Effective Dates: (Unless otherwise specified)	8/2/20-	-7/31/21		Period -7/30/22		d Period 2-7/29/23		Period 3-7/31/24
	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	1**							
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
(Subject to right of Produ	icer to request one	six-month exter	nsion which U	nion shall not ui	nreasonably c	leny.)		
21-027 Production Board***								
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
(Subject to right of Produ	icer to request one	six-month exter	nsion which U	nion shall not ui	nreasonably c	leny.)		
21-801 Staff Comic Strip Story	Person and/or A	Artist						
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
(Subject to right of Produ	icer to request one	six-month exter	nsion which U	nion shall not ui	nreasonably c	leny.)		
21-112 Key Assistant Animator	\$49.45	\$1,978.00	\$50.93	\$2,037.20	\$52.46	\$2,098.40	\$54.03	\$2,161.20
21-102 Assistant Animator / Sto	oryboard Povisi	niet						1
21-102 Assistant Anniator / 3td								
21-132 Assistant Model Design		1						
21-802 Assistant Staff Comic S		n and/or Artic	·+					+
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	\$1,740.00	\$46.12	\$1,844.80
Journey	\$44.16	\$1,766.40	\$45.48	\$1,819.20	\$46.84	\$1,791.20	\$48.25	\$1,930.00
(Subject to right of Produ	·	. ,	•	. ,	•		ψ40.23	φ1,930.00
21-142 Breakdown		M4.540.40	A 00.00	04 555 00	MAG 00	04.000.40	0.1.1.00	MA 050 10
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 Inbetweener								
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 Apprentice Layout, Mod	lal Designer Ba	ckaround and	1 Production	Board				
6 months	\$37.72	\$1,508.80	\$38.85	\$1,554.00	\$40.02	\$1,600.80	\$41.22	\$1,648.80
(Subject to right of Produ	'			1 ' '			φ41.ΖΖ	φ1,040.00
. Subject to right of Produ	icer io request one	six-month exter	usion wnich U	mon snan not H	ureasonabiv d	ienv.i		Ī

^{*} 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 July 10, 2022, 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 July 10, 2022, 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 classification during such an assignment.

Effective Dates:				Period		d Period		Period
(Unless otherwise specified)		-7/31/21		-7/30/22		2-7/29/23		3-7/31/24
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
ANIMATION (continued)								
21-232 Blue Sketch								
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
21-312 Story Sketch								
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
21-322 Apprentice Animation Sto	ory Person and	I/or Apprentic	e Story Ska	tch				
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
(Subject to right of Produc	·	<u> </u>			·		ψ43.13	ψ1,723.20
(Subject to right of Froduc	er to request offe	SIA-IIIOIIIII EXLEI	ISIOTI WITICII U	mon snan not u	in casonabiy u	Giry.)		
21-332 Assistant Director								
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
21-335 Sheet Timer (August 1, 20	021 to and incl	uding July 0	2022)					
1st 6 months	\$39.28	\$1,571.20	\$40.46	\$1,618.40	n/a	n/a	2/0	n/o
							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
21-335 Animation Timer (effective	e July 10, 2022	2)						
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
21-613 Apprentice Timer								
6 months	\$33.79	\$1,351.60	\$34.80	\$1,392.00	\$35.84	\$1,433.60	\$36.92	\$1,476.80
(Subject to right of Produc	· ·		•				,	* ,
21-242 Scene Planner (August 1	2021 to and it	aduding July	0 2022)					
· · ·	\$44.04	\$1,761.60	\$45.36	\$1,814.40	n/a	n/a	n/a	n/o
1st year Journey	\$45.88	\$1,761.60	\$47.26	\$1,890.40	n/a	n/a	n/a	n/a n/a
,	Ţ . 	+ -,	Ţ · · · - ·	+ -,	,	,		,
21-252 Animation Checker					***		*	
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 ampleye		7100/ /1100/		1 2222		<u> </u>		<u> </u>

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.

Effective Dates:				Period		d Period		Period
(Unless otherwise specified)		-7/31/21	8/1/21-	-7/30/22		2-7/29/23		-7/31/24
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
COLOR DESIGNERS								
			Effe	ective				
21-501 Color Designer**				- 7/9/2022				
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				
			Fffe	ective				
21-501 Color Designer**				- 7/30/2022				
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
INK AND PAINT (Inking, Special E	 	<u> </u>						
21-412 Assistant Supervisor (Ink			del or Paint	l ab)				
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
21-422 Inker	_							
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
21-442 Ink Checker								
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
21-452 Special Effects								
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
21-453 Head Special Effects	\$39.28	\$1,571.20	\$40.46	\$1,618.40	\$41.67	\$1,666.80	\$42.92	\$1,716.80
21-500 Color Modelist								
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
21-522 Painter								
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
* **		7400/ /4400/		1 0000)				

^{*} 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.

^{**} Effective July 10, 2022, a Color Designer 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 Dates:			First	Period	Second	d Period	Third	Period
(Unless otherwise specified)	8/2/20-	-7/31/21	8/1/21	-7/30/22	7/31/22	-7/29/23	7/30/23	-7/31/24
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
INK AND PAINT (Inking, Special Effe	l ects, Painter	s) (continued	<u>'</u>)					
21-542 Xerox Processor			,					
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
21-552 Key Xerox Processor	\$37.14	\$1,485.60	\$38.25	\$1,530.00	\$39.40	\$1,576.00	\$40.58	\$1,623.20
CHECKEDS								
CHECKERS 21-562 Xerox Checker								
1st year	\$37.52	\$1,500.80	\$38.65	\$1,546.00	\$39.81	\$1,592.40	\$41.00	\$1,640.00
Journey	\$37.32	\$1,528.40	\$39.36	\$1,574.40	\$40.54	\$1,621.60	\$41.76	\$1,670.40
Courtey	ΨΟΟ.Σ1	ψ1,020.40	Ψ00.00	ψ1,07-110	Ψ10.01	ψ1,021.00	Ψ11.70	Ψ1,070.10
21-572 Animation Stock Librarian								
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
21-632 Production Final Checker/M	lark-Up							
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
	***		4.0.10		****			44 = 42 22
21-633 Head Final Checker	\$39.28	\$1,571.20	\$40.46	\$1,618.40	\$41.67	\$1,666.80	\$42.92	\$1,716.80
21-652 Paint Checker								
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
21-672 Picture Set-Up								
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
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21-682 Scan Checker								
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
21-692 Cel Service		+						
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
21-722 Mix and Match								
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
21 742 Paint Tachnician								
21-742 Paint Technician	\$38.24	\$1,529.60	\$39.39	\$1,575.60	\$40.57	\$1,622.80	\$41.79	\$1,671.60
1st year Journey	\$38.24	\$1,529.60	\$39.39 \$40.76	\$1,575.60	\$40.57 \$41.98	\$1,622.80	\$43.24	\$1,671.60
odunicy	ΨΟΟ.Ο1	Ψ1,002.00	ψ τ υ. <i>1</i> υ	ψ1,000.40	Ψ+1.00	ψ1,010.20	ψ-τυ.Δ-τ	Ψ1,123.00
* Minimum and for daily appleyees	L			I		ı		<u> </u>

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.

Effective Dates:			First	Period	Secon	d Period	Third	Period
(Unless otherwise specified)	8/2/20-	-7/31/21	8/1/21-	-7/30/22	7/31/22	2-7/29/23	7/30/23	3-7/31/24
. ,	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
CHECKERS (continued)								
21-792 Letter Artist								
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
21-222 Trainee								
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
COMIC STRIP (Work presently ass	 sianed)							
21-812 Class I (Story Person or A		o Sunday pag	es or six da	ilv strips per	week)			
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
21-822 Class II (Writes or draws or		, * 						
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
21-832 Staff Assistant								
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
			· · · · · · · · · · · · · · · · · · ·		·		· ·	
COMIC STRIP (New work)								
21-842 Six Panels (Writes and dra	aws)							
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
21-852 Six Strips (Writes and dra								
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
7 itel 1 year iii diadeii.	ψ11.00	ψ1,707.20	Ψ10.02	ψ1,010.00	Ψ17.10	ψ1,000.00	Ψ10.02	Ψ1,002.00
21-862 One Sunday Page (Writes	and draws)							
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
PROMOTION AND PUBLICITY ART	ISTS					 		
21-872 Class I (Responsible)	<u> </u>							
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
04.000 01 11.44								
21-882 Class II (Assistant)	0.40.07	M4 740 00	MAA 00	Φ4 770 40	MAT 50	M4 000 00	MAG 00	M4 070 40
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 employee	447	7400/ /4400/	- ff t '		/		4:	

^{*} 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.

Effective Dates:	9/2/20	-7/31/21		Period -7/30/22		d Period 2-7/29/23		Period 3-7/31/24
(Unless otherwise specified)	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
	Поипу	vveekiy	поину	vveekiy	поину	vveekiy	поину	vveekiy
ANIMATION WRITERS								1
For current employees and new hire	es prior to J	uly 10, 2022:						
21-022 Animation Writer**								
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
(Subject to right of Producer	to request one	six-month exter	nsion which U	Inion shall not ui	nreasonably d	leny.)		
For current employees after satisfa	ctory compl	etion of the cu	urrent level	of progression	on and new	hires on or af	<u>ter</u>	
July 10, 2022:								
			Effe	ective				
21-850 Associate Animation Writer	1			- 7/30/2022				
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
(Subject to right of Producer	to request one	six-month exter	nsion which L	Inion shall not ui	nreasonably c	leny.)		
21-851 Animation Writer								
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
(Subject to right of Producer	to request one	six-month exter	nsion which U	Inion shall not ui	nreasonably o	leny.)		
O and the Address to Addition	1		# 00 F0	\$0.540.40	005.47	#0.040.00	007.44	Φ0.007.00
Supervising Animation Write	ter***	1	\$63.56	\$2,542.40	\$65.47	\$2,618.80	\$67.44	\$2,697.60
For animated programs subject to a	lioonee eg	roomant antar	ad into on a	or ofter Augus	+ 1 2022			+
(or in the absence of a license agre						1 2022:		1
in the case of a series or mini-serie		-					Viaust 1 20	122).
21-850 Associate Animation Writer			in the 13t cp		commence		tugust 1, 20	<u>/LL).</u>
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
(Subject to right of Producer	to request one	six-month exter	nsion which L	ווווווווווווווווווווווווווווווווווווו			ψ17.20	ψ1,300.00
(Subject to right of Froudour				The state of the s	Jaconany o			†
21-851 Animation Writer Level 1				1				
1st 6 months		†		†	\$51.61	\$2,064.40	\$53.16	\$2,126.40
Journey				†	\$56.93	\$2,277.20	\$58.64	\$2,345.60
(Subject to right of Producer	to request one	six-month exter	nsion which U	Inion shall not ur		<u> </u>		
, , ,	<u> </u>							
21-852 Animation Writer Level 2					\$63.00	\$2,520.00	\$64.89	\$2,595.60
21-853 Supervising Animation Write	ter***				\$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.

Effective Dates:		First Period	Second Period	Third Period	P&H Hours
Unless otherwise specified)	8/2/20-7/31/21	8/1/21-7/30/22	7/31/22-7/29/23	7/30/23-7/31/24	8/1/21-7/31/24
TORYBOARD CLASSIFICA	<u>ATION</u>				
 	4 !!			 	
nimated programs subject	•	•	•		•
ommences production ani			of a series or mini-seri	es, production animati	on of the first
pisode or part commences	prior to August 1, 2	022)	1		
Short Subjects - Less th	an 4 Minutes (TV or 1	 Theatrical)			
Storyboard Only	per individual	per individual	per individual	per individual	63
, ,	negotiation	negotiation	negotiation	negotiation	
Short Subjects - 4 to 7 M	<u> </u>		¢4.050.00	¢4.704.50	
Storyboard Only	\$1,557.18	\$1,603.90	\$1,652.02	\$1,701.58	63
Short Subjects - Over 7 t	o 15 Minutes (TV or	 			
Storyboard Only	\$1,885.69	\$1,942.26	\$2,000.53	\$2,060.55	80
Otoryboard Orny	Ψ1,000.09	Ψ1,542.20	Ψ2,000.00	Ψ2,000.33	
Half-Hour Subjects (TV o	or Theatrical)				
Storyboard Only	\$3,580.86	\$3,688.29	\$3,798.94	\$3,912.91	148
,	+ -,	, -,	+ 2,. 22.2	÷ - ,	
One Hour or More Subje	cts (TV)				
Storyboard Only	\$5,341.09	\$5,501.32	\$5,666.36	\$5,836.35	222
, ,	· ·				
nimated programs subject	to a license agreem	ent entered into <u>on or a</u>	<u>after August 1, 2022</u> (o	r in the absence of a lie	cense agreement,
pisode or part commences					
Short Subjects - Less the	an 4 Minutes (TV or 1	heatrical)	or and in allied along t	n on in all sides of	
Storyboard Only			per individual negotiation	per individual negotiation	63
			J	J	
Short Subjects - 4 to 7 M	inutes (TV or Theatri	ical)	A4 050 00	* 4 7 5 4 5 6	
Storyboard Only			\$1,652.02	\$1,701.58	63
Oh aut Oubia ata Ouan 74	- 45 Minutes (T)/ ou	The activities (1)			
Short Subjects - Over 7 t Storyboard Only	o 15 Minutes (1 v or	i neatrical)	\$2,080.55	\$2,142.97	100
Storyboard Offiy			φ2,000.00	φ2, 142.9 <i>1</i>	100
Half-Hour Subjects (TV o	r Theatrical)				
Storyboard Only	i i i i cati i cai		\$3,950.88	\$4,069.41	240
Cic. , Dodi a Oilly			43,000.00	Ψ.,000.71	
Subjects One Hour or M	ore (TV)				
Storyboard Only	,		\$5,893.01	\$6,069.80	320
, ,			. , -	, ,	-
hostrical Subjects One Us	ur or Moro				
heatrical Subjects One Ho	ui di More	T	1	T	
Effective for contracts el	ntered into <u>prior to A</u>	ugust 1, 2022:			
One Hour or More Su	•				
Storyboard Only	\$5,341.09	\$5,501.32	\$5,666.36	\$5,836.35	222
Effective for contracts en	ntered into <u>on or afte</u>	r August 1, 2022: Sub	jects One Hour or Mor	e But Less Than 75 Mir	nutes
Subjects One Hour o					
Storyboard Only			\$5,893.01	\$6,069.80	320
•					
Subjects 75 Minutes	or More				
Storyboard Only			\$7,932.92	\$8,170.91	425
n reference to the above Unit	rates the Employer p	any require two re works	ofter the presentation b	v the Stary Dorgan withs	ut additional

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. Any amount negotiated in excess of the above minimums may be applied against any additional compensation for re-work when due.

Effective Dates:		First Period	Second Period	Third Period	P&H Hours
Unless otherwise specified)	8/2/20-7/31/21	8/1/21-7/30/22	7/31/22-7/29/23	7/30/23-7/31/24	8/1/21-7/31/24
offices office wise specifica)	0/2/20-1/3 1/21	0/1/21-1/30/22	1101122-1123120	1100/20-1101/24	0/1/21-1/31/24
NUMATION WOITED OF ACC	IFICATION				
NIMATION WRITER CLASS	IFICATION .				
nimated programs subject t	to a license agreeme	ent entered into prior t	 ο Δυσμετ 1 - 2022 (or in	the absence of a licen	se agreement
	•	•			
ommences production anim			of a series or mini-seri	ies, production animation	on of the first
pisode or part commences	prior to August 1, 20	(22)	•		
Short Subjects - Less tha	n 4 Minutes (TV or T	heatrical)			
Synopsis and Outline	per individual	per individual	per individual	per individual	33
Cyriopois and Cutime	negotiation	negotiation	negotiation	negotiation	00
Teleplay or Screenplay	per individual	per individual	per individual	per individual	67
releptay of corcemplay	negotiation	negotiation	negotiation	negotiation	01
	nogotiation	ricgottation	riogottation	riogotiation	
Short Subjects - 4 to 7 Min	nutes (TV or Theatri	cal)			
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
Short Subjects - Over 7 to	•	•			
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
Half-Hour Subjects (TV or	Theetrical				
Synopsis and Outline	\$2,015.71	\$2,076.18	¢2 120 <i>1</i> 7	\$2,202.62	91
· .	. ,		\$2,138.47		309
Teleplay or Screenplay	\$7,083.41	\$7,295.91	\$7,514.79	\$7,740.23	309
Half-Hour Subjects - (TV	or Theatrical) - "New	Animation Writers"*	Not applicable to con	tracts entered into on o	or after
July 10, 2022					
Synopsis and Outline	\$1,857.52	\$1,857.52	\$1,857.52	\$1,857.52	91
Teleplay or Screenplay	\$6,527.51	\$6,527.51	\$6,527.51	\$6,527.51	309
			. , -	, , -	
Subjects One Hour or Mo					
Synopsis and Outline		\$3,089.76	\$3,182.45	\$3,277.92	93
Teleplay	\$10,655.53	\$10,975.20	\$11,304.46	\$11,643.59	307
Cubicato 75 Minutes and	oro (T\/)				
Subjects 75 Minutes or M	· /	#2.000.70	#2.400.4F	Ф2 077 00	400
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
One Hour or More Subjec	ts (TV) - "New Anima	i ation Writers"* - <i>Not au</i>	pplicable to contracts	entered into on or after	
July 10, 2022	()				
Synopsis and Outline	\$2,750.83	\$2,750.83	\$2,750.83	\$2,750.83	93
Teleplay	\$9,771.36	\$9,771.36	\$9,771.36	\$9,771.36	307
Гогоріаў	ψυ,ττί.ου	ψο,ππ.ου	ψο,ττι.ου	ψο,,,,,,	301
		<u> </u>	1		

^{*} 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 Journeyperson 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.

fective Dates:		First Period	Second Period	Third Period	P&H Hours
nless otherwise specified)	8/2/20-7/31/21	8/1/21-7/30/22	7/31/22-7/29/23	7/30/23-7/31/24	8/1/21-7/31/24
IIMATION WRITER CLASS	<u> SIFICATION</u> (continue	ed)			
imated programs subject	t to a license agreeme	nt antarad into an ar	ofter August 1, 2022 /s	r in the change of a	licence careement
nimated programs subject		·			•
mmences production ani		•	ise of a series or mini-	series, production ani	mation of the first
pisode or part commences	on or after August 1	, 2022) T	T	I	1
Short Subjects - Less th	an 4 Minutes (TV or T	heatrical)			
Synopsis and Outline		<u>, </u>	per individual	per individual	33
			negotiation	negotiation	
Teleplay or Screenplay			per individual	per individual	67
			negotiation	negotiation	
Short Subjects - 4 to 7 M	linutes (TV or Theatri				
Synopsis and Outline	illutes (1 v or Theath		\$1,191.30	\$1,227.04	33
Teleplay or Screenplay			\$2,845.93	\$2,931.31	67
			+=,0.0.00	+ =,0001	Ţ.
Short Subjects - Over 7 t	o 15 Minutes (TV or T	heatrical)			
Synopsis and Outline			\$1,262.18	\$1,300.05	47
Teleplay or Screenplay			\$4,116.87	\$4,240.38	153
Half-Hour Subjects (TV o	or Theatrical)				
Synopsis and Outline	,, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		\$2,318.07	\$2,387.61	91
Teleplay or Screenplay			\$8,145.92	\$8,390.30	309
. , , , ,					
Subjects One Hour or Mo	ore (TV)		*** *** ***	* 0.507.00	400
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
neatrical Subjects One Ho	ur or More	<u> </u>		1	1
Effective for contracts ea	ntered into prior to Au	igust 1. 2022:			
Effective for contracts er					
Subjects One Hour o	r More But Less than	75 Minutes (Theatrica	· · · · · · · · · · · · · · · · · · ·		
Subjects One Hour o Synopsis & Outline	r More But Less than \$2,999.77	75 Minutes (Theatrica \$3,089.76	\$3,182.45	\$3,277.92	93
Subjects One Hour o	r More But Less than	75 Minutes (Theatrica	· · · · · · · · · · · · · · · · · · ·	\$3,277.92 \$11,643.59	93 307
Subjects One Hour of Synopsis & Outline Screenplay	r More But Less than \$2,999.77 \$10,655.53	75 Minutes (Theatrica \$3,089.76	\$3,182.45		
Subjects One Hour o Synopsis & Outline	r More But Less than \$2,999.77 \$10,655.53	75 Minutes (Theatrica \$3,089.76	\$3,182.45		
Subjects One Hour of Synopsis & Outline Screenplay Subjects 75 Minutes	r More But Less than \$2,999.77 \$10,655.53 or More (Theatrical)	75 Minutes (Theatrica \$3,089.76 \$10,975.20	\$3,182.45 \$11,304.46	\$11,643.59	307
Subjects One Hour of Synopsis & Outline Screenplay Subjects 75 Minutes Synopsis & Outline Screenplay	r More But Less than \$2,999.77 \$10,655.53 or More (Theatrical) \$2,999.77 \$10,655.53	75 Minutes (Theatrica \$3,089.76 \$10,975.20 \$3,089.76 \$10,975.20	\$3,182.45 \$11,304.46 \$3,182.45 \$11,304.46	\$11,643.59 \$3,277.92	307 100
Subjects One Hour of Synopsis & Outline Screenplay Subjects 75 Minutes Synopsis & Outline Screenplay One Hour or More Su	r More But Less than \$2,999.77 \$10,655.53 or More (Theatrical) \$2,999.77 \$10,655.53 abjects (Theatrical) - "	75 Minutes (Theatrica \$3,089.76 \$10,975.20 \$3,089.76 \$10,975.20 New Animation Writer	\$3,182.45 \$11,304.46 \$3,182.45 \$11,304.46	\$11,643.59 \$3,277.92 \$11,643.59	307 100 325
Subjects One Hour of Synopsis & Outline Screenplay Subjects 75 Minutes Synopsis & Outline Screenplay One Hour or More Surproposis & Outline Synopsis & Outline Synopsis & Outline Synopsis & Outline	r More But Less than \$2,999.77 \$10,655.53 or More (Theatrical) \$2,999.77 \$10,655.53 bjects (Theatrical) - " \$2,750.83	\$3,089.76 \$10,975.20 \$3,089.76 \$10,975.20 \$3,089.76 \$10,975.20 New Animation Writer \$2,750.83	\$3,182.45 \$11,304.46 \$3,182.45 \$11,304.46 \$2,750.83	\$11,643.59 \$3,277.92 \$11,643.59 \$2,750.83	307 100 325 93
Subjects One Hour of Synopsis & Outline Screenplay Subjects 75 Minutes Synopsis & Outline Screenplay One Hour or More Su	r More But Less than \$2,999.77 \$10,655.53 or More (Theatrical) \$2,999.77 \$10,655.53 abjects (Theatrical) - "	75 Minutes (Theatrica \$3,089.76 \$10,975.20 \$3,089.76 \$10,975.20 New Animation Writer	\$3,182.45 \$11,304.46 \$3,182.45 \$11,304.46	\$11,643.59 \$3,277.92 \$11,643.59	307 100 325
Subjects One Hour of Synopsis & Outline Screenplay Subjects 75 Minutes Synopsis & Outline Screenplay One Hour or More Surproposis & Outline Synopsis & Outline Synopsis & Outline Synopsis & Outline	r More But Less than \$2,999.77 \$10,655.53 or More (Theatrical) \$2,999.77 \$10,655.53 bjects (Theatrical) - " \$2,750.83 \$9,771.36	\$3,089.76 \$10,975.20 \$3,089.76 \$10,975.20 \$10,975.20 New Animation Writer \$2,750.83 \$9,771.36	\$3,182.45 \$11,304.46 \$3,182.45 \$11,304.46 \$2,750.83	\$11,643.59 \$3,277.92 \$11,643.59 \$2,750.83	307 100 325 93
Subjects One Hour of Synopsis & Outline Screenplay Subjects 75 Minutes Synopsis & Outline Screenplay One Hour or More Sure Synopsis & Outline Screenplay Effective for contracts en	r More But Less than \$2,999.77 \$10,655.53 or More (Theatrical) \$2,999.77 \$10,655.53 abjects (Theatrical) - " \$2,750.83 \$9,771.36	\$3,089.76 \$10,975.20 \$3,089.76 \$10,975.20 \$10,975.20 New Animation Writer \$2,750.83 \$9,771.36	\$3,182.45 \$11,304.46 \$3,182.45 \$11,304.46 **** \$2,750.83 \$9,771.36	\$11,643.59 \$3,277.92 \$11,643.59 \$2,750.83	307 100 325 93
Subjects One Hour of Synopsis & Outline Screenplay Subjects 75 Minutes Synopsis & Outline Screenplay One Hour or More Surpers & Outline Synopsis & Outline Synopsis & Outline Screenplay	r More But Less than \$2,999.77 \$10,655.53 or More (Theatrical) \$2,999.77 \$10,655.53 abjects (Theatrical) - " \$2,750.83 \$9,771.36	\$3,089.76 \$10,975.20 \$3,089.76 \$10,975.20 \$10,975.20 New Animation Writer \$2,750.83 \$9,771.36	\$3,182.45 \$11,304.46 \$3,182.45 \$11,304.46 **** \$2,750.83 \$9,771.36	\$11,643.59 \$3,277.92 \$11,643.59 \$2,750.83	307 100 325 93
Subjects One Hour of Synopsis & Outline Screenplay Subjects 75 Minutes Synopsis & Outline Screenplay One Hour or More Sure Synopsis & Outline Screenplay Effective for contracts en Subjects One Hour or More Sure Subjects One Hour One Sure Subjects One Subje	r More But Less than \$2,999.77 \$10,655.53 or More (Theatrical) \$2,999.77 \$10,655.53 abjects (Theatrical) - " \$2,750.83 \$9,771.36	\$3,089.76 \$10,975.20 \$3,089.76 \$10,975.20 \$10,975.20 New Animation Writer \$2,750.83 \$9,771.36	\$3,182.45 \$11,304.46 \$3,182.45 \$11,304.46 \$2,750.83 \$9,771.36	\$11,643.59 \$3,277.92 \$11,643.59 \$2,750.83 \$9,771.36	307 100 325 93 307
Subjects One Hour of Synopsis & Outline Screenplay Subjects 75 Minutes Synopsis & Outline Screenplay One Hour or More Sure Synopsis & Outline Screenplay Effective for contracts en Subjects One Hour of Synopsis & Outline Screenplay	r More But Less than \$2,999.77 \$10,655.53 or More (Theatrical) \$2,999.77 \$10,655.53 abjects (Theatrical) - " \$2,750.83 \$9,771.36 Intered into on or after r More But Less than	\$3,089.76 \$10,975.20 \$3,089.76 \$10,975.20 \$10,975.20 New Animation Writer \$2,750.83 \$9,771.36	\$3,182.45 \$11,304.46 \$3,182.45 \$11,304.46 \$2,750.83 \$9,771.36	\$11,643.59 \$3,277.92 \$11,643.59 \$2,750.83 \$9,771.36	307 100 325 93 307
Subjects One Hour of Synopsis & Outline Screenplay Subjects 75 Minutes Synopsis & Outline Screenplay One Hour or More Sure Synopsis & Outline Screenplay Effective for contracts en Subjects One Hour of Synopsis & Outline Screenplay Subjects 75 Minutes Subjects 75 Minutes	r More But Less than \$2,999.77 \$10,655.53 or More (Theatrical) \$2,999.77 \$10,655.53 abjects (Theatrical) - " \$2,750.83 \$9,771.36 Intered into on or after r More But Less than	\$3,089.76 \$10,975.20 \$3,089.76 \$10,975.20 \$10,975.20 New Animation Writer \$2,750.83 \$9,771.36	\$3,182.45 \$11,304.46 \$3,182.45 \$11,304.46 \$2,750.83 \$9,771.36	\$3,277.92 \$11,643.59 \$11,643.59 \$2,750.83 \$9,771.36 \$3,507.38 \$12,458.63	307 100 325 93 307 100 325
Subjects One Hour of Synopsis & Outline Screenplay Subjects 75 Minutes Synopsis & Outline Screenplay One Hour or More Sure Synopsis & Outline Screenplay Effective for contracts en Subjects One Hour of Synopsis & Outline Screenplay	r More But Less than \$2,999.77 \$10,655.53 or More (Theatrical) \$2,999.77 \$10,655.53 abjects (Theatrical) - " \$2,750.83 \$9,771.36 Intered into on or after r More But Less than	\$3,089.76 \$10,975.20 \$3,089.76 \$10,975.20 \$10,975.20 New Animation Writer \$2,750.83 \$9,771.36	\$3,182.45 \$11,304.46 \$3,182.45 \$11,304.46 \$2,750.83 \$9,771.36	\$11,643.59 \$3,277.92 \$11,643.59 \$2,750.83 \$9,771.36	307 100 325 93 307

^{*} 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 Journeyperson 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.

Effective Dates:		First Period	Second Period	Third Period	P&H Hours
(Unless otherwise specified)	8/2/20-7/31/21	8/1/21-7/30/22	7/31/22-7/29/23	7/30/23-7/31/24	8/1/21-7/31/24
ANIMATION WRITER CLASS	IFICATION (continue	ed)			
DIDLEO					
<u>BIBLES</u>					
Pitch Bible		per individual negotiation	per individual negotiation	per individual negotiation	33 (40 for contracts entered into on or after
		negotiation	negotiation	negotiation	August 7, 2022)
Mini-Bible		per individual	per individual	per individual	100 (115 for contracts
		negotiation	negotiation	negotiation	entered into on or after
					August 7, 2022)
Full Bible		per individual	per individual	per individual	250 (300 for contracts
		negotiation	negotiation	negotiation	entered into on or after
					August 7, 2022)

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 August 7, 2022, 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.

FREELANCE TIMING					
Sheet Timer	8/2/2020 -	7/10/2022 -	7/9/2023 -	1/1/2024 -	8 hours/100 feet
("Animation Timer"	7/9/2022	7/8/2023	12/31/2023	7/31/2024	(8 hours/70 feet effective
effective July 10, 2022)	\$3.98	\$4.20	\$4.41	\$4.63	July 10, 2022)
	per foot	per foot	per foot	per foot	(or pro rata)

2021-24 Unit Rates 00271551.XLSX

8/2/20- Hourly	-7/31/21	9/1/91			Second Period		Third Period	
Hourky	8/2/20-7/31/21		8/1/21-7/30/22		7/31/22-7/29/23		3-7/31/24	
Hourry	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	
 s and Televi	 sion - Comp	ositor)						
		<u> </u>						
\$32.95	\$1 318 00	\$33.94	\$1 357 60	\$34.96	\$1 398 40	\$36.01	\$1,440.40	
							\$1,497.60	
						•	\$1,540.80	
\$36.69	\$1,467.60	\$37.79	\$1,511.60	\$38.92	\$1,556.80	\$40.09	\$1,603.60	
⊥ tion - Visua	l I Developme	nt)						
\$48.65	\$1,946.00	\$50.11	\$2,004.40	\$51.61	\$2,064.40	\$53.16	\$2,126.40	
\$49.75	\$1,990.00	\$51.24	\$2,049.60	\$52.78	\$2,111.20	\$54.36	\$2,174.40	
\$51.60	\$2,064.00	\$53.15	\$2,126.00	\$54.74	\$2,189.60	\$56.38	\$2,255.20	
001 4	-4/24							
S - CGI Anin	<u>lator/Modele</u>	<u>:r)</u>						
¢40.65	¢1.046.00	ΦEO 11	¢2.004.40	ΦE1 G1	\$2.064.40	ΦE2 16	\$2,126.40	
							\$2,120.40	
	. ,	•					\$2,174.40	
V	ψ=,σσσσ	-	V =, :=0:00	Ψ	ψ=, :σσ:σσ	Ψσσ.σσ		
\$49.45	\$1,978.00	\$50.93	\$2,037.20	\$52.46	\$2,098.40	\$54.03	\$2,161.20	
\$41.19	\$1,647.60	\$42.43	\$1,697.20	\$43.70	\$1,748.00	\$45.01	\$1,800.40	
\$42.21	\$1,688.40	\$43.48	\$1,739.20	\$44.78	\$1,791.20	\$46.12	\$1,844.80	
\$44.16	\$1,766.40	\$45.48	\$1,819.20	\$46.84	\$1,873.60	\$48.25	\$1,930.00	
\$37.76	\$1,510.40	\$38.89	\$1,555.60	\$40.06	\$1,602.40	\$41.26	\$1,650.40	
\$38.78	\$1,551.20	\$39.94	\$1,597.60	\$41.14	\$1,645.60	\$42.37	\$1,694.80	
\$35.00	\$1,400.00	\$36.05	\$1,442.00	\$37.13	\$1,485.20	\$38.24	\$1,529.60	
\$36.01	\$1,440.40	\$37.09	\$1,483.60	\$38.20	\$1,528.00	\$39.35	\$1,574.00	
\$37.35	\$1,494.00	\$38.47	\$1,538.80	\$39.62	\$1,584.80	\$40.81	\$1,632.40	
	\$32.95 \$34.26 \$35.25 \$36.69 Ition - Visua \$48.65 \$49.75 \$51.60 S - CGI Anim \$48.65 \$49.75 \$51.60 \$49.45 \$41.19 \$42.21 \$44.16 \$37.76 \$38.78	\$32.95 \$1,318.00 \$34.26 \$1,370.40 \$35.25 \$1,410.00 \$36.69 \$1,467.60 \$48.65 \$1,946.00 \$49.75 \$1,990.00 \$51.60 \$2,064.00 \$49.75 \$1,990.00 \$51.60 \$2,064.00 \$49.75 \$1,990.00 \$49.75 \$1,990.00 \$49.75 \$1,990.00 \$49.75 \$1,990.00 \$49.75 \$1,990.00 \$49.75 \$1,990.00 \$49.75 \$1,960.00 \$49.75 \$1,978.00 \$49.45 \$1,978.00	\$32.95 \$1,318.00 \$33.94 \$34.26 \$1,370.40 \$35.29 \$35.25 \$1,410.00 \$36.31 \$36.69 \$1,467.60 \$37.79 S48.65 \$1,946.00 \$50.11 \$49.75 \$1,990.00 \$51.24 \$51.60 \$2,064.00 \$53.15 S - CGI Animator/Modeler) \$48.65 \$1,946.00 \$53.15 S - CGI Animator/Modeler) \$48.65 \$1,946.00 \$53.15 \$49.75 \$1,990.00 \$51.24 \$51.60 \$2,064.00 \$53.15 \$49.45 \$1,978.00 \$50.93 \$49.45 \$1,978.00 \$50.93 \$49.45 \$1,978.00 \$50.93 \$49.45 \$1,647.60 \$42.43 \$42.21 \$1,688.40 \$43.48 \$44.16 \$1,766.40 \$45.48 \$37.76 \$1,510.40 \$38.89 \$38.78 \$1,551.20 \$39.94 \$35.00 \$1,400.00 \$36.05 \$36.01 \$1,440.40 \$37.09	\$32.95 \$1,318.00 \$33.94 \$1,357.60 \$34.26 \$1,370.40 \$35.29 \$1,411.60 \$35.25 \$1,410.00 \$36.31 \$1,452.40 \$36.69 \$1,467.60 \$37.79 \$1,511.60 \$10.00 \$36.31 \$1,452.40 \$1.00 \$36.69 \$1,467.60 \$37.79 \$1,511.60 \$1.0	\$32.95 \$1,318.00 \$33.94 \$1,357.60 \$34.96 \$34.26 \$1,370.40 \$35.29 \$1,411.60 \$36.35 \$35.25 \$1,410.00 \$36.31 \$1,452.40 \$37.40 \$36.69 \$1,467.60 \$37.79 \$1,511.60 \$38.92 \$1,411.60 \$36.35 \$1,467.60 \$37.79 \$1,511.60 \$38.92 \$1,410.00 \$36.31 \$1,452.40 \$37.40 \$38.92 \$1,467.60 \$37.79 \$1,511.60 \$38.92 \$1,467.60 \$37.79 \$1,511.60 \$38.92 \$1,480.60 \$50.11 \$2,004.40 \$51.61 \$49.75 \$1,990.00 \$51.24 \$2,049.60 \$52.78 \$51.60 \$2,064.00 \$53.15 \$2,126.00 \$54.74 \$1,990.00 \$51.24 \$2,004.40 \$51.61 \$49.75 \$1,990.00 \$51.24 \$2,004.40 \$51.61 \$49.75 \$1,990.00 \$51.24 \$2,004.40 \$52.78 \$51.60 \$2,064.00 \$53.15 \$2,126.00 \$54.74 \$1,647.60 \$42.43 \$1,697.20 \$54.74 \$1,978.00 \$50.93 \$2,037.20 \$52.46 \$1,978.00 \$44.78 \$44.16 \$1,766.40 \$42.43 \$1,697.20 \$44.70 \$42.21 \$1,688.40 \$43.48 \$1,739.20 \$44.78 \$44.16 \$1,766.40 \$45.48 \$1,819.20 \$46.84 \$1,819.20 \$46.84	\$32.95 \$1,318.00 \$33.94 \$1,357.60 \$34.96 \$1,398.40 \$34.26 \$1,370.40 \$35.29 \$1,411.60 \$36.35 \$1,454.00 \$35.25 \$1,410.00 \$36.31 \$1,452.40 \$37.40 \$1,496.00 \$36.69 \$1,467.60 \$37.79 \$1,511.60 \$38.92 \$1,556.80 \$1,000 \$	\$32.95 \$1,318.00 \$33.94 \$1,357.60 \$34.96 \$1,398.40 \$36.01 \$34.26 \$1,370.40 \$35.29 \$1,411.60 \$36.35 \$1,454.00 \$37.44 \$35.25 \$1,410.00 \$36.31 \$1,452.40 \$37.40 \$1,496.00 \$38.52 \$36.69 \$1,467.60 \$37.79 \$1,511.60 \$38.92 \$1,556.80 \$40.09 \$1,467.60 \$37.79 \$1,511.60 \$38.92 \$1,556.80 \$40.09 \$1,467.60 \$37.79 \$1,511.60 \$38.92 \$1,556.80 \$40.09 \$1,467.60 \$37.79 \$1,511.60 \$38.92 \$1,556.80 \$40.09 \$1,48.65 \$1,946.00 \$50.11 \$2,004.40 \$51.61 \$2,064.40 \$53.16 \$49.75 \$1,990.00 \$51.24 \$2,049.60 \$52.78 \$2,111.20 \$54.36 \$51.60 \$2,064.00 \$53.15 \$2,126.00 \$54.74 \$2,189.60 \$56.38 \$1,946.00 \$53.15 \$2,126.00 \$54.74 \$2,189.60 \$56.38 \$1,946.00 \$53.15 \$2,126.00 \$54.74 \$2,189.60 \$56.38 \$1,946.00 \$53.15 \$2,126.00 \$54.74 \$2,189.60 \$56.38 \$1,946.00 \$53.15 \$2,126.00 \$54.74 \$2,189.60 \$56.38 \$1,949.45 \$1,978.00 \$50.93 \$2,037.20 \$52.46 \$2,098.40 \$54.03 \$49.45 \$1,978.00 \$50.93 \$2,037.20 \$52.46 \$2,098.40 \$54.03 \$44.19 \$1,647.60 \$42.43 \$1,697.20 \$43.70 \$1,748.00 \$45.01 \$42.21 \$1,688.40 \$43.48 \$1,739.20 \$44.78 \$1,791.20 \$46.12 \$44.16 \$1,766.40 \$45.48 \$1,819.20 \$46.84 \$1,873.60 \$48.25 \$33.76 \$1,510.40 \$338.89 \$1,555.60 \$40.06 \$1,602.40 \$41.26 \$38.78 \$1,551.20 \$39.94 \$1,597.60 \$41.14 \$1,645.60 \$42.37 \$35.00 \$1,400.00 \$36.05 \$1,442.00 \$37.13 \$1,485.20 \$38.24 \$36.01 \$1,440.40 \$37.09 \$1,483.60 \$38.20 \$1,528.00 \$39.35	

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.

Effective Dates:	1		First	Period	Secon	d Period	Third	Period
(Unless otherwise specified)	8/2/20	-7/31/21		-7/30/22		2-7/29/23		3-7/31/24
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
CIDEL ETTER D. (Malt Diamov Diatum	oo Drodusti	on Tookniss	l Director)					
SIDELETTER D - (Walt Disney Picture Production Technical Director I	<u>es - Production</u>	on rechnica	Director)					1
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	\$1,940.00	\$51.24	\$2,004.40	\$52.78	\$2,004.40	\$54.36	\$2,174.40
Journey	\$51.60	\$2,064.00	\$53.15	\$2,049.00	\$54.74	\$2,111.20	\$56.38	\$2,174.40
oddiney	ψ51.00	Ψ2,004.00	ψ55.15	ΨΖ, 120.00	ΨΟΨ.ΤΨ	Ψ2,103.00	ψ00.00	ΨΖ,ΖΟΟ.ΖΟ
Production Technical Director II	\$49.45	\$1,978.00	\$50.93	\$2,037.20	\$52.46	\$2,098.40	\$54.03	\$2,161.20
Production Technical Director III								
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
Production Technical Director IV								
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
Production Technical Director V								
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
Godiney	Ψ01.00	ψ1,434.00	ψου.+1	Ψ1,000.00	Ψ00.02	Ψ1,004.00	ψ+0.01	Ψ1,002.40
SIDELETTER E ⁺ - (DreamWorks Anin	nation I I C. C	 reamWorks	Animation	Television	Inc. Warne	er Bros, Anin	nation Inc.	and
SIDELETTER E ⁺ - (DreamWorks Anin							nation Inc.	and
Warner Specialty Productions Inc.) -	Applicable to	all signator	y Produce	rs effective o	on July 10,	2022		
Warner Specialty Productions Inc.) - CGI Animator/Modelers - Effective Al	Applicable to l ugust 1, 2021	all signator	y Produce	rs effective o	on July 10,	2022		
Warner Specialty Productions Inc.) - CGI Animator/Modelers - Effective Accompletion of the current level of productions.	Applicable to l ugust 1, 2021	all signator	y Produce	rs effective o	on July 10,	2022		
Warner Specialty Productions Inc.) - CGI Animator/Modelers - Effective Accompletion of the current level of pro CGI Animator/Modeler 1	Applicable to lugust 1, 2021 ogression	all signator to and inclu	y Produce Iding Augu	rs effective o	on July 10, ad for curre	2022 ent employee	es until sat	isfactory
Warner Specialty Productions Inc.) - CGI Animator/Modelers - Effective Accompletion of the current level of pro CGI Animator/Modeler 1 1st 18 months	Applicable to ugust 1, 2021 ogression \$49.17	to and inclusion \$1,966.80	y Produce ding Augu \$50.65	rs effective of st 6, 2022 and \$2,026.00	on July 10, ad for curre \$52.17	2022 ent employee \$2,086.80	es until sati \$53.74	<i>isfactory</i> \$2,149.60
Warner Specialty Productions Inc.) - CGI Animator/Modelers - Effective Accompletion of the current level of pro CGI Animator/Modeler 1	Applicable to lugust 1, 2021 ogression	all signator to and inclu	y Produce Iding Augu	rs effective o	on July 10, ad for curre	2022 ent employee	es until sat	isfactory
Warner Specialty Productions Inc.) - CGI Animator/Modelers - Effective Accompletion of the current level of processing CGI Animator/Modeler 1 1st 18 months Journey	Applicable to ugust 1, 2021 ogression \$49.17	to and inclusion \$1,966.80	y Produce ding Augu \$50.65	rs effective of st 6, 2022 and \$2,026.00	on July 10, ad for curre \$52.17	2022 ent employee \$2,086.80	es until sati \$53.74	<i>isfactory</i> \$2,149.60
Warner Specialty Productions Inc.) - CGI Animator/Modelers - Effective Ale completion of the current level of pro CGI Animator/Modeler 1 1st 18 months Journey CGI Animator/Modeler 2	Applicable to ugust 1, 2021 ogression \$49.17 \$51.60	\$1,966.80 \$2,064.00	\$50.65 \$53.15	\$2,026.00 \$2,126.00	\$52.17 \$54.74	\$2,086.80 \$2,189.60	\$53.74 \$56.38	\$2,149.60 \$2,255.20
Warner Specialty Productions Inc.) - CGI Animator/Modelers - Effective Accompletion of the current level of proceedings of the current level of procedure 1 1st 18 months Journey CGI Animator/Modeler 2 1st 18 months	Applicable to ugust 1, 2021 ogression \$49.17	\$1,966.80 \$2,064.00 \$1,889.20	\$50.65 \$53.15	rs effective of st 6, 2022 and \$2,026.00	\$52.17 \$54.74	2022 ent employee \$2,086.80	\$53.74 \$56.38 \$51.61	<i>isfactory</i> \$2,149.60
Warner Specialty Productions Inc.) - CGI Animator/Modelers - Effective Ale completion of the current level of pro CGI Animator/Modeler 1 1st 18 months Journey CGI Animator/Modeler 2	### Applicable to a superstant of the superstant	\$1,966.80 \$2,064.00	\$50.65 \$53.15	\$2,026.00 \$2,126.00 \$1,946.00	\$52.17 \$54.74	\$2,086.80 \$2,189.60 \$2,004.40	\$53.74 \$56.38	\$2,149.60 \$2,255.20 \$2,064.40
Warner Specialty Productions Inc.) - CGI Animator/Modelers - Effective Accompletion of the current level of proceedings of the current level of procedure 1 1st 18 months Journey CGI Animator/Modeler 2 1st 18 months	### Applicable to a superstant of the superstant	\$1,966.80 \$2,064.00 \$1,889.20	\$50.65 \$53.15	\$2,026.00 \$2,126.00 \$1,946.00	\$52.17 \$54.74	\$2,086.80 \$2,189.60 \$2,004.40	\$53.74 \$56.38 \$51.61	\$2,149.60 \$2,255.20 \$2,064.40
Warner Specialty Productions Inc.) - CGI Animator/Modelers - Effective Accompletion of the current level of proceedings of the current level of procedure of the current level of the current level of procedure of the current level of th	### Applicable to a superstant of the superstant	\$1,966.80 \$2,064.00 \$1,889.20	\$50.65 \$53.15	\$2,026.00 \$2,126.00 \$1,946.00	\$52.17 \$54.74	\$2,086.80 \$2,189.60 \$2,004.40	\$53.74 \$56.38 \$51.61	\$2,149.60 \$2,255.20 \$2,064.40
Warner Specialty Productions Inc.) - CGI Animator/Modelers - Effective Accompletion of the current level of proceedings of the current level of procedure of the current level of	### Applicable to ugust 1, 2021 pgression \$49.17 \$51.60 \$47.23 \$49.45	\$1,966.80 \$2,064.00 \$1,978.00	\$50.65 \$53.15 \$48.65 \$50.93	\$2,026.00 \$2,126.00 \$1,946.00 \$2,037.20	\$52.17 \$54.74 \$50.11 \$52.46	\$2,086.80 \$2,189.60 \$2,098.40	\$53.74 \$56.38 \$51.61 \$54.03	\$2,149.60 \$2,255.20 \$2,064.40 \$2,161.20
Warner Specialty Productions Inc.) - CGI Animator/Modelers - Effective Accompletion of the current level of processing to the current level of processing the current level of processing to the current level of processing to the current level of processing the current level of processing to the current level of processing to the current level of processing the current level of processing to the current level of processing to the current level of processing the current level of processing the current level of processing the current leve	\$49.17 \$51.60 \$49.45 \$41.69	\$1,966.80 \$2,064.00 \$1,978.00 \$1,667.60	\$50.65 \$53.15 \$48.65 \$50.93	\$2,026.00 \$2,126.00 \$1,946.00 \$1,717.60	\$52.17 \$54.74 \$52.46	\$2,086.80 \$2,189.60 \$2,098.40 \$1,769.20	\$53.74 \$56.38 \$51.61 \$54.03	\$2,149.60 \$2,255.20 \$2,064.40 \$2,161.20 \$1,822.40
Warner Specialty Productions Inc.) - CGI Animator/Modelers - Effective Accompletion of the current level of processing CGI Animator/Modeler 1 1st 18 months Journey CGI Animator/Modeler 2 1st 18 months Journey CGI Animator/Modeler 3 1st 18 months Journey CGI Animator/Modeler 4	\$49.17 \$51.60 \$49.45 \$41.69 \$44.16	\$1,966.80 \$2,064.00 \$1,978.00 \$1,667.60 \$1,766.40	\$50.65 \$53.15 \$48.65 \$50.93 \$42.94 \$45.48	\$2,026.00 \$2,126.00 \$1,946.00 \$2,037.20 \$1,717.60 \$1,819.20	\$52.17 \$54.74 \$50.11 \$52.46 \$44.23 \$46.84	\$2,086.80 \$2,086.80 \$2,189.60 \$2,004.40 \$2,098.40 \$1,769.20 \$1,873.60	\$53.74 \$56.38 \$51.61 \$54.03 \$45.56 \$48.25	\$2,149.60 \$2,255.20 \$2,064.40 \$2,161.20 \$1,822.40 \$1,930.00
Warner Specialty Productions Inc.) - CGI Animator/Modelers - Effective Accompletion of the current level of processing to the current level of processing the current level of processing to the current level of processing to the current level of processing the current level of processing to the current level of processing to the current level of processing the current level of processing to the current level of processing to the current level of processing the current level of processing the current level of processing the current leve	\$49.17 \$51.60 \$49.45 \$41.69	\$1,966.80 \$2,064.00 \$1,978.00 \$1,667.60	\$50.65 \$53.15 \$48.65 \$50.93	\$2,026.00 \$2,126.00 \$1,946.00 \$1,717.60	\$52.17 \$54.74 \$52.46	\$2,086.80 \$2,189.60 \$2,098.40 \$1,769.20	\$53.74 \$56.38 \$51.61 \$54.03	\$2,149.60 \$2,255.20 \$2,064.40 \$2,161.20 \$1,822.40
Warner Specialty Productions Inc.) - CGI Animator/Modelers - Effective Accompletion of the current level of processing to the current level of processing the current level of processing to the current level of processing to the current level of processing the current level of processing to the current level of processing to the current level of processing the current level of processing the current level of processing to the current level of processing the current level of processing the current level of processing the current level o	\$49.17 \$51.60 \$49.45 \$41.69 \$44.16	\$1,966.80 \$1,966.80 \$2,064.00 \$1,978.00 \$1,667.60 \$1,766.40	\$50.65 \$53.15 \$48.65 \$50.93 \$42.94 \$45.48	\$2,026.00 \$2,126.00 \$1,946.00 \$2,037.20 \$1,717.60 \$1,819.20	\$52.17 \$54.74 \$50.11 \$52.46 \$44.23 \$46.84	\$2,086.80 \$2,086.80 \$2,189.60 \$2,098.40 \$1,769.20 \$1,873.60 \$1,602.40	\$53.74 \$56.38 \$51.61 \$54.03 \$45.56 \$48.25	\$2,149.60 \$2,255.20 \$2,064.40 \$2,161.20 \$1,822.40 \$1,930.00 \$1,650.40
Warner Specialty Productions Inc.) - CGI Animator/Modelers - Effective Accompletion of the current level of processing to the current level of processing the current level of processing to the current level of processing to the current level of processing the current level of processing to the current level of processing to the current level of processing the current level of processing the current level of processing to the current level of processing the current level of processing the current level of processing the current level o	\$49.17 \$51.60 \$49.45 \$41.69 \$44.16 \$37.76 \$38.78	\$1,966.80 \$1,966.80 \$2,064.00 \$1,978.00 \$1,667.60 \$1,766.40 \$1,551.20	\$50.65 \$53.15 \$48.65 \$50.93 \$42.94 \$45.48 \$38.89 \$39.94	\$2,026.00 \$2,026.00 \$2,126.00 \$1,946.00 \$2,037.20 \$1,717.60 \$1,819.20 \$1,555.60 \$1,597.60	\$52.17 \$54.74 \$50.11 \$52.46 \$44.23 \$46.84 \$40.06 \$41.14	\$2,086.80 \$2,086.80 \$2,189.60 \$2,098.40 \$1,769.20 \$1,873.60 \$1,602.40 \$1,645.60	\$53.74 \$56.38 \$51.61 \$54.03 \$45.56 \$48.25 \$41.26 \$42.37	\$2,149.60 \$2,255.20 \$2,064.40 \$2,161.20 \$1,822.40 \$1,930.00 \$1,650.40 \$1,694.80
Warner Specialty Productions Inc.) - CGI Animator/Modelers - Effective Accompletion of the current level of production of the current level of the current level of production of the current	\$49.17 \$51.60 \$49.45 \$47.23 \$49.45 \$41.69 \$44.16 \$37.76 \$38.78	\$1,966.80 \$1,966.80 \$2,064.00 \$1,978.00 \$1,978.00 \$1,766.40 \$1,551.20 \$1,419.60	\$50.65 \$53.15 \$48.65 \$50.93 \$42.94 \$45.48 \$38.89 \$39.94	\$2,026.00 \$2,126.00 \$1,946.00 \$2,037.20 \$1,717.60 \$1,819.20 \$1,555.60 \$1,597.60	\$52.17 \$54.74 \$50.11 \$52.46 \$44.23 \$46.84 \$40.06 \$41.14	\$2,086.80 \$2,086.80 \$2,189.60 \$2,098.40 \$1,769.20 \$1,873.60 \$1,602.40 \$1,645.60	\$53.74 \$56.38 \$51.61 \$54.03 \$45.56 \$48.25 \$41.26 \$42.37	\$2,149.60 \$2,255.20 \$2,064.40 \$2,161.20 \$1,822.40 \$1,930.00 \$1,650.40 \$1,694.80
Warner Specialty Productions Inc.) - CGI Animator/Modelers - Effective Accompletion of the current level of processing to the current level of processing the current level of processing to the current level of processing to the current level of processing the current level of processing to the current level of processing to the current level of processing the current level of processing the current level of processing to the current level of processing the current level of processing the current level of processing the current level o	\$49.17 \$51.60 \$49.45 \$41.69 \$44.16 \$37.76 \$38.78	\$1,966.80 \$1,966.80 \$2,064.00 \$1,978.00 \$1,667.60 \$1,766.40 \$1,551.20	\$50.65 \$53.15 \$48.65 \$50.93 \$42.94 \$45.48 \$38.89 \$39.94	\$2,026.00 \$2,026.00 \$2,126.00 \$1,946.00 \$2,037.20 \$1,717.60 \$1,819.20 \$1,555.60 \$1,597.60	\$52.17 \$54.74 \$50.11 \$52.46 \$44.23 \$46.84 \$40.06 \$41.14	\$2,086.80 \$2,086.80 \$2,189.60 \$2,098.40 \$1,769.20 \$1,873.60 \$1,602.40 \$1,645.60	\$53.74 \$56.38 \$51.61 \$54.03 \$45.56 \$48.25 \$41.26 \$42.37	\$2,149.60 \$2,255.20 \$2,064.40 \$2,161.20 \$1,822.40 \$1,930.00 \$1,650.40 \$1,694.80

^{*} 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.

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

Wage Scales, August 1, 2021 - July 31, 2024

Effective Dates:			First Period			d Period	Third Period	
(Unless otherwise specified)	8/2/20-7/31/21		8/1/21-7/30/22		7/31/22-7/29/23		7/30/23-7/31/24	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
SIDELETTER E ⁺ - (DreamWorks Anima	ation LLC, D	<u> PreamWorks</u>	Animation	Television,	Inc., Warne	er Bros. Anin	nation Inc.	<u>and</u>
Warner Specialty Productions Inc.) - A	pplicable to	all signator	y Produce	rs effective (on July 10,	2022 (contin	ued)	
CGI Animator/Modelers - Effective Aug	 gust 7, 2022	and for curi	rent emplo	 yees after sa	atisfactory (completion of	of	
the current level of progression	<u>, </u>			1	,	<i>'</i>		
CGI Animator/Modeler 1								
Journey			\$53.15	\$2,126.00	\$54.74	\$2,189.60	\$56.38	\$2,255.20
CGI Animator/Modeler 2								
Journey			\$50.93	\$2,037.20	\$52.46	\$2,098.40	\$54.03	\$2,161.20
CGI Animator/Modeler 3								
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
CGI Animator/Modeler 4								
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
Digital Scene Planning								
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
Scan Checker								
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
Digital Check								
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 acala for daily amplayoos ab	-11 1 447 7:	100/ (1100/	ff f		\		- ft :	

^{*} 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 Journeyperson classification levels are based upon artist function and skill set required for an assignment.

vage Scales, August 1, 2021 - 30

Weekly Employment*

Effective Dates:			First	Period	Secon	d Period	Third Period	
(Unless otherwise specified)	8/2/20-7/31/21		8/1/21-7/30/22		7/31/22-7/29/23		7/30/23	3-7/31/24
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
SIDELETTER E ⁺ - (DreamWorks Anim	ation LLC, D	reamWorks	Animation	Television,	Inc., Warne	er Bros. Anin	nation Inc.	and
Warner Specialty Productions Inc.) - A								
Production Technical Directors - Effect	tive Augus	t 1. 2021 to a	nd includir	l na Auaust 6.	2022 and	 for current e	mplovees i	until
satisfactory completion of the current							,,	
Production Technical Director 1								
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
Production Technical Director 2	1							
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
Production Technical Director 3	1							
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
Production Technical Director 4								
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
Production Technical Director 5								
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
Production Technical Directors - Effective Production Technical Dire	tive on Aug	ust 7. 2022 a	and for cur	rent employ	ees after sa	 atisfactory c	ompletion	of
the current level of progression								
Production Technical Director 1								
Journey			\$53.15	\$2,126.00	\$54.74	\$2,189.60	\$56.38	\$2,255.20
Production Technical Director 2	1							
Journey			\$49.73	\$1,989.20	\$51.22	\$2,048.80	\$52.76	\$2,110.40
Production Technical Director 3	1							
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
Production Technical Director 4								
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
* 10:		400/ /4400/	cc (;)		\			

^{*} 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.

2021-24 Co Sideletters

⁺ 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 Journeyperson classification levels are based upon artist function and skill set required for an assignment.

Effective Dates:				First Period		d Period	Third Period		
(Unless otherwise specified)	8/2/20	-7/31/21	8/1/21	-7/30/22	7/31/22-7/29/23		7/30/23-7/31/24		
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	
SIDELETTER E ⁺ - (DreamWorks A	nimation I.I.C. F)roamWorks	Animation	Tolovision	Inc. Warne	r Bros Anin	nation Inc	and	
Warner Specialty Productions Inc.								<u>anu</u>	
			,		cu.,		,		
Digital Painter									
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	
Trainee									
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	
(Subject to right of Producer to	· ·		•				<u> </u>	. ,	
SIDELETTER F - (Walt Disney Pict	ures and Warne	r Bros, Anin	nation Inc.	_ - Animation/	Timina Dir	ectors)			
Animation Director	laroo ana vvanie	Bros. Anni	TIGUIOTI TITO.		Tilling Dir				
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	
Timing Director									
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	
SIDELETTER G - (Walt Disney Pic	turos - 3D Comr	ositors)							
CGI 3D Compositor I	lares - 3D Comp								
1st 6 months	\$46.17	\$1,846.80	\$47.56	\$1,902.40	\$48.99	\$1,959.60	\$50.46	\$2,018.40	
CGI 3D Compositor II									
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	\$1,480.00	\$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	\$1,748.00	\$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	
Coarney	Ψ11.10	ψ1,7 00.10	Ψ 10.10	ψ1,010.20	Ψ10.01	ψ1,070.00	Ψ10.20	ψ1,000.00	
CIDELETTED H //Mornor Drop A-	nimation Anim	otion Proces							
SIDELETTER H - (Warner Bros. Ar Animation Processor	<u>ıımatıon - Anlma</u>	auon Proces	<u>sors)</u>						
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	\$1,442.00	\$38.20	\$1,465.20	\$39.35	\$1,529.60	
Journey	\$37.35	\$1,440.40	\$37.09	\$1,463.60	\$39.62	\$1,526.00	\$40.81	\$1,632.40	
oddiney	ψ57.55	ψ1,π34.00	ΨΟΟ.+1	ψ1,000.00	ψυσ.υΖ	ψ1,004.00	Ψ+0.01	ψ1,002.40	
	-					ā .		-	

^{*} 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 Journeyperson 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

Effective Dates:			First Period		Second Period		Third Period	
(Unless otherwise specified)	8/2/20	8/2/20-7/31/21		8/1/21-7/30/22		7/31/22-7/29/23		-7/31/24
	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	\$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
21-952 Digital Animator II								
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
21-953 Digital Animator Trainee								
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.