

COLLECTIVE BARGAINING AGREEMENT
NICKELODEON ANIMATION STUDIOS, INC.

AND

**THE ANIMATION GUILD AND AFFILIATED OPTICAL ELECTRONIC AND
GRAPHIC ARTISTS, I.A.T.S.E. LOCAL #839**

This agreement (the "2D Agreement") is made by and between The Animation Guild and Affiliated Optical Electronic and Graphics Artists, I.A.T.S.E. Local #839 (the "Union") and Nickelodeon Animation Studios Inc. ("Producer"), and this 2D Agreement shall constitute a successor collective bargaining agreement to the collective bargaining agreement between Union and Producer for the period from August 1, 2016 through July 31, 2018.

Producer has recognized Union as the sole and exclusive representative for the purposes of collective bargaining with Producer for the following bargaining unit of Producer's employees (the "Employees"): Background persons, layout persons, model designers, animation story persons/animation writers, production board persons, assistant directors, sheet timers, animation checkers, color stylists/color designers, painters, production checkers, animation directors and timing directors (including persons employed in assistant and apprentice classifications of the foregoing to the extent that such assistant and apprentice classifications are listed as classifications in the "2018 TAG Master Agreement" [as defined below] as well as trainee classifications of the foregoing) employed by Producer.

Managerial personnel, supervisors, guards and all other employees of Producer are excluded from the unit.

The term of this 2D Agreement shall be for three (3) years, commencing on August 1, 2018 and continuing to and including July 31, 2021.

Except as otherwise provided herein, the wages, hours and other terms and conditions of employment for the Employees shall be those set forth in the collective bargaining agreement (the "2018 TAG Master Agreement"), entered into as of August 1, 2018, between the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artist and Allied Crafts of the United States, its Territories and Canada and Union, on the one hand, and the Alliance of Motion Picture and Television Producers, on the other hand, a copy of which is attached hereto and incorporated herein by this reference as Exhibit "A."

1. **Article 1 ("Scope of Agreement")** of the 2018 TAG Master Agreement shall be deleted and replaced with the following: This 2D Agreement shall be applicable to all persons employed by the Producer to perform services in the County of Los Angeles, or employed by Producer in the County of Los Angeles to perform work outside of said county, in any of the job classifications covered by the 2D Agreement, except where an Employee is required to work under the jurisdiction of another I.A.T.S.E. Local.

2. **Article 4, Paragraph I ("Technological Change")** of the 2018 TAG Master Agreement shall be modified as follows:
- a. Subparagraph I.2. ("Producer's Right to Institute Technological Changes") shall not be subject to the provisions of subparagraph I.5.
 - b. Subparagraph I.4. ("Retraining") shall be deleted and replaced with the following: If any technological change permanently displaces any person in the performance of his or her job classification for Producer, Producer shall make its best effort to assist the Union in the retraining of such person.
 - c. Subparagraph I.5. ("Displacement Pay") shall be deleted in its entirety.
 - d. The reference to subparagraph 5 shall be deleted from subparagraph I.8.
 - e. Subparagraph I.9. ("Qualified Years") shall be deleted in its entirety.
3. **Article 7, Paragraph A ("California Sick Leave")** of the 2018 TAG Master Agreement shall be deleted and replaced with the following: Employees shall continue to receive ten (10) paid sick days under the same terms and conditions as paid sick days are payable to Producer's employees who are not represented for collective bargaining purposes.
4. **Article 14 ("Dismissal Pay")** of the 2018 TAG Master Agreement shall be deleted and replaced with the following:
- A. Whenever an employee has been laid off by the Producer for more than ninety (90) days and has not been offered employment by the Producer during that time and is eligible for Dismissal Pay, upon written application of the employee to the Producer he or she shall be paid dismissal pay according to the provisions of this Article.
 - B. Employees with six (6) months but less than one (1) year of continuous employment shall receive one (1) week's pay.
 - C. Employees with one (1) or more years of continuous employment shall receive two (2) weeks' pay.
 - D. Employees who are discharged for cause or who voluntarily resign (including failure to accept any job assignment commensurate with the employee's experience at an hourly rate not less than such employee's then-current hourly rate; however, in no instance shall the rate exceed one hundred ten percent (110%) of the average hourly rate for bargaining unit work performed by such employee for Producer over the preceding one (1) year period) or who are laid off as a result of physical incapacity, epidemic, fire, action of the elements, strikes, walk-outs, labor disputes, governmental order, court order or order of any other legally constituted body, act of God, public enemy, war, riot, civil commotion, or for any other cause or causes beyond the control of Producer, whether of the same or any other nature, shall not be entitled to the above Dismissal Pay.
 - E. For purposes of this Article only, continuous employment shall begin from the employee's starting date. Continuous employment shall be broken by:
 1. Voluntary resignation (including failure to accept any job assignment commensurate with the employee's experience at an hourly rate not less than

such employee's then-current hourly rate; however, in no instance shall the rate exceed one hundred ten percent (110%) of the average hourly rate for bargaining unit work performed by such employee for Producer over the preceding one (1) year period);

2. Discharge for cause;
3. Layoff for more than ninety (90) days;
4. Absence due to illness or injury in excess of twelve (12) months; or
5. Unauthorized leave of absence.

An employee re-employed after his or her continuous employment has been broken as stated above in Paragraph E.3. shall be considered a new employee with respect to Dismissal Pay, but shall not affect his or her seniority.

5. **Animation Director & Timing Director Rates:** The minimum rates of pay for Employees employed by Producer in the categories of Animation Director and Timing Director shall be the same as those set forth in Sideletter F to the 2018 TAG Master Agreement.
6. **Trainee Rates:** The wage minimums set forth in Sideletter E+ shall apply with respect to Producer's engagement of Trainees. Producer hereby acknowledges that Trainees may only be employed at the Trainee rates for a maximum aggregate period of eighteen (18) months; thereafter, continued employment shall be at the minimums for the applicable job classification. In the event that the Union agrees to lower Trainee wage minimums or other more favorable terms with any company during the term of this 2D Agreement, Union shall notify Producer thereof and Producer shall be accorded such lower minimums and more favorable terms.
7. **Bulletin Re: Paid Holidays:** Producer shall not be obligated to issue a bulletin as described in Paragraph 11 of the 2018 TAG Master Agreement Memorandum of Agreement (the "2018 TAG Master MOA").
8. **Article 21, Paragraph N ("Project Information"):** For purposes of this Agreement, the parties agree that the requirements set forth in the new Paragraph N of Article 21 of the 2018 TAG Master Agreement, as set forth in Paragraph 16 of the 2018 TAG Master MOA, shall only be applicable to programs that are 20 minutes or longer in total running time, as well as all episodic and series work regardless of running time. It is understood that two (2) animated segments, each of which is ten (10) minutes or longer and which are produced and initially exhibited as a unit would be subject to the requirements set forth in Paragraph N of Article 21.
9. **Sideletter J – Skill Evaluations:** The second paragraph Sideletter J is deleted and replaced with the following: The parties agree to "meet and confer" in the event that the Union believes that Producer is not complying with the requirements set forth in this Sideletter J.

By signing below, Union and Producer hereby acknowledge their acceptance of and agreement to all of the foregoing terms and conditions hereof, subject to ratification of this 2D Agreement by the bargaining unit members of the Union.

The Animation Guild and Affiliated Optical Electronic and Graphics Artists, I.A.T.S.E. Local #839

By: _____

Jason MacLeod, Business Representative

Nickelodeon Animation Studios, Inc.

By: _____

David Steinberg, Senior Vice President, Production

SIDELETTER NO. 1

Effective as of August 1, 2018

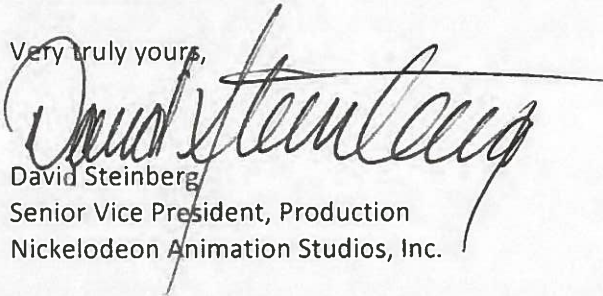
Jason MacLeod, Business Representative
The Animation Guild, I.A.T.S.E. Local #839
1105 N. Hollywood Way
Burbank, CA 91505

SIDELETTER RE: HOLIDAYS

Dear Jason:

Reference is hereby made to the collective bargaining agreement (the "2D Agreement"), effective as of August 1, 2018, by and between I.A.T.S.E. Local 839 ("Union") and Nickelodeon Animations Studios, Inc. ("Producer"). Producer and Union agree that, during the term of the 2D Agreement, there shall continue to be ten (10) paid holidays per calendar year in accordance with Producer's holiday schedule and Producer shall have no obligation to include Good Friday as a paid holiday. The provision of this Sideletter No. 1 shall expire on the termination date of the 2D Agreement and will be of no force and effect thereafter.

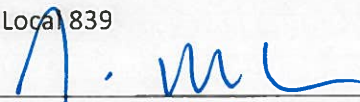
Very truly yours,



David Steinberg
Senior Vice President, Production
Nickelodeon Animation Studios, Inc.

ACCEPTED & AGREED TO:

I.A.T.S.E. Local 839

By: 
Jason MacLeod, Business Representative

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
(Subject to right of Producer to request one si x-month extension which Union shall not unreasonably deny.)								
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
(Subject to right of Producer to request one si x-month extension which Union shall not unreasonably deny.)								
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
(Subject to right of Producer to request one si x-month extension which Union shall not unreasonably deny.)								
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
(Subject to right of Producer to request one si x-month extension which Union shall not unreasonably deny.)								
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
(Subject to right of Producer to request one si x-month extension which Union shall not unreasonably deny.)								

* 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)								
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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
<u>SIDELETTER A - (Walt Disney Pictures and Television - Compositor)</u>								
Compositor								
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
<u>SIDELETTER B - (Warner Bros. Animation - Visual Development)</u>								
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
<u>SIDELETTER C - (Walt Disney Pictures - CGI Animator/Modeler)</u>								
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
<u>SIDELETTER D - (Walt Disney Pictures - Production Technical Director)</u>								
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	\$45.25	\$1,810.00	\$46.61	\$1,864.40	\$48.01	\$1,920.40	\$49.45	\$1,978.00
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.