

Member wage survey, 2015

Once a year, we anonymously poll all members listed as having worked at union shops in the previous twelve months, asking them what they have most recently been paid. The results are a barometer of the "going rates", as opposed to the CBA minimums. For comparison purposes, all salaries are computed on a forty-hour week.

Categories	Responses	Journey minimum ⁵	2015 WAGE SURVEY			2014 WAGE SURVEY	
			Minimum	Median ³	Maximum	Median ³	Change
Writers (response: 5%) ^{1,4}							
Staff story editors ⁴		—	\$2,187.50	\$2,706.25	\$3,500.00	\$2,531.25	\$175.00
Staff writers (feature)		\$1,728.24	\$2,231.58	\$3,157.89	\$6,736.84	\$3,090.91	\$66.99
Staff writers (TV, etc.)		\$1,728.24	\$1,065.71	\$2,200.00	\$3,517.50	\$2,000.00	\$200.00
<u>UNIT RATES</u>							
Features:							
Scripts	7	\$8,923.83	\$8,000.00	\$10,000.00	\$15,000.00	\$10,000.00	\$0.00
22 minute:							
Scripts	20	\$5,932.24	\$5,932.24	\$8,000.00	\$10,000.00	\$8,000.00	\$0.00
Outline	2	\$1,688.13	\$921.98	\$1,305.06	\$1,688.13	\$1,910.08	-\$605.03
Pilot	2	\$7,620.37	\$5,000.00	\$7,500.00	\$10,000.00	\$10,000.00	-\$2,500.00
11 Minute							
Scripts	9	\$3,095.14	\$2,202.55	\$4,044.08	\$5,000.00	\$3,964.00	\$80.08
Producers (response: 2%) ^{1,4}		—	\$1,718.75	\$2,750.00	\$8,606.00	\$3,000.00	-\$250.00
Directors/Timers (response: 10%) ^{1,4}							
Directors (features, D-T-V) ⁴		\$1,987.44	\$2,250.00	\$2,743.75	\$4,000.00	\$3,800.00	-\$1,056.25
Directors (TV, etc.)		\$1,987.44	\$1,437.50	\$2,414.06	\$4,381.90	\$2,500.00	-\$85.94
Timing Directors		\$1,624.28	\$1,462.50	\$2,075.00	\$4,050.00	\$1,824.43	\$250.57
Assistant Directors		\$1,624.28	\$1,656.25	\$1,793.75	\$2,640.63	\$1,563.04	\$230.71
<u>UNIT RATES:</u>							
Animation Directing, per foot	12	—	\$3.00	\$3.00	\$3.50	\$3.00	\$0.00
Story Art (response: 26%) ^{1,4}							
Story Artists (features, D-T-V)		\$1,728.24	\$800.00	\$2,227.27	\$4,500.00	\$2,100.00	\$127.27
Production Board (TV, etc.)		\$1,987.44	\$1,054.55	\$2,000.00	\$4,000.00	\$2,000.00	\$0.00
Story Artist/Writer		—	\$1,437.50	\$2,050.00	\$2,250.00	New Category	--
Revisionists		\$1,479.04	\$1,221.05	\$1,600.00	\$2,300.00	\$1,600.00	\$0.00
<u>UNIT RATES⁴:</u>							
2 Minute Song Sequence	3	—	\$5,000.00	\$6,000.00	\$6,000.00	New Category	
11 min boards, per page	3	—	\$400.00	\$600.00	\$600.00	\$550.00	\$50.00
11 minute boards, per ep.	3	\$1,579.24	\$1,250.00	\$4,000.00	\$9,000.00	\$1,500.00	\$2,500.00
Half hour boards, per page	7	—	\$600.00	\$600.00	\$600.00	\$600.00	\$0.00
Layout/Background (response: 19%) ^{1,4}							
Character Layout		\$1,728.24	\$1,000.00	\$1,900.00	\$4,000.00	\$1,886.40	\$13.60
Rough Layout		\$1,728.24	\$1,350.00	\$2,250.00	\$2,600.00	\$1,905.60	\$344.40
Final Layout		\$1,728.24	\$1,480.00	\$1,923.07	\$3,054.55	\$2,077.58	-\$154.51
Previs Artists		—	\$1,232.51	\$2,273.68	\$3,000.00	\$2,450.00	-\$176.32
Background Layout/Design		\$1,728.24	\$720.00	\$1,961.00	\$2,555.00	\$1,909.40	\$51.60
Background Painters		\$1,728.24	\$1,573.79	\$1,900.00	\$2,500.00	\$1,900.00	\$0.00
<u>UNIT RATES⁴:</u>							
BG Design - Per piece	9	—	\$100.00	\$400.00	\$600.00	New	
Design/Color (response: 12%) ^{1,4}							
Art Directors		\$1,987.44	\$1,430.00	\$2,312.50	\$4,432.37	\$2,472.73	-\$160.23
Visual Development		\$1,728.24	\$1,200.00	\$1,981.82	\$3,500.00	\$2,150.00	-\$168.18
Model Designers		\$1,728.24	\$1,539.00	\$1,740.00	\$2,119.00	\$1,900.00	-\$160.00
Prop Designers		\$1,728.24	\$1,300.00	\$1,775.00	\$2,400.00	\$1,769.68	\$5.33
Assistants/Clean-Up		\$1,479.04	\$1,100.00	\$1,500.00	\$1,700.00	\$1,630.50	-\$130.50
Color Key/Color Stylists		\$1,479.04	\$1,479.00	\$1,671.05	\$2,600.00	\$1,600.00	\$71.05
Look Development		\$1,728.24	\$1,840.00	\$2,065.55	\$3,083.79	\$2,200.00	-\$134.45
Production Designer		—	\$1,843.75	\$2,235.31	\$3,600.00	\$2,330.47	-\$95.16
<u>UNIT RATES⁴:</u>							
Prop/Model Design - Per piece	5	—	\$30.00	\$150.00	\$200.00	New	
Tech Directors/Compositors (response: 13%) ^{1,4}							
Tech Directors		\$1,728.24	\$1,166.00	\$1,932.63	\$2,601.00	\$1,672.50	\$260.13
Character TDs		\$1,728.24	\$1,608.00	\$1,912.73	\$2,526.40	\$1,784.41	\$128.32
Effects TDs		\$1,728.24	\$1,841.60	\$2,140.00	\$2,713.20	\$1,818.73	\$321.28
Crowds/Massive		\$1,728.24	\$1,431.58	\$1,628.00	\$2,397.00	\$1,496.40	\$131.60
Lighters		\$1,728.24	\$1,301.20	\$2,021.76	\$2,694.74	\$1,769.21	\$252.55
Surface/Texture Artist		\$1,728.24	\$1,200.00	\$1,667.11	\$2,365.00	\$1,364.75	\$302.36
3D Compositors		\$1,728.24	\$1,260.00	\$1,700.00	\$2,233.26	\$1,903.01	-\$203.01
2D Compositors		\$1,728.24	\$1,500.00	\$1,700.00	\$2,200.00	\$1,748.50	-\$48.50
Animation et al. (response: 13%) ^{1,4}							
3D Animators		\$1,728.24	\$1,100.00	\$2,021.05	\$4,750.00	\$2,000.00	\$21.05
3D Modelers		\$1,728.24	\$600.00	\$1,675.00	\$2,400.00	\$1,680.00	-\$5.00
2D Animators		\$1,728.24	\$715.79	\$1,483.64	\$2,200.00	\$1,400.00	\$83.64
Effects Animators		\$1,728.24	\$1,225.00	\$2,054.49	\$3,906.25	\$2,018.10	\$36.39
Animation Checking		\$1,479.04	\$1,274.32	\$1,626.88	\$2,850.00	\$1,500.00	\$126.88

TOTAL RETURNS: 30% (1,293 returned and tallied out of 4,282 sent (2014: 33%))

1 Percentage reflects the total number of responses for the category against the total responses for the survey

2 Many of the minimums are for persons working at non-union shops, or at less than journey level.

3 The median average is the middle rate when the results are listed from lowest to highest. These numbers should be viewed in the context of the minimums and maximums specified, and the rate of response.

4 Not all persons working in this category are under the Guild's jurisdiction.

5 Minimums shown are from the third period of the 2012-2015 CBA.