

**3rd Year + Television (Network, Off-Network and Canadian Domestic),
Long Form Television, Low Budget Features and Home Video**

Fringe Rates Applicable to:					
Master Agreement: Article 8.01 Television Series					
Supplemental Agreement: Article S3.02 Canadian Domestic Television, Long Form Television, Article S3.03 (a) Low Budget Features, Article S3.03 b) Home Video					
Section	Category	Allocation Structure	Union Affiliation		
			IA 891	TEAM 155	IA 669
A:	Paid Hours	Straight-time, Overtime and Overscale	Paid to Crew		
	Turnaround	Dollars for Turnaround penalty			
	Meal Penalty	Dollars for Meal Penalty time			
B:	Statutory Holiday Pay	2.5% of the total of Section "A"	2.5% Paid to Crew		
C:	Vacation Pay	4% of the total of Section "A"	4% Paid to Crew		
D:	Pension	Percentage of the total of Section A	2.5% paid to Crew or Union*	1% paid to Pension Plan	4.5% paid to Union
E:	Health and Benefits	Percentage of the total of Section A	6% paid to Union	8% paid to Health Plan	4% paid to Union
F:	Total Fringe Allocation	The sum of Sections B + C + D + E	15.0%	15.5%	15.0%
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
IATSE 891 Union Dues and notes: 2% calculated the sum of sections A (including overscale earnings) + B + C + D. *Note for Section D: Payroll Companies segregate based upon plan participation.					
Teamsters Union Local No.155 Union Dues: 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.					
IATSE 669 Union Dues: 2% calculated the sum of sections A + B + C + D (all scale earnings only).					

Applicable per Articles: 8.01, S3.02, S3.03 (a) and S3.03 (b)