

THE ANIMATION GUILD, LOCAL 839 I.A.T.S.E.
Wage Scales, August 1, 2024 - July 31, 2027
Weekly Employment*

Effective Dates: (Unless otherwise specified)		8/1/24-8/3/24		First Period 8/4/24-8/2/25		Second Period 8/3/25-8/1/26		Third Period 8/2/26-7/31/27	
		Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
ANIMATION									
21-012	Animator**								
21-032	Background**								
21-042	Layout**								
21-052	Model Designer**								
	1st 6 months	\$53.16	\$2,126.40	\$56.88	\$2,275.20	\$59.16	\$2,366.40	\$61.23	\$2,449.20
	2nd 6 months	\$54.36	\$2,174.40	\$58.17	\$2,326.80	\$60.50	\$2,420.00	\$62.62	\$2,504.80
	Journey	\$56.38	\$2,255.20	\$60.33	\$2,413.20	\$62.74	\$2,509.60	\$64.94	\$2,597.60
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>									
21-501	Color Designer**			Effective 8/4/24-3/22/25					
	1st 6 months	\$46.23	\$1,849.20	\$49.47	\$1,978.80				
	2nd 6 months	\$47.28	\$1,891.20	\$50.59	\$2,023.60				
	Journey	\$51.50	\$2,060.00	\$55.11	\$2,204.40				
21-501	Color Designer**			Effective 3/23/25-3/28/26		Effective 3/29/26-3/27/27		Effective 3/28/27-7/31/27	
	1st 6 months			\$51.78	\$2,071.20	\$56.44	\$2,257.60	\$61.23	\$2,449.20
	2nd 6 months			\$52.95	\$2,118.00	\$57.72	\$2,308.80	\$62.62	\$2,504.80
	Journey			\$56.65	\$2,266.00	\$60.90	\$2,436.00	\$64.94	\$2,597.60
21-022	Animation Story Person**			Effective 8/4/24-3/22/25					
	1st 6 months	\$53.16	\$2,126.40	\$56.88	\$2,275.20				
	2nd 6 months	\$54.36	\$2,174.40	\$58.17	\$2,326.80				
	Journey	\$56.38	\$2,255.20	\$60.33	\$2,413.20				
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>									
21-022	Animation Story Person (other those covered by 21-025 Animation Story Person)**			Effective 3/23/25-8/2/25					
	1st 6 months			\$57.41	\$2,296.40	\$59.71	\$2,388.40	\$61.80	\$2,472.00
	Journey			\$60.89	\$2,435.60	\$63.33	\$2,533.20	\$65.55	\$2,622.00
<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 118% (118.583% effective January 1, 2025) (which rate is inclusive of vacation and holiday pay) provided herein for such employee's classification.

** An Animator, Background Person, Layout Person, Animation Story Person or 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.

THE ANIMATION GUILD, LOCAL 839 I.A.T.S.E.
Wage Scales, August 1, 2024 - July 31, 2027
Weekly Employment*

Effective Dates: (Unless otherwise specified)			First Period 8/1/24-8/3/24		Second Period 8/4/24-8/2/25		Third Period 8/3/25-8/1/26		Third Period 8/2/26-7/31/27	
			Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
ANIMATION <i>(continued)</i>										
21-025 Animation Story Person on an animated television series over 7 minutes in length, or a 20-35 minute or longer Animated High Budget SVOD series,** subject to a license agreement entered into <u>on or after</u> March 23, 2025 (or in the absence of a license agreement, the production animation for the series commences <u>on or after</u> March 23, 2025)***										
1st 6 months					\$57.41	\$2,296.40	\$61.43	\$2,457.20	\$65.42	\$2,616.80
Journey					\$60.89	\$2,435.60	\$65.15	\$2,606.00	\$69.38	\$2,775.20
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>										
21-011 Assistant Animation Story Person										
			Effective 3/23/25-8/2/25							
1st 6 months			n/a	n/a	\$48.16	\$1,926.40	\$50.09	\$2,003.60	\$51.84	\$2,073.60
2nd 6 months			n/a	n/a	\$51.63	\$2,065.20	\$53.70	\$2,148.00	\$55.58	\$2,223.20
Journey			n/a	n/a	\$54.21	\$2,168.40	\$56.38	\$2,255.20	\$58.35	\$2,334.00
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>										
21-027 Production Board***										
			Effective 8/4/24-12/28/24							
1st 6 months			\$61.12	\$2,444.80	\$65.40	\$2,616.00				
2nd 6 months			\$62.51	\$2,500.40	\$66.89	\$2,675.60				
Journey			\$64.84	\$2,593.60	\$69.38	\$2,775.20				
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>										
21-027 Production Board***										
			Effective 12/29/24-8/2/25							
1st 6 months					\$65.40	\$2,616.00	\$68.02	\$2,720.80	\$70.40	\$2,816.00
Journey					\$69.38	\$2,775.20	\$72.16	\$2,886.40	\$74.69	\$2,987.60
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>										
21-000 Animation Art Director (effective for new contracts entered into <u>on or after</u> March 23, 2025)										
Journey			n/a	n/a	\$70.03	\$2,801.20	\$72.83	\$2,913.20	\$75.38	\$3,015.20
21-801 Staff Comic Strip Story Person and/or Artist (August 1, 2024 to and including January 25, 2025)										
1st 6 months			\$53.16	\$2,126.40	\$56.88	\$2,275.20	n/a	n/a	n/a	n/a
2nd 6 months			\$54.36	\$2,174.40	\$58.17	\$2,326.80	n/a	n/a	n/a	n/a
Journey			\$56.38	\$2,255.20	\$60.33	\$2,413.20	n/a	n/a	n/a	n/a
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>										
21-112 Key Assistant Animator										
			\$54.03	\$2,161.20	\$57.81	\$2,312.40	\$60.12	\$2,404.80	\$62.22	\$2,488.80

* Minimum scale for daily employees shall be 118% (118.583% effective January 1, 2025) (which rate is inclusive of vacation and holiday pay) provided herein for such employee's classification.

** It is understood that two (2) eleven (11) minute segments produced for and initially exhibited as a unit qualify as a one-half (1/2) hour animated television series or a 20-35 minute Animated High Budget SVOD series, provided that the combined budget of the segments is \$500,000 or more. *[Paragraph G. of Sideletter N to the 2021 Local 839 Agreement shall apply to the review of such budget]*.

***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.

THE ANIMATION GUILD, LOCAL 839 I.A.T.S.E.
Wage Scales, August 1, 2024 - July 31, 2027
Weekly Employment*

Effective Dates: (Unless otherwise specified)		8/1/24-8/3/24		First Period 8/4/24-8/2/25		Second Period 8/3/25-8/1/26		Third Period 8/2/26-7/31/27	
		Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
ANIMATION (continued)									
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 (August 1, 2024 to and including January 25, 2025)									
1st 6 months		\$45.01	\$1,800.40	\$48.16	\$1,926.40	\$50.09	\$2,003.60	\$51.84	\$2,073.60
2nd 6 months		\$46.12	\$1,844.80	\$49.35	\$1,974.00	\$51.32	\$2,052.80	\$53.12	\$2,124.80
Journey		\$48.25	\$1,930.00	\$51.63	\$2,065.20	\$53.70	\$2,148.00	\$55.58	\$2,223.20
(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)									
21-142 Breakdown									
1st year		\$41.26	\$1,650.40	\$44.15	\$1,766.00	\$45.92	\$1,836.80	\$47.53	\$1,901.20
Journey		\$42.37	\$1,694.80	\$45.34	\$1,813.60	\$47.15	\$1,886.00	\$48.80	\$1,952.00
21-152 Inbetweener									
1st 6 months		\$38.24	\$1,529.60	\$40.92	\$1,636.80	\$42.56	\$1,702.40	\$44.05	\$1,762.00
2nd 6 months		\$39.35	\$1,574.00	\$42.10	\$1,684.00	\$43.78	\$1,751.20	\$45.31	\$1,812.40
Journey		\$40.81	\$1,632.40	\$43.67	\$1,746.80	\$45.42	\$1,816.80	\$47.01	\$1,880.40
21-202 Apprentice Layout, Model Designer, Background and Production Board									
6 months		\$41.22	\$1,648.80	\$44.11	\$1,764.40	\$45.87	\$1,834.80	\$47.48	\$1,899.20
(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)									
21-232 Blue Sketch									
1st year		\$40.43	\$1,617.20	\$43.26	\$1,730.40	\$44.99	\$1,799.60	\$46.56	\$1,862.40
Journey		\$41.56	\$1,662.40	\$44.47	\$1,778.80	\$46.25	\$1,850.00	\$47.87	\$1,914.80
21-312 Story Sketch (August 1, 2024 to and including January 25, 2025)									
1st year		\$49.89	\$1,995.60	\$53.38	\$2,135.20	n/a	n/a	n/a	n/a
Journey		\$50.66	\$2,026.40	\$54.21	\$2,168.40	n/a	n/a	n/a	n/a
21-322 Apprentice Animation Story Person and/or Apprentice Story Sketch									
1st 6 months		\$41.31	\$1,652.40	\$44.20	\$1,768.00	\$45.97	\$1,838.80	\$47.58	\$1,903.20
2nd 6 months		\$43.13	\$1,725.20	\$46.15	\$1,846.00	\$48.00	\$1,920.00	\$49.68	\$1,987.20
(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)									
21-332 Assistant Director									
1st 6 months		\$42.92	\$1,716.80	\$45.92	\$1,836.80	\$47.76	\$1,910.40	\$49.43	\$1,977.20
2nd 6 months		\$46.82	\$1,872.80	\$50.10	\$2,004.00	\$52.10	\$2,084.00	\$53.92	\$2,156.80
3rd 6 months		\$50.71	\$2,028.40	\$54.26	\$2,170.40	\$56.43	\$2,257.20	\$58.41	\$2,336.40
Journey		\$52.97	\$2,118.80	\$56.68	\$2,267.20	\$58.95	\$2,358.00	\$61.01	\$2,440.40
21-335 Animation Timer									
1st 6 months		\$42.92	\$1,716.80	\$45.92	\$1,836.80	\$47.76	\$1,910.40	\$49.43	\$1,977.20
2nd 6 months		\$46.82	\$1,872.80	\$50.10	\$2,004.00	\$52.10	\$2,084.00	\$53.92	\$2,156.80
3rd 6 months		\$50.71	\$2,028.40	\$54.26	\$2,170.40	\$56.43	\$2,257.20	\$58.41	\$2,336.40
Journey		\$52.97	\$2,118.80	\$56.68	\$2,267.20	\$58.95	\$2,358.00	\$61.01	\$2,440.40
21-613 Apprentice Timer									
6 months		\$36.92	\$1,476.80	\$39.50	\$1,580.00	\$41.08	\$1,643.20	\$42.52	\$1,700.80
(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)									

* Minimum scale for daily employees shall be 118% (118.583% effective January 1, 2025) (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, 2024 - July 31, 2027
Weekly Employment*

Effective Dates: (Unless otherwise specified)	8/1/24-8/3/24		First Period 8/4/24-8/2/25		Second Period 8/3/25-8/1/26		Third Period 8/2/26-7/31/27	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
ANIMATION (continued)								
21-252 Animation Checker								
1st 3 months	\$40.43	\$1,617.20	\$43.26	\$1,730.40	\$44.99	\$1,799.60	\$46.56	\$1,862.40
Next 9 months	\$41.56	\$1,662.40	\$44.47	\$1,778.80	\$46.25	\$1,850.00	\$47.87	\$1,914.80
Next 6 months	\$45.01	\$1,800.40	\$48.16	\$1,926.40	\$50.09	\$2,003.60	\$51.84	\$2,073.60
Next 6 months	\$46.22	\$1,848.80	\$49.46	\$1,978.40	\$51.44	\$2,057.60	\$53.24	\$2,129.60
Journey	\$48.25	\$1,930.00	\$51.63	\$2,065.20	\$53.70	\$2,148.00	\$55.58	\$2,223.20
INK AND PAINT (Inking, Special Effects, Painters)								
21-412 Assistant Supervisor (Ink and Paint, Xerox, Color Model or Paint Lab)								
1st 6 months	\$41.40	\$1,656.00	\$44.30	\$1,772.00	\$46.07	\$1,842.80	\$47.68	\$1,907.20
2nd 6 months	\$42.41	\$1,696.40	\$45.38	\$1,815.20	\$47.20	\$1,888.00	\$48.85	\$1,954.00
Journey	\$43.84	\$1,753.60	\$46.91	\$1,876.40	\$48.79	\$1,951.60	\$50.50	\$2,020.00
21-422 Inker								
1st month	\$36.01	\$1,440.40	\$38.53	\$1,541.20	\$40.07	\$1,602.80	\$41.47	\$1,658.80
Next 6 months	\$37.96	\$1,518.40	\$40.62	\$1,624.80	\$42.24	\$1,689.60	\$43.72	\$1,748.80
Next 6 months	\$39.00	\$1,560.00	\$41.73	\$1,669.20	\$43.40	\$1,736.00	\$44.92	\$1,796.80
Journey	\$40.37	\$1,614.80	\$43.20	\$1,728.00	\$44.93	\$1,797.20	\$46.50	\$1,860.00
21-442 Ink Checker								
1st year	\$41.00	\$1,640.00	\$43.87	\$1,754.80	\$45.62	\$1,824.80	\$47.22	\$1,888.80
Journey	\$41.76	\$1,670.40	\$44.68	\$1,787.20	\$46.47	\$1,858.80	\$48.10	\$1,924.00
21-452 Special Effects								
1st year	\$41.00	\$1,640.00	\$43.87	\$1,754.80	\$45.62	\$1,824.80	\$47.22	\$1,888.80
Journey	\$41.76	\$1,670.40	\$44.68	\$1,787.20	\$46.47	\$1,858.80	\$48.10	\$1,924.00
21-453 Head Special Effects	\$42.92	\$1,716.80	\$45.92	\$1,836.80	\$47.76	\$1,910.40	\$49.43	\$1,977.20
21-500 Color Modelist								
1st 6 months	\$39.40	\$1,576.00	\$42.16	\$1,686.40	\$43.85	\$1,754.00	\$45.38	\$1,815.20
2nd 6 months	\$40.47	\$1,618.80	\$43.30	\$1,732.00	\$45.03	\$1,801.20	\$46.61	\$1,864.40
Journey	\$41.95	\$1,678.00	\$44.89	\$1,795.60	\$46.69	\$1,867.60	\$48.32	\$1,932.80
21-522 Painter								
1st month	\$36.01	\$1,440.40	\$38.53	\$1,541.20	\$40.07	\$1,602.80	\$41.47	\$1,658.80
Next 6 months	\$37.44	\$1,497.60	\$40.06	\$1,602.40	\$41.66	\$1,666.40	\$43.12	\$1,724.80
Next 6 months	\$38.52	\$1,540.80	\$41.22	\$1,648.80	\$42.87	\$1,714.80	\$44.37	\$1,774.80
Journey	\$40.09	\$1,603.60	\$42.90	\$1,716.00	\$44.62	\$1,784.80	\$46.18	\$1,847.20

* Minimum scale for daily employees shall be 118% (118.583% effective January 1, 2025) (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, 2024 - July 31, 2027
Weekly Employment*

Effective Dates: (Unless otherwise specified)		8/1/24-8/3/24		First Period 8/4/24-8/2/25		Second Period 8/3/25-8/1/26		Third Period 8/2/26-7/31/27	
		Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
INK AND PAINT (Inking, Special Effects, Painters) (continued)									
21-542	Xerox Processor								
	1st 3 months	\$36.01	\$1,440.40	\$38.53	\$1,541.20	\$40.07	\$1,602.80	\$41.47	\$1,658.80
	2nd 12 months	\$39.17	\$1,566.80	\$41.91	\$1,676.40	\$43.59	\$1,743.60	\$45.12	\$1,804.80
	Journey	\$40.09	\$1,603.60	\$42.90	\$1,716.00	\$44.62	\$1,784.80	\$46.18	\$1,847.20
21-552	Key Xerox Processor	\$40.58	\$1,623.20	\$43.42	\$1,736.80	\$45.16	\$1,806.40	\$46.74	\$1,869.60
CHECKERS									
21-562	Xerox Checker								
	1st year	\$41.00	\$1,640.00	\$43.87	\$1,754.80	\$45.62	\$1,824.80	\$47.22	\$1,888.80
	Journey	\$41.76	\$1,670.40	\$44.68	\$1,787.20	\$46.47	\$1,858.80	\$48.10	\$1,924.00
21-572	Animation Stock Librarian								
	1st 6 months	\$39.24	\$1,569.60	\$41.99	\$1,679.60	\$43.67	\$1,746.80	\$45.20	\$1,808.00
	2nd 6 months	\$40.20	\$1,608.00	\$43.01	\$1,720.40	\$44.73	\$1,789.20	\$46.30	\$1,852.00
	Journey	\$41.76	\$1,670.40	\$44.68	\$1,787.20	\$46.47	\$1,858.80	\$48.10	\$1,924.00
21-632	Production Final Checker/Mark-Up								
	1st 6 months	\$39.24	\$1,569.60	\$41.99	\$1,679.60	\$43.67	\$1,746.80	\$45.20	\$1,808.00
	2nd 6 months	\$40.20	\$1,608.00	\$43.01	\$1,720.40	\$44.73	\$1,789.20	\$46.30	\$1,852.00
	Journey	\$41.76	\$1,670.40	\$44.68	\$1,787.20	\$46.47	\$1,858.80	\$48.10	\$1,924.00
21-633	Head Final Checker	\$42.92	\$1,716.80	\$45.92	\$1,836.80	\$47.76	\$1,910.40	\$49.43	\$1,977.20
21-652	Paint Checker								
	1st 6 months	\$38.24	\$1,529.60	\$40.92	\$1,636.80	\$42.56	\$1,702.40	\$44.05	\$1,762.00
	2nd 6 months	\$39.35	\$1,574.00	\$42.10	\$1,684.00	\$43.78	\$1,751.20	\$45.31	\$1,812.40
	Journey	\$40.81	\$1,632.40	\$43.67	\$1,746.80	\$45.42	\$1,816.80	\$47.01	\$1,880.40
21-672	Picture Set-Up								
	1st year	\$40.43	\$1,617.20	\$43.26	\$1,730.40	\$44.99	\$1,799.60	\$46.56	\$1,862.40
	Journey	\$41.69	\$1,667.60	\$44.61	\$1,784.40	\$46.39	\$1,855.60	\$48.01	\$1,920.40
21-682	Scan Checker								
	1st 6 months	\$37.24	\$1,489.60	\$39.85	\$1,594.00	\$41.44	\$1,657.60	\$42.89	\$1,715.60
	2nd 6 months	\$38.27	\$1,530.80	\$40.95	\$1,638.00	\$42.59	\$1,703.60	\$44.08	\$1,763.20
	Journey	\$39.68	\$1,587.20	\$42.46	\$1,698.40	\$44.16	\$1,766.40	\$45.71	\$1,828.40
21-692	Cel Service								
	1st 6 months	\$37.08	\$1,483.20	\$39.68	\$1,587.20	\$41.27	\$1,650.80	\$42.71	\$1,708.40
	2nd 6 months	\$38.04	\$1,521.60	\$40.70	\$1,628.00	\$42.33	\$1,693.20	\$43.81	\$1,752.40
	Journey	\$39.27	\$1,570.80	\$42.02	\$1,680.80	\$43.70	\$1,748.00	\$45.23	\$1,809.20
21-722	Mix and Match								
	1st year	\$38.69	\$1,547.60	\$41.40	\$1,656.00	\$43.06	\$1,722.40	\$44.57	\$1,782.80
	Journey	\$40.22	\$1,608.80	\$43.04	\$1,721.60	\$44.76	\$1,790.40	\$46.33	\$1,853.20
21-742	Paint Technician								
	1st year	\$41.79	\$1,671.60	\$44.72	\$1,788.80	\$46.51	\$1,860.40	\$48.14	\$1,925.60
	Journey	\$43.24	\$1,729.60	\$46.27	\$1,850.80	\$48.12	\$1,924.80	\$49.80	\$1,992.00

* Minimum scale for daily employees shall be 118% (118.583% effective January 1, 2025) (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, 2024 - July 31, 2027
Weekly Employment*

Effective Dates: (Unless otherwise specified)		8/1/24-8/3/24		First Period 8/4/24-8/2/25		Second Period 8/3/25-8/1/26		Third Period 8/2/26-7/31/27	
		Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
<u>CHECKERS (continued)</u>									
21-792 Letter Artist									
1st 6 months		\$45.01	\$1,800.40	\$48.16	\$1,926.40	\$50.09	\$2,003.60	\$51.84	\$2,073.60
2nd 6 months		\$46.22	\$1,848.80	\$49.46	\$1,978.40	\$51.44	\$2,057.60	\$53.24	\$2,129.60
Journey		\$48.25	\$1,930.00	\$51.63	\$2,065.20	\$53.70	\$2,148.00	\$55.58	\$2,223.20
21-222 Trainee									
1st 6 months		\$36.49	\$1,459.60	\$39.04	\$1,561.60	\$40.60	\$1,624.00	\$42.02	\$1,680.80
2nd 6 months		\$38.25	\$1,530.00	\$40.93	\$1,637.20	\$42.57	\$1,702.80	\$44.06	\$1,762.40
Journey		\$40.03	\$1,601.20	\$42.83	\$1,713.20	\$44.54	\$1,781.60	\$46.10	\$1,844.00
<u>COMIC STRIP (Work presently assigned)</u>									
21-812 Class I (Story Person or Artist doing two Sunday pages or six daily strips per week)									
1st year		\$51.89	\$2,075.60	\$55.52	\$2,220.80	\$57.74	\$2,309.60	\$59.76	\$2,390.40
After 1 year in classif.		\$54.17	\$2,166.80	\$57.96	\$2,318.40	\$60.28	\$2,411.20	\$62.39	\$2,495.60
21-822 Class II (Writes or draws one Sunday page per week)									
1st year		\$46.96	\$1,878.40	\$50.25	\$2,010.00	\$52.26	\$2,090.40	\$54.09	\$2,163.60
After 1 year in classif.		\$48.82	\$1,952.80	\$52.24	\$2,089.60	\$54.33	\$2,173.20	\$56.23	\$2,249.20
21-832 Staff Assistant									
1st year		\$36.34	\$1,453.60	\$38.88	\$1,555.20	\$40.44	\$1,617.60	\$41.86	\$1,674.40
2nd year		\$37.88	\$1,515.20	\$40.53	\$1,621.20	\$42.15	\$1,686.00	\$43.63	\$1,745.20
3rd year		\$39.94	\$1,597.60	\$42.74	\$1,709.60	\$44.45	\$1,778.00	\$46.01	\$1,840.40
Journey		\$40.67	\$1,626.80	\$43.52	\$1,740.80	\$45.26	\$1,810.40	\$46.84	\$1,873.60
<u>COMIC STRIP (New work)</u>									
21-842 Six Panels (Writes and draws)									
1st year		\$42.25	\$1,690.00	\$45.21	\$1,808.40	\$47.02	\$1,880.80	\$48.67	\$1,946.80
After 1 year in classif.		\$44.09	\$1,763.60	\$47.18	\$1,887.20	\$49.07	\$1,962.80	\$50.79	\$2,031.60
21-852 Six Strips (Writes and draws)									
1st year		\$46.96	\$1,878.40	\$50.25	\$2,010.00	\$52.26	\$2,090.40	\$54.09	\$2,163.60
After 1 year in classif.		\$48.82	\$1,952.80	\$52.24	\$2,089.60	\$54.33	\$2,173.20	\$56.23	\$2,249.20
21-862 One Sunday Page (Writes and draws)									
1st year		\$42.25	\$1,690.00	\$45.21	\$1,808.40	\$47.02	\$1,880.80	\$48.67	\$1,946.80
After 1 year in classif.		\$44.09	\$1,763.60	\$47.18	\$1,887.20	\$49.07	\$1,962.80	\$50.79	\$2,031.60
<u>PROMOTION AND PUBLICITY ARTISTS</u>									
21-872 Class I (Responsible)									
1st year		\$51.89	\$2,075.60	\$55.52	\$2,220.80	\$57.74	\$2,309.60	\$59.76	\$2,390.40
After 1 year in classif.		\$54.27	\$2,170.80	\$58.07	\$2,322.80	\$60.39	\$2,415.60	\$62.50	\$2,500.00
21-882 Class II (Assistant)									
1st year		\$46.96	\$1,878.40	\$50.25	\$2,010.00	\$52.26	\$2,090.40	\$54.09	\$2,163.60
After 1 year in classif.		\$48.82	\$1,952.80	\$52.24	\$2,089.60	\$54.33	\$2,173.20	\$56.23	\$2,249.20

* Minimum scale for daily employees shall be 118% (118.583% effective January 1, 2025) (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, 2024 - July 31, 2027
Weekly Employment*

Effective Dates: (Unless otherwise specified)	8/1/24-8/3/24		First Period 8/4/24-8/2/25		Second Period 8/3/25-8/1/26		Third Period 8/2/26-7/31/27	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
<u>ANIMATION WRITERS</u>								
For animated programs subject to a license agreement entered into <u>prior to August 1, 2022</u> (or in the absence of a license agreement, commences production animation <u>prior to August 1, 2022</u>; in the case of a series or mini-series, production animation of the 1st episode or part commences <u>prior to August 1, 2022</u>):								
21-850 Associate Animation Writer								
1st 6 months	\$41.31	\$1,652.40	\$44.20	\$1,768.00	\$45.97	\$1,838.80	\$47.58	\$1,903.20
2nd 6 months	\$47.25	\$1,890.00	\$50.56	\$2,022.40	\$52.58	\$2,103.20	\$54.42	\$2,176.80
<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	\$53.16	\$2,126.40	\$56.88	\$2,275.20	\$59.16	\$2,366.40	\$61.23	\$2,449.20
Journey	\$58.64	\$2,345.60	\$62.74	\$2,509.60	\$65.25	\$2,610.00	\$67.53	\$2,701.20
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
21-853 Supv. Animation Writer**	\$67.44	\$2,697.60	\$72.16	\$2,886.40	\$75.05	\$3,002.00	\$77.68	\$3,107.20
For animated programs subject to a license agreement entered into <u>on or after August 1, 2022 but prior to March 23, 2025</u> (or in the absence of a license agreement, commences production animation <u>on or after August 1, 2022 but prior to March 23, 2025</u>; in the case of a series or mini-series, production animation of the 1st episode or part commences <u>on or after August 1, 2022 but prior to March 23, 2025</u>):								
21-850 Associate Animation Writer								
1st 6 months	\$41.31	\$1,652.40	\$44.20	\$1,768.00	\$45.97	\$1,838.80	\$47.58	\$1,903.20
2nd 6 months	\$47.25	\$1,890.00	\$50.56	\$2,022.40	\$52.58	\$2,103.20	\$54.42	\$2,176.80
<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	\$53.16	\$2,126.40	\$56.88	\$2,275.20	\$59.16	\$2,366.40	\$61.23	\$2,449.20
Journey	\$58.64	\$2,345.60	\$62.74	\$2,509.60	\$65.25	\$2,610.00	\$67.53	\$2,701.20
<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	\$64.89	\$2,595.60	\$69.43	\$2,777.20	\$72.21	\$2,888.40	\$74.74	\$2,989.60
21-853 Supv. Animation Writer**	\$74.68	\$2,987.20	\$79.91	\$3,196.40	\$83.11	\$3,324.40	\$86.02	\$3,440.80

* Minimum scale for daily employees shall be 118% (118.583% effective January 1, 2025) (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

** 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, 2024 - July 31, 2027
Weekly Employment*

Effective Dates: (Unless otherwise specified)		8/1/24-8/3/24		First Period 8/4/24-8/2/25		Second Period 8/3/25-8/1/26		Third Period 8/2/26-7/31/27	
		Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
ANIMATION WRITERS (continued)									
For animated programs subject to a license agreement entered into <u>on or after</u> March 23, 2025 (or, in the absence of a license agreement, on animated programs which commence production animation <u>on or after</u> March 23, 2025; in the case of a series or mini-series, production animation of the first episode or part must commence <u>on or after</u> March 23, 2025):									
21-850 Associate Animation Writer									
1st 6 months	n/a	n/a	\$44.20	\$1,768.00	\$45.97	\$1,838.80	\$47.58	\$1,903.20	
2nd 6 months	n/a	n/a	\$50.56	\$2,022.40	\$52.58	\$2,103.20	\$54.42	\$2,176.80	
(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)									
21-851 Animation Writer Level 1 (6 weeks or fewer)^{†, **}									
1st 6 months	n/a	n/a	\$59.16	\$2,366.40	\$61.53	\$2,461.20	\$63.68	\$2,547.20	
Journey	n/a	n/a	\$65.26	\$2,610.40	\$67.87	\$2,714.80	\$70.25	\$2,810.00	
(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)									
21-851 Animation Writer Level 1 (7-19 weeks)^{†, **}									
1st 6 months	n/a	n/a	\$58.02	\$2,320.80	\$60.34	\$2,413.60	\$62.45	\$2,498.00	
Journey	n/a	n/a	\$64.00	\$2,560.00	\$66.56	\$2,662.40	\$68.89	\$2,755.60	
(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)									
21-851 Animation Writer Level 1 (20+ weeks)^{†, **}									
1st 6 months	n/a	n/a	\$56.88	\$2,275.20	\$59.16	\$2,366.40	\$61.23	\$2,449.20	
Journey	n/a	n/a	\$62.74	\$2,509.60	\$65.25	\$2,610.00	\$67.53	\$2,701.20	
(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)									
21-852 Animation Writer Level 2 (6 weeks or fewer)^{†, **}									
Journey	n/a	n/a	\$72.21	\$2,888.40	\$75.10	\$3,004.00	\$77.73	\$3,109.20	
21-852 Animation Writer Level 2 (7-19 weeks)^{†, **}									
Journey	n/a	n/a	\$70.82	\$2,832.80	\$73.65	\$2,946.00	\$76.23	\$3,049.20	
21-852 Animation Writer Level 2 (20+ weeks)^{†, **}									
Journey	n/a	n/a	\$69.43	\$2,777.20	\$72.21	\$2,888.40	\$74.74	\$2,989.60	
21-853 Supv. Animation Writer***		n/a	n/a	\$79.91	\$3,196.40	\$83.11	\$3,324.40	\$86.02	\$3,440.80

[†] The weeks of employment need not be consecutive. An Animation Writer who has not resumed work after a break of employment of thirty (30) days will be paid by Producer at the higher rate for the number of weeks actually worked, even if the Animation Writer returns to work after the thirty (30) day period. The Union will not unreasonably deny Producer's request to extend the thirty (30) day break of employment by an additional thirty (30) days for a total of sixty (60) days. In the event that the Animation Writer works fewer weeks of employment than are contemplated by the applicable rate, Producer shall pay the Animation Writer the higher rate for the actual number of weeks worked. If the Producer extends the employment of the Animation Writer, the Producer shall be entitled to pay the Animation Writer for the additional weeks at the applicable rate for the overall period of employment, prospectively.

Any day worked by a weekly Animation Writer in a partial workweek either before or after one (1) full week of employment may be prorated at the rate of one-fifth of the Animation Writer's weekly compensation.

* Minimum scale for daily employees shall be 118% (118.583% effective January 1, 2025) (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate for "six (6) or fewer" weeks provided herein for such employee's classification.

** The foregoing shall be subject to any and all rights of suspension and/or termination which the Producer may have by contract or otherwise in the event of any incapacity or default of the Animation Writer or, in the case of any interference, suspension or postponement of production by reason of force majeure event (e.g., fire, riot, strikes, acts of God, governmental action, regulations or decrees, casualties), or any other cause provided for in the Animation Writer's contract of employment.

*** 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, 2024 - July 31, 2027
Unit Rates

Effective Dates: (Unless otherwise specified)	8/1/24-8/3/24	First Period 8/4/24-8/2/25	Second Period 8/3/25-8/1/26	Third Period 8/2/26-7/31/27	P&H Hours 8/1/24-8/3/24
<u>STORYBOARD CLASSIFICATION</u>					
Animated programs subject to a license agreement entered into <u>prior to</u> August 1, 2022 (or in the absence of a license agreement, commences production animation <u>prior to</u> August 1, 2022; in the case of a series or mini-series, production animation of the first episode or part commences <u>prior to</u> August 1, 2022) and <u>contracts entered into prior to</u> March 23, 2025					
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	\$1,701.58	\$1,820.69	\$1,893.52	\$1,959.79	63
Short Subjects - Over 7 to 15 Minutes (TV or Theatrical)					
Storyboard Only	\$2,060.55	\$2,204.79	\$2,292.98	\$2,373.23	80
Half-Hour Subjects (TV or Theatrical)					
Storyboard Only	\$3,912.91	\$4,186.81	\$4,354.28	\$4,506.68	148
One Hour or More Subjects (TV)					
Storyboard Only	\$5,836.35	\$6,244.89	\$6,494.69	\$6,722.00	222
Animated programs subject to a license agreement entered into <u>on or after</u> August 1, 2022 (or in the absence of a license agreement, commences production animation <u>on or after</u> August 1, 2022; in the case of a series or mini-series, production animation of the first episode or part commences <u>on or after</u> August 1, 2022) and <u>contracts entered into prior to</u> March 23, 2025					
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	\$1,701.58	\$1,820.69	\$1,893.52	\$1,959.79	63
Short Subjects - Over 7 to 15 Minutes (TV or Theatrical)					
Storyboard Only	\$2,142.97	\$2,292.98	\$2,384.70	\$2,468.16	100
Half-Hour Subjects (TV or Theatrical)					
Storyboard Only	\$4,069.41	\$4,354.27	\$4,528.44	\$4,686.94	240
Subjects One Hour or More (TV)					
Storyboard Only	\$6,069.80	\$6,494.69	\$6,754.48	\$6,990.89	320

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, 2024 - July 31, 2027
Unit Rates

Effective Dates: (Unless otherwise specified)	8/1/24-8/3/24	First Period 8/4/24-8/2/25	Second Period 8/3/25-8/1/26	Third Period 8/2/26-7/31/27	P&H Hours 8/1/24-8/3/24
STORYBOARD CLASSIFICATION (continued)					
Theatrical Subjects One Hour or More					
Effective for contracts entered into prior to August 1, 2022:					
One Hour or More Subjects					
Storyboard Only	\$5,836.35	\$6,244.89	\$6,494.69	\$6,722.00	222
Effective for contracts entered into on or after August 1, 2022 but prior to March 23, 2025:					
Subjects One Hour or More But Less than 75 Minutes					
Storyboard Only	\$6,069.80	\$6,494.69	\$6,754.48	\$6,990.89	320
Subjects 75 Minutes or More					
Storyboard Only	\$8,170.91	\$8,742.87	\$9,092.58	\$9,410.82	425
STORYBOARD PILOT UNIT RATES - Effective for new contracts entered into on or after March 23, 2025					
Less Than 4 Minutes	n/a	\$2,900.00	\$3,016.00	\$3,121.56	125
4 to 7 Minutes	n/a	\$5,000.00	\$5,200.00	\$5,382.00	150
Over 7 to 15 Minutes	n/a	\$8,500.00	\$8,840.00	\$9,149.40	250
Half-Hour Subjects	n/a	\$18,000.00	\$18,720.00	\$19,375.20	400
One Hour or More	n/a	\$25,000.00	\$26,000.00	\$26,910.00	500

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, 2024 - July 31, 2027
Unit Rates

Effective Dates: (Unless otherwise specified)	8/1/24-8/3/24	First Period 8/4/24-8/2/25	Second Period 8/3/25-8/1/26	Third Period 8/2/26-7/31/27	P&H Hours 8/1/24-8/3/24
ANIMATION WRITER CLASSIFICATION					
Animated programs subject to a license agreement entered into <u>prior to August 1, 2022</u> (or in the absence of a license agreement, commences production animation <u>prior to August 1, 2022</u> ; in the case of a series or mini-series, production animation of the first episode or part commences <u>prior to August 1, 2022</u>)					
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	\$1,227.04	\$1,312.93	\$1,365.45	\$1,413.24	33
Teleplay or Screenplay	\$2,931.31	\$3,136.50	\$3,261.96	\$3,376.13	67
Short Subjects - Over 7 to 15 Minutes (TV or Theatrical)					
Synopsis and Outline	\$1,238.14	\$1,324.81	\$1,377.80	\$1,426.02	47
Teleplay or Screenplay	\$4,038.44	\$4,321.13	\$4,493.98	\$4,651.27	153
Half-Hour Subjects (TV or Theatrical)					
Synopsis and Outline	\$2,202.62	\$2,356.80	\$2,451.07	\$2,536.86	91
Teleplay or Screenplay	\$7,740.23	\$8,282.05	\$8,613.33	\$8,914.80	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	\$3,277.92	\$3,507.37	\$3,647.66	\$3,775.33	93
Teleplay	\$11,643.59	\$12,458.64	\$12,956.99	\$13,410.48	307
Subjects 75 Minutes or More (TV)					
Synopsis and Outline	\$3,277.92	\$3,507.37	\$3,647.66	\$3,775.33	100
Teleplay	\$11,643.59	\$12,458.64	\$12,956.99	\$13,410.48	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 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.

THE ANIMATION GUILD, LOCAL 839 I.A.T.S.E.
Wage Scales, August 1, 2024 - July 31, 2027
Unit Rates

Effective Dates: (Unless otherwise specified)	8/1/24-8/3/24	First Period 8/4/24-8/2/25	Second Period 8/3/25-8/1/26	Third Period 8/2/26-7/31/27	P&H Hours 8/1/24-8/3/24
ANIMATION WRITER CLASSIFICATION (continued)					
Animated programs subject to a license agreement entered into on or after August 1, 2022 but prior to March 23, 2025 (or in the absence of a license agreement, commences production animation on or after August 1, 2022 but prior to March 23, 2025; in the case of a series or mini-series, production animation of the first episode or part commences on or after August 1, 2022 but prior to March 23, 2025)					
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	\$1,227.04	\$1,312.93	\$1,365.45	\$1,413.24	33
Teleplay or Screenplay	\$2,931.31	\$3,136.50	\$3,261.96	\$3,376.13	67
Short Subjects - Over 7 to 15 Minutes (TV or Theatrical)					
Synopsis and Outline	\$1,300.05	\$1,391.05	\$1,446.69	\$1,497.32	47
Teleplay or Screenplay	\$4,240.38	\$4,537.21	\$4,718.70	\$4,883.85	153
Half-Hour Subjects (TV or Theatrical)					
Synopsis and Outline	\$2,387.61	\$2,554.74	\$2,656.93	\$2,749.92	91
Teleplay or Screenplay	\$8,390.30	\$8,977.62	\$9,336.72	\$9,663.51	309
Subjects One Hour or More (TV)					
Synopsis and Outline	\$3,507.38	\$3,752.90	\$3,903.02	\$4,039.63	100 (150 for 75+ Minutes)
Teleplay	\$12,458.63	\$13,330.73	\$13,863.96	\$14,349.20	325 (350 for 75+ Minutes)

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, 2024 - July 31, 2027
Unit Rates

Effective Dates: (Unless otherwise specified)	8/1/24-8/3/24	First Period 8/4/24-8/2/25	Second Period 8/3/25-8/1/26	Third Period 8/2/26-7/31/27	P&H Hours 8/1/24-8/3/24
ANIMATION WRITER CLASSIFICATION (continued)					
Animated programs subject to a license agreement entered into <u>on or after</u> March 23, 2025 (or in the absence of a license agreement, commences production animation <u>on or after</u> March 23, 2025; in the case of a series or mini-series, production animation of the first episode or part commences <u>on or after</u> March 23, 2025)					
Short Subjects - Less than 4 Minutes (TV or Theatrical)					
Synopsis and Outline	n/a	per individual negotiation	per individual negotiation	per individual negotiation	33
Teleplay or Screenplay	n/a	per individual negotiation	per individual negotiation	per individual negotiation	67
Short Subjects - 4 to 7 Minutes (TV or Theatrical)					
Synopsis and Outline	n/a	\$1,312.93	\$1,365.45	\$1,413.24	33
Teleplay or Screenplay	n/a	\$3,136.50	\$3,261.96	\$3,376.13	67
Short Subjects - Over 7 to 15 Minutes (TV)					
Synopsis and Outline	n/a	\$1,625.06	\$1,690.06	\$1,749.21	50
Teleplay or Screenplay	n/a	\$5,300.48	\$5,512.50	\$5,705.44	160
Short Subjects - Over 7 to 15 Minutes (Theatrical)					
Synopsis and Outline	n/a	\$1,495.06	\$1,554.86	\$1,609.28	50
Teleplay or Screenplay	n/a	\$4,876.44	\$5,071.50	\$5,249.00	160
Half-Hour Subjects (TV)					
Synopsis and Outline	n/a	\$2,984.51	\$3,103.89	\$3,212.53	91
Teleplay or Screenplay	n/a	\$10,487.88	\$10,907.40	\$11,289.16	309
Half-Hour Subjects (Theatrical)					
Synopsis and Outline	n/a	\$2,745.75	\$2,855.58	\$2,955.53	91
Teleplay or Screenplay	n/a	\$9,648.85	\$10,034.80	\$10,386.02	309
Subjects One Hour or More (TV)					
Synopsis and Outline	n/a	\$3,752.90	\$3,903.02	\$4,039.63	100 (150 for 75+ Minutes)
Teleplay	n/a	\$13,330.73	\$13,863.96	\$14,349.20	325 (350 for 75+ Minutes)

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, 2024 - July 31, 2027
Unit Rates

Effective Dates: (Unless otherwise specified)	8/1/24-8/3/24	First Period 8/4/24-8/2/25	Second Period 8/3/25-8/1/26	Third Period 8/2/26-7/31/27	P&H Hours 8/1/24-8/3/24
ANIMATION WRITER CLASSIFICATION (continued)					
Theatrical Subjects One Hour or More					
Effective for contracts entered into <u>prior to</u> August 1, 2022:					
Subjects One Hour or More But Less than 75 Minutes (Theatrical)					
Synopsis & Outline	\$3,277.92	\$3,507.37	\$3,647.66	\$3,775.33	93
Screenplay	\$11,643.59	\$12,458.64	\$12,956.99	\$13,410.48	307
Subjects 75 Minutes or More (Theatrical)					
Synopsis & Outline	\$3,277.92	\$3,507.37	\$3,647.66	\$3,775.33	100
Screenplay	\$11,643.59	\$12,458.64	\$12,956.99	\$13,410.48	325
One Hour or More Subjects (Theatrical) - "New Animation Writers"* - <i>Not applicable to contracts entered into on or after August 1, 2022</i>					
Synopsis & Outline	\$2,750.83	\$2,943.39	\$3,061.13	\$3,168.27	93
Screenplay	\$9,771.36	\$10,455.36	\$10,873.57	\$11,254.14	307
Effective for contracts entered into <u>on or after</u> August 1, 2022:					
Subjects One Hour or More But Less than 75 Minutes (Theatrical)					
Synopsis & Outline	\$3,507.38	\$3,752.90	\$3,903.02	\$4,039.63	100
Screenplay	\$12,458.63	\$13,330.73	\$13,863.96	\$14,349.20	325
Subjects 75 Minutes or More (Theatrical)					
Synopsis & Outline	\$4,589.10	\$4,910.34	\$5,106.75	\$5,285.49	150
Screenplay	\$16,301.02	\$17,442.09	\$18,139.77	\$18,774.66	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 Journey person 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, 2024 - July 31, 2027
Unit Rates

Effective Dates: (Unless otherwise specified)	8/1/24-8/3/24	First Period 8/4/24-8/2/25	Second Period 8/3/25-8/1/26	Third Period 8/2/26-7/31/27	P&H Hours 8/1/24-8/3/24
ANIMATION WRITER CLASSIFICATION (continued)					
BIBLES^{††}					
Pitch Bible*	per individual negotiation	per individual negotiation	per individual negotiation	per individual negotiation	40 (55 for contracts entered into on or after 12/29/24)
Mini-Bible	per individual negotiation	per individual negotiation	per individual negotiation	per individual negotiation	115 (160 for contracts entered into on or after 12/29/24)
Full Bible	per individual negotiation	per individual negotiation	per individual negotiation	per individual negotiation	300 (400 for contracts entered into on or after 12/29/24)

^{††} IAP contributions shall be calculated based on the employee's negotiated rate, up to the following maximums:

Pitch Bible: "Synopsis and Outline" rate for Short Subjects - 4 to 7 Minutes.

Mini-Bible: Applicable "Synopsis and Outline" rate, based on the length of the project that is the subject of the Mini-Bible.

Full Bible: Applicable "Teleplay or Screenplay" rate, based on the length of the project that is the subject of the Full Bible.

* Producer agrees to discuss with the Animation Writer the scope of work for a pitch bible that the Producer has commissioned the Animation Writer to write.

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 <u>prior to</u> March 23, 2025, 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	\$6,926.75	\$7,411.62	\$7,708.08	\$7,977.86	250
Half-Hour Subjects	\$13,472.40	\$14,415.47	\$14,992.09	\$15,516.81	425
Subjects One Hour or More	\$20,085.00	\$21,490.95	\$22,350.59	\$23,132.86	530
PILOT DEVELOPMENT RATES (TV) - Effective for contracts entered into <u>on or after</u> March 23, 2025, 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^{**}					
4 to 7 Minutes	n/a	\$5,561.79	\$5,784.26	\$5,986.71	175
Over 7 to 15 Minutes	n/a	\$8,656.93	\$9,003.21	\$9,318.32	300
Half-Hour Subjects	n/a	\$16,840.49	\$17,514.11	\$18,127.10	500
Subjects One Hour or More	n/a	\$21,354.54	\$22,208.72	\$22,986.03	600

^{**} 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 (not applicable on or after January 1, 2025)					
Animation Timer	\$4.63 per foot	\$4.95 per foot	n/a	n/a	8 hours/70 feet (or pro rata)

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

Wage Scales, August 1, 2024 - July 31, 2027

Weekly Employment*

Effective Dates: (Unless otherwise specified)	8/1/24-8/3/24		First Period 8/4/24-8/2/25		Second Period 8/3/25-8/1/26		Third Period 8/2/26-7/31/27	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
<u>SIDELETTER A - (Walt Disney Pictures and Television - Composer)</u>								
Composer								
1st month	\$36.01	\$1,440.40	\$38.53	\$1,541.20	\$40.07	\$1,602.80	\$41.47	\$1,658.80
Next 6 months	\$37.44	\$1,497.60	\$40.06	\$1,602.40	\$41.66	\$1,666.40	\$43.12	\$1,724.80
Next 6 months	\$38.52	\$1,540.80	\$41.22	\$1,648.80	\$42.87	\$1,714.80	\$44.37	\$1,774.80
Journey	\$40.09	\$1,603.60	\$42.90	\$1,716.00	\$44.62	\$1,784.80	\$46.18	\$1,847.20
<u>SIDELETTER B - (Warner Bros. Animation - Visual Development)</u>								
Visual Development								
1st 6 months	\$53.16	\$2,126.40	\$56.88	\$2,275.20	\$59.16	\$2,366.40	\$61.23	\$2,449.20
2nd 6 months	\$54.36	\$2,174.40	\$58.17	\$2,326.80	\$60.50	\$2,420.00	\$62.62	\$2,504.80
Journey	\$56.38	\$2,255.20	\$60.33	\$2,413.20	\$62.74	\$2,509.60	\$64.94	\$2,597.60
<u>SIDELETTER C - (Walt Disney Pictures - CGI Animator/Modeler)</u>								
CGI Animator/Modeler								
1st 6 months	\$53.16	\$2,126.40	\$56.88	\$2,275.20	\$59.16	\$2,366.40	\$61.23	\$2,449.20
2nd 6 months	\$54.36	\$2,174.40	\$58.17	\$2,326.80	\$60.50	\$2,420.00	\$62.62	\$2,504.80
Journey	\$56.38	\$2,255.20	\$60.33	\$2,413.20	\$62.74	\$2,509.60	\$64.94	\$2,597.60
Key Assistant CGI Animator/Modeler	\$54.03	\$2,161.20	\$57.81	\$2,312.40	\$60.12	\$2,404.80	\$62.22	\$2,488.80
Assistant CGI Animator/Modeler I								
1st 6 months	\$45.01	\$1,800.40	\$48.16	\$1,926.40	\$50.09	\$2,003.60	\$51.84	\$2,073.60
2nd 6 months	\$46.12	\$1,844.80	\$49.35	\$1,974.00	\$51.32	\$2,052.80	\$53.12	\$2,124.80
Journey	\$48.25	\$1,930.00	\$51.63	\$2,065.20	\$53.70	\$2,148.00	\$55.58	\$2,223.20
Assistant CGI Animator/Modeler II								
1st year	\$41.26	\$1,650.40	\$44.15	\$1,766.00	\$45.92	\$1,836.80	\$47.53	\$1,901.20
Journey	\$42.37	\$1,694.80	\$45.34	\$1,813.60	\$47.15	\$1,886.00	\$48.80	\$1,952.00
Assistant CGI Animator/Modeler III								
1st 6 months	\$38.24	\$1,529.60	\$40.92	\$1,636.80	\$42.56	\$1,702.40	\$44.05	\$1,762.00
2nd 6 months	\$39.35	\$1,574.00	\$42.10	\$1,684.00	\$43.78	\$1,751.20	\$45.31	\$1,812.40
Journey	\$40.81	\$1,632.40	\$43.67	\$1,746.80	\$45.42	\$1,816.80	\$47.01	\$1,880.40

* Minimum scale for daily employees shall be 118% (118.583% effective January 1, 2025) (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, 2024 - July 31, 2027

Weekly Employment*

Effective Dates: (Unless otherwise specified)	8/1/24-8/3/24		First Period 8/4/24-8/2/25		Second Period 8/3/25-8/1/26		Third Period 8/2/26-7/31/27	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
<u>SIDELETTER D - (Walt Disney Pictures - Production Technical Director)</u>								
Production Technical Director I								
1st 6 months	\$53.16	\$2,126.40	\$56.88	\$2,275.20	\$59.16	\$2,366.40	\$61.23	\$2,449.20
2nd 6 months	\$54.36	\$2,174.40	\$58.17	\$2,326.80	\$60.50	\$2,420.00	\$62.62	\$2,504.80
Journey	\$56.38	\$2,255.20	\$60.33	\$2,413.20	\$62.74	\$2,509.60	\$64.94	\$2,597.60
Production Technical Director II	\$54.03	\$2,161.20	\$57.81	\$2,312.40	\$60.12	\$2,404.80	\$62.22	\$2,488.80
Production Technical Director III								
1st 6 months	\$45.01	\$1,800.40	\$48.16	\$1,926.40	\$50.09	\$2,003.60	\$51.84	\$2,073.60
2nd 6 months	\$46.12	\$1,844.80	\$49.35	\$1,974.00	\$51.32	\$2,052.80	\$53.12	\$2,124.80
Journey	\$48.25	\$1,930.00	\$51.63	\$2,065.20	\$53.70	\$2,148.00	\$55.58	\$2,223.20
Production Technical Director IV								
1st year	\$41.26	\$1,650.40	\$44.15	\$1,766.00	\$45.92	\$1,836.80	\$47.53	\$1,901.20
Journey	\$42.37	\$1,694.80	\$45.34	\$1,813.60	\$47.15	\$1,886.00	\$48.80	\$1,952.00
Production Technical Director V								
1st 6 months	\$38.24	\$1,529.60	\$40.92	\$1,636.80	\$42.56	\$1,702.40	\$44.05	\$1,762.00
2nd 6 months	\$39.35	\$1,574.00	\$42.10	\$1,684.00	\$43.78	\$1,751.20	\$45.31	\$1,812.40
Journey	\$40.81	\$1,632.40	\$43.67	\$1,746.80	\$45.42	\$1,816.80	\$47.01	\$1,880.40

* Minimum scale for daily employees shall be 118% (118.583% effective January 1, 2025) (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, 2024 - July 31, 2027
Weekly Employment*

Effective Dates: (Unless otherwise specified)	8/1/24-8/3/24		First Period 8/4/24-8/2/25		Second Period 8/3/25-8/1/26		Third Period 8/2/26-7/31/27	
	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								
CGI Animator/Modelers								
CGI Animator/Modeler 1								
Journey	\$56.38	\$2,255.20	\$60.33	\$2,413.20	\$62.74	\$2,509.60	\$64.94	\$2,597.60
CGI Animator/Modeler 2								
Journey	\$54.03	\$2,161.20	\$57.81	\$2,312.40	\$60.12	\$2,404.80	\$62.22	\$2,488.80
CGI Animator/Modeler 3								
1st 18 months	\$45.56	\$1,822.40	\$48.75	\$1,950.00	\$50.70	\$2,028.00	\$52.47	\$2,098.80
Journey	\$48.25	\$1,930.00	\$51.63	\$2,065.20	\$53.70	\$2,148.00	\$55.58	\$2,223.20
CGI Animator/Modeler 4								
1st 18 months	\$38.78	\$1,551.20	\$41.49	\$1,659.60	\$43.15	\$1,726.00	\$44.66	\$1,786.40
Journey	\$40.81	\$1,632.40	\$43.67	\$1,746.80	\$45.42	\$1,816.80	\$47.01	\$1,880.40
Digital Scene Planning								
1st 18 months	\$48.12	\$1,924.80	\$51.49	\$2,059.60	\$53.55	\$2,142.00	\$55.42	\$2,216.80
Journey	\$50.14	\$2,005.60	\$53.65	\$2,146.00	\$55.80	\$2,232.00	\$57.75	\$2,310.00
Scan Checker								
1st 18 months	\$37.77	\$1,510.80	\$40.41	\$1,616.40	\$42.03	\$1,681.20	\$43.50	\$1,740.00
Journey	\$40.26	\$1,610.40	\$43.08	\$1,723.20	\$44.80	\$1,792.00	\$46.37	\$1,854.80
Digital Check								
1st 3 months	\$40.43	\$1,617.20	\$43.26	\$1,730.40	\$44.99	\$1,799.60	\$46.56	\$1,862.40
Next 9 months	\$41.56	\$1,662.40	\$44.47	\$1,778.80	\$46.25	\$1,850.00	\$47.87	\$1,914.80
Next 6 months	\$45.01	\$1,800.40	\$48.16	\$1,926.40	\$50.09	\$2,003.60	\$51.84	\$2,073.60
Next 6 months	\$46.22	\$1,848.80	\$49.46	\$1,978.40	\$51.44	\$2,057.60	\$53.24	\$2,129.60
Journey	\$48.25	\$1,930.00	\$51.63	\$2,065.20	\$53.70	\$2,148.00	\$55.58	\$2,223.20

* Minimum scale for daily employees shall be 118% (118.583% effective January 1, 2025) (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 Journey person 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, 2024 - July 31, 2027
Weekly Employment*

Effective Dates: (Unless otherwise specified)	8/1/24-8/3/24		First Period 8/4/24-8/2/25		Second Period 8/3/25-8/1/26		Third Period 8/2/26-7/31/27	
	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 (continued)								
Production Technical Directors								
Production Technical Director 1								
Journey	\$56.38	\$2,255.20	\$60.33	\$2,413.20	\$62.74	\$2,509.60	\$64.94	\$2,597.60
Production Technical Director 2								
Journey	\$54.03	\$2,161.20	\$57.81	\$2,312.40	\$60.12	\$2,404.80	\$62.22	\$2,488.80
Production Technical Director 3								
1st 18 months	\$45.56	\$1,822.40	\$48.75	\$1,950.00	\$50.70	\$2,028.00	\$52.47	\$2,098.80
Journey	\$48.25	\$1,930.00	\$51.63	\$2,065.20	\$53.70	\$2,148.00	\$55.58	\$2,223.20
Production Technical Director 4								
1st 18 months	\$38.78	\$1,551.20	\$41.49	\$1,659.60	\$43.15	\$1,726.00	\$44.66	\$1,786.40
Journey	\$40.81	\$1,632.40	\$43.67	\$1,746.80	\$45.42	\$1,816.80	\$47.01	\$1,880.40
Digital Painter								
1st month	\$36.01	\$1,440.40	\$38.53	\$1,541.20	\$40.07	\$1,602.80	\$41.47	\$1,658.80
Next 6 months	\$37.44	\$1,497.60	\$40.06	\$1,602.40	\$41.66	\$1,666.40	\$43.12	\$1,724.80
Next 6 months	\$38.52	\$1,540.80	\$41.22	\$1,648.80	\$42.87	\$1,714.80	\$44.37	\$1,774.80
Journey	\$40.09	\$1,603.60	\$42.90	\$1,716.00	\$44.62	\$1,784.80	\$46.18	\$1,847.20
Trainee								
1st 6 months	\$32.97	\$1,318.80	\$35.28	\$1,411.20	\$36.69	\$1,467.60	\$37.97	\$1,518.80
2nd 6 months	\$36.48	\$1,459.20	\$39.03	\$1,561.20	\$40.59	\$1,623.60	\$42.01	\$1,680.40
3rd 6 months	\$38.03	\$1,521.20	\$40.69	\$1,627.60	\$42.32	\$1,692.80	\$43.80	\$1,752.00
<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 118% (118.583% effective January 1, 2025) (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, 2024 - July 31, 2027

Weekly Employment*

Effective Dates: (Unless otherwise specified)	8/1/24-8/3/24		First Period 8/4/24-8/2/25		Second Period 8/3/25-8/1/26		Third Period 8/2/26-7/31/27	
	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
<u>SIDELETTER F - (Walt Disney Pictures and Warner Bros. Animation Inc. - Animation/Timing Directors)</u>								
Animation Director								
1st 6 months	\$62.08	\$2,483.20	\$66.43	\$2,657.20	\$69.09	\$2,763.60	\$71.51	\$2,860.40
2nd 6 months	\$63.50	\$2,540.00	\$67.95	\$2,718.00	\$70.67	\$2,826.80	\$73.14	\$2,925.60
Journey	\$65.91	\$2,636.40	\$70.52	\$2,820.80	\$73.34	\$2,933.60	\$75.91	\$3,036.40
Timing Director								
1st 6 months	\$59.53	\$2,381.20	\$63.70	\$2,548.00	\$66.25	\$2,650.00	\$68.57	\$2,742.80
2nd 6 months	\$60.89	\$2,435.60	\$65.15	\$2,606.00	\$67.76	\$2,710.40	\$70.13	\$2,805.20
Journey	\$63.18	\$2,527.20	\$67.60	\$2,704.00	\$70.30	\$2,812.00	\$72.76	\$2,910.40
<u>SIDELETTER G - (Walt Disney Pictures - 3D Compositors)</u>								
CGI 3D Compositor I								
1st 6 months	\$50.46	\$2,018.40	\$53.99	\$2,159.60	\$56.15	\$2,246.00	\$58.12	\$2,324.80
CGI 3D Compositor II								
1st 3 months	\$40.43	\$1,617.20	\$43.26	\$1,730.40	\$44.99	\$1,799.60	\$46.56	\$1,862.40
Next 9 months	\$41.56	\$1,662.40	\$44.47	\$1,778.80	\$46.25	\$1,850.00	\$47.87	\$1,914.80
Next 6 months	\$45.01	\$1,800.40	\$48.16	\$1,926.40	\$50.09	\$2,003.60	\$51.84	\$2,073.60
Next 6 months	\$46.22	\$1,848.80	\$49.46	\$1,978.40	\$51.44	\$2,057.60	\$53.24	\$2,129.60
Journey	\$48.25	\$1,930.00	\$51.63	\$2,065.20	\$53.70	\$2,148.00	\$55.58	\$2,223.20
<u>SIDELETTER H - (Warner Bros. Animation - Animation Processors)</u>								
Animation Processor								
1st 6 months	\$38.24	\$1,529.60	\$40.92	\$1,636.80	\$42.56	\$1,702.40	\$44.05	\$1,762.00
2nd 6 months	\$39.35	\$1,574.00	\$42.10	\$1,684.00	\$43.78	\$1,751.20	\$45.31	\$1,812.40
Journey	\$40.81	\$1,632.40	\$43.67	\$1,746.80	\$45.42	\$1,816.80	\$47.01	\$1,880.40
<u>SIDELETTER I - (Cartoon Network Studios, Inc. and Warner Bros. Animation Inc. - 2D Digital Animator)</u>								
21-951 Digital Animator I								
1st 6 months	\$53.16	\$2,126.40	\$56.88	\$2,275.20	\$59.16	\$2,366.40	\$61.23	\$2,449.20
2nd 6 months	\$54.36	\$2,174.40	\$58.17	\$2,326.80	\$60.50	\$2,420.00	\$62.62	\$2,504.80
Journey	\$56.38	\$2,255.20	\$60.33	\$2,413.20	\$62.74	\$2,509.60	\$64.94	\$2,597.60
21-952 Digital Animator II								
1st 6 months	\$45.01	\$1,800.40	\$48.16	\$1,926.40	\$50.09	\$2,003.60	\$51.84	\$2,073.60
2nd 6 months	\$46.12	\$1,844.80	\$49.35	\$1,974.00	\$51.32	\$2,052.80	\$53.12	\$2,124.80
Journey	\$48.25	\$1,930.00	\$51.63	\$2,065.20	\$53.70	\$2,148.00	\$55.58	\$2,223.20
21-953 Digital Animator Trainee								
1st 6 months	\$36.49	\$1,459.60	\$39.04	\$1,561.60	\$40.60	\$1,624.00	\$42.02	\$1,680.80
2nd 6 months	\$38.25	\$1,530.00	\$40.93	\$1,637.20	\$42.57	\$1,702.80	\$44.06	\$1,762.40
3rd 6 months	\$40.03	\$1,601.20	\$42.83	\$1,713.20	\$44.54	\$1,781.60	\$46.10	\$1,844.00

* Minimum scale for daily employees shall be 118% (118.583% effective January 1, 2025) (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.