654	\$1,666.16	\$42.90	\$1,716.00	\$44.19	\$1,767.60	\$45.52	\$1,820.80
Journey	\$43.206	\$1,728.24	\$44.50	\$1,780.00	\$45.84	\$1,833.60	\$47.22	\$1,888.80
<b>Production Technical Director II</b>	\$41.406	\$1,656.24	\$42.65	\$1,706.00	\$43.93	\$1,757.20	\$45.25	\$1,810.00
<b>Production Technical Director III</b>								
1st 6 months	\$34.495	\$1,379.80	\$35.53	\$1,421.20	\$36.60	\$1,464.00	\$37.70	\$1,508.00
2nd 6 months	\$35.351	\$1,414.04	\$36.41	\$1,456.40	\$37.50	\$1,500.00	\$38.63	\$1,545.20
Journey	\$36.976	\$1,479.04	\$38.09	\$1,523.60	\$39.23	\$1,569.20	\$40.41	\$1,616.40
<b>Production Technical Director IV</b>								
1st year	\$31.608	\$1,264.32	\$32.56	\$1,302.40	\$33.54	\$1,341.60	\$34.55	\$1,382.00
Journey	\$32.481	\$1,299.24	\$33.46	\$1,338.40	\$34.46	\$1,378.40	\$35.49	\$1,419.60
<b>Production Technical Director V</b>								
1st 6 months	\$29.310	\$1,172.40	\$30.19	\$1,207.60	\$31.10	\$1,244.00	\$32.03	\$1,281.20
2nd 6 months	\$30.156	\$1,206.24	\$31.06	\$1,242.40	\$31.99	\$1,279.60	\$32.95	\$1,318.00
Journey	\$31.259	\$1,250.36	\$32.20	\$1,288.00	\$33.17	\$1,326.80	\$34.17	\$1,366.80

\* 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, 2015 - July 31, 2018**

Weekly Employment\*

	8/1/2015		First Period 8/2/2015-7/30/2016		Second Period 7/31/2016-7/29/2017		Third Period 7/30/2017-7/31/2018	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
	<b>SIDELETTER E+ - (DreamWorks Animation LLC, DreamWorks Animation Television, Inc., Warner Bros. Animation Inc. and Warner Specialty Productions Inc.)</b>							
<b>CGI Animator/Modeler 1</b>								
1st 18 months	\$41.188	\$1,647.52	\$42.42	\$1,696.80	\$43.69	\$1,747.60	\$45.00	\$1,800.00
Journey	\$43.206	\$1,728.24	\$44.50	\$1,780.00	\$45.84	\$1,833.60	\$47.22	\$1,888.80
<b>CGI Animator/Modeler 2</b>								
1st 18 months	\$39.542	\$1,581.68	\$40.73	\$1,629.20	\$41.95	\$1,678.00	\$43.21	\$1,728.40
Journey	\$41.406	\$1,656.24	\$42.65	\$1,706.00	\$43.93	\$1,757.20	\$45.25	\$1,810.00
<b>CGI Animator/Modeler 3</b>								
1st 18 months	\$34.923	\$1,396.92	\$35.97	\$1,438.80	\$37.05	\$1,482.00	\$38.16	\$1,526.40
Journey	\$36.976	\$1,479.04	\$38.09	\$1,523.60	\$39.23	\$1,569.20	\$40.41	\$1,616.40
<b>CGI Animator/Modeler 4</b>								
1st 18 months	\$31.608	\$1,264.32	\$32.56	\$1,302.40	\$33.54	\$1,341.60	\$34.55	\$1,382.00
Journey	\$32.481	\$1,299.24	\$33.46	\$1,338.40	\$34.46	\$1,378.40	\$35.49	\$1,419.60
<b>CGI Animator/Modeler 5</b>								
1st 18 months	\$29.733	\$1,189.32	\$30.62	\$1,224.80	\$31.54	\$1,261.60	\$32.49	\$1,299.60
Journey	\$31.259	\$1,250.36	\$32.20	\$1,288.00	\$33.17	\$1,326.80	\$34.17	\$1,366.80
<b>Digital Scene Planning</b>								
1st 18 months	\$36.880	\$1,475.20	\$37.99	\$1,519.60	\$39.13	\$1,565.20	\$40.30	\$1,612.00
Journey	\$38.414	\$1,536.56	\$39.57	\$1,582.80	\$40.76	\$1,630.40	\$41.98	\$1,679.20
<b>Scan Checker</b>								
1st 18 months	\$28.943	\$1,157.72	\$29.81	\$1,192.40	\$30.70	\$1,228.00	\$31.62	\$1,264.80
Journey	\$30.864	\$1,234.56	\$31.79	\$1,271.60	\$32.74	\$1,309.60	\$33.72	\$1,348.80
<b>Digital Check</b>								
1st 3 months	\$30.969	\$1,238.76	\$31.90	\$1,276.00	\$32.86	\$1,314.40	\$33.85	\$1,354.00
Next 9 months	\$31.858	\$1,274.32	\$32.81	\$1,312.40	\$33.79	\$1,351.60	\$34.80	\$1,392.00
Next 6 months	\$34.495	\$1,379.80	\$35.53	\$1,421.20	\$36.60	\$1,464.00	\$37.70	\$1,508.00
Next 6 months	\$35.421	\$1,416.84	\$36.48	\$1,459.20	\$37.57	\$1,502.80	\$38.70	\$1,548.00
Journey	\$36.976	\$1,479.04	\$38.09	\$1,523.60	\$39.23	\$1,569.20	\$40.41	\$1,616.40
<b>Production Technical Director 1</b>								
1st 18 months	\$41.188	\$1,647.52	\$42.42	\$1,696.80	\$43.69	\$1,747.60	\$45.00	\$1,800.00
Journey	\$43.206	\$1,728.24	\$44.50	\$1,780.00	\$45.84	\$1,833.60	\$47.22	\$1,888.80
<b>Production Technical Director 2</b>								
1st 18 months	\$38.770	\$1,550.80	\$39.93	\$1,597.20	\$41.13	\$1,645.20	\$42.36	\$1,694.40
Journey	\$40.413	\$1,616.52	\$41.63	\$1,665.20	\$42.88	\$1,715.20	\$44.17	\$1,766.80
<b>Production Technical Director 3</b>								
1st 18 months	\$34.923	\$1,396.92	\$35.97	\$1,438.80	\$37.05	\$1,482.00	\$38.16	\$1,526.40
Journey	\$36.976	\$1,479.04	\$38.09	\$1,523.60	\$39.23	\$1,569.20	\$40.41	\$1,616.40
<b>Production Technical Director 4</b>								
1st 18 months	\$31.608	\$1,264.32	\$32.56	\$1,302.40	\$33.54	\$1,341.60	\$34.55	\$1,382.00
Journey	\$32.481	\$1,299.24	\$33.46	\$1,338.40	\$34.46	\$1,378.40	\$35.49	\$1,419.60
<b>Production Technical Director 5</b>								
1st 18 months	\$29.733	\$1,189.32	\$30.62	\$1,224.80	\$31.54	\$1,261.60	\$32.49	\$1,299.60
Journey	\$31.259	\$1,250.36	\$32.20	\$1,288.00	\$33.17	\$1,326.80	\$34.17	\$1,366.80

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

**Wage Scales, August 1, 2015 - July 31, 2018**

Weekly Employment\*

	8/1/2015		First Period 8/2/2015-7/30/2016		Second Period 7/31/2016-7/29/2017		Third Period 7/30/2017-7/31/2018	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
	<b>SIDELETTER E+ - (DreamWorks Animation LLC, DreamWorks Animation Television, Inc., Warner Bros. Animation Inc. and Warner Specialty Productions Inc.) (continued)</b>							
<b>Digital Painter</b>								
1st month	\$27.598	\$1,103.92	\$28.43	\$1,137.20	\$29.28	\$1,171.20	\$30.16	\$1,206.40
Next 6 months	\$28.685	\$1,147.40	\$29.55	\$1,182.00	\$30.44	\$1,217.60	\$31.35	\$1,254.00
Next 6 months	\$29.514	\$1,180.56	\$30.40	\$1,216.00	\$31.31	\$1,252.40	\$32.25	\$1,290.00
Journey	\$30.716	\$1,228.64	\$31.64	\$1,265.60	\$32.59	\$1,303.60	\$33.57	\$1,342.80
<b>Trainee</b>								
1st 6 months	\$25.272	\$1,010.88	\$26.03	\$1,041.20	\$26.81	\$1,072.40	\$27.61	\$1,104.40
2nd 6 months	\$27.975	\$1,119.00	\$28.81	\$1,152.40	\$29.67	\$1,186.80	\$30.56	\$1,222.40
3rd 6 months	\$29.150	\$1,166.00	\$30.02	\$1,200.80	\$30.92	\$1,236.80	\$31.85	\$1,274.00
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
<b>SIDELETTER F - (Walt Disney Pictures - Animation/Timing Directors)</b>								
<b>Animation Director</b>								
1st 6 months	\$47.585	\$1,903.40	\$49.01	\$1,960.40	\$50.48	\$2,019.20	\$51.99	\$2,079.60
2nd 6 months	\$48.672	\$1,946.88	\$50.13	\$2,005.20	\$51.63	\$2,065.20	\$53.18	\$2,127.20
Journey	\$50.504	\$2,020.16	\$52.02	\$2,080.80	\$53.58	\$2,143.20	\$55.19	\$2,207.60
<b>Timing Director</b>								
1st 6 months	\$45.627	\$1,825.08	\$47.00	\$1,880.00	\$48.41	\$1,936.40	\$49.86	\$1,994.40
2nd 6 months	\$46.668	\$1,866.72	\$48.07	\$1,922.80	\$49.51	\$1,980.40	\$51.00	\$2,040.00
Journey	\$48.420	\$1,936.80	\$49.87	\$1,994.80	\$51.37	\$2,054.80	\$52.91	\$2,116.40
<b>SIDELETTER G - (Walt Disney Pictures - 3D Compositors)</b>								
<b>CGI 3D Compositor I</b>								
1st 6 months	\$38.668	\$1,546.72	\$39.83	\$1,593.20	\$41.02	\$1,640.80	\$42.25	\$1,690.00
<b>CGI 3D Compositor II</b>								
1st 3 months	\$30.969	\$1,238.76	\$31.90	\$1,276.00	\$32.86	\$1,314.40	\$33.85	\$1,354.00
Next 9 months	\$31.858	\$1,274.32	\$32.81	\$1,312.40	\$33.79	\$1,351.60	\$34.80	\$1,392.00
Next 6 months	\$34.495	\$1,379.80	\$35.53	\$1,421.20	\$36.60	\$1,464.00	\$37.70	\$1,508.00
Next 6 months	\$35.421	\$1,416.84	\$36.48	\$1,459.20	\$37.57	\$1,502.80	\$38.70	\$1,548.00
Journey	\$36.976	\$1,479.04	\$38.09	\$1,523.60	\$39.23	\$1,569.20	\$40.41	\$1,616.40
<b>SIDELETTER H - (Warner Bros. Animation Inc. - Animation Processors)</b>								
<b>Animation Processor</b>								
1st 6 months	\$29.310	\$1,172.40	\$30.19	\$1,207.60	\$31.10	\$1,244.00	\$32.03	\$1,281.20
2nd 6 months	\$30.156	\$1,206.24	\$31.06	\$1,242.40	\$31.99	\$1,279.60	\$32.95	\$1,318.00
Journey	\$31.259	\$1,250.36	\$32.20	\$1,288.00	\$33.17	\$1,326.80	\$34.17	\$1,366.80

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

**Wage Scales, August 1, 2015 - July 31, 2018**

Weekly Employment\*

	8/1/2015		First Period 8/2/2015-7/30/2016		Second Period 7/31/2016-7/29/2017		Third Period 7/30/2017-7/31/2018	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
	<b>SIDELETTER I - (Cartoon Network Studios - 2D Digital Animator)</b>							
<b>21-951 Digital Animator I</b>								
1st 6 months	\$40.725	\$1,629.00	\$41.95	\$1,678.00	\$43.21	\$1,728.40	\$44.51	\$1,780.40
2nd 6 months	\$41.654	\$1,666.16	\$42.90	\$1,716.00	\$44.19	\$1,767.60	\$45.52	\$1,820.80
Journey	\$43.206	\$1,728.24	\$44.50	\$1,780.00	\$45.84	\$1,833.60	\$47.22	\$1,888.80
<b>21-952 Digital Animator II</b>								
1st 6 months	\$34.495	\$1,379.80	\$35.53	\$1,421.20	\$36.60	\$1,464.00	\$37.70	\$1,508.00
2nd 6 months	\$35.351	\$1,414.04	\$36.41	\$1,456.40	\$37.50	\$1,500.00	\$38.63	\$1,545.20
Journey	\$36.976	\$1,479.04	\$38.09	\$1,523.60	\$39.23	\$1,569.20	\$40.41	\$1,616.40
<b>21-953 Digital Animator Trainee</b>								
1st 6 months	\$27.982	\$1,119.28	\$28.82	\$1,152.80	\$29.68	\$1,187.20	\$30.57	\$1,222.80
2nd 6 months	\$29.318	\$1,172.72	\$30.20	\$1,208.00	\$31.11	\$1,244.40	\$32.04	\$1,281.60
3rd 6 months	\$30.656	\$1,226.24	\$31.58	\$1,263.20	\$32.53	\$1,301.20	\$33.51	\$1,340.40

\* 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.