

**THE ANIMATION GUILD, LOCAL 839 I.A.T.S.E.**  
**Wage Scales, August 1, 2021 - July 31, 2024**  
**Weekly Employment\***

Effective Dates: (Unless otherwise specified)	8/2/20-7/31/21		First Period 8/1/21-7/30/22		Second Period 7/31/22-7/29/23		Third Period 7/30/23-7/31/24	
	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**</b>								
1st 6 months	\$48.65	\$1,946.00	\$50.11	\$2,004.40	\$51.61	\$2,064.40	\$53.16	\$2,126.40
2nd 6 months	\$49.75	\$1,990.00	\$51.24	\$2,049.60	\$52.78	\$2,111.20	\$54.36	\$2,174.40
Journey	\$51.60	\$2,064.00	\$53.15	\$2,126.00	\$54.74	\$2,189.60	\$56.38	\$2,255.20
<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	\$55.93	\$2,237.20	\$57.61	\$2,304.40	\$59.34	\$2,373.60	\$61.12	\$2,444.80
2nd 6 months	\$57.20	\$2,288.00	\$58.92	\$2,356.80	\$60.69	\$2,427.60	\$62.51	\$2,500.40
Journey	\$59.34	\$2,373.60	\$61.12	\$2,444.80	\$62.95	\$2,518.00	\$64.84	\$2,593.60
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
21-801 <b>Staff Comic Strip Story Person and/or Artist</b>								
1st 6 months	\$48.65	\$1,946.00	\$50.11	\$2,004.40	\$51.61	\$2,064.40	\$53.16	\$2,126.40
2nd 6 months	\$49.75	\$1,990.00	\$51.24	\$2,049.60	\$52.78	\$2,111.20	\$54.36	\$2,174.40
Journey	\$51.60	\$2,064.00	\$53.15	\$2,126.00	\$54.74	\$2,189.60	\$56.38	\$2,255.20
<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>	\$49.45	\$1,978.00	\$50.93	\$2,037.20	\$52.46	\$2,098.40	\$54.03	\$2,161.20
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	\$41.19	\$1,647.60	\$42.43	\$1,697.20	\$43.70	\$1,748.00	\$45.01	\$1,800.40
2nd 6 months	\$42.21	\$1,688.40	\$43.48	\$1,739.20	\$44.78	\$1,791.20	\$46.12	\$1,844.80
Journey	\$44.16	\$1,766.40	\$45.48	\$1,819.20	\$46.84	\$1,873.60	\$48.25	\$1,930.00
<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	\$37.76	\$1,510.40	\$38.89	\$1,555.60	\$40.06	\$1,602.40	\$41.26	\$1,650.40
Journey	\$38.78	\$1,551.20	\$39.94	\$1,597.60	\$41.14	\$1,645.60	\$42.37	\$1,694.80
21-152 <b>Inbetweener</b>								
1st 6 months	\$35.00	\$1,400.00	\$36.05	\$1,442.00	\$37.13	\$1,485.20	\$38.24	\$1,529.60
2nd 6 months	\$36.01	\$1,440.40	\$37.09	\$1,483.60	\$38.20	\$1,528.00	\$39.35	\$1,574.00
Journey	\$37.35	\$1,494.00	\$38.47	\$1,538.80	\$39.62	\$1,584.80	\$40.81	\$1,632.40
21-202 <b>Apprentice Layout, Model Designer, Background and Production Board</b>								
6 months	\$37.72	\$1,508.80	\$38.85	\$1,554.00	\$40.02	\$1,600.80	\$41.22	\$1,648.80
<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% (118% effective January 1, 2023) (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 the same classification shall be paid the key rate of 15% above the minimum Journey rate for the classification during such an assignment. Effective [1st Sunday following AMPTP receipt of notice of ratification], an Animation Story Person designated by the Producer to be responsible for and supervise the work of others in the same classification shall be paid the key rate of 15% above the minimum Journey rate for the classification during such an assignment.

\*\*\* Effective [1st Sunday following AMPTP receipt of notice of ratification], when designated by the Producer to be responsible for and supervise the work of others in the same classification, the employee shall be paid the key rate of 15% above the minimum Journey rate for the

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	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly

classification during such an assignment.

<b>ANIMATION</b> (continued)								
<b>21-232 Blue Sketch</b>								
1st year	\$37.00	\$1,480.00	\$38.11	\$1,524.40	\$39.25	\$1,570.00	\$40.43	\$1,617.20
Journey	\$38.03	\$1,521.20	\$39.17	\$1,566.80	\$40.35	\$1,614.00	\$41.56	\$1,662.40
<b>21-312 Story Sketch</b>								
1st year	\$45.66	\$1,826.40	\$47.03	\$1,881.20	\$48.44	\$1,937.60	\$49.89	\$1,995.60
Journey	\$46.36	\$1,854.40	\$47.75	\$1,910.00	\$49.18	\$1,967.20	\$50.66	\$2,026.40
<b>21-322 Apprentice Animation Story Person and/or Apprentice Story Sketch</b>								
1st 6 months	\$37.81	\$1,512.40	\$38.94	\$1,557.60	\$40.11	\$1,604.40	\$41.31	\$1,652.40
2nd 6 months	\$39.47	\$1,578.80	\$40.65	\$1,626.00	\$41.87	\$1,674.80	\$43.13	\$1,725.20
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
<b>21-332 Assistant Director</b>								
1st 6 months	\$39.28	\$1,571.20	\$40.46	\$1,618.40	\$41.67	\$1,666.80	\$42.92	\$1,716.80
2nd 6 months	\$42.85	\$1,714.00	\$44.14	\$1,765.60	\$45.46	\$1,818.40	\$46.82	\$1,872.80
3rd 6 months	\$46.41	\$1,856.40	\$47.80	\$1,912.00	\$49.23	\$1,969.20	\$50.71	\$2,028.40
Journey	\$48.48	\$1,939.20	\$49.93	\$1,997.20	\$51.43	\$2,057.20	\$52.97	\$2,118.80
<b>21-335 Sheet Timer (8/1/21 - 1st Saturday following AMPTP's receipt of notice of ratification)</b>								
1st 6 months	\$39.28	\$1,571.20	\$40.46	\$1,618.40	n/a	n/a	n/a	n/a
2nd 6 months	\$42.85	\$1,714.00	\$44.14	\$1,765.60	n/a	n/a	n/a	n/a
3rd 6 months	\$46.41	\$1,856.40	\$47.80	\$1,912.00	n/a	n/a	n/a	n/a
Journey	\$48.48	\$1,939.20	\$49.93	\$1,997.20	n/a	n/a	n/a	n/a
<b>21-335 Animation Timer (effective 1st Sunday following AMPTP's receipt of notice of ratification)</b>								
1st 6 months			\$40.46	\$1,618.40	\$41.67	\$1,666.80	\$42.92	\$1,716.80
2nd 6 months			\$44.14	\$1,765.60	\$45.46	\$1,818.40	\$46.82	\$1,872.80
3rd 6 months			\$47.80	\$1,912.00	\$49.23	\$1,969.20	\$50.71	\$2,028.40
Journey			\$49.93	\$1,997.20	\$51.43	\$2,057.20	\$52.97	\$2,118.80
<b>21-613 Apprentice Timer</b>								
6 months	\$33.79	\$1,351.60	\$34.80	\$1,392.00	\$35.84	\$1,433.60	\$36.92	\$1,476.80
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
<b>21-242 Scene Planner (8/1/21 - 1st Saturday following AMPTP's receipt of notice of ratification)</b>								
1st year	\$44.04	\$1,761.60	\$45.36	\$1,814.40	n/a	n/a	n/a	n/a
Journey	\$45.88	\$1,835.20	\$47.26	\$1,890.40	n/a	n/a	n/a	n/a
<b>21-252 Animation Checker</b>								
1st 3 months	\$37.00	\$1,480.00	\$38.11	\$1,524.40	\$39.25	\$1,570.00	\$40.43	\$1,617.20
Next 9 months	\$38.03	\$1,521.20	\$39.17	\$1,566.80	\$40.35	\$1,614.00	\$41.56	\$1,662.40
Next 6 months	\$41.19	\$1,647.60	\$42.43	\$1,697.20	\$43.70	\$1,748.00	\$45.01	\$1,800.40
Next 6 months	\$42.29	\$1,691.60	\$43.56	\$1,742.40	\$44.87	\$1,794.80	\$46.22	\$1,848.80
Journey	\$44.16	\$1,766.40	\$45.48	\$1,819.20	\$46.84	\$1,873.60	\$48.25	\$1,930.00

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<b>COLOR DESIGNERS</b>								
			8/1/2021 - [1st Saturday following AMPTP receipt of notice of ratification]					
<b>21-501 Color Designer**</b>								
1st 6 months	\$38.03	\$1,521.20	\$39.17	\$1,566.80				
2nd 6 months	\$41.75	\$1,670.00	\$43.00	\$1,720.00				
Journey	\$44.16	\$1,766.40	\$45.48	\$1,819.20				
			[1st Sunday following AMPTP receipt of notice of ratification] - 7/30/2022					
<b>21-501 Color Designer**</b>								
1st 6 months			\$43.57	\$1,742.94	\$44.88	\$1,795.20	\$46.23	\$1,849.20
2nd 6 months			\$44.56	\$1,782.34	\$45.90	\$1,836.00	\$47.28	\$1,891.20
Journey			\$50.00	\$2,000.00	\$50.00	\$2,000.00	\$51.50	\$2,060.00
<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	\$37.88	\$1,515.20	\$39.02	\$1,560.80	\$40.19	\$1,607.60	\$41.40	\$1,656.00
2nd 6 months	\$38.81	\$1,552.40	\$39.97	\$1,598.80	\$41.17	\$1,646.80	\$42.41	\$1,696.40
Journey	\$40.12	\$1,604.80	\$41.32	\$1,652.80	\$42.56	\$1,702.40	\$43.84	\$1,753.60
<b>21-422 Inker</b>								
1st month	\$32.95	\$1,318.00	\$33.94	\$1,357.60	\$34.96	\$1,398.40	\$36.01	\$1,440.40
Next 6 months	\$34.74	\$1,389.60	\$35.78	\$1,431.20	\$36.85	\$1,474.00	\$37.96	\$1,518.40
Next 6 months	\$35.69	\$1,427.60	\$36.76	\$1,470.40	\$37.86	\$1,514.40	\$39.00	\$1,560.00
Journey	\$36.94	\$1,477.60	\$38.05	\$1,522.00	\$39.19	\$1,567.60	\$40.37	\$1,614.80
<b>21-442 Ink Checker</b>								
1st year	\$37.52	\$1,500.80	\$38.65	\$1,546.00	\$39.81	\$1,592.40	\$41.00	\$1,640.00
Journey	\$38.21	\$1,528.40	\$39.36	\$1,574.40	\$40.54	\$1,621.60	\$41.76	\$1,670.40
<b>21-452 Special Effects</b>								
1st year	\$37.52	\$1,500.80	\$38.65	\$1,546.00	\$39.81	\$1,592.40	\$41.00	\$1,640.00
Journey	\$38.21	\$1,528.40	\$39.36	\$1,574.40	\$40.54	\$1,621.60	\$41.76	\$1,670.40
<b>21-453 Head Special Effects</b>								
	\$39.28	\$1,571.20	\$40.46	\$1,618.40	\$41.67	\$1,666.80	\$42.92	\$1,716.80
<b>21-500 Color Modelist</b>								
1st 6 months	\$36.06	\$1,442.40	\$37.14	\$1,485.60	\$38.25	\$1,530.00	\$39.40	\$1,576.00
2nd 6 months	\$37.04	\$1,481.60	\$38.15	\$1,526.00	\$39.29	\$1,571.60	\$40.47	\$1,618.80
Journey	\$38.39	\$1,535.60	\$39.54	\$1,581.60	\$40.73	\$1,629.20	\$41.95	\$1,678.00
<b>21-522 Painter</b>								
1st month	\$32.95	\$1,318.00	\$33.94	\$1,357.60	\$34.96	\$1,398.40	\$36.01	\$1,440.40
Next 6 months	\$34.26	\$1,370.40	\$35.29	\$1,411.60	\$36.35	\$1,454.00	\$37.44	\$1,497.60
Next 6 months	\$35.25	\$1,410.00	\$36.31	\$1,452.40	\$37.40	\$1,496.00	\$38.52	\$1,540.80
Journey	\$36.69	\$1,467.60	\$37.79	\$1,511.60	\$38.92	\$1,556.80	\$40.09	\$1,603.60

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<b>INK AND PAINT (Inking, Special Effects, Painters) (continued)</b>								
<b>21-542 Xerox Processor</b>								
1st 3 months	\$32.95	\$1,318.00	\$33.94	\$1,357.60	\$34.96	\$1,398.40	\$36.01	\$1,440.40
2nd 12 months	\$35.84	\$1,433.60	\$36.92	\$1,476.80	\$38.03	\$1,521.20	\$39.17	\$1,566.80
Journey	\$36.69	\$1,467.60	\$37.79	\$1,511.60	\$38.92	\$1,556.80	\$40.09	\$1,603.60
<b>21-552 Key Xerox Processor</b>	\$37.14	\$1,485.60	\$38.25	\$1,530.00	\$39.40	\$1,576.00	\$40.58	\$1,623.20
<b>CHECKERS</b>								
<b>21-562 Xerox Checker</b>								
1st year	\$37.52	\$1,500.80	\$38.65	\$1,546.00	\$39.81	\$1,592.40	\$41.00	\$1,640.00
Journey	\$38.21	\$1,528.40	\$39.36	\$1,574.40	\$40.54	\$1,621.60	\$41.76	\$1,670.40
<b>21-572 Animation Stock Librarian</b>								
1st 6 months	\$35.91	\$1,436.40	\$36.99	\$1,479.60	\$38.10	\$1,524.00	\$39.24	\$1,569.60
2nd 6 months	\$36.79	\$1,471.60	\$37.89	\$1,515.60	\$39.03	\$1,561.20	\$40.20	\$1,608.00
Journey	\$38.21	\$1,528.40	\$39.36	\$1,574.40	\$40.54	\$1,621.60	\$41.76	\$1,670.40
<b>21-632 Production Final Checker/Mark-Up</b>								
1st 6 months	\$35.91	\$1,436.40	\$36.99	\$1,479.60	\$38.10	\$1,524.00	\$39.24	\$1,569.60
2nd 6 months	\$36.79	\$1,471.60	\$37.89	\$1,515.60	\$39.03	\$1,561.20	\$40.20	\$1,608.00
Journey	\$38.21	\$1,528.40	\$39.36	\$1,574.40	\$40.54	\$1,621.60	\$41.76	\$1,670.40
<b>21-633 Head Final Checker</b>	\$39.28	\$1,571.20	\$40.46	\$1,618.40	\$41.67	\$1,666.80	\$42.92	\$1,716.80
<b>21-652 Paint Checker</b>								
1st 6 months	\$35.00	\$1,400.00	\$36.05	\$1,442.00	\$37.13	\$1,485.20	\$38.24	\$1,529.60
2nd 6 months	\$36.01	\$1,440.40	\$37.09	\$1,483.60	\$38.20	\$1,528.00	\$39.35	\$1,574.00
Journey	\$37.35	\$1,494.00	\$38.47	\$1,538.80	\$39.62	\$1,584.80	\$40.81	\$1,632.40
<b>21-672 Picture Set-Up</b>								
1st year	\$37.00	\$1,480.00	\$38.11	\$1,524.40	\$39.25	\$1,570.00	\$40.43	\$1,617.20
Journey	\$38.16	\$1,526.40	\$39.30	\$1,572.00	\$40.48	\$1,619.20	\$41.69	\$1,667.60
<b>21-682 Scan Checker</b>								
1st 6 months	\$34.09	\$1,363.60	\$35.11	\$1,404.40	\$36.16	\$1,446.40	\$37.24	\$1,489.60
2nd 6 months	\$35.03	\$1,401.20	\$36.08	\$1,443.20	\$37.16	\$1,486.40	\$38.27	\$1,530.80
Journey	\$36.31	\$1,452.40	\$37.40	\$1,496.00	\$38.52	\$1,540.80	\$39.68	\$1,587.20
<b>21-692 Cel Service</b>								
1st 6 months	\$33.93	\$1,357.20	\$34.95	\$1,398.00	\$36.00	\$1,440.00	\$37.08	\$1,483.20
2nd 6 months	\$34.81	\$1,392.40	\$35.85	\$1,434.00	\$36.93	\$1,477.20	\$38.04	\$1,521.60
Journey	\$35.94	\$1,437.60	\$37.02	\$1,480.80	\$38.13	\$1,525.20	\$39.27	\$1,570.80
<b>21-722 Mix and Match</b>								
1st year	\$35.41	\$1,416.40	\$36.47	\$1,458.80	\$37.56	\$1,502.40	\$38.69	\$1,547.60
Journey	\$36.81	\$1,472.40	\$37.91	\$1,516.40	\$39.05	\$1,562.00	\$40.22	\$1,608.80
<b>21-742 Paint Technician</b>								
1st year	\$38.24	\$1,529.60	\$39.39	\$1,575.60	\$40.57	\$1,622.80	\$41.79	\$1,671.60
Journey	\$39.57	\$1,582.80	\$40.76	\$1,630.40	\$41.98	\$1,679.20	\$43.24	\$1,729.60

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<b>CHECKERS (continued)</b>								
<b>21-792 Letter Artist</b>								
1st 6 months	\$41.19	\$1,647.60	\$42.43	\$1,697.20	\$43.70	\$1,748.00	\$45.01	\$1,800.40
2nd 6 months	\$42.29	\$1,691.60	\$43.56	\$1,742.40	\$44.87	\$1,794.80	\$46.22	\$1,848.80
Journey	\$44.16	\$1,766.40	\$45.48	\$1,819.20	\$46.84	\$1,873.60	\$48.25	\$1,930.00
<b>21-222 Trainee</b>								
1st 6 months	\$33.40	\$1,336.00	\$34.40	\$1,376.00	\$35.43	\$1,417.20	\$36.49	\$1,459.60
2nd 6 months	\$35.01	\$1,400.40	\$36.06	\$1,442.40	\$37.14	\$1,485.60	\$38.25	\$1,530.00
Journey	\$36.63	\$1,465.20	\$37.73	\$1,509.20	\$38.86	\$1,554.40	\$40.03	\$1,601.20
<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	\$47.49	\$1,899.60	\$48.91	\$1,956.40	\$50.38	\$2,015.20	\$51.89	\$2,075.60
After 1 year in classif.	\$49.57	\$1,982.80	\$51.06	\$2,042.40	\$52.59	\$2,103.60	\$54.17	\$2,166.80
<b>21-822 Class II (Writes or draws one Sunday page per week)</b>								
1st year	\$42.97	\$1,718.80	\$44.26	\$1,770.40	\$45.59	\$1,823.60	\$46.96	\$1,878.40
After 1 year in classif.	\$44.68	\$1,787.20	\$46.02	\$1,840.80	\$47.40	\$1,896.00	\$48.82	\$1,952.80
<b>21-832 Staff Assistant</b>								
1st year	\$33.25	\$1,330.00	\$34.25	\$1,370.00	\$35.28	\$1,411.20	\$36.34	\$1,453.60
2nd year	\$34.67	\$1,386.80	\$35.71	\$1,428.40	\$36.78	\$1,471.20	\$37.88	\$1,515.20
3rd year	\$36.55	\$1,462.00	\$37.65	\$1,506.00	\$38.78	\$1,551.20	\$39.94	\$1,597.60
Journey	\$37.22	\$1,488.80	\$38.34	\$1,533.60	\$39.49	\$1,579.60	\$40.67	\$1,626.80
<b>COMIC STRIP (New work)</b>								
<b>21-842 Six Panels (Writes and draws)</b>								
1st year	\$38.67	\$1,546.80	\$39.83	\$1,593.20	\$41.02	\$1,640.80	\$42.25	\$1,690.00
After 1 year in classif.	\$40.35	\$1,614.00	\$41.56	\$1,662.40	\$42.81	\$1,712.40	\$44.09	\$1,763.60
<b>21-852 Six Strips (Writes and draws)</b>								
1st year	\$42.97	\$1,718.80	\$44.26	\$1,770.40	\$45.59	\$1,823.60	\$46.96	\$1,878.40
After 1 year in classif.	\$44.68	\$1,787.20	\$46.02	\$1,840.80	\$47.40	\$1,896.00	\$48.82	\$1,952.80
<b>21-862 One Sunday Page (Writes and draws)</b>								
1st year	\$38.67	\$1,546.80	\$39.83	\$1,593.20	\$41.02	\$1,640.80	\$42.25	\$1,690.00
After 1 year in classif.	\$40.35	\$1,614.00	\$41.56	\$1,662.40	\$42.81	\$1,712.40	\$44.09	\$1,763.60
<b>PROMOTION AND PUBLICITY ARTISTS</b>								
<b>21-872 Class I (Responsible)</b>								
1st year	\$47.49	\$1,899.60	\$48.91	\$1,956.40	\$50.38	\$2,015.20	\$51.89	\$2,075.60
After 1 year in classif.	\$49.67	\$1,986.80	\$51.16	\$2,046.40	\$52.69	\$2,107.60	\$54.27	\$2,170.80
<b>21-882 Class II (Assistant)</b>								
1st year	\$42.97	\$1,718.80	\$44.26	\$1,770.40	\$45.59	\$1,823.60	\$46.96	\$1,878.40
After 1 year in classif.	\$44.68	\$1,787.20	\$46.02	\$1,840.80	\$47.40	\$1,896.00	\$48.82	\$1,952.80

\* Minimum scale for daily employees shall be 117.719% (118% effective January 1, 2023) (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, 2021 - July 31, 2024**  
**Weekly Employment\***

Effective Dates: (Unless otherwise specified)	8/2/20-7/31/21		First Period 8/1/21-7/30/22		Second Period 7/31/22-7/29/23		Third Period 7/30/23-7/31/24	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
<b>ANIMATION WRITERS</b>								
<b><i>For current employees and new hires prior to the 1st Sunday following the AMPTP's receipt of notice of ratification:</i></b>								
<b>21-022 Animation Writer**</b>								
1st 6 months	\$48.65	\$1,946.00	\$50.11	\$2,004.40	\$51.61	\$2,064.40	n/a	n/a
2nd 6 months	\$49.75	\$1,990.00	\$51.24	\$2,049.60	\$52.78	\$2,111.20	n/a	n/a
Journey	\$51.60	\$2,064.00	\$53.15	\$2,126.00	\$54.74	\$2,189.60	n/a	n/a
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
<b><i>For current employees after satisfactory completion of the current level of progression and new hires on or after the 1st Sunday following the AMPTP's receipt of notice of ratification:</i></b>								
			<i>[1st Sunday following AMPTP receipt of notice of ratification] - 7/30/2022</i>					
<b>[21-850] Associate Animation Writer</b>								
1st 6 months			\$38.94	\$1,557.60	\$40.11	\$1,604.40	\$41.31	\$1,652.40
2nd 6 months			\$44.53	\$1,781.20	\$45.87	\$1,834.80	\$47.25	\$1,890.00
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
<b>[21-851] Animation Writer</b>								
1st 6 months			\$50.11	\$2,004.40	\$51.61	\$2,064.40	\$53.16	\$2,126.40
Journey			\$55.27	\$2,210.80	\$56.93	\$2,277.20	\$58.64	\$2,345.60
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
<b>Supervising Animation Writer***</b>			\$63.56	\$2,542.40	\$65.47	\$2,618.80	\$67.44	\$2,697.60
<b><i>For animated programs subject to a license agreement entered into on or after August 1, 2022 (or in the absence of a license agreement, commences production animation on or after August 1, 2022; in the case of a series or mini-series, production animation of the 1st episode or part commences on or after August 1, 2022):</i></b>								
<b>[21-850] Associate Animation Writer</b>								
1st 6 months					\$40.11	\$1,604.40	\$41.31	\$1,652.40
2nd 6 months					\$45.87	\$1,834.80	\$47.25	\$1,890.00
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
<b>[21-851] Animation Writer Level 1</b>								
1st 6 months					\$51.61	\$2,064.40	\$53.16	\$2,126.40
Journey					\$56.93	\$2,277.20	\$58.64	\$2,345.60
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
<b>[21-852] Animation Writer Level 2</b>					\$63.00	\$2,520.00	\$64.89	\$2,595.60
<b>[21-853] Supervising Animation Writer***</b>					\$72.50	\$2,900.00	\$74.68	\$2,987.20

\* Minimum scale for daily employees shall be 117.719% (118% effective January 1, 2023) (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

\*\* An Animation Writer designated by the Producer to be responsible for and supervise the work of other writers shall be paid the key rate of 15% above the minimum Journey rate for the classification during such an assignment.

\*\*\* This classification applies to an Animation Writer designated by the Producer to be responsible for and supervise the work of other writers.

**THE ANIMATION GUILD, LOCAL 839 I.A.T.S.E.**  
**Wage Scales, August 1, 2021 - July 31, 2024**  
**Unit Rates**

Effective Dates: (Unless otherwise specified)	8/2/20-7/31/21	First Period 8/1/21-7/30/22	Second Period 7/31/22-7/29/23	Third Period 7/30/23-7/31/24	P&H Hours 8/1/21-7/31/24
<b>STORYBOARD CLASSIFICATION</b>					
<b>Animated programs subject to a license agreement entered into prior to August 1, 2022 (or in the absence of a license agreement, commences production animation prior to August 1, 2022; in the case of a series or mini-series, production animation of the first episode or part commences prior to August 1, 2022)</b>					
<b>Short Subjects - Less than 4 Minutes (TV or Theatrical)</b>					
Storyboard Only	per individual negotiation	per individual negotiation	per individual negotiation	per individual negotiation	63
<b>Short Subjects - 4 to 7 Minutes (TV or Theatrical)</b>					
Storyboard Only	\$1,557.18	\$1,603.90	\$1,652.02	\$1,701.58	63
<b>Short Subjects - Over 7 to 15 Minutes (TV or Theatrical)</b>					
Storyboard Only	\$1,885.69	\$1,942.26	\$2,000.53	\$2,060.55	80
<b>Half-Hour Subjects (TV or Theatrical)</b>					
Storyboard Only	\$3,580.86	\$3,688.29	\$3,798.94	\$3,912.91	148
<b>One Hour or More Subjects (TV)</b>					
Storyboard Only	\$5,341.09	\$5,501.32	\$5,666.36	\$5,836.35	222
<b>Animated programs subject to a license agreement entered into on or after August 1, 2022 (or in the absence of a license agreement, commences production animation on or after August 1, 2022; in the case of a series or mini-series, production animation of the first episode or part commences on or after August 1, 2022)</b>					
<b>Short Subjects - Less than 4 Minutes (TV or Theatrical)</b>					
Storyboard Only			per individual negotiation	per individual negotiation	63
<b>Short Subjects - 4 to 7 Minutes (TV or Theatrical)</b>					
Storyboard Only			\$1,652.02	\$1,701.58	63
<b>Short Subjects - Over 7 to 15 Minutes (TV or Theatrical)</b>					
Storyboard Only			\$2,080.55	\$2,142.97	100
<b>Half-Hour Subjects (TV or Theatrical)</b>					
Storyboard Only			\$3,950.88	\$4,069.41	240
<b>Subjects One Hour or More (TV)</b>					
Storyboard Only			\$5,893.01	\$6,069.80	320
<b>Theatrical Subjects One Hour or More</b>					
<b>Effective for contracts entered into prior to August 1, 2022:</b>					
<b>One Hour or More Subjects</b>					
Storyboard Only	\$5,341.09	\$5,501.32	\$5,666.36	\$5,836.35	222
<b>Effective for contracts entered into on or after August 1, 2022: Subjects One Hour or More But Less Than 75 Minutes</b>					
<b>Subjects One Hour or More But Less than 75 Minutes</b>					
Storyboard Only			\$5,893.01	\$6,069.80	320
<b>Subjects 75 Minutes or More</b>					
Storyboard Only			\$7,932.92	\$8,170.91	425

In reference to the above Unit rates, the Employer may require two re-works after the presentation by the Story Person without additional compensation. If an additional re-work is required by the Employer, an additional 20% of the original Unit maximum shall be paid for each re-work.

**THE ANIMATION GUILD, LOCAL 839 I.A.T.S.E.**  
**Wage Scales, August 1, 2021 - July 31, 2024**  
**Unit Rates**

Effective Dates: (Unless otherwise specified)	8/2/20-7/31/21	First Period 8/1/21-7/30/22	Second Period 7/31/22-7/29/23	Third Period 7/30/23-7/31/24	P&H Hours 8/1/21-7/31/24
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Any amount negotiated in excess of the above minimums may be applied against any additional compensation for re-work when due.

<b>ANIMATION WRITER CLASSIFICATION</b>					
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**Animated programs subject to a license agreement entered into prior to August 1, 2022 (or in the absence of a license agreement, commences production animation prior to August 1, 2022; in the case of a series or mini-series, production animation of the first episode or part commences prior to August 1, 2022)**

<b>Short Subjects - Less than 4 Minutes (TV or Theatrical)</b>					
Synopsis and Outline	per individual negotiation	per individual negotiation	per individual negotiation	per individual negotiation	33
Teleplay or Screenplay	per individual negotiation	per individual negotiation	per individual negotiation	per individual negotiation	67
<b>Short Subjects - 4 to 7 Minutes (TV or Theatrical)</b>					
Synopsis and Outline	\$1,122.91	\$1,156.60	\$1,191.30	\$1,227.04	33
Teleplay or Screenplay	\$2,682.56	\$2,763.04	\$2,845.93	\$2,931.31	67
<b>Short Subjects - Over 7 to 15 Minutes (TV or Theatrical)</b>					
Synopsis and Outline	\$1,133.08	\$1,167.07	\$1,202.08	\$1,238.14	47
Teleplay or Screenplay	\$3,695.75	\$3,806.62	\$3,920.82	\$4,038.44	153
<b>Half-Hour Subjects (TV or Theatrical)</b>					
Synopsis and Outline	\$2,015.71	\$2,076.18	\$2,138.47	\$2,202.62	91
Teleplay or Screenplay	\$7,083.41	\$7,295.91	\$7,514.79	\$7,740.23	309
<b>Half-Hour Subjects - (TV or Theatrical) - "New Animation Writers"* - Not applicable to contracts entered into on or after the 1st Sunday following the AMPTP's receipt of notice of ratification</b>					
Synopsis and Outline	\$1,857.52	\$1,913.25	\$1,970.65	\$2,029.77	91
Teleplay or Screenplay	\$6,527.51	\$6,723.34	\$6,925.04	\$7,132.79	309
<b>Subjects One Hour or More But Less than 75 Minutes (TV)</b>					
Synopsis and Outline	\$2,999.77	\$3,089.76	\$3,182.45	\$3,277.92	93
Teleplay	\$10,655.53	\$10,975.20	\$11,304.46	\$11,643.59	307
<b>Subjects 75 Minutes or More (TV)</b>					
Synopsis and Outline	\$2,999.77	\$3,089.76	\$3,182.45	\$3,277.92	100
Teleplay	\$10,655.53	\$10,975.20	\$11,304.46	\$11,643.59	325
<b>One Hour or More Subjects (TV) - "New Animation Writers"* - Not applicable to contracts entered into on or after the 1st Sunday following the AMPTP's receipt of notice of ratification</b>					
Synopsis and Outline	\$2,750.83	\$2,833.35	\$2,918.35	\$3,005.90	93
Teleplay	\$9,771.36	\$10,064.50	\$10,366.44	\$10,677.43	307

\* In the event a script written by such a writer is produced, said Animation Writer shall be paid the difference between the applicable New Animation Writer rate and the Journeyman Animation Writer rate.

In reference to the above Unit rates, the Employer may require two re-writes or re-works after the presentation by the 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.



**THE ANIMATION GUILD, LOCAL 839 I.A.T.S.E.**  
**Wage Scales, August 1, 2021 - July 31, 2024**  
**Unit Rates**

Effective Dates: (Unless otherwise specified)	8/2/20-7/31/21	First Period 8/1/21-7/30/22	Second Period 7/31/22-7/29/23	Third Period 7/30/23-7/31/24	P&H Hours 8/1/21-7/31/24
<b>ANIMATION WRITER CLASSIFICATION (continued)</b>					
<b>Animated programs subject to a license agreement entered into on or after August 1, 2022 (or in the absence of a license agreement, commences production animation on or after August 1, 2022; in the case of a series or mini-series, production animation of the first episode or part commences on or after August 1, 2022)</b>					
<b>Short Subjects - Less than 4 Minutes (TV or Theatrical)</b>					
Synopsis and Outline			per individual negotiation	per individual negotiation	33
Teleplay or Screenplay			per individual negotiation	per individual negotiation	67
<b>Short Subjects - 4 to 7 Minutes (TV or Theatrical)</b>					
Synopsis and Outline			\$1,191.30	\$1,227.04	33
Teleplay or Screenplay			\$2,845.93	\$2,931.31	67
<b>Short Subjects - Over 7 to 15 Minutes (TV or Theatrical)</b>					
Synopsis and Outline			\$1,262.18	\$1,300.05	47
Teleplay or Screenplay			\$4,116.87	\$4,240.38	153
<b>Half-Hour Subjects (TV or Theatrical)</b>					
Synopsis and Outline			\$2,318.07	\$2,387.61	91
Teleplay or Screenplay			\$8,145.92	\$8,390.30	309
<b>Subjects One Hour or More (TV)</b>					
Synopsis and Outline			\$3,405.22	\$3,507.38	100 (150 for 75+ Minutes)
Teleplay			\$12,095.76	\$12,458.63	325 (350 for 75+ Minutes)
<b>Theatrical Subjects One Hour or More</b>					
<b>Effective for contracts entered into prior to August 1, 2022:</b>					
<b>Subjects One Hour or More But Less than 75 Minutes (Theatrical)</b>					
Synopsis & Outline	\$2,999.77	\$3,089.76	\$3,182.45	\$3,277.92	93
Screenplay	\$10,655.53	\$10,975.20	\$11,304.46	\$11,643.59	307
<b>Subjects 75 Minutes or More (Theatrical)</b>					
Synopsis & Outline	\$2,999.77	\$3,089.76	\$3,182.45	\$3,277.92	100
Screenplay	\$10,655.53	\$10,975.20	\$11,304.46	\$11,643.59	325
<b>One Hour or More Subjects (Theatrical) - "New Animation Writers"</b>					
Synopsis & Outline	\$2,750.83	\$2,833.35	\$2,918.35	\$3,005.90	93
Screenplay	\$9,771.36	\$10,064.50	\$10,366.44	\$10,677.43	307
<b>Effective for contracts entered into on or after August 1, 2022:</b>					
<b>Subjects One Hour or More But Less than 75 Minutes (Theatrical)</b>					
Synopsis & Outline			\$3,405.22	\$3,507.38	100
Screenplay			\$12,095.76	\$12,458.63	325
<b>Subjects 75 Minutes or More (Theatrical)</b>					
Synopsis & Outline			\$4,455.44	\$4,589.10	150
Screenplay			\$15,826.23	\$16,301.02	560

\* In the event a script written by such a writer is produced, said Animation Writer shall be paid the difference between the applicable New Animation Writer rate and the Journeyman Animation Writer rate.

In reference to the above Unit rates, the Employer may require two re-writes or re-works after the presentation by the 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

**THE ANIMATION GUILD, LOCAL 839 I.A.T.S.E.**  
**Wage Scales, August 1, 2021 - July 31, 2024**  
**Unit Rates**

Effective Dates: (Unless otherwise specified)	8/2/20-7/31/21	First Period 8/1/21-7/30/22	Second Period 7/31/22-7/29/23	Third Period 7/30/23-7/31/24	P&H Hours 8/1/21-7/31/24
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re-write or re-work when due.

**ANIMATION WRITER CLASSIFICATION (continued)**

<b>BIBLES</b>					
Pitch Bible		per individual negotiation	per individual negotiation	per individual negotiation	33 (40 for contracts entered into on or after 1st Sunday following 30 days after AMPTP's receipt of notice of ratification)
Mini-Bible		per individual negotiation	per individual negotiation	per individual negotiation	100 (115 for contracts entered into on or after 1st Sunday following 30 days after AMPTP's receipt of notice of ratification)
Full Bible		per individual negotiation	per individual negotiation	per individual negotiation	250 (300 for contracts entered into on or after 1st Sunday following 30 days after AMPTP's receipt of notice of ratification)

In reference to the above Unit rates, the Employer may require two re-writes or re-works after the presentation by the 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.

**PILOT DEVELOPMENT RATES (TV) - Effective for contracts entered into on or after the 1st Sunday following 30 days after the AMPTP receives notice of ratification, the following pilot development rates apply when an Animation Writer is engaged for a Synopsis and Outline, Teleplay and two re-writes or re-works on a pilot\***

Over 7 to 15 Minutes		\$6,725.00	\$6,725.00	\$6,926.75	250
Half-Hour Subjects		\$13,080.00	\$13,080.00	\$13,472.40	425
Subjects One Hour or More		\$19,500.00	\$19,500.00	\$20,085.00	530

\* If an additional re-write or re-work is required by the Employer, an additional 20% of the applicable Teleplay Unit rate 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.

<b>FREELANCE TIMING</b>					
Sheet Timer ("Animation Timer" effective 1st Sunday following AMPTP's receipt of notice of ratification)	8/2/20 - [1st Saturday following AMPTP receipt of notice of ratification]	[1st Sunday following AMPTP receipt of notice of ratification] - [insert applicable date]	[1st Sunday 1 year after AMPTP receipt of notice of ratification] - 12/31/2023	1/1/2024 - 7/31/2024	8 hours/100 feet (8 hours/70 feet effective 1st Sunday following AMPTP's receipt of notice of ratification) (or pro rata)
	\$3.98 per foot	\$4.20 per foot	\$4.41 per foot	\$4.63 per foot	

**THE ANIMATION GUILD, LOCAL 839 I.A.T.S.E.**  
**Wage Scales, August 1, 2021 - July 31, 2024**  
 Weekly Employment\*

Effective Dates: (Unless otherwise specified)	8/2/20-7/31/21		First Period 8/1/21-7/30/22		Second Period 7/31/22-7/29/23		Third Period 7/30/23-7/31/24	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
<b>SIDELETTER A - (Walt Disney Pictures and Television - Composer)</b>								
<b>Composer</b>								
1st month	\$32.95	\$1,318.00	\$33.94	\$1,357.60	\$34.96	\$1,398.40	\$36.01	\$1,440.40
Next 6 months	\$34.26	\$1,370.40	\$35.29	\$1,411.60	\$36.35	\$1,454.00	\$37.44	\$1,497.60
Next 6 months	\$35.25	\$1,410.00	\$36.31	\$1,452.40	\$37.40	\$1,496.00	\$38.52	\$1,540.80
Journey	\$36.69	\$1,467.60	\$37.79	\$1,511.60	\$38.92	\$1,556.80	\$40.09	\$1,603.60
<b>SIDELETTER B - (Warner Bros. Animation - Visual Development)</b>								
<b>Visual Development</b>								
1st 6 months	\$48.65	\$1,946.00	\$50.11	\$2,004.40	\$51.61	\$2,064.40	\$53.16	\$2,126.40
2nd 6 months	\$49.75	\$1,990.00	\$51.24	\$2,049.60	\$52.78	\$2,111.20	\$54.36	\$2,174.40
Journey	\$51.60	\$2,064.00	\$53.15	\$2,126.00	\$54.74	\$2,189.60	\$56.38	\$2,255.20
<b>SIDELETTER C - (Walt Disney Pictures - CGI Animator/Modeler)</b>								
<b>CGI Animator/Modeler</b>								
1st 6 months	\$48.65	\$1,946.00	\$50.11	\$2,004.40	\$51.61	\$2,064.40	\$53.16	\$2,126.40
2nd 6 months	\$49.75	\$1,990.00	\$51.24	\$2,049.60	\$52.78	\$2,111.20	\$54.36	\$2,174.40
Journey	\$51.60	\$2,064.00	\$53.15	\$2,126.00	\$54.74	\$2,189.60	\$56.38	\$2,255.20
<b>Key Assistant CGI Animator/Modeler</b>	\$49.45	\$1,978.00	\$50.93	\$2,037.20	\$52.46	\$2,098.40	\$54.03	\$2,161.20
<b>Assistant CGI Animator/Modeler I</b>								
1st 6 months	\$41.19	\$1,647.60	\$42.43	\$1,697.20	\$43.70	\$1,748.00	\$45.01	\$1,800.40
2nd 6 months	\$42.21	\$1,688.40	\$43.48	\$1,739.20	\$44.78	\$1,791.20	\$46.12	\$1,844.80
Journey	\$44.16	\$1,766.40	\$45.48	\$1,819.20	\$46.84	\$1,873.60	\$48.25	\$1,930.00
<b>Assistant CGI Animator/Modeler II</b>								
1st year	\$37.76	\$1,510.40	\$38.89	\$1,555.60	\$40.06	\$1,602.40	\$41.26	\$1,650.40
Journey	\$38.78	\$1,551.20	\$39.94	\$1,597.60	\$41.14	\$1,645.60	\$42.37	\$1,694.80
<b>Assistant CGI Animator/Modeler III</b>								
1st 6 months	\$35.00	\$1,400.00	\$36.05	\$1,442.00	\$37.13	\$1,485.20	\$38.24	\$1,529.60
2nd 6 months	\$36.01	\$1,440.40	\$37.09	\$1,483.60	\$38.20	\$1,528.00	\$39.35	\$1,574.00
Journey	\$37.35	\$1,494.00	\$38.47	\$1,538.80	\$39.62	\$1,584.80	\$40.81	\$1,632.40

\* Minimum scale for daily employees shall be 117.719% (118% effective January 1, 2023) (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, 2021 - July 31, 2024**  
 Weekly Employment\*

Effective Dates: (Unless otherwise specified)	8/2/20-7/31/21		First Period 8/1/21-7/30/22		Second Period 7/31/22-7/29/23		Third Period 7/30/23-7/31/24	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
<b>SIDELETTER D - (Walt Disney Pictures - Production Technical Director)</b>								
<b>Production Technical Director I</b>								
1st 6 months	\$48.65	\$1,946.00	\$50.11	\$2,004.40	\$51.61	\$2,064.40	\$53.16	\$2,126.40
2nd 6 months	\$49.75	\$1,990.00	\$51.24	\$2,049.60	\$52.78	\$2,111.20	\$54.36	\$2,174.40
Journey	\$51.60	\$2,064.00	\$53.15	\$2,126.00	\$54.74	\$2,189.60	\$56.38	\$2,255.20
<b>Production Technical Director II</b>								
	\$49.45	\$1,978.00	\$50.93	\$2,037.20	\$52.46	\$2,098.40	\$54.03	\$2,161.20
<b>Production Technical Director III</b>								
1st 6 months	\$41.19	\$1,647.60	\$42.43	\$1,697.20	\$43.70	\$1,748.00	\$45.01	\$1,800.40
2nd 6 months	\$42.21	\$1,688.40	\$43.48	\$1,739.20	\$44.78	\$1,791.20	\$46.12	\$1,844.80
Journey	\$44.16	\$1,766.40	\$45.48	\$1,819.20	\$46.84	\$1,873.60	\$48.25	\$1,930.00
<b>Production Technical Director IV</b>								
1st year	\$37.76	\$1,510.40	\$38.89	\$1,555.60	\$40.06	\$1,602.40	\$41.26	\$1,650.40
Journey	\$38.78	\$1,551.20	\$39.94	\$1,597.60	\$41.14	\$1,645.60	\$42.37	\$1,694.80
<b>Production Technical Director V</b>								
1st 6 months	\$35.00	\$1,400.00	\$36.05	\$1,442.00	\$37.13	\$1,485.20	\$38.24	\$1,529.60
2nd 6 months	\$36.01	\$1,440.40	\$37.09	\$1,483.60	\$38.20	\$1,528.00	\$39.35	\$1,574.00
Journey	\$37.35	\$1,494.00	\$38.47	\$1,538.80	\$39.62	\$1,584.80	\$40.81	\$1,632.40
<b>SIDELETTER E<sup>+</sup> - (DreamWorks Animation LLC, DreamWorks Animation Television, Inc., Warner Bros. Animation Inc. and Warner Specialty Productions Inc.) - Applicable to all signatory Producers effective on 1st Sunday following AMPTP's receipt of notice of ratification</b>								
<b>CGI Animator/Modelers - Effective 8/1/2021 to 1st Saturday following 30 days after the AMPTP's receipt of notice of ratification and for current employees until satisfactory completion of the current level of progression</b>								
<b>CGI Animator/Modeler 1</b>								
1st 18 months	\$49.17	\$1,966.80	\$50.65	\$2,026.00	\$52.17	\$2,086.80	\$53.74	\$2,149.60
Journey	\$51.60	\$2,064.00	\$53.15	\$2,126.00	\$54.74	\$2,189.60	\$56.38	\$2,255.20
<b>CGI Animator/Modeler 2</b>								
1st 18 months	\$47.23	\$1,889.20	\$48.65	\$1,946.00	\$50.11	\$2,004.40	\$51.61	\$2,064.40
Journey	\$49.45	\$1,978.00	\$50.93	\$2,037.20	\$52.46	\$2,098.40	\$54.03	\$2,161.20
<b>CGI Animator/Modeler 3</b>								
1st 18 months	\$41.69	\$1,667.60	\$42.94	\$1,717.60	\$44.23	\$1,769.20	\$45.56	\$1,822.40
Journey	\$44.16	\$1,766.40	\$45.48	\$1,819.20	\$46.84	\$1,873.60	\$48.25	\$1,930.00
<b>CGI Animator/Modeler 4</b>								
1st 18 months	\$37.76	\$1,510.40	\$38.89	\$1,555.60	\$40.06	\$1,602.40	\$41.26	\$1,650.40
Journey	\$38.78	\$1,551.20	\$39.94	\$1,597.60	\$41.14	\$1,645.60	\$42.37	\$1,694.80
<b>CGI Animator/Modeler 5</b>								
1st 18 months	\$35.49	\$1,419.60	\$36.55	\$1,462.00	\$37.65	\$1,506.00	\$38.78	\$1,551.20
Journey	\$37.35	\$1,494.00	\$38.47	\$1,538.80	\$39.62	\$1,584.80	\$40.81	\$1,632.40

\* Minimum scale for daily employees shall be 117.719% (118% effective January 1, 2023) (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, August 1, 2021 - July 31, 2024**  
 Weekly Employment\*

Effective Dates: (Unless otherwise specified)	8/2/20-7/31/21		First Period 8/1/21-7/30/22		Second Period 7/31/22-7/29/23		Third Period 7/30/23-7/31/24	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
<b>SIDELETTER E<sup>+</sup> - (DreamWorks Animation LLC, DreamWorks Animation Television, Inc., Warner Bros. Animation Inc. and Warner Specialty Productions Inc.) - Applicable to all signatory Producers effective on 1st Sunday following AMPTP's receipt of notice of ratification (continued)</b>								
<b>CGI Animator/Modelers - Effective on the 1st Sunday following 30 days after the AMPTP's receipt of notice of ratification for new hires and for current employees after satisfactory completion of the current level of progression</b>								
<b>CGI Animator/Modeler 1</b>								
Journey			\$53.15	\$2,126.00	\$54.74	\$2,189.60	\$56.38	\$2,255.20
<b>CGI Animator/Modeler 2</b>								
Journey			\$50.93	\$2,037.20	\$52.46	\$2,098.40	\$54.03	\$2,161.20
<b>CGI Animator/Modeler 3</b>								
1st 18 months			\$42.94	\$1,717.60	\$44.23	\$1,769.20	\$45.56	\$1,822.40
Journey			\$45.48	\$1,819.20	\$46.84	\$1,873.60	\$48.25	\$1,930.00
<b>CGI Animator/Modeler 4</b>								
1st 18 months			\$36.55	\$1,462.00	\$37.65	\$1,506.00	\$38.78	\$1,551.20
Journey			\$38.47	\$1,538.80	\$39.62	\$1,584.80	\$40.81	\$1,632.40
<b>Digital Scene Planning</b>								
1st 18 months	\$44.04	\$1,761.60	\$45.36	\$1,814.40	\$46.72	\$1,868.80	\$48.12	\$1,924.80
Journey	\$45.88	\$1,835.20	\$47.26	\$1,890.40	\$48.68	\$1,947.20	\$50.14	\$2,005.60
<b>Scan Checker</b>								
1st 18 months	\$34.56	\$1,382.40	\$35.60	\$1,424.00	\$36.67	\$1,466.80	\$37.77	\$1,510.80
Journey	\$36.84	\$1,473.60	\$37.95	\$1,518.00	\$39.09	\$1,563.60	\$40.26	\$1,610.40
<b>Digital Check</b>								
1st 3 months	\$37.00	\$1,480.00	\$38.11	\$1,524.40	\$39.25	\$1,570.00	\$40.43	\$1,617.20
Next 9 months	\$38.03	\$1,521.20	\$39.17	\$1,566.80	\$40.35	\$1,614.00	\$41.56	\$1,662.40
Next 6 months	\$41.19	\$1,647.60	\$42.43	\$1,697.20	\$43.70	\$1,748.00	\$45.01	\$1,800.40
Next 6 months	\$42.29	\$1,691.60	\$43.56	\$1,742.40	\$44.87	\$1,794.80	\$46.22	\$1,848.80
Journey	\$44.16	\$1,766.40	\$45.48	\$1,819.20	\$46.84	\$1,873.60	\$48.25	\$1,930.00

\* Minimum scale for daily employees shall be 117.719% (118% effective January 1, 2023) (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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**THE ANIMATION GUILD, LOCAL 839 I.A.T.S.E.**  
**Wage Scales, August 1, 2021 - July 31, 2024**  
 Weekly Employment\*

Effective Dates: (Unless otherwise specified)	8/2/20-7/31/21		First Period 8/1/21-7/30/22		Second Period 7/31/22-7/29/23		Third Period 7/30/23-7/31/24	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
<b>SIDELETTER E<sup>+</sup> - (DreamWorks Animation LLC, DreamWorks Animation Television, Inc., Warner Bros. Animation Inc. and Warner Specialty Productions Inc.) - Applicable to all signatory Producers effective on 1st Sunday following AMPTP's receipt of notice of ratification (continued)</b>								
<b>Production Technical Directors - Effective 8/1/2021 to 1st Saturday following 30 days after the AMPTP's receipt of notice of ratification and for current employees until satisfactory completion of the current level of progression</b>								
<b>Production Technical Director 1</b>								
1st 18 months	\$49.17	\$1,966.80	\$50.65	\$2,026.00	\$52.17	\$2,086.80	\$53.74	\$2,149.60
Journey	\$51.60	\$2,064.00	\$53.15	\$2,126.00	\$54.74	\$2,189.60	\$56.38	\$2,255.20
<b>Production Technical Director 2</b>								
1st 18 months	\$46.29	\$1,851.60	\$47.68	\$1,907.20	\$49.11	\$1,964.40	\$50.58	\$2,023.20
Journey	\$48.28	\$1,931.20	\$49.73	\$1,989.20	\$51.22	\$2,048.80	\$52.76	\$2,110.40
<b>Production Technical Director 3</b>								
1st 18 months	\$41.69	\$1,667.60	\$42.94	\$1,717.60	\$44.23	\$1,769.20	\$45.56	\$1,822.40
Journey	\$44.16	\$1,766.40	\$45.48	\$1,819.20	\$46.84	\$1,873.60	\$48.25	\$1,930.00
<b>Production Technical Director 4</b>								
1st 18 months	\$37.76	\$1,510.40	\$38.89	\$1,555.60	\$40.06	\$1,602.40	\$41.26	\$1,650.40
Journey	\$38.78	\$1,551.20	\$39.94	\$1,597.60	\$41.14	\$1,645.60	\$42.37	\$1,694.80
<b>Production Technical Director 5</b>								
1st 18 months	\$35.49	\$1,419.60	\$36.55	\$1,462.00	\$37.65	\$1,506.00	\$38.78	\$1,551.20
Journey	\$37.35	\$1,494.00	\$38.47	\$1,538.80	\$39.62	\$1,584.80	\$40.81	\$1,632.40
<b>Production Technical Directors - Effective on the 1st Sunday following 30 days after the AMPTP's receipt of notice of ratification for new hires and for current employees after satisfactory completion of the current level of progression</b>								
<b>Production Technical Director 1</b>								
Journey			\$53.15	\$2,126.00	\$54.74	\$2,189.60	\$56.38	\$2,255.20
<b>Production Technical Director 2</b>								
Journey			\$49.73	\$1,989.20	\$51.22	\$2,048.80	\$52.76	\$2,110.40
<b>Production Technical Director 3</b>								
1st 18 months			\$42.94	\$1,717.60	\$44.23	\$1,769.20	\$45.56	\$1,822.40
Journey			\$45.48	\$1,819.20	\$46.84	\$1,873.60	\$48.25	\$1,930.00
<b>Production Technical Director 4</b>								
1st 18 months			\$36.55	\$1,462.00	\$37.65	\$1,506.00	\$38.78	\$1,551.20
Journey			\$38.47	\$1,538.80	\$39.62	\$1,584.80	\$40.81	\$1,632.40

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**THE ANIMATION GUILD, LOCAL 839 I.A.T.S.E.**  
**Wage Scales, August 1, 2021 - July 31, 2024**  
 Weekly Employment\*

Effective Dates: (Unless otherwise specified)	8/2/20-7/31/21		First Period 8/1/21-7/30/22		Second Period 7/31/22-7/29/23		Third Period 7/30/23-7/31/24	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
<b>SIDELETTER E<sup>+</sup> - (DreamWorks Animation LLC, DreamWorks Animation Television, Inc., Warner Bros. Animation Inc. and Warner Specialty Productions Inc.) - Applicable to all signatory Producers effective on 1st Sunday following AMPTP's receipt of notice of ratification (continued)</b>								
<b>Digital Painter</b>								
1st month	\$32.95	\$1,318.00	\$33.94	\$1,357.60	\$34.96	\$1,398.40	\$36.01	\$1,440.40
Next 6 months	\$34.26	\$1,370.40	\$35.29	\$1,411.60	\$36.35	\$1,454.00	\$37.44	\$1,497.60
Next 6 months	\$35.25	\$1,410.00	\$36.31	\$1,452.40	\$37.40	\$1,496.00	\$38.52	\$1,540.80
Journey	\$36.69	\$1,467.60	\$37.79	\$1,511.60	\$38.92	\$1,556.80	\$40.09	\$1,603.60
<b>Trainee</b>								
1st 6 months	\$30.17	\$1,206.80	\$31.08	\$1,243.20	\$32.01	\$1,280.40	\$32.97	\$1,318.80
2nd 6 months	\$33.39	\$1,335.60	\$34.39	\$1,375.60	\$35.42	\$1,416.80	\$36.48	\$1,459.20
3rd 6 months	\$34.80	\$1,392.00	\$35.84	\$1,433.60	\$36.92	\$1,476.80	\$38.03	\$1,521.20
<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 and Warner Bros. Animation Inc. - Animation/Timing Directors)</b>								
<b>Animation Director</b>								
1st 6 months	\$56.81	\$2,272.40	\$58.51	\$2,340.40	\$60.27	\$2,410.80	\$62.08	\$2,483.20
2nd 6 months	\$58.11	\$2,324.40	\$59.85	\$2,394.00	\$61.65	\$2,466.00	\$63.50	\$2,540.00
Journey	\$60.32	\$2,412.80	\$62.13	\$2,485.20	\$63.99	\$2,559.60	\$65.91	\$2,636.40
<b>Timing Director</b>								
1st 6 months	\$54.49	\$2,179.60	\$56.12	\$2,244.80	\$57.80	\$2,312.00	\$59.53	\$2,381.20
2nd 6 months	\$55.73	\$2,229.20	\$57.40	\$2,296.00	\$59.12	\$2,364.80	\$60.89	\$2,435.60
Journey	\$57.82	\$2,312.80	\$59.55	\$2,382.00	\$61.34	\$2,453.60	\$63.18	\$2,527.20
<b>SIDELETTER G - (Walt Disney Pictures - 3D Compositors)</b>								
<b>CGI 3D Compositor I</b>								
1st 6 months	\$46.17	\$1,846.80	\$47.56	\$1,902.40	\$48.99	\$1,959.60	\$50.46	\$2,018.40
<b>CGI 3D Compositor II</b>								
1st 3 months	\$37.00	\$1,480.00	\$38.11	\$1,524.40	\$39.25	\$1,570.00	\$40.43	\$1,617.20
Next 9 months	\$38.03	\$1,521.20	\$39.17	\$1,566.80	\$40.35	\$1,614.00	\$41.56	\$1,662.40
Next 6 months	\$41.19	\$1,647.60	\$42.43	\$1,697.20	\$43.70	\$1,748.00	\$45.01	\$1,800.40
Next 6 months	\$42.29	\$1,691.60	\$43.56	\$1,742.40	\$44.87	\$1,794.80	\$46.22	\$1,848.80
Journey	\$44.16	\$1,766.40	\$45.48	\$1,819.20	\$46.84	\$1,873.60	\$48.25	\$1,930.00
<b>SIDELETTER H - (Warner Bros. Animation - Animation Processors)</b>								
<b>Animation Processor</b>								
1st 6 months	\$35.00	\$1,400.00	\$36.05	\$1,442.00	\$37.13	\$1,485.20	\$38.24	\$1,529.60
2nd 6 months	\$36.01	\$1,440.40	\$37.09	\$1,483.60	\$38.20	\$1,528.00	\$39.35	\$1,574.00
Journey	\$37.35	\$1,494.00	\$38.47	\$1,538.80	\$39.62	\$1,584.80	\$40.81	\$1,632.40

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**THE ANIMATION GUILD, LOCAL 839 I.A.T.S.E.**  
**Wage Scales, August 1, 2021 - July 31, 2024**  
 Weekly Employment\*

Effective Dates: (Unless otherwise specified)	8/2/20-7/31/21		First Period 8/1/21-7/30/22		Second Period 7/31/22-7/29/23		Third Period 7/30/23-7/31/24	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
<b>SIDELETTER I - (Cartoon Network Studios, Inc. and Warner Bros. Animation Inc. - 2D Digital Animator)</b>								
<b>21-951 Digital Animator I</b>								
1st 6 months	\$48.65	\$1,946.00	\$50.11	\$2,004.40	\$51.61	\$2,064.40	\$53.16	\$2,126.40
2nd 6 months	\$49.75	\$1,990.00	\$51.24	\$2,049.60	\$52.78	\$2,111.20	\$54.36	\$2,174.40
Journey	\$51.60	\$2,064.00	\$53.15	\$2,126.00	\$54.74	\$2,189.60	\$56.38	\$2,255.20
<b>21-952 Digital Animator II</b>								
1st 6 months	\$41.19	\$1,647.60	\$42.43	\$1,697.20	\$43.70	\$1,748.00	\$45.01	\$1,800.40
2nd 6 months	\$42.21	\$1,688.40	\$43.48	\$1,739.20	\$44.78	\$1,791.20	\$46.12	\$1,844.80
Journey	\$44.16	\$1,766.40	\$45.48	\$1,819.20	\$46.84	\$1,873.60	\$48.25	\$1,930.00
<b>21-953 Digital Animator Trainee</b>								
1st 6 months	\$33.40	\$1,336.00	\$34.40	\$1,376.00	\$35.43	\$1,417.20	\$36.49	\$1,459.60
2nd 6 months	\$35.01	\$1,400.40	\$36.06	\$1,442.40	\$37.14	\$1,485.60	\$38.25	\$1,530.00
3rd 6 months	\$36.63	\$1,465.20	\$37.73	\$1,509.20	\$38.86	\$1,554.40	\$40.03	\$1,601.20

\* Minimum scale for daily employees shall be 117.719% (118% effective January 1, 2023) (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.