

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
ANIMATION								
21-012 Animator**								
21-032 Background**								
21-042 Layout**								
21-052 Model Designer**								
21-022 Animation Story Person**								
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 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
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
21-801 Staff Comic Strip Story Person and/or 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
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
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 / Storyboard Revisionist								
21-122 Assistant Background / Assistant Layout								
21-132 Assistant Model Designer								
21-802 Assistant Staff Comic Strip Story Person and/or Artist								
1st 6 months	\$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 Breakdown								
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, Model Designer, Background and Production Board								
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 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.

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	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 Story Person and/or Apprentice Story Sketch								
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>								
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, 2021 to and including July 9, 2022)								
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
21-335 Animation Timer (effective July 10, 2022)								
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
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
21-242 Scene Planner (August 1, 2021 to and including July 9, 2022)								
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
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

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	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
COLOR DESIGNERS								
			Effective 8/1/2021 - 7/9/2022					
21-501 Color Designer**								
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				
			Effective 7/10/2022 - 7/30/2022					
21-501 Color Designer**								
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 Effects, Painters)								
21-412 Assistant Supervisor (Ink and Paint, Xerox, Color Model or Paint Lab)								
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

* 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.

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	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
INK AND PAINT (Inking, Special Effects, Painters) (continued)								
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
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	\$38.21	\$1,528.40	\$39.36	\$1,574.40	\$40.54	\$1,621.60	\$41.76	\$1,670.40
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/Mark-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
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
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 Technician								
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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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 assigned)								
21-812 Class I (Story Person or Artist doing two Sunday pages or six daily 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 one Sunday page per week)								
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 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
21-852 Six Strips (Writes and draws)								
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
21-862 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 ARTISTS								
21-872 Class I (Responsible)								
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
21-882 Class II (Assistant)								
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
ANIMATION WRITERS								
<i>For current employees and new hires prior to July 10, 2022:</i>								
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
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
<i>For current employees after satisfactory completion of the current level of progression and new hires on or after July 10, 2022:</i>								
			Effective 7/10/2022 - 7/30/2022					
21-850 Associate Animation Writer								
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>								
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
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
			\$63.56	\$2,542.40	\$65.47	\$2,618.80	\$67.44	\$2,697.60
<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>								
21-850 Associate Animation Writer								
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>								
21-851 Animation Writer Level 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
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
21-852 Animation Writer Level 2					\$63.00	\$2,520.00	\$64.89	\$2,595.60
21-853 Supervising Animation Writer***					\$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
STORYBOARD CLASSIFICATION					
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)					
Short Subjects - Less than 4 Minutes (TV or Theatrical)					
Storyboard Only	per individual negotiation	per individual negotiation	per individual negotiation	per individual negotiation	63
Short Subjects - 4 to 7 Minutes (TV or Theatrical)					
Storyboard Only	\$1,557.18	\$1,603.90	\$1,652.02	\$1,701.58	63
Short Subjects - Over 7 to 15 Minutes (TV or Theatrical)					
Storyboard Only	\$1,885.69	\$1,942.26	\$2,000.53	\$2,060.55	80
Half-Hour Subjects (TV or Theatrical)					
Storyboard Only	\$3,580.86	\$3,688.29	\$3,798.94	\$3,912.91	148
One Hour or More Subjects (TV)					
Storyboard Only	\$5,341.09	\$5,501.32	\$5,666.36	\$5,836.35	222
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)					
Short Subjects - Less than 4 Minutes (TV or Theatrical)					
Storyboard Only			per individual negotiation	per individual negotiation	63
Short Subjects - 4 to 7 Minutes (TV or Theatrical)					
Storyboard Only			\$1,652.02	\$1,701.58	63
Short Subjects - Over 7 to 15 Minutes (TV or Theatrical)					
Storyboard Only			\$2,080.55	\$2,142.97	100
Half-Hour Subjects (TV or Theatrical)					
Storyboard Only			\$3,950.88	\$4,069.41	240
Subjects One Hour or More (TV)					
Storyboard Only			\$5,893.01	\$6,069.80	320
Theatrical Subjects One Hour or More					
Effective for contracts entered into prior to August 1, 2022:					
One Hour or More Subjects					
Storyboard Only	\$5,341.09	\$5,501.32	\$5,666.36	\$5,836.35	222
Effective for contracts entered into on or after August 1, 2022: Subjects One Hour or More But Less Than 75 Minutes					
Subjects One Hour or More But Less than 75 Minutes					
Storyboard Only			\$5,893.01	\$6,069.80	320
Subjects 75 Minutes or More					
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. Any amount negotiated in excess of the above minimums may be applied against any additional compensation for 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
ANIMATION WRITER CLASSIFICATION					
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)					
Short Subjects - Less than 4 Minutes (TV or Theatrical)					
Synopsis and Outline	per individual negotiation	per individual negotiation	per individual negotiation	per individual negotiation	33
Teleplay or Screenplay	per individual negotiation	per individual negotiation	per individual negotiation	per individual negotiation	67
Short Subjects - 4 to 7 Minutes (TV or Theatrical)					
Synopsis and Outline	\$1,122.91	\$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 15 Minutes (TV or Theatrical)					
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 Theatrical)					
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
Half-Hour Subjects - (TV or Theatrical) - "New Animation Writers"* - Not applicable to contracts entered into on 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 More But Less than 75 Minutes (TV)					
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
Subjects 75 Minutes or More (TV)					
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 Subjects (TV) - "New Animation Writers"* - Not applicable 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

* 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
ANIMATION WRITER CLASSIFICATION (continued)					
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)					
Short Subjects - Less than 4 Minutes (TV or Theatrical)					
Synopsis and Outline			per individual negotiation	per individual negotiation	33
Teleplay or Screenplay			per individual negotiation	per individual negotiation	67
Short Subjects - 4 to 7 Minutes (TV or Theatrical)					
Synopsis and Outline			\$1,191.30	\$1,227.04	33
Teleplay or Screenplay			\$2,845.93	\$2,931.31	67
Short Subjects - Over 7 to 15 Minutes (TV or Theatrical)					
Synopsis and Outline			\$1,262.18	\$1,300.05	47
Teleplay or Screenplay			\$4,116.87	\$4,240.38	153
Half-Hour Subjects (TV 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 More (TV)					
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)
Theatrical Subjects One Hour or More					
Effective for contracts entered into prior to August 1, 2022:					
Subjects One Hour or More But Less than 75 Minutes (Theatrical)					
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
Subjects 75 Minutes or More (Theatrical)					
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
One Hour or More Subjects (Theatrical) - "New Animation Writers"					
Synopsis & Outline	\$2,750.83	\$2,750.83	\$2,750.83	\$2,750.83	93
Screenplay	\$9,771.36	\$9,771.36	\$9,771.36	\$9,771.36	307
Effective for contracts entered into on or after August 1, 2022:					
Subjects One Hour or More But Less than 75 Minutes (Theatrical)					
Synopsis & Outline			\$3,405.22	\$3,507.38	100
Screenplay			\$12,095.76	\$12,458.63	325
Subjects 75 Minutes or More (Theatrical)					
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 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
ANIMATION WRITER CLASSIFICATION (continued)					
BIBLES					
Pitch Bible		per individual negotiation	per individual negotiation	per individual negotiation	33 (40 for contracts entered into on or after August 7, 2022)
Mini-Bible		per individual negotiation	per individual negotiation	per individual negotiation	100 (115 for contracts entered into on or after August 7, 2022)
Full Bible		per individual negotiation	per individual negotiation	per individual negotiation	250 (300 for contracts 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 ("Animation Timer" effective July 10, 2022)	8/2/2020 - 7/9/2022	7/10/2022 - 7/8/2023	7/9/2023 - 12/31/2023	1/1/2024 - 7/31/2024	8 hours/100 feet (8 hours/70 feet effective July 10, 2022) (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
SIDELETTER A - (Walt Disney Pictures and Television - Composer)								
Composer								
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
SIDELETTER B - (Warner Bros. Animation - Visual Development)								
Visual Development								
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
SIDELETTER C - (Walt Disney Pictures - CGI Animator/Modeler)								
CGI Animator/Modeler								
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
Key Assistant CGI Animator/Modeler	\$49.45	\$1,978.00	\$50.93	\$2,037.20	\$52.46	\$2,098.40	\$54.03	\$2,161.20
Assistant CGI Animator/Modeler I								
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
Assistant CGI Animator/Modeler II								
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
Assistant CGI Animator/Modeler III								
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
SIDELETTER D - (Walt Disney Pictures - Production Technical Director)								
Production Technical Director 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
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
SIDELETTER E⁺ - (DreamWorks Animation LLC, DreamWorks Animation Television, Inc., Warner Bros. Animation Inc. and Warner Specialty Productions Inc.) - Applicable to all signatory Producers effective on July 10, 2022								
CGI Animator/Modelers - Effective August 1, 2021 to and including August 6, 2022 and for current employees until satisfactory completion of the current level of progression								
CGI Animator/Modeler 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
CGI Animator/Modeler 2								
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
CGI Animator/Modeler 3								
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
CGI Animator/Modeler 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
CGI Animator/Modeler 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

* 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
SIDELETTER E⁺ - (DreamWorks Animation LLC, DreamWorks Animation Television, Inc., Warner Bros. Animation Inc. and Warner Specialty Productions Inc.) - Applicable to all signatory Producers effective on July 10, 2022 (continued)								
CGI Animator/Modelers - Effective August 7, 2022 and for current employees after satisfactory completion of the current level of progression								
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

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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
SIDELETTER E⁺ - (DreamWorks Animation LLC, DreamWorks Animation Television, Inc., Warner Bros. Animation Inc. and Warner Specialty Productions Inc.) - Applicable to all signatory Producers effective on July 10, 2022 (continued)								
Production Technical Directors - Effective August 1, 2021 to and including August 6, 2022 and for current employees until satisfactory completion of the current level of progression								
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								
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								
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 on August 7, 2022 and for current employees after satisfactory completion 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								
Journey			\$49.73	\$1,989.20	\$51.22	\$2,048.80	\$52.76	\$2,110.40
Production Technical Director 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
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

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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
SIDELETTER E⁺ - (DreamWorks Animation LLC, DreamWorks Animation Television, Inc., Warner Bros. Animation Inc. and Warner Specialty Productions Inc.) - Applicable to all signatory Producers effective on July 10, 2022 (continued)								
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
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
SIDELETTER F - (Walt Disney Pictures and Warner Bros. Animation Inc. - Animation/Timing Directors)								
Animation Director								
1st 6 months	\$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 Pictures - 3D Compositors)								
CGI 3D Compositor I								
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	\$1,521.20	\$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
SIDELETTER H - (Warner Bros. Animation - Animation Processors)								
Animation Processor								
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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	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

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