

## 1st and 2nd Year TV Series and Pilots (Network, Off-Network and Canadian Domestic)

<b>Fringe Rates Applicable to:</b>					
<b>Master Agreement: Article 8.03</b> 1st & 2nd Year Network Television Series and Pilots					
<b>Supplemental Agreement: Article S3.01</b> 1st and 2nd Year Off-Network Television Series and					
<b>Article S3.02</b> 1st & 2nd Year Canadian Domestic Television and Pilots.					
Section	Category	Allocation Structure	Union Affiliation		
			IA 891	TEAM 155	IA 669
A:	Paid Hours	Straight-time, Overtime and Overscale	<b>Paid to Crew</b>		
	Turnaround	Dollars for Turnaround penalty			
	Meal Penalty	Dollars for Meal Penalty time			
B:	Statutory Holiday Pay	2.5% of the total of Section "A"	<b>2.5% Paid to Crew</b>		
C:	Vacation Pay	4% of the total of Section "A"	<b>4% Paid to Crew</b>		
D:	Pension	Percentage of the total of Section A	1% paid to Crew or Union*	1% paid to Pension Plan	2.5% paid to Union
E:	Health and Benefits	Percentage of the total of Section A	5.5% paid to Union	6% paid to Health Plan	4% paid to Union
F:	Total Fringe Allocation	The sum of Sections B + C + D + E	<b>13.0%</b>	<b>13.5%</b>	<b>13.0%</b>
G:	Supplemental Health Benefits	Flat contribution per day	\$4.00 to Union	\$4.00 to Health Plan	\$4.00 to Union
H:	Union Dues	Union percentage (explanation below)	2% to Union	3% to Union	2% to Union
<b>IATSE 891 Union Dues and notes:</b> 2% calculated the sum of sections A (including overscale earnings) + B + C + D. <b>*Note for Section D: Payroll Companies segregate based upon plan participation.</b>					
<b>Teamsters Union Local No.155 Union Dues:</b> of 3% calculated on gross pay (gross pay = Section A + B + C) for an individual employee and on gross fee (gross fee = Section A + B + C) paid to a Loan-Out Company.					
<b>IATSE 669 Union Dues:</b> 2% calculated the sum of sections A + B + C + D (all scale earnings only).					

**Applicable per Articles: 8.03, S3.01 and S3.02**