

THE ANIMATION GUILD, LOCAL 839 I.A.T.S.E.
Wage Scales, July 29, 2018 - July 31, 2021
Weekly Employment*

Effective Dates: (Unless otherwise specified)	7/30/17-7/28/18		First Period 7/29/18-8/3/19		Second Period 8/4/19-8/1/20		Third Period 8/2/20-7/31/21	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
ANIMATION								
21-012 Animator**								
21-032 Background**								
21-042 Layout**								
21-052 Model Designer**								
21-022 Animation Story Person / Animation Writer**								
1st 6 months	\$44.51	\$1,780.40	\$45.85	\$1,834.00	\$47.23	\$1,889.20	\$48.65	\$1,946.00
2nd 6 months	\$45.52	\$1,820.80	\$46.89	\$1,875.60	\$48.30	\$1,932.00	\$49.75	\$1,990.00
Journey	\$47.22	\$1,888.80	\$48.64	\$1,945.60	\$50.10	\$2,004.00	\$51.60	\$2,064.00
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
21-027 Production Board								
1st 6 months	\$51.18	\$2,047.20	\$52.72	\$2,108.80	\$54.30	\$2,172.00	\$55.93	\$2,237.20
2nd 6 months	\$52.34	\$2,093.60	\$53.91	\$2,156.40	\$55.53	\$2,221.20	\$57.20	\$2,288.00
Journey	\$54.30	\$2,172.00	\$55.93	\$2,237.20	\$57.61	\$2,304.40	\$59.34	\$2,373.60
21-801 Staff Comic Strip Story Person and/or Artist								
1st 6 months	\$44.51	\$1,780.40	\$45.85	\$1,834.00	\$47.23	\$1,889.20	\$48.65	\$1,946.00
2nd 6 months	\$45.52	\$1,820.80	\$46.89	\$1,875.60	\$48.30	\$1,932.00	\$49.75	\$1,990.00
Journey	\$47.22	\$1,888.80	\$48.64	\$1,945.60	\$50.10	\$2,004.00	\$51.60	\$2,064.00
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
21-112 Key Assistant Animator	\$45.25	\$1,810.00	\$46.61	\$1,864.40	\$48.01	\$1,920.40	\$49.45	\$1,978.00
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	\$37.70	\$1,508.00	\$38.83	\$1,553.20	\$39.99	\$1,599.60	\$41.19	\$1,647.60
2nd 6 months	\$38.63	\$1,545.20	\$39.79	\$1,591.60	\$40.98	\$1,639.20	\$42.21	\$1,688.40
Journey	\$40.41	\$1,616.40	\$41.62	\$1,664.80	\$42.87	\$1,714.80	\$44.16	\$1,766.40
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
21-142 Breakdown								
1st year	\$34.55	\$1,382.00	\$35.59	\$1,423.60	\$36.66	\$1,466.40	\$37.76	\$1,510.40
Journey	\$35.49	\$1,419.60	\$36.55	\$1,462.00	\$37.65	\$1,506.00	\$38.78	\$1,551.20
21-152 Inbetweener								
1st 6 months	\$32.03	\$1,281.20	\$32.99	\$1,319.60	\$33.98	\$1,359.20	\$35.00	\$1,400.00
2nd 6 months	\$32.95	\$1,318.00	\$33.94	\$1,357.60	\$34.96	\$1,398.40	\$36.01	\$1,440.40
Journey	\$34.17	\$1,366.80	\$35.20	\$1,408.00	\$36.26	\$1,450.40	\$37.35	\$1,494.00
21-202 Apprentice Layout, Model Designer, Background and Production Board								
6 months	\$34.51	\$1,380.40	\$35.55	\$1,422.00	\$36.62	\$1,464.80	\$37.72	\$1,508.80
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
21-232 Blue Sketch								
1st year	\$33.85	\$1,354.00	\$34.87	\$1,394.80	\$35.92	\$1,436.80	\$37.00	\$1,480.00
Journey	\$34.80	\$1,392.00	\$35.84	\$1,433.60	\$36.92	\$1,476.80	\$38.03	\$1,521.20
21-312 Story Sketch								
1st year	\$41.79	\$1,671.60	\$43.04	\$1,721.60	\$44.33	\$1,773.20	\$45.66	\$1,826.40
Journey	\$42.43	\$1,697.20	\$43.70	\$1,748.00	\$45.01	\$1,800.40	\$46.36	\$1,854.40
21-322 Apprentice Animation Story Person and/or Apprentice Story Sketch								
1st 6 months	\$34.60	\$1,384.00	\$35.64	\$1,425.60	\$36.71	\$1,468.40	\$37.81	\$1,512.40
2nd 6 months	\$36.12	\$1,444.80	\$37.20	\$1,488.00	\$38.32	\$1,532.80	\$39.47	\$1,578.80
<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.

THE ANIMATION GUILD, LOCAL 839 I.A.T.S.E.
Wage Scales, July 29, 2018 - July 31, 2021
Weekly Employment*

Effective Dates: (Unless otherwise specified)	7/30/17-7/28/18		First Period 7/29/18-8/3/19		Second Period 8/4/19-8/1/20		Third Period 8/2/20-7/31/21	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
ANIMATION (continued)								
21-332 Assistant Director								
1st 6 months	\$35.95	\$1,438.00	\$37.03	\$1,481.20	\$38.14	\$1,525.60	\$39.28	\$1,571.20
2nd 6 months	\$39.21	\$1,568.40	\$40.39	\$1,615.60	\$41.60	\$1,664.00	\$42.85	\$1,714.00
3rd 6 months	\$42.48	\$1,699.20	\$43.75	\$1,750.00	\$45.06	\$1,802.40	\$46.41	\$1,856.40
Journey	\$44.37	\$1,774.80	\$45.70	\$1,828.00	\$47.07	\$1,882.80	\$48.48	\$1,939.20
21-335 Sheet Timer								
1st 6 months	\$35.95	\$1,438.00	\$37.03	\$1,481.20	\$38.14	\$1,525.60	\$39.28	\$1,571.20
2nd 6 months	\$39.21	\$1,568.40	\$40.39	\$1,615.60	\$41.60	\$1,664.00	\$42.85	\$1,714.00
3rd 6 months	\$42.48	\$1,699.20	\$43.75	\$1,750.00	\$45.06	\$1,802.40	\$46.41	\$1,856.40
Journey	\$44.37	\$1,774.80	\$45.70	\$1,828.00	\$47.07	\$1,882.80	\$48.48	\$1,939.20
TBD Apprentice Timer (effective 1st Sunday following AMPTP's receipt of notice of ratification)								
6 months			\$31.85	\$1,274.00	\$32.81	\$1,312.40	\$33.79	\$1,351.60
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
21-242 Scene Planner								
1st year	\$40.30	\$1,612.00	\$41.51	\$1,660.40	\$42.76	\$1,710.40	\$44.04	\$1,761.60
Journey	\$41.98	\$1,679.20	\$43.24	\$1,729.60	\$44.54	\$1,781.60	\$45.88	\$1,835.20
21-252 Animation Checker								
1st 3 months	\$33.85	\$1,354.00	\$34.87	\$1,394.80	\$35.92	\$1,436.80	\$37.00	\$1,480.00
Next 9 months	\$34.80	\$1,392.00	\$35.84	\$1,433.60	\$36.92	\$1,476.80	\$38.03	\$1,521.20
Next 6 months	\$37.70	\$1,508.00	\$38.83	\$1,553.20	\$39.99	\$1,599.60	\$41.19	\$1,647.60
Next 6 months	\$38.70	\$1,548.00	\$39.86	\$1,594.40	\$41.06	\$1,642.40	\$42.29	\$1,691.60
Journey	\$40.41	\$1,616.40	\$41.62	\$1,664.80	\$42.87	\$1,714.80	\$44.16	\$1,766.40
INK AND PAINT (Inking, Special Effects, Painters)								
21-412 Assistant Supervisor (Ink and Paint, Xerox, Color Model or Paint Lab)								
1st 6 months	\$34.67	\$1,386.80	\$35.71	\$1,428.40	\$36.78	\$1,471.20	\$37.88	\$1,515.20
2nd 6 months	\$35.51	\$1,420.40	\$36.58	\$1,463.20	\$37.68	\$1,507.20	\$38.81	\$1,552.40
Journey	\$36.72	\$1,468.80	\$37.82	\$1,512.80	\$38.95	\$1,558.00	\$40.12	\$1,604.80
21-422 Inker								
1st month	\$30.16	\$1,206.40	\$31.06	\$1,242.40	\$31.99	\$1,279.60	\$32.95	\$1,318.00
Next 6 months	\$31.80	\$1,272.00	\$32.75	\$1,310.00	\$33.73	\$1,349.20	\$34.74	\$1,389.60
Next 6 months	\$32.66	\$1,306.40	\$33.64	\$1,345.60	\$34.65	\$1,386.00	\$35.69	\$1,427.60
Journey	\$33.81	\$1,352.40	\$34.82	\$1,392.80	\$35.86	\$1,434.40	\$36.94	\$1,477.60
21-442 Ink Checker								
1st year	\$34.34	\$1,373.60	\$35.37	\$1,414.80	\$36.43	\$1,457.20	\$37.52	\$1,500.80
Journey	\$34.97	\$1,398.80	\$36.02	\$1,440.80	\$37.10	\$1,484.00	\$38.21	\$1,528.40
21-452 Special Effects								
1st year	\$34.34	\$1,373.60	\$35.37	\$1,414.80	\$36.43	\$1,457.20	\$37.52	\$1,500.80
Journey	\$34.97	\$1,398.80	\$36.02	\$1,440.80	\$37.10	\$1,484.00	\$38.21	\$1,528.40
21-453 Head Special Effects	\$35.95	\$1,438.00	\$37.03	\$1,481.20	\$38.14	\$1,525.60	\$39.28	\$1,571.20
21-500 Color Modelist								
1st 6 months	\$33.00	\$1,320.00	\$33.99	\$1,359.60	\$35.01	\$1,400.40	\$36.06	\$1,442.40
2nd 6 months	\$33.89	\$1,355.60	\$34.91	\$1,396.40	\$35.96	\$1,438.40	\$37.04	\$1,481.60
Journey	\$35.13	\$1,405.20	\$36.18	\$1,447.20	\$37.27	\$1,490.80	\$38.39	\$1,535.60

* 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, July 29, 2018 - July 31, 2021
Weekly Employment*

Effective Dates: (Unless otherwise specified)	7/30/17-7/28/18		First Period 7/29/18-8/3/19		Second Period 8/4/19-8/1/20		Third Period 8/2/20-7/31/21	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
INK AND PAINT (Inking, Special Effects, Painters) (continued)								
21-501 Color Stylist (7/29/18-1/5/19)								
1st 3 months	\$33.85	\$1,354.00	\$34.87	\$1,394.80				
Next 9 months	\$34.80	\$1,392.00	\$35.84	\$1,433.60				
Next 6 months	\$37.70	\$1,508.00	\$38.83	\$1,553.20				
Next 6 months	\$38.70	\$1,548.00	\$39.86	\$1,594.40				
Journey	\$40.41	\$1,616.40	\$41.62	\$1,664.80				
21-501 Color Designer (1/6/19-7/31/21)								
1st 6 months			\$35.84	\$1,433.60	\$36.92	\$1,476.80	\$38.03	\$1,521.20
2nd 6 months			\$39.35	\$1,574.00	\$40.53	\$1,621.20	\$41.75	\$1,670.00
Journey			\$41.62	\$1,664.80	\$42.87	\$1,714.80	\$44.16	\$1,766.40
21-522 Painter								
1st month	\$30.16	\$1,206.40	\$31.06	\$1,242.40	\$31.99	\$1,279.60	\$32.95	\$1,318.00
Next 6 months	\$31.35	\$1,254.00	\$32.29	\$1,291.60	\$33.26	\$1,330.40	\$34.26	\$1,370.40
Next 6 months	\$32.25	\$1,290.00	\$33.22	\$1,328.80	\$34.22	\$1,368.80	\$35.25	\$1,410.00
Journey	\$33.57	\$1,342.80	\$34.58	\$1,383.20	\$35.62	\$1,424.80	\$36.69	\$1,467.60
21-542 Xerox Processor								
1st 3 months	\$30.16	\$1,206.40	\$31.06	\$1,242.40	\$31.99	\$1,279.60	\$32.95	\$1,318.00
2nd 12 months	\$32.81	\$1,312.40	\$33.79	\$1,351.60	\$34.80	\$1,392.00	\$35.84	\$1,433.60
Journey	\$33.57	\$1,342.80	\$34.58	\$1,383.20	\$35.62	\$1,424.80	\$36.69	\$1,467.60
21-552 Key Xerox Processor								
	\$33.99	\$1,359.60	\$35.01	\$1,400.40	\$36.06	\$1,442.40	\$37.14	\$1,485.60
CHECKERS								
21-562 Xerox Checker								
1st year	\$34.34	\$1,373.60	\$35.37	\$1,414.80	\$36.43	\$1,457.20	\$37.52	\$1,500.80
Journey	\$34.97	\$1,398.80	\$36.02	\$1,440.80	\$37.10	\$1,484.00	\$38.21	\$1,528.40
21-572 Animation Stock Librarian								
1st 6 months	\$32.85	\$1,314.00	\$33.84	\$1,353.60	\$34.86	\$1,394.40	\$35.91	\$1,436.40
2nd 6 months	\$33.67	\$1,346.80	\$34.68	\$1,387.20	\$35.72	\$1,428.80	\$36.79	\$1,471.60
Journey	\$34.97	\$1,398.80	\$36.02	\$1,440.80	\$37.10	\$1,484.00	\$38.21	\$1,528.40
21-632 Production Final Checker/Mark-Up								
1st 6 months	\$32.85	\$1,314.00	\$33.84	\$1,353.60	\$34.86	\$1,394.40	\$35.91	\$1,436.40
2nd 6 months	\$33.67	\$1,346.80	\$34.68	\$1,387.20	\$35.72	\$1,428.80	\$36.79	\$1,471.60
Journey	\$34.97	\$1,398.80	\$36.02	\$1,440.80	\$37.10	\$1,484.00	\$38.21	\$1,528.40
21-633 Head Final Checker								
	\$35.95	\$1,438.00	\$37.03	\$1,481.20	\$38.14	\$1,525.60	\$39.28	\$1,571.20
21-652 Paint Checker								
1st 6 months	\$32.03	\$1,281.20	\$32.99	\$1,319.60	\$33.98	\$1,359.20	\$35.00	\$1,400.00
2nd 6 months	\$32.95	\$1,318.00	\$33.94	\$1,357.60	\$34.96	\$1,398.40	\$36.01	\$1,440.40
Journey	\$34.17	\$1,366.80	\$35.20	\$1,408.00	\$36.26	\$1,450.40	\$37.35	\$1,494.00
21-672 Picture Set-Up								
1st year	\$33.85	\$1,354.00	\$34.87	\$1,394.80	\$35.92	\$1,436.80	\$37.00	\$1,480.00
Journey	\$34.92	\$1,396.80	\$35.97	\$1,438.80	\$37.05	\$1,482.00	\$38.16	\$1,526.40
21-682 Scan Checker								
1st 6 months	\$31.20	\$1,248.00	\$32.14	\$1,285.60	\$33.10	\$1,324.00	\$34.09	\$1,363.60
2nd 6 months	\$32.06	\$1,282.40	\$33.02	\$1,320.80	\$34.01	\$1,360.40	\$35.03	\$1,401.20
Journey	\$33.22	\$1,328.80	\$34.22	\$1,368.80	\$35.25	\$1,410.00	\$36.31	\$1,452.40
21-692 Cel Service								
1st 6 months	\$31.05	\$1,242.00	\$31.98	\$1,279.20	\$32.94	\$1,317.60	\$33.93	\$1,357.20
2nd 6 months	\$31.86	\$1,274.40	\$32.82	\$1,312.80	\$33.80	\$1,352.00	\$34.81	\$1,392.40
Journey	\$32.88	\$1,315.20	\$33.87	\$1,354.80	\$34.89	\$1,395.60	\$35.94	\$1,437.60

* 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.

CHECKERS (continued)								
-----------------------------	--	--	--	--	--	--	--	--

THE ANIMATION GUILD, LOCAL 839 I.A.T.S.E.
Wage Scales, July 29, 2018 - July 31, 2021
Weekly Employment*

Effective Dates: (Unless otherwise specified)	7/30/17-7/28/18		First Period 7/29/18-8/3/19		Second Period 8/4/19-8/1/20		Third Period 8/2/20-7/31/21	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
21-722 Mix and Match								
1st year	\$32.41	\$1,296.40	\$33.38	\$1,335.20	\$34.38	\$1,375.20	\$35.41	\$1,416.40
Journey	\$33.69	\$1,347.60	\$34.70	\$1,388.00	\$35.74	\$1,429.60	\$36.81	\$1,472.40
21-742 Paint Technician								
1st year	\$35.00	\$1,400.00	\$36.05	\$1,442.00	\$37.13	\$1,485.20	\$38.24	\$1,529.60
Journey	\$36.21	\$1,448.40	\$37.30	\$1,492.00	\$38.42	\$1,536.80	\$39.57	\$1,582.80
21-792 Letter Artist								
1st 6 months	\$37.70	\$1,508.00	\$38.83	\$1,553.20	\$39.99	\$1,599.60	\$41.19	\$1,647.60
2nd 6 months	\$38.70	\$1,548.00	\$39.86	\$1,594.40	\$41.06	\$1,642.40	\$42.29	\$1,691.60
Journey	\$40.41	\$1,616.40	\$41.62	\$1,664.80	\$42.87	\$1,714.80	\$44.16	\$1,766.40
21-222 Trainee								
1st 6 months	\$30.57	\$1,222.80	\$31.49	\$1,259.60	\$32.43	\$1,297.20	\$33.40	\$1,336.00
2nd 6 months	\$32.04	\$1,281.60	\$33.00	\$1,320.00	\$33.99	\$1,359.60	\$35.01	\$1,400.40
3rd 6 months	\$33.51	\$1,340.40	\$34.52	\$1,380.80	\$35.56	\$1,422.40	\$36.63	\$1,465.20
COMIC STRIP (Work presently assigned)								
21-812 Class I (Story Person or Artist doing two Sunday pages or six daily strips per week)								
1st year	\$43.47	\$1,738.80	\$44.77	\$1,790.80	\$46.11	\$1,844.40	\$47.49	\$1,899.60
After 1 year	\$45.37	\$1,814.80	\$46.73	\$1,869.20	\$48.13	\$1,925.20	\$49.57	\$1,982.80
21-822 Class II (Writes or draws one Sunday page per week)								
1st year	\$39.32	\$1,572.80	\$40.50	\$1,620.00	\$41.72	\$1,668.80	\$42.97	\$1,718.80
After 1 year	\$40.89	\$1,635.60	\$42.12	\$1,684.80	\$43.38	\$1,735.20	\$44.68	\$1,787.20
21-832 Staff Assistant								
1st year	\$30.43	\$1,217.20	\$31.34	\$1,253.60	\$32.28	\$1,291.20	\$33.25	\$1,330.00
2nd year	\$31.73	\$1,269.20	\$32.68	\$1,307.20	\$33.66	\$1,346.40	\$34.67	\$1,386.80
3rd year	\$33.46	\$1,338.40	\$34.46	\$1,378.40	\$35.49	\$1,419.60	\$36.55	\$1,462.00
Journey	\$34.07	\$1,362.80	\$35.09	\$1,403.60	\$36.14	\$1,445.60	\$37.22	\$1,488.80
COMIC STRIP (New work)								
21-842 Six Panels (Writes and draws)								
1st year	\$35.39	\$1,415.60	\$36.45	\$1,458.00	\$37.54	\$1,501.60	\$38.67	\$1,546.80
After 1 year	\$36.92	\$1,476.80	\$38.03	\$1,521.20	\$39.17	\$1,566.80	\$40.35	\$1,614.00
21-852 Six Strips (Writes and draws)								
1st year	\$39.32	\$1,572.80	\$40.50	\$1,620.00	\$41.72	\$1,668.80	\$42.97	\$1,718.80
After 1 year	\$40.89	\$1,635.60	\$42.12	\$1,684.80	\$43.38	\$1,735.20	\$44.68	\$1,787.20
21-862 One Sunday Page (Writes and draws)								
1st year	\$35.39	\$1,415.60	\$36.45	\$1,458.00	\$37.54	\$1,501.60	\$38.67	\$1,546.80
After 1 year	\$36.92	\$1,476.80	\$38.03	\$1,521.20	\$39.17	\$1,566.80	\$40.35	\$1,614.00
PROMOTION AND PUBLICITY ARTISTS								
21-872 Class I (Responsible)								
1st year	\$43.47	\$1,738.80	\$44.77	\$1,790.80	\$46.11	\$1,844.40	\$47.49	\$1,899.60
After 1 year	\$45.46	\$1,818.40	\$46.82	\$1,872.80	\$48.22	\$1,928.80	\$49.67	\$1,986.80
21-882 Class II (Assistant)								
1st year	\$39.32	\$1,572.80	\$40.50	\$1,620.00	\$41.72	\$1,668.80	\$42.97	\$1,718.80
After 1 year	\$40.89	\$1,635.60	\$42.12	\$1,684.80	\$43.38	\$1,735.20	\$44.68	\$1,787.20

* 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, July 29, 2018 - July 31, 2021
Unit Rates

Effective Dates: (Unless otherwise specified)	7/30/17-7/28/18	First Period 7/29/18-8/3/19	Second Period 8/4/19-8/1/20	Third Period 8/2/20-7/31/21	H&W and Pension Hours 7/29/18-7/31/21
FREELANCE TIMING					
Sheet Timers	\$3.45 per foot	\$3.75 per foot (eff. 1st Sunday following AMPTP's receipt of notice of ratification)	\$3.86 per foot	\$3.98 per foot	8 hours/100 feet (or pro rata)
WRITER AND STORYBOARD CLASSIFICATION*					
Short Subjects - Less than 4 Minutes (TV or Theatrical)					
Synopsis and Outline	per individual negotiation	per individual negotiation	per individual negotiation	per individual negotiation	33
Storyboard Only	per individual negotiation	per individual negotiation	per individual negotiation	per individual negotiation	60 (63 eff. 1st Sunday following AMPTP's receipt of notice of ratification)
Teleplay or Screenplay	per individual negotiation	per individual negotiation	per individual negotiation	per individual negotiation	67
Short Subjects - 4 to 7 Minutes (TV or Theatrical)					
Synopsis and Outline	\$1,027.62	\$1,058.45	\$1,090.20	\$1,122.91	33
Storyboard Only	\$1,425.05	\$1,467.80	\$1,511.83	\$1,557.18	60 (63 eff. 1st Sunday following AMPTP's receipt of notice of ratification)
Teleplay or Screenplay	\$2,454.92	\$2,528.57	\$2,604.43	\$2,682.56	67
Short Subjects - Over 7 to 15 Minutes (TV or Theatrical)					
Synopsis and Outline	\$1,036.93	\$1,068.04	\$1,100.08	\$1,133.08	47
Storyboard Only	\$1,725.68	\$1,777.45	\$1,830.77	\$1,885.69	75 (80 eff. 1st Sunday following AMPTP's receipt of notice of ratification)
Teleplay or Screenplay	\$3,382.14	\$3,483.60	\$3,588.11	\$3,695.75	153
Half-Hour Subjects (TV or Theatrical)					
Synopsis and Outline	\$1,844.66	\$1,900.00	\$1,957.00	\$2,015.71	91
Storyboard Only	\$3,276.99	\$3,375.30	\$3,476.56	\$3,580.86	140 (148 eff. 1st Sunday following AMPTP's receipt of notice of ratification)
Teleplay or Screenplay	\$6,482.33	\$6,676.80	\$6,877.10	\$7,083.41	309
Half-Hour Subjects - (TV or Theatrical) - "New Animation Writers"					
Synopsis and Outline	\$1,699.89	\$1,750.89	\$1,803.42	\$1,857.52	91
Teleplay or Screenplay	\$5,973.60	\$6,152.81	\$6,337.39	\$6,527.51	309

THE ANIMATION GUILD, LOCAL 839 I.A.T.S.E.
Wage Scales, July 29, 2018 - July 31, 2021
Unit Rates

Effective Dates: (Unless otherwise specified)	7/30/17-7/28/18	First Period 7/29/18-8/3/19	Second Period 8/4/19-8/1/20	Third Period 8/2/20-7/31/21	H&W and Pension Hours 7/29/18-7/31/21
WRITER AND STORYBOARD CLASSIFICATION* (continued)					
One Hour or More Subjects (TV or Theatrical)					
Synopsis and Outline	\$2,745.21	\$2,827.57	\$2,912.40	\$2,999.77	93 (100 for subjects 75 minutes or more in length effective 1st Sunday following AMPTP's receipt of notice of ratification)
Storyboard Only	\$4,887.85	\$5,034.49	\$5,185.52	\$5,341.09	210 (222 eff. 1st Sunday following AMPTP's receipt of notice of ratification)
Teleplay or Screenplay	\$9,751.31	\$10,043.85	\$10,345.17	\$10,655.53	307 (325 for subjects 75 minutes or more in length effective 1st Sunday following AMPTP's receipt of notice of ratification)
One Hour or More Subjects (TV or Theatrical) - "New Animation Writers" *					
Synopsis and Outline	\$2,517.40	\$2,592.92	\$2,670.71	\$2,750.83	93
Teleplay or Screenplay	\$8,942.18	\$9,210.45	\$9,486.76	\$9,771.36	307
Bible (effective 1st Sunday following AMPTP's receipt of notice of ratification)					
Pitch Bible		per individual negotiation	per individual negotiation	per individual negotiation	33
Mini-Bible		per individual negotiation	per individual negotiation	per individual negotiation	100
Full Bible		per individual negotiation	per individual negotiation	per individual negotiation	250

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 Journeyperson rate.

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

Wage Scales, July 29, 2018 - July 31, 2021

Weekly Employment*

Effective Dates: (Unless otherwise specified)	7/30/17-7/28/18		First Period 7/29/18-8/3/19		Second Period 8/4/19-8/1/20		Third Period 8/2/20-7/31/21	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
SIDELETTER A - (Walt Disney Pictures and Television - Composer)								
Composer								
1st month	\$30.16	\$1,206.40	\$31.06	\$1,242.40	\$31.99	\$1,279.60	\$32.95	\$1,318.00
Next 6 months	\$31.35	\$1,254.00	\$32.29	\$1,291.60	\$33.26	\$1,330.40	\$34.26	\$1,370.40
Next 6 months	\$32.25	\$1,290.00	\$33.22	\$1,328.80	\$34.22	\$1,368.80	\$35.25	\$1,410.00
Journey	\$33.57	\$1,342.80	\$34.58	\$1,383.20	\$35.62	\$1,424.80	\$36.69	\$1,467.60
SIDELETTER B - (Warner Bros. Animation - Visual Development)								
Visual Development								
1st 6 months	\$44.51	\$1,780.40	\$45.85	\$1,834.00	\$47.23	\$1,889.20	\$48.65	\$1,946.00
2nd 6 months	\$45.52	\$1,820.80	\$46.89	\$1,875.60	\$48.30	\$1,932.00	\$49.75	\$1,990.00
Journey	\$47.22	\$1,888.80	\$48.64	\$1,945.60	\$50.10	\$2,004.00	\$51.60	\$2,064.00
SIDELETTER C - (Walt Disney Pictures - CGI Animator/Modeler)								
CGI Animator/Modeler								
1st 6 months	\$44.51	\$1,780.40	\$45.85	\$1,834.00	\$47.23	\$1,889.20	\$48.65	\$1,946.00
2nd 6 months	\$45.52	\$1,820.80	\$46.89	\$1,875.60	\$48.30	\$1,932.00	\$49.75	\$1,990.00
Journey	\$47.22	\$1,888.80	\$48.64	\$1,945.60	\$50.10	\$2,004.00	\$51.60	\$2,064.00
Key Assistant CGI Animator/Modeler	\$45.25	\$1,810.00	\$46.61	\$1,864.40	\$48.01	\$1,920.40	\$49.45	\$1,978.00
Assistant CGI Animator/Modeler I								
1st 6 months	\$37.70	\$1,508.00	\$38.83	\$1,553.20	\$39.99	\$1,599.60	\$41.19	\$1,647.60
2nd 6 months	\$38.63	\$1,545.20	\$39.79	\$1,591.60	\$40.98	\$1,639.20	\$42.21	\$1,688.40
Journey	\$40.41	\$1,616.40	\$41.62	\$1,664.80	\$42.87	\$1,714.80	\$44.16	\$1,766.40
Assistant CGI Animator/Modeler II								
1st year	\$34.55	\$1,382.00	\$35.59	\$1,423.60	\$36.66	\$1,466.40	\$37.76	\$1,510.40
Journey	\$35.49	\$1,419.60	\$36.55	\$1,462.00	\$37.65	\$1,506.00	\$38.78	\$1,551.20
Assistant CGI Animator/Modeler III								
1st 6 months	\$32.03	\$1,281.20	\$32.99	\$1,319.60	\$33.98	\$1,359.20	\$35.00	\$1,400.00
2nd 6 months	\$32.95	\$1,318.00	\$33.94	\$1,357.60	\$34.96	\$1,398.40	\$36.01	\$1,440.40
Journey	\$34.17	\$1,366.80	\$35.20	\$1,408.00	\$36.26	\$1,450.40	\$37.35	\$1,494.00
SIDELETTER D - (Walt Disney Pictures - Production Technical Director)								
Production Technical Director I								
1st 6 months	\$44.51	\$1,780.40	\$45.85	\$1,834.00	\$47.23	\$1,889.20	\$48.65	\$1,946.00
2nd 6 months	\$45.52	\$1,820.80	\$46.89	\$1,875.60	\$48.30	\$1,932.00	\$49.75	\$1,990.00
Journey	\$47.22	\$1,888.80	\$48.64	\$1,945.60	\$50.10	\$2,004.00	\$51.60	\$2,064.00
Production Technical Director II								
Production Technical Director III								
1st 6 months	\$37.70	\$1,508.00	\$38.83	\$1,553.20	\$39.99	\$1,599.60	\$41.19	\$1,647.60
2nd 6 months	\$38.63	\$1,545.20	\$39.79	\$1,591.60	\$40.98	\$1,639.20	\$42.21	\$1,688.40
Journey	\$40.41	\$1,616.40	\$41.62	\$1,664.80	\$42.87	\$1,714.80	\$44.16	\$1,766.40
Production Technical Director IV								
1st year	\$34.55	\$1,382.00	\$35.59	\$1,423.60	\$36.66	\$1,466.40	\$37.76	\$1,510.40
Journey	\$35.49	\$1,419.60	\$36.55	\$1,462.00	\$37.65	\$1,506.00	\$38.78	\$1,551.20
Production Technical Director V								
1st 6 months	\$32.03	\$1,281.20	\$32.99	\$1,319.60	\$33.98	\$1,359.20	\$35.00	\$1,400.00
2nd 6 months	\$32.95	\$1,318.00	\$33.94	\$1,357.60	\$34.96	\$1,398.40	\$36.01	\$1,440.40
Journey	\$34.17	\$1,366.80	\$35.20	\$1,408.00	\$36.26	\$1,450.40	\$37.35	\$1,494.00

* 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, July 29, 2018 - July 31, 2021

Weekly Employment*

Effective Dates: (Unless otherwise specified)	7/30/17-7/28/18		First Period 7/29/18-8/3/19		Second Period 8/4/19-8/1/20		Third Period 8/2/20-7/31/21	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
SIDELETTER E⁺ - (DreamWorks Animation LLC, DreamWorks Animation Television, Inc., Warner Bros. Animation Inc. and Warner Specialty Productions Inc.)								
CGI Animator/Modeler 1								
1st 18 months	\$45.00	\$1,800.00	\$46.35	\$1,854.00	\$47.74	\$1,909.60	\$49.17	\$1,966.80
Journey	\$47.22	\$1,888.80	\$48.64	\$1,945.60	\$50.10	\$2,004.00	\$51.60	\$2,064.00
CGI Animator/Modeler 2								
1st 18 months	\$43.21	\$1,728.40	\$44.51	\$1,780.40	\$45.85	\$1,834.00	\$47.23	\$1,889.20
Journey	\$45.25	\$1,810.00	\$46.61	\$1,864.40	\$48.01	\$1,920.40	\$49.45	\$1,978.00
CGI Animator/Modeler 3								
1st 18 months	\$38.16	\$1,526.40	\$39.30	\$1,572.00	\$40.48	\$1,619.20	\$41.69	\$1,667.60
Journey	\$40.41	\$1,616.40	\$41.62	\$1,664.80	\$42.87	\$1,714.80	\$44.16	\$1,766.40
CGI Animator/Modeler 4								
1st 18 months	\$34.55	\$1,382.00	\$35.59	\$1,423.60	\$36.66	\$1,466.40	\$37.76	\$1,510.40
Journey	\$35.49	\$1,419.60	\$36.55	\$1,462.00	\$37.65	\$1,506.00	\$38.78	\$1,551.20
CGI Animator/Modeler 5								
1st 18 months	\$32.49	\$1,299.60	\$33.46	\$1,338.40	\$34.46	\$1,378.40	\$35.49	\$1,419.60
Journey	\$34.17	\$1,366.80	\$35.20	\$1,408.00	\$36.26	\$1,450.40	\$37.35	\$1,494.00
Digital Scene Planning								
1st 18 months	\$40.30	\$1,612.00	\$41.51	\$1,660.40	\$42.76	\$1,710.40	\$44.04	\$1,761.60
Journey	\$41.98	\$1,679.20	\$43.24	\$1,729.60	\$44.54	\$1,781.60	\$45.88	\$1,835.20
Scan Checker								
1st 18 months	\$31.62	\$1,264.80	\$32.57	\$1,302.80	\$33.55	\$1,342.00	\$34.56	\$1,382.40
Journey	\$33.72	\$1,348.80	\$34.73	\$1,389.20	\$35.77	\$1,430.80	\$36.84	\$1,473.60
Digital Check								
1st 3 months	\$33.85	\$1,354.00	\$34.87	\$1,394.80	\$35.92	\$1,436.80	\$37.00	\$1,480.00
Next 9 months	\$34.80	\$1,392.00	\$35.84	\$1,433.60	\$36.92	\$1,476.80	\$38.03	\$1,521.20
Next 6 months	\$37.70	\$1,508.00	\$38.83	\$1,553.20	\$39.99	\$1,599.60	\$41.19	\$1,647.60
Next 6 months	\$38.70	\$1,548.00	\$39.86	\$1,594.40	\$41.06	\$1,642.40	\$42.29	\$1,691.60
Journey	\$40.41	\$1,616.40	\$41.62	\$1,664.80	\$42.87	\$1,714.80	\$44.16	\$1,766.40
Production Technical Director 1								
1st 18 months	\$45.00	\$1,800.00	\$46.35	\$1,854.00	\$47.74	\$1,909.60	\$49.17	\$1,966.80
Journey	\$47.22	\$1,888.80	\$48.64	\$1,945.60	\$50.10	\$2,004.00	\$51.60	\$2,064.00
Production Technical Director 2								
1st 18 months	\$42.36	\$1,694.40	\$43.63	\$1,745.20	\$44.94	\$1,797.60	\$46.29	\$1,851.60
Journey	\$44.17	\$1,766.80	\$45.50	\$1,820.00	\$46.87	\$1,874.80	\$48.28	\$1,931.20
Production Technical Director 3								
1st 18 months	\$38.16	\$1,526.40	\$39.30	\$1,572.00	\$40.48	\$1,619.20	\$41.69	\$1,667.60
Journey	\$40.41	\$1,616.40	\$41.62	\$1,664.80	\$42.87	\$1,714.80	\$44.16	\$1,766.40
Production Technical Director 4								
1st 18 months	\$34.55	\$1,382.00	\$35.59	\$1,423.60	\$36.66	\$1,466.40	\$37.76	\$1,510.40
Journey	\$35.49	\$1,419.60	\$36.55	\$1,462.00	\$37.65	\$1,506.00	\$38.78	\$1,551.20
Production Technical Director 5								
1st 18 months	\$32.49	\$1,299.60	\$33.46	\$1,338.40	\$34.46	\$1,378.40	\$35.49	\$1,419.60
Journey	\$34.17	\$1,366.80	\$35.20	\$1,408.00	\$36.26	\$1,450.40	\$37.35	\$1,494.00

* 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.

+ DreamWorks Animation disavows any practice of moving artists up to a higher job classification based on time, rather than on function and skill set. The Producer and Local #839 confirm that Journey person classification levels are based upon artist function and skill set required for an assignment.

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

Wage Scales, July 29, 2018 - July 31, 2021

Weekly Employment*

Effective Dates: (Unless otherwise specified)	7/30/17-7/28/18		First Period 7/29/18-8/3/19		Second Period 8/4/19-8/1/20		Third Period 8/2/20-7/31/21	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
SIDELETTER E⁺ - (DreamWorks Animation LLC, DreamWorks Animation Television, Inc., Warner Bros. Animation Inc. and Warner Specialty Productions Inc.) (continued)								
Digital Painter								
1st month	\$30.16	\$1,206.40	\$31.06	\$1,242.40	\$31.99	\$1,279.60	\$32.95	\$1,318.00
Next 6 months	\$31.35	\$1,254.00	\$32.29	\$1,291.60	\$33.26	\$1,330.40	\$34.26	\$1,370.40
Next 6 months	\$32.25	\$1,290.00	\$33.22	\$1,328.80	\$34.22	\$1,368.80	\$35.25	\$1,410.00
Journey	\$33.57	\$1,342.80	\$34.58	\$1,383.20	\$35.62	\$1,424.80	\$36.69	\$1,467.60
Trainee								
1st 6 months	\$27.61	\$1,104.40	\$28.44	\$1,137.60	\$29.29	\$1,171.60	\$30.17	\$1,206.80
2nd 6 months	\$30.56	\$1,222.40	\$31.48	\$1,259.20	\$32.42	\$1,296.80	\$33.39	\$1,335.60
3rd 6 months	\$31.85	\$1,274.00	\$32.81	\$1,312.40	\$33.79	\$1,351.60	\$34.80	\$1,392.00
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
SIDELETTER F - (Walt Disney Pictures and Warner Bros. Animation Inc. - Animation/Timing Directors)								
Animation Director								
1st 6 months	\$51.99	\$2,079.60	\$53.55	\$2,142.00	\$55.16	\$2,206.40	\$56.81	\$2,272.40
2nd 6 months	\$53.18	\$2,127.20	\$54.78	\$2,191.20	\$56.42	\$2,256.80	\$58.11	\$2,324.40
Journey	\$55.19	\$2,207.60	\$56.85	\$2,274.00	\$58.56	\$2,342.40	\$60.32	\$2,412.80
Timing Director								
1st 6 months	\$49.86	\$1,994.40	\$51.36	\$2,054.40	\$52.90	\$2,116.00	\$54.49	\$2,179.60
2nd 6 months	\$51.00	\$2,040.00	\$52.53	\$2,101.20	\$54.11	\$2,164.40	\$55.73	\$2,229.20
Journey	\$52.91	\$2,116.40	\$54.50	\$2,180.00	\$56.14	\$2,245.60	\$57.82	\$2,312.80
SIDELETTER G - (Walt Disney Pictures - 3D Compositors)								
CGI 3D Compositor I								
1st 6 months	\$42.25	\$1,690.00	\$43.52	\$1,740.80	\$44.83	\$1,793.20	\$46.17	\$1,846.80
CGI 3D Compositor II								
1st 3 months	\$33.85	\$1,354.00	\$34.87	\$1,394.80	\$35.92	\$1,436.80	\$37.00	\$1,480.00
Next 9 months	\$34.80	\$1,392.00	\$35.84	\$1,433.60	\$36.92	\$1,476.80	\$38.03	\$1,521.20
Next 6 months	\$37.70	\$1,508.00	\$38.83	\$1,553.20	\$39.99	\$1,599.60	\$41.19	\$1,647.60
Next 6 months	\$38.70	\$1,548.00	\$39.86	\$1,594.40	\$41.06	\$1,642.40	\$42.29	\$1,691.60
Journey	\$40.41	\$1,616.40	\$41.62	\$1,664.80	\$42.87	\$1,714.80	\$44.16	\$1,766.40
SIDELETTER H - (Warner Bros. Animation - Animation Processors)								
Animation Processor								
1st 6 months	\$32.03	\$1,281.20	\$32.99	\$1,319.60	\$33.98	\$1,359.20	\$35.00	\$1,400.00
2nd 6 months	\$32.95	\$1,318.00	\$33.94	\$1,357.60	\$34.96	\$1,398.40	\$36.01	\$1,440.40
Journey	\$34.17	\$1,366.80	\$35.20	\$1,408.00	\$36.26	\$1,450.40	\$37.35	\$1,494.00

* 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.

+ DreamWorks Animation disavows any practice of moving artists up to a higher job classification based on time, rather than on function and skill set. The Producer and Local #839 confirm that Journey person classification levels are based upon artist function and skill set required for an assignment.

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

Wage Scales, July 29, 2018 - July 31, 2021

Weekly Employment*

Effective Dates: (Unless otherwise specified)	7/30/17-7/28/18		First Period 7/29/18-8/3/19		Second Period 8/4/19-8/1/20		Third Period 8/2/20-7/31/21	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
SIDELETTER I - (Cartoon Network Studios, Inc. and Warner Bros. Animation Inc. - 2D Digital Animator)								
21-951 Digital Animator I								
1st 6 months	\$44.51	\$1,780.40	\$45.85	\$1,834.00	\$47.23	\$1,889.20	\$48.65	\$1,946.00
2nd 6 months	\$45.52	\$1,820.80	\$46.89	\$1,875.60	\$48.30	\$1,932.00	\$49.75	\$1,990.00
Journey	\$47.22	\$1,888.80	\$48.64	\$1,945.60	\$50.10	\$2,004.00	\$51.60	\$2,064.00
21-952 Digital Animator II								
1st 6 months	\$37.70	\$1,508.00	\$38.83	\$1,553.20	\$39.99	\$1,599.60	\$41.19	\$1,647.60
2nd 6 months	\$38.63	\$1,545.20	\$39.79	\$1,591.60	\$40.98	\$1,639.20	\$42.21	\$1,688.40
Journey	\$40.41	\$1,616.40	\$41.62	\$1,664.80	\$42.87	\$1,714.80	\$44.16	\$1,766.40
21-953 Digital Animator Trainee								
1st 6 months	\$30.57	\$1,222.80	\$31.49	\$1,259.60	\$32.43	\$1,297.20	\$33.40	\$1,336.00
2nd 6 months	\$32.04	\$1,281.60	\$33.00	\$1,320.00	\$33.99	\$1,359.60	\$35.01	\$1,400.40
3rd 6 months	\$33.51	\$1,340.40	\$34.52	\$1,380.80	\$35.56	\$1,422.40	\$36.63	\$1,465.20

* 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.