

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

Fringe Rates Applicable to:					
Master Agreement: Article 8.03 1st & 2nd Year Network Television Series and Pilots					
Supplemental Agreement: Article S3.01 1st and 2nd Year Off-Network Television Series and					
Article S3.02 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	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	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	13.0%	13.5%	13.0%
G:	Supplemental Health Benefits	Flat contribution per day	\$8.00 to Union	\$8.00 to Health Plan	\$8.00 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: 8.03, S3.01, S3.02