

## 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
<b>ANIMATION</b>								
21-012 <b>Animator**</b>								
21-032 <b>Background**</b>								
21-042 <b>Layout**</b>								
21-052 <b>Model Designer**</b>								
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 <b>Color Designer**</b>								
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 <b>Color Designer**</b>								
			Effective 8/4/24-3/22/25		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 <b>Animation Story Person**</b>								
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 <b>Animation Story Person (other those covered by 21-025 Animation Story Person)**</b>								
1st 6 months			Effective 3/23/25-8/2/25					
Journey			\$57.41	\$2,296.40	\$59.71	\$2,388.40	\$61.80	\$2,472.00
<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)	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
<b><u>ANIMATION</u></b> (continued)								
21-025	<b>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 on or after March 23, 2025 (or in the absence of a license agreement, the production animation for the series commences on or after March 23, 2025)***</b>							
	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	<b>Assistant Animation Story Person</b>							
	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
	2nd 6 months	n/a	n/a	\$51.63	\$2,065.20	\$53.70	\$2,148.00	\$55.58
	Journey	n/a	n/a	\$54.21	\$2,168.40	\$56.38	\$2,255.20	\$58.35
	<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>							
21-027	<b>Production Board***</b>							
	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	<b>Production Board***</b>							
	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	<b>Animation Art Director (effective for new contracts entered into on or after March 23, 2025)</b>							
	Journey	n/a	n/a	\$70.03	\$2,801.20	\$72.83	\$2,913.20	\$75.38
21-801	<b>Staff Comic Strip Story Person and/or Artist (August 1, 2024 to and including January 25, 2025)</b>							
	1st 6 months	\$53.16	\$2,126.40	\$56.88	\$2,275.20	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
	Journey	\$56.38	\$2,255.20	\$60.33	\$2,413.20	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	<b>Key Assistant Animator</b>							
	\$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
<b>ANIMATION (continued)</b>								
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
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
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
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
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
<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	\$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
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								

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

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

**Weekly Employment\***

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	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
<b>ANIMATION (continued)</b>								
<b>21-252 Animation Checker</b>								
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
<b>INK AND PAINT (Inking, Special Effects, Painters)</b>								
<b>21-412 Assistant Supervisor (Ink and Paint, Xerox, Color Model or Paint Lab)</b>								
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
<b>21-422 Inker</b>								
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
<b>21-442 Ink Checker</b>								
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
<b>21-452 Special Effects</b>								
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
<b>21-453 Head Special Effects</b>	\$42.92	\$1,716.80	\$45.92	\$1,836.80	\$47.76	\$1,910.40	\$49.43	\$1,977.20
<b>21-500 Color Modelist</b>								
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
<b>21-522 Painter</b>								
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

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

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

Weekly Employment\*

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	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
<b>INK AND PAINT (Inking, Special Effects, Painters) (continued)</b>								
21-542 <b>Xerox Processor</b>								
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 <b>Key Xerox Processor</b>	\$40.58	\$1,623.20	\$43.42	\$1,736.80	\$45.16	\$1,806.40	\$46.74	\$1,869.60
<b>CHECKERS</b>								
21-562 <b>Xerox Checker</b>								
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 <b>Animation Stock Librarian</b>								
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 <b>Production Final Checker/Mark-Up</b>								
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 <b>Head Final Checker</b>	\$42.92	\$1,716.80	\$45.92	\$1,836.80	\$47.76	\$1,910.40	\$49.43	\$1,977.20
21-652 <b>Paint Checker</b>								
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 <b>Picture Set-Up</b>								
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 <b>Scan Checker</b>								
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 <b>Cel Service</b>								
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 <b>Mix and Match</b>								
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 <b>Paint Technician</b>								
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

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

Weekly Employment\*

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	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly	Hourly	Weekly
<b>CHECKERS (continued)</b>								
21-792 <b>Letter Artist</b>								
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 <b>Trainee</b>								
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
<b>COMIC STRIP (Work presently assigned)</b>								
21-812 <b>Class I (Story Person or Artist doing two Sunday pages or six daily strips per week)</b>								
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 <b>Class II (Writes or draws one Sunday page per week)</b>								
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 <b>Staff Assistant</b>								
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
<b>COMIC STRIP (New work)</b>								
21-842 <b>Six Panels (Writes and draws)</b>								
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 <b>Six Strips (Writes and draws)</b>								
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 <b>One Sunday Page (Writes and draws)</b>								
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
<b>PROMOTION AND PUBLICITY ARTISTS</b>								
21-872 <b>Class I (Responsible)</b>								
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 <b>Class II (Assistant)</b>								
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
<b>ANIMATION WRITERS</b>								
<b>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>):</b>								
21-850 <b>Associate Animation Writer</b>								
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 <b>Animation Writer</b>								
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 <b>Supv. Animation Writer**</b>	\$67.44	\$2,697.60	\$72.16	\$2,886.40	\$75.05	\$3,002.00	\$77.68	\$3,107.20
<b>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>):</b>								
21-850 <b>Associate Animation Writer</b>								
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 <b>Animation Writer Level 1</b>								
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 <b>Animation Writer Level 2</b>	\$64.89	\$2,595.60	\$69.43	\$2,777.20	\$72.21	\$2,888.40	\$74.74	\$2,989.60
21-853 <b>Supv. Animation Writer**</b>	\$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
<b>ANIMATION WRITERS (continued)</b>								
<b>For animated programs subject to a license agreement entered into on or after March 23, 2025 (or, in the absence of a license agreement, on animated programs which commence production animation on or after March 23, 2025; in the case of a series or mini-series, production animation of the first episode or part must commence on or after March 23, 2025):</b>								
<b>21-850 Associate Animation Writer</b>								
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
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
<b>21-851 Animation Writer Level 1 (6 weeks or fewer)<sup>†, **</sup></b>								
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
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
<b>21-851 Animation Writer Level 1 (7-19 weeks)<sup>†, **</sup></b>								
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
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
<b>21-851 Animation Writer Level 1 (20+ weeks)<sup>†, **</sup></b>								
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
<i>(Subject to right of Producer to request one six-month extension which Union shall not unreasonably deny.)</i>								
<b>21-852 Animation Writer Level 2 (6 weeks or fewer)<sup>†, **</sup></b>								
Journey	n/a	n/a	\$72.21	\$2,888.40	\$75.10	\$3,004.00	\$77.73	\$3,109.20
<b>21-852 Animation Writer Level 2 (7-19 weeks)<sup>†, **</sup></b>								
Journey	n/a	n/a	\$70.82	\$2,832.80	\$73.65	\$2,946.00	\$76.23	\$3,049.20
<b>21-852 Animation Writer Level 2 (20+ weeks)<sup>†, **</sup></b>								
Journey	n/a	n/a	\$69.43	\$2,777.20	\$72.21	\$2,888.40	\$74.74	\$2,989.60
<b>21-853 Supv. Animation Writer***</b>	n/a	n/a	\$79.91	\$3,196.40	\$83.11	\$3,324.40	\$86.02	\$3,440.80

<sup>†</sup> 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

**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) and contracts entered into prior to March 23, 2025

<b>Short Subjects - Less than 4 Minutes (TV or Theatrical)</b>					
Storyboard Only	per individual negotiation	per individual negotiation	per individual negotiation	per individual negotiation	63
<b>Short Subjects - 4 to 7 Minutes (TV or Theatrical)</b>					
Storyboard Only	\$1,701.58	\$1,820.69	\$1,893.52	\$1,959.79	63
<b>Short Subjects - Over 7 to 15 Minutes (TV or Theatrical)</b>					
Storyboard Only	\$2,060.55	\$2,204.79	\$2,292.98	\$2,373.23	80
<b>Half-Hour Subjects (TV or Theatrical)</b>					
Storyboard Only	\$3,912.91	\$4,186.81	\$4,354.28	\$4,506.68	148
<b>One Hour or More Subjects (TV)</b>					
Storyboard Only	\$5,836.35	\$6,244.89	\$6,494.69	\$6,722.00	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) and contracts entered into prior to March 23, 2025

<b>Short Subjects - Less than 4 Minutes (TV or Theatrical)</b>					
Storyboard Only	per individual negotiation	per individual negotiation	per individual negotiation	per individual negotiation	63
<b>Short Subjects - 4 to 7 Minutes (TV or Theatrical)</b>					
Storyboard Only	\$1,701.58	\$1,820.69	\$1,893.52	\$1,959.79	63
<b>Short Subjects - Over 7 to 15 Minutes (TV or Theatrical)</b>					
Storyboard Only	\$2,142.97	\$2,292.98	\$2,384.70	\$2,468.16	100
<b>Half-Hour Subjects (TV or Theatrical)</b>					
Storyboard Only	\$4,069.41	\$4,354.27	\$4,528.44	\$4,686.94	240
<b>Subjects One Hour or More (TV)</b>					
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
<b>STORYBOARD CLASSIFICATION (continued)</b>					
<b>Theatrical Subjects One Hour or More</b>					
<b>Effective for contracts entered into prior to August 1, 2022:</b>					
<b>One Hour or More Subjects</b>					
Storyboard Only	\$5,836.35	\$6,244.89	\$6,494.69	\$6,722.00	222
<b>Effective for contracts entered into on or after August 1, 2022 but prior to March 23, 2025:</b>					
<b>Subjects One Hour or More But Less than 75 Minutes</b>					
Storyboard Only	\$6,069.80	\$6,494.69	\$6,754.48	\$6,990.89	320
<b>Subjects 75 Minutes or More</b>					
Storyboard Only	\$8,170.91	\$8,742.87	\$9,092.58	\$9,410.82	425
<b>STORYBOARD PILOT UNIT RATES - Effective for new contracts entered into on or after March 23, 2025</b>					
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
<b>ANIMATION WRITER CLASSIFICATION</b>					
<b>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)</b>					
<b>Short Subjects - Less than 4 Minutes (TV or Theatrical)</b>					
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
<b>Short Subjects - 4 to 7 Minutes (TV or Theatrical)</b>					
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
<b>Short Subjects - Over 7 to 15 Minutes (TV or Theatrical)</b>					
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
<b>Half-Hour Subjects (TV or Theatrical)</b>					
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
<b>Half-Hour Subjects - (TV or Theatrical) - "New Animation Writers"** - Not applicable to contracts entered into on or after July 10, 2022</b>					
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
<b>Subjects One Hour or More But Less than 75 Minutes (TV)</b>					
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
<b>Subjects 75 Minutes or More (TV)</b>					
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
<b>One Hour or More Subjects (TV) - "New Animation Writers"** - Not applicable to contracts entered into on or after July 10, 2022</b>					
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
<b>ANIMATION WRITER CLASSIFICATION (continued)</b>					
<b>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)</b>					
<b>Short Subjects - Less than 4 Minutes (TV or Theatrical)</b>					
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
<b>Short Subjects - 4 to 7 Minutes (TV or Theatrical)</b>					
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
<b>Short Subjects - Over 7 to 15 Minutes (TV or Theatrical)</b>					
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
<b>Half-Hour Subjects (TV or Theatrical)</b>					
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
<b>Subjects One Hour or More (TV)</b>					
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
<b><u>ANIMATION WRITER CLASSIFICATION (continued)</u></b>					
<b>Animated programs subject to a license agreement entered into on or after March 23, 2025 (or in the absence of a license agreement, commences production animation on or after March 23, 2025; in the case of a series or mini-series, production animation of the first episode or part commences on or after March 23, 2025)</b>					
<b>Short Subjects - Less than 4 Minutes (TV or Theatrical)</b>					
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
<b>Short Subjects - 4 to 7 Minutes (TV or Theatrical)</b>					
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
<b>Short Subjects - Over 7 to 15 Minutes (TV)</b>					
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
<b>Short Subjects - Over 7 to 15 Minutes (Theatrical)</b>					
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
<b>Half-Hour Subjects (TV)</b>					
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
<b>Half-Hour Subjects (Theatrical)</b>					
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
<b>Subjects One Hour or More (TV)</b>					
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
<b><u>ANIMATION WRITER CLASSIFICATION (continued)</u></b>					
<b>Theatrical Subjects One Hour or More</b>					
<b>Effective for contracts entered into <u>prior to August 1, 2022:</u></b>					
<b>Subjects One Hour or More But Less than 75 Minutes (Theatrical)</b>					
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
<b>Subjects 75 Minutes or More (Theatrical)</b>					
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
<b>One Hour or More Subjects (Theatrical) - "New Animation Writers"** - <i>Not applicable to contracts entered into on or after August 1, 2022</i></b>					
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
<b>Effective for contracts entered into <u>on or after August 1, 2022:</u></b>					
<b>Subjects One Hour or More But Less than 75 Minutes (Theatrical)</b>					
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
<b>Subjects 75 Minutes or More (Theatrical)</b>					
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 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
<b><u>ANIMATION WRITER CLASSIFICATION (continued)</u></b>					
<b><u>BIBLES<sup>††</sup></u></b>					
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)

<sup>††</sup> 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.

<b><u>PILOT DEVELOPMENT RATES (TV) - Effective for contracts entered into prior to 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**</u></b>					
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
<b><u>PILOT DEVELOPMENT RATES (TV) - Effective for contracts entered into on or after 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**</u></b>					
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.

<b><u>FREELANCE TIMING (not applicable on or after January 1, 2025)</u></b>					
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
<b>SIDELETTER A - (Walt Disney Pictures and Television - Compositor)</b>								
<b>Compositor</b>								
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
<b>SIDELETTER B - (Warner Bros. Animation - Visual Development)</b>								
<b>Visual Development</b>								
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
<b>SIDELETTER C - (Walt Disney Pictures - CGI Animator/Modeler)</b>								
<b>CGI Animator/Modeler</b>								
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
<b>Key Assistant CGI Animator/Modeler</b>								
	\$54.03	\$2,161.20	\$57.81	\$2,312.40	\$60.12	\$2,404.80	\$62.22	\$2,488.80
<b>Assistant CGI Animator/Modeler I</b>								
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
<b>Assistant CGI Animator/Modeler II</b>								
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
<b>Assistant CGI Animator/Modeler III</b>								
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
<b>SIDELETTER D - (Walt Disney Pictures - Production Technical Director)</b>								
<b>Production Technical Director I</b>								
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
<b>Production Technical Director II</b>	\$54.03	\$2,161.20	\$57.81	\$2,312.40	\$60.12	\$2,404.80	\$62.22	\$2,488.80
<b>Production Technical Director III</b>								
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
<b>Production Technical Director IV</b>								
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
<b>Production Technical Director V</b>								
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
<b>SIDELETTER E<sup>+</sup> - (DreamWorks Animation LLC, DreamWorks Animation Television, Inc., Warner Bros. Animation Inc. and Warner Specialty Productions Inc.) - Applicable to all signatory Producers</b>								
<b>CGI Animator/Modelers</b>								
<b>CGI Animator/Modeler 1</b>								
Journey	\$56.38	\$2,255.20	\$60.33	\$2,413.20	\$62.74	\$2,509.60	\$64.94	\$2,597.60
<b>CGI Animator/Modeler 2</b>								
Journey	\$54.03	\$2,161.20	\$57.81	\$2,312.40	\$60.12	\$2,404.80	\$62.22	\$2,488.80
<b>CGI Animator/Modeler 3</b>								
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
<b>CGI Animator/Modeler 4</b>								
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
<b>Digital Scene Planning</b>								
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
<b>Scan Checker</b>								
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
<b>Digital Check</b>								
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 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
<b>SIDELETTER E<sup>+</sup> - (DreamWorks Animation LLC, DreamWorks Animation Television, Inc., Warner Bros. Animation Inc. and Warner Specialty Productions Inc.) - Applicable to all signatory Producers (continued)</b>								
<b>Production Technical Directors</b>								
<b>Production Technical Director 1</b>								
Journey	\$56.38	\$2,255.20	\$60.33	\$2,413.20	\$62.74	\$2,509.60	\$64.94	\$2,597.60
<b>Production Technical Director 2</b>								
Journey	\$54.03	\$2,161.20	\$57.81	\$2,312.40	\$60.12	\$2,404.80	\$62.22	\$2,488.80
<b>Production Technical Director 3</b>								
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
<b>Production Technical Director 4</b>								
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
<b>Digital Painter</b>								
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
<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
<b>SIDELETTER F - (Walt Disney Pictures and Warner Bros. Animation Inc. - Animation/Timing Directors)</b>								
<b>Animation Director</b>								
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
<b>Timing Director</b>								
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
<b>SIDELETTER G - (Walt Disney Pictures - 3D Compositors)</b>								
<b>CGI 3D Compositor I</b>								
1st 6 months	\$50.46	\$2,018.40	\$53.99	\$2,159.60	\$56.15	\$2,246.00	\$58.12	\$2,324.80
<b>CGI 3D Compositor II</b>								
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
<b>SIDELETTER H - (Warner Bros. Animation - Animation Processors)</b>								
<b>Animation Processor</b>								
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
<b>SIDELETTER I - (Cartoon Network Studios, Inc. and Warner Bros. Animation Inc. - 2D Digital Animator)</b>								
<b>21-951 Digital Animator I</b>								
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
<b>21-952 Digital Animator II</b>								
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
<b>21-953 Digital Animator Trainee</b>								
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.