

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

**Wage Scales, July 30, 2006-July 31, 2009**

**Weekly employment\***

		<b>First period</b>		<b>Second period</b>		<b>Third period</b>	
		<b>7/30/2006-7/28/2007</b>		<b>7/29/2007-8/2/2008</b>		<b>8/3/2008-7/31/2009</b>	
		<b>HOURLY</b>	<b>WEEKLY</b>	<b>HOURLY</b>	<b>WEEKLY</b>	<b>HOURLY</b>	<b>WEEKLY</b>
<b>ANIMATION</b>							
21-012	Animator**						
21-032	Background**						
21-042	Layout**						
21-052	Model Designer**						
21-022	Animation Story Person/Animation Writer**						
	Production Board***						
21-801	Staff Comic Strip Story Person and/or Artist						
	1st 6 months	34.086	1,363.44	35.109	1,404.36	36.162	1,446.48
	2nd 6 months	34.863	1,394.52	35.909	1,436.36	36.986	1,479.44
	Journey	36.164	1,446.56	37.249	1,489.96	38.366	1,534.64
(Subject to right of Producer to request extension - limited to one six-month extension)							
21-112	Key Assistant Animator	34.657	1,386.28	35.697	1,427.88	36.768	1,470.72
21-102	Assistant Animator						
21-122	Assistant Background						
	Assistant Layout						
21-132	Assistant Model Designer						
21-802	Assistant Staff Comic Strip Story Person and/or Artist						
	1st 6 months	28.873	1,154.92	29.739	1,189.56	30.631	1,225.24
	2nd 6 months	29.589	1,183.56	30.477	1,219.08	31.391	1,255.64
	Journey	30.949	1,237.96	31.877	1,275.08	32.833	1,313.32
(Subject to right of Producer to request extension - limited to one six-month extension)							
21-142	Breakdown						
	1st year	26.455	1,058.20	27.249	1,089.96	28.066	1,122.64
	Journey	27.187	1,087.48	28.003	1,120.12	28.843	1,153.72
21-152	Inbetweener						
	1st 6 months	24.532	981.28	25.268	1,010.72	26.026	1,041.04
	2nd 6 months	25.241	1,009.64	25.998	1,039.92	26.778	1,071.12
	Journey	26.164	1,046.56	26.949	1,077.96	27.757	1,110.28

\* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

\*\* An Animator, Background or Layout person designated by the Producer to be responsible for and supervise the work of others in his classification shall be paid the key rate of 15% above the minimum Journey rate for his classification during such an assignment.

\*\*\* Producer agrees to pay to the Production Board classification the key rate of 15% above minimum at all times as provided.

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

**Wage Scales, July 30, 2006-July 31, 2009**

**Weekly employment\***

		<b>First period</b>		<b>Second period</b>		<b>Third period</b>	
		<b>7/30/2006-7/28/2007</b>		<b>7/29/2007-8/2/2008</b>		<b>8/3/2008-7/31/2009</b>	
		<b>HOURLY</b>	<b>WEEKLY</b>	<b>HOURLY</b>	<b>WEEKLY</b>	<b>HOURLY</b>	<b>WEEKLY</b>
21-202	Apprentice Layout, Model Designer, Background and Production Board 6 months	26.426	1,057.04	27.219	1,088.76	28.036	1,121.44
	(Subject to right of Producer to request one six-month extension)						
21-232	Blue Sketch						
	1st year	25.921	1,036.84	26.699	1,067.96	27.500	1,100.00
	Journey	26.665	1,066.60	27.465	1,098.60	28.289	1,131.56
21-312	Story Sketch						
	1st year	32.006	1,280.24	32.966	1,318.64	33.955	1,358.20
	Journey	32.498	1,299.92	33.473	1,338.92	34.477	1,379.08
21-322	Apprentice Animation Story Person and/or Apprentice Story Sketch						
	1st 6 months	26.495	1,059.80	27.290	1,091.60	28.109	1,124.36
	2nd 6 months	30.495	1,219.80	31.410	1,256.40	32.352	1,294.08
	(Subject to right of Producer to request extension - limited to one six-month extension)						
21-332	Assistant Director						
	1st 6 months	27.535	1,101.40	28.361	1,134.44	29.212	1,168.48
	2nd 6 months	30.033	1,201.32	30.934	1,237.36	31.862	1,274.48
	3rd 6 months	32.536	1,301.44	33.512	1,340.48	34.517	1,380.68
	Journey	33.988	1,359.52	35.008	1,400.32	36.058	1,442.32
21-335	Sheet Timer						
	1st 6 months	27.535	1,101.40	28.361	1,134.44	29.212	1,168.48
	2nd 6 months	30.033	1,201.32	30.934	1,237.36	31.862	1,274.48
	3rd 6 months	32.536	1,301.44	33.512	1,340.48	34.517	1,380.68
	Journey	33.988	1,359.52	35.008	1,400.32	36.058	1,442.32
21-242	Scene Planner						
	1st year	30.869	1,234.76	31.795	1,271.80	32.749	1,309.96
	Journey	32.152	1,286.08	33.117	1,324.68	34.111	1,364.44
21-252	Animation Checker						
	1st 3 months	25.921	1,036.84	26.699	1,067.96	27.500	1,100.00
	Next 9 months	26.665	1,066.60	27.465	1,098.60	28.289	1,131.56
	Next 6 months	28.873	1,154.92	29.739	1,189.56	30.631	1,225.24
	Next 6 months	29.647	1,185.88	30.536	1,221.44	31.452	1,258.08
	Journey	30.949	1,237.96	31.877	1,275.08	32.833	1,313.32

\* Minimum scale for daily employees shall be 117.719% (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, July 30, 2006-July 31, 2009**

**Weekly employment\***

		<b>First period</b>		<b>Second period</b>		<b>Third period</b>	
		<b>7/30/2006-7/28/2007</b>		<b>7/29/2007-8/2/2008</b>		<b>8/3/2008-7/31/2009</b>	
		<b>HOURLY</b>	<b>WEEKLY</b>	<b>HOURLY</b>	<b>WEEKLY</b>	<b>HOURLY</b>	<b>WEEKLY</b>
<b><u>INK AND PAINT</u> (Inking, Special Effects, Painters)</b>							
21-412	Assistant Supervisor (Ink and Paint, Xerox, Color Model or Paint Lab)						
	1st 6 months	26.554	1,062.16	27.351	1,094.04	28.172	1,126.88
	2nd 6 months	27.208	1,088.32	28.024	1,120.96	28.865	1,154.60
	Journey	28.121	1,124.84	28.965	1,158.60	29.834	1,193.36
21-422	Inker						
	1st month	23.099	923.96	23.792	951.68	24.506	980.24
	Next 6 months	24.356	974.24	25.087	1,003.48	25.840	1,033.60
	Next 6 months	25.022	1,000.88	25.773	1,030.92	26.546	1,061.84
	Journey	25.900	1,036.00	26.677	1,067.08	27.477	1,099.08
21-442	Ink Checker						
	1st year	26.301	1,052.04	27.090	1,083.60	27.903	1,116.12
	Journey	26.781	1,071.24	27.584	1,103.36	28.412	1,136.48
21-452	Special Effects						
	1st year	26.301	1,052.04	27.090	1,083.60	27.903	1,116.12
	Journey	26.781	1,071.24	27.584	1,103.36	28.412	1,136.48
21-453	Head Special Effects						
		27.535	1,101.40	28.361	1,134.44	29.212	1,168.48
21-500	Color Modelist						
	1st 6 months	25.282	1,011.28	26.040	1,041.60	26.821	1,072.84
	2nd 6 months	25.956	1,038.24	26.735	1,069.40	27.537	1,101.48
	Journey	26.915	1,076.60	27.722	1,108.88	28.554	1,142.16
21-501	Color Stylist						
	1st 3 months	25.921	1,036.84	26.699	1,067.96	27.500	1,100.00
	Next 9 months	26.665	1,066.60	27.465	1,098.60	28.289	1,131.56
	Next 6 months	28.873	1,154.92	29.739	1,189.56	30.631	1,225.24
	Next 6 months	29.647	1,185.88	30.536	1,221.44	31.452	1,258.08
	Journey	30.949	1,237.96	31.877	1,275.08	32.833	1,313.32
21-522	Painter						
	1st month	23.099	923.96	23.792	951.68	24.506	980.24
	Next 6 months	24.010	960.40	24.730	989.20	25.472	1,018.88
	Next 6 months	24.704	988.16	25.445	1,017.80	26.208	1,048.32
	Journey	25.710	1,028.40	26.481	1,059.24	27.275	1,091.00

\* Minimum scale for daily employees shall be 117.719% (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, July 30, 2006-July 31, 2009**

**Weekly employment\***

		First period		Second period		Third period	
		7/30/2006-7/28/2007		7/29/2007-8/2/2008		8/3/2008-7/31/2009	
		<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>
21-542	Xerox Processor						
	1st 3 mos	23.099	923.96	23.792	951.68	24.506	980.24
	2nd 12 mos	25.128	1,005.12	25.882	1,035.28	26.658	1,066.32
	Journey	25.710	1,028.40	26.481	1,059.24	27.275	1,091.00
21-552	Key Xerox Processor						
		26.035	1,041.40	26.816	1,072.64	27.620	1,104.80
<b><u>CHECKERS</u></b>							
21-562	Xerox Checker						
	1st year	26.301	1,052.04	27.090	1,083.60	27.903	1,116.12
	Journey	26.781	1,071.24	27.584	1,103.36	28.412	1,136.48
21-572	Animation Stock Librarian						
	1st 6 months	25.156	1,006.24	25.911	1,036.44	26.688	1,067.52
	2nd 6 months	25.791	1,031.64	26.565	1,062.60	27.362	1,094.48
	Journey	26.781	1,071.24	27.584	1,103.36	28.412	1,136.48
21-632	Production Final Checker/Mark-Up						
	1st 6 months	25.156	1,006.24	25.911	1,036.44	26.688	1,067.52
	2nd 6 months	25.791	1,031.64	26.565	1,062.60	27.362	1,094.48
	Journey	26.781	1,071.24	27.584	1,103.36	28.412	1,136.48
21-633	Head Final Checker						
		27.535	1,101.40	28.361	1,134.44	29.212	1,168.48
21-652	Paint Checker						
	1st 6 months	24.532	981.28	25.268	1,010.72	26.026	1,041.04
	2nd 6 months	25.241	1,009.64	25.998	1,039.92	26.778	1,071.12
	Journey	26.164	1,046.56	26.949	1,077.96	27.757	1,110.28
21-672	Picture Set-Up						
	1st year	25.921	1,036.84	26.699	1,067.96	27.500	1,100.00
	Journey	26.745	1,069.80	27.547	1,101.88	28.373	1,134.92
21-682	Scan Checker						
	1st 6 months	23.896	955.84	24.613	984.52	25.351	1,014.04
	2nd 6 months	24.554	982.16	25.291	1,011.64	26.050	1,042.00
	Journey	25.445	1,017.80	26.208	1,048.32	26.994	1,079.76

\* Minimum scale for daily employees shall be 117.719% (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, July 30, 2006-July 31, 2009**

**Weekly employment\***

		<b>First period</b>		<b>Second period</b>		<b>Third period</b>	
		<b>7/30/2006-7/28/2007</b>		<b>7/29/2007-8/2/2008</b>		<b>8/3/2008-7/31/2009</b>	
		<b><u>HOURLY</u></b>	<b><u>WEEKLY</u></b>	<b><u>HOURLY</u></b>	<b><u>WEEKLY</u></b>	<b><u>HOURLY</u></b>	<b><u>WEEKLY</u></b>
21-692	Cel Service						
	1st 6 months	23.783	951.32	24.496	979.84	25.231	1,009.24
	2nd 6 months	24.403	976.12	25.135	1,005.40	25.889	1,035.56
	Journey	25.183	1,007.32	25.938	1,037.52	26.716	1,068.64
21-722	Mix and Match						
	1st year	24.822	992.88	25.567	1,022.68	26.334	1,053.36
	Journey	25.807	1,032.28	26.581	1,063.24	27.378	1,095.12
21-742	Paint Technician						
	1st year	26.808	1,072.32	27.612	1,104.48	28.440	1,137.60
	Journey	27.739	1,109.56	28.571	1,142.84	29.428	1,177.12
21-792	Letter Artist						
	1st 6 months	28.873	1,154.92	29.739	1,189.56	30.631	1,225.24
	2nd 6 months	29.647	1,185.88	30.536	1,221.44	31.452	1,258.08
	Journey	30.949	1,237.96	31.877	1,275.08	32.833	1,313.32
21-222	Trainee						
	1st 6 months	23.420	936.80	24.123	964.92	24.847	993.88
	2nd 6 months	24.538	981.52	25.274	1,010.96	26.032	1,041.28
	3rd 6 months	25.660	1,026.40	26.430	1,057.20	27.223	1,088.92

---

\* Minimum scale for daily employees shall be 117.719% (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, July 30, 2006-July 31, 2009**

**Weekly employment\***

		<b>First period</b>		<b>Second period</b>		<b>Third period</b>	
		<b>7/30/2006-7/28/2007</b>		<b>7/29/2007-8/2/2008</b>		<b>8/3/2008-7/31/2009</b>	
		<b>HOURLY</b>	<b>WEEKLY</b>	<b>HOURLY</b>	<b>WEEKLY</b>	<b>HOURLY</b>	<b>WEEKLY</b>
<u>COMIC STRIP</u> (Work presently assigned)							
21-812	Class I (Story Person or Artist doing two Sunday pages or six daily strips per week)						
	1st year	33.290	1,331.60	34.289	1,371.56	35.318	1,412.72
	After 1 year in classification	34.576	1,390.24	35.799	1,431.96	36.873	1,474.92
21-822	Class II (Writes or draws one Sunday page per week)						
	1st year	30.113	1,204.52	31.016	1,240.64	31.946	1,277.84
	After 1 year in classification	31.320	1,252.80	32.260	1,290.40	33.228	1,329.12
21-832	Staff Assistant						
	1st year	23.303	932.12	24.002	960.08	24.722	988.88
	2nd year	24.306	972.24	25.035	1,001.40	25.786	1,031.44
	3rd year	25.631	1,025.24	26.400	1,056.00	27.192	1,087.68
	Journey	26.102	1,044.08	26.885	1,075.40	27.692	1,107.68
<u>COMIC STRIP</u> (New work)							
21-842	Six Panels (Writes and draws)						
	1st year	27.106	1,084.24	27.919	1,116.76	28.757	1,150.28
	After 1 year in classification	28.280	1,131.20	29.128	1,165.12	30.002	1,200.08
21-852	Six Strips (Writes and draws)						
	1st year	30.113	1,204.52	31.016	1,240.64	31.946	1,277.84
	After 1 year in classification	31.320	1,252.80	32.260	1,290.40	33.228	1,329.12
21-862	One Sunday Page (Writes and draws)						
	1st year	27.106	1,084.24	27.919	1,116.76	28.757	1,150.28
	After 1 year in classification	28.280	1,131.20	29.128	1,165.12	30.002	1,200.08
<u>PROMOTION AND PUBLICITY ARTISTS</u>							
21-872	Class I (Responsible)						
	1st year	33.290	1,331.60	34.289	1,371.56	35.318	1,412.72
	After 1 year in classification	34.816	1,392.64	35.860	1,434.40	36.936	1,477.44
21-882	Class II (Assistant)						
	1st year	30.113	1,204.52	31.016	1,240.64	31.946	1,277.84
	After 1 year in classification	31.320	1,252.80	32.260	1,290.40	33.228	1,329.12

\* Minimum scale for daily employees shall be 117.719% (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, July 30, 2006-July 31, 2009**

<b>WRITER &amp; STORYBOARD CLASSIFICATION §</b>	<b>First period 7/30/2006- 7/28/2007</b>	<b>Second period 7/29/2007- 8/2/2008</b>	<b>Third period 8/3/2008- 7/31/2009</b>	<b>H. &amp; W. &amp; Pension Hours</b>
<u>SHORT SUBJECTS - 4 to 7 Minutes (TV or Theatrical)</u>				
Synopsis and Outline	787.13	810.74	835.06	22
Storyboard Only	1,091.54	1,124.29	1,158.02	30
Teleplay or Screenplay	1,880.40	1,936.81	1,994.91	50
<u>SHORT SUBJECTS - 7 to 15 Minutes (TV or Theatrical)</u>				
Synopsis and Outline	794.27	818.10	842.64	35
Storyboard Only	1,321.82	1,361.47	1,402.31	38
Teleplay or Screenplay	2,590.62	2,668.34	2,748.39	115
<u>HALF-HOUR SUBJECTS (TV or Theatrical)</u>				
Synopsis and Outline	1,412.96	1,455.35	1,499.01	68
Storyboard Only	2,510.08	2,585.38	2,662.94	75
Teleplay or Screenplay	4,965.27	5,114.23	5,267.66	232
<u>HALF-HOUR SUBJECTS (TV or Theatrical) — "New Animation Writers"§</u>				
Synopsis and Outline	1,302.08	1,341.14	1,381.37	68
Teleplay or Screenplay	4,575.59	4,712.86	4,854.25	232
<u>ONE HOUR OR MORE SUBJECTS (TV or Theatrical)</u>				
Synopsis and Outline	2,102.75	2,165.83	2,230.80	70
Storyboard Only	3,743.95	3,856.27	3,971.96	113
Teleplay or Screenplay	7,469.23	7,693.31	7,924.11	230
<u>ONE HOUR OR MORE SUBJECTS (TV or Theatrical) — "New Animation Writers"§</u>				
Synopsis and Outline	1,928.26	1,986.11	2,045.69	70
Teleplay or Screenplay	6,849.46	7,054.94	7,266.59	230

In reference to the above Unit rates, the Employer may require two re-wr 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 rework when due.

§ During the term of the Collective Bargaining Agreement, the applicable minimum for all new animation writers (i.e. those persons not previously employed in the Unit Writer and Storyboard Classification or Animation Story Person/Animation Writer Classification) shall be the 8/29/99-7/31/00 half-hour or one-hour or more minimum rate, whichever is applicable (the "Novice Rate"). In the event a script written by such a writer is produced, said Animation Story Person/Animation Writer shall be paid the difference between the Novice and the Journey-person rates.

*The following minimum wage scales are in effect between Local 839 IATSE and the indicated signator employers only. All sideletters were extended through July 31, 2009 with wage scales increased as shown.*

**SIDELETTER A**

*[Walt Disney Pictures and Television — Composer]*

**Wage Scales, July 30, 2006-July 31, 2009**

**Weekly employment\***

	<b>First period</b>		<b>Second period</b>		<b>Third period</b>	
	<b>7/30/2006-7/28/2007</b>		<b>7/29/2007-8/2/2008</b>		<b>8/3/2008-7/31/2009</b>	
	<b><u>HOURLY</u></b>	<b><u>WEEKLY</u></b>	<b><u>HOURLY</u></b>	<b><u>WEEKLY</u></b>	<b><u>HOURLY</u></b>	<b><u>WEEKLY</u></b>
Composer <sup>D</sup>						
1st month	23.099	923.96	23.792	951.68	24.506	980.24
Next 6 months	24.010	960.40	24.730	989.20	25.472	1,018.88
Next 6 months	24.704	988.16	25.445	1,017.80	26.208	1,048.32
Journey	25.710	1,028.40	26.481	1,059.24	27.275	1,091.00

<sup>D</sup> Walt Disney Pictures and Television only.

\* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

*The following minimum wage scales are in effect between Local 839 IATSE and the indicated signator employers only. All sideletters were extended through July 31, 2009 with wage scales increased as shown.*

**SIDELETTER B**

*[Warner Bros. Animation — Visual Development]*

**Wage Scales, July 30, 2006-July 31, 2009**

**Weekly employment\***

	<b>First period</b>		<b>Second period</b>		<b>Third period</b>	
	<b>7/30/2006-7/28/2007</b>		<b>7/29/2007-8/2/2008</b>		<b>8/3/2008-7/31/2009</b>	
	<b><u>HOURLY</u></b>	<b><u>WEEKLY</u></b>	<b><u>HOURLY</u></b>	<b><u>WEEKLY</u></b>	<b><u>HOURLY</u></b>	<b><u>WEEKLY</u></b>
Visual Development <sup>WF</sup>						
1st 6 months	34.086	1,363.44	35.109	1,404.36	36.162	1,446.48
2nd 6 months	34.863	1,394.52	35.909	1,436.36	36.986	1,479.44
Journey	36.164	1,446.56	37.249	1,489.96	38.366	1,534.64

---

<sup>WF</sup> Warner Bros. Feature Animation only.

\* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

*The following minimum wage scales are in effect between Local 839 IATSE and the indicated signator employers only. All sideletters were extended through July 31, 2009 with wage scales increased as shown.*

**SIDELETTER C**

*[Walt Disney Pictures and Television — CGI Animator/Modeler]*

**Wage Scales, July 30, 2006-July 31, 2009**

**Weekly employment\***

	<b>First period</b>		<b>Second period</b>		<b>Third period</b>	
	<b>7/30/2006-7/28/2007</b>		<b>7/29/2007-8/2/2008</b>		<b>8/3/2008-7/31/2009</b>	
	<b><u>HOURLY</u></b>	<b><u>WEEKLY</u></b>	<b><u>HOURLY</u></b>	<b><u>WEEKLY</u></b>	<b><u>HOURLY</u></b>	<b><u>WEEKLY</u></b>
CGI Animator/Modeler <sup>D</sup>						
1st 6 months	34.086	1,363.44	35.109	1,404.36	36.162	1,446.48
2nd 6 months	34.863	1,394.52	35.909	1,436.36	36.986	1,479.44
Journey	36.164	1,446.56	37.249	1,489.96	38.366	1,534.64
Key Assistant CGI Animator/Modeler <sup>D</sup>						
	34.657	1,386.28	35.697	1,427.88	36.768	1,470.72
Assistant CGI Animator/Modeler I <sup>D</sup>						
1st 6 months	28.873	1,154.92	29.739	1,189.56	30.631	1,225.24
2nd 6 months	29.589	1,183.56	30.477	1,219.08	31.391	1,255.64
Journey	30.949	1,237.96	31.877	1,275.08	32.833	1,313.32
Assistant CGI Animator/Modeler II <sup>D</sup>						
1st year	26.455	1,058.20	27.249	1,089.96	28.066	1,122.64
Journey	27.187	1,087.48	28.003	1,120.12	28.843	1,153.72
Assistant CGI Animator/Modeler III <sup>D</sup>						
1st 6 months	24.532	981.28	25.268	1,010.72	26.026	1,041.04
2nd 6 months	25.241	1,009.64	25.998	1,039.92	26.778	1,071.12
Journey	26.164	1,046.56	26.949	1,077.96	27.757	1,110.28

<sup>D</sup> Walt Disney Pictures and Television only.

\* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

*The following minimum wage scales are in effect between Local 839 IATSE and the indicated signator employers only. All sideletters were extended through July 31, 2009 with wage scales increased as shown.*

**SIDELETTER D**

*[Walt Disney Pictures and Television — Production Technical Director]*

**Wage Scales, July 30, 2006-July 31, 2009**

**Weekly employment\***

	<b>First period</b>		<b>Second period</b>		<b>Third period</b>	
	<b>7/30/2006-7/28/2007</b>		<b>7/29/2007-8/2/2008</b>		<b>8/3/2008-7/31/2009</b>	
	<b><u>HOURLY</u></b>	<b><u>WEEKLY</u></b>	<b><u>HOURLY</u></b>	<b><u>WEEKLY</u></b>	<b><u>HOURLY</u></b>	<b><u>WEEKLY</u></b>
Production Technical Director I <sup>D</sup>						
1st 6 months	34.086	1,363.44	35.109	1,404.36	36.162	1,446.48
2nd 6 months	34.863	1,394.52	35.909	1,436.36	36.986	1,479.44
Journey	36.164	1,446.56	37.249	1,489.96	38.366	1,534.64
Production Technical Director II <sup>D</sup>	34.657	1,386.28	35.697	1,427.88	36.768	1,470.72
Production Technical Director III <sup>D</sup>						
1st 6 months	28.873	1,154.92	29.739	1,189.56	30.631	1,225.24
2nd 6 months	29.589	1,183.56	30.477	1,219.08	31.391	1,255.64
Journey	30.949	1,237.96	31.877	1,275.08	32.833	1,313.32
Production Technical Director IV <sup>D</sup>						
1st year	26.455	1,058.20	27.249	1,089.96	28.066	1,122.64
Journey	27.187	1,087.48	28.003	1,120.12	28.843	1,153.72
Production Technical Director V <sup>D</sup>						
1st 6 months	24.532	981.28	25.268	1,010.72	26.026	1,041.04
2nd 6 months	25.241	1,009.64	25.998	1,039.92	26.778	1,071.12
Journey	26.164	1,046.56	26.949	1,077.96	27.757	1,110.28

<sup>D</sup> Walt Disney Pictures and Television only.

\* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

*The following minimum wage scales are in effect between Local 839 IATSE and the indicated signator employers only. All sideletters were extended through July 31, 2009 with wage scales increased as shown.*

**SIDELETTER E**

*[DreamWorks Animation L.L.C. and DreamWorks Television Animation L.L.C.]*

**Wage Scales, July 30, 2006-July 31, 2009**

**Weekly employment\***

	First period		Second period		Third period	
	7/30/2006-7/28/2007		7/29/2007-8/2/2008		8/3/2008-7/31/2009	
	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>
CGI Animator/Modeler 1 <sup>S</sup>						
1st 6 months	34.086	1,363.44	35.109	1,404.36	36.162	1,446.48
2nd 6 months	34.863	1,394.52	35.909	1,436.36	36.986	1,479.44
Journey	36.164	1,446.56	37.249	1,489.96	38.366	1,534.64
CGI Animator/Modeler 2 <sup>S</sup>	34.657	1,386.28	35.697	1,427.88	36.768	1,470.72
CGI Animator/Modeler 3 <sup>S</sup>						
1st 6 months	28.873	1,154.92	29.739	1,189.56	30.631	1,225.24
2nd 6 months	29.589	1,183.56	30.477	1,219.08	31.391	1,255.64
Journey	30.949	1,237.96	31.877	1,275.08	32.833	1,313.32
CGI Animator/Modeler 4 <sup>S</sup>						
1st year	26.455	1,058.20	27.249	1,089.96	28.066	1,122.64
Journey	27.187	1,087.48	28.003	1,120.12	28.843	1,153.72
CGI Animator/Modeler 5 <sup>S</sup>						
1st 6 months	24.532	981.28	25.268	1,010.72	26.026	1,041.04
2nd 6 months	25.241	1,009.64	25.998	1,039.92	26.778	1,071.12
Journey	26.164	1,046.56	26.949	1,077.96	27.757	1,110.28
Digital Scene Planning <sup>S</sup>						
1st year	30.869	1,234.76	31.795	1,271.80	32.749	1,309.96
Journey	32.152	1,286.08	33.117	1,324.68	34.111	1,364.44
Scan Checker <sup>S</sup>						
1st 6 months	23.896	955.84	24.613	984.52	25.351	1,014.04
2nd 6 months	24.554	982.16	25.291	1,011.64	26.050	1,042.00
Journey	25.834	1,033.36	26.609	1,064.36	27.407	1,096.28
Digital Check <sup>S</sup>						
1st 3 months	25.921	1,036.84	26.699	1,067.96	27.500	1,100.00
Next 9 months	26.665	1,066.60	27.465	1,098.60	28.289	1,131.56
Next 6 months	28.873	1,154.92	29.739	1,189.56	30.631	1,225.24
Next 6 months	29.647	1,185.88	30.536	1,221.44	31.452	1,258.08
Journey	30.949	1,237.96	31.877	1,275.08	32.833	1,313.32

<sup>S</sup> DreamWorks Animation L.L.C. and DreamWorks Telev

\* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

*The following minimum wage scales are in effect between Local 839 IATSE and the indicated signator employers only. All sideletters were extended through July 31, 2009 with wage scales increased as shown.*

**SIDELETTER E**

*[DreamWorks Animation L.L.C. and DreamWorks Television Animation L.L.C.]*

**Wage Scales, July 30, 2006-July 31, 2009**

**Weekly employment\***

	<b>First period</b>		<b>Second period</b>		<b>Third period</b>	
	<b>7/30/2006-7/28/2007</b>		<b>7/29/2007-8/2/2008</b>		<b>8/3/2008-7/31/2009</b>	
	<b><u>HOURLY</u></b>	<b><u>WEEKLY</u></b>	<b><u>HOURLY</u></b>	<b><u>WEEKLY</u></b>	<b><u>HOURLY</u></b>	<b><u>WEEKLY</u></b>
Production Technical Director 1 <sup>S</sup>						
1st 6 months	34.086	1,363.44	35.109	1,404.36	36.162	1,446.48
2nd 6 months	34.863	1,394.52	35.909	1,436.36	36.986	1,479.44
Journey	36.164	1,446.56	37.249	1,489.96	38.366	1,534.64
Production Technical Director 2 <sup>S</sup>						
1st 9 months	31.950	1,278.00	32.909	1,316.36	33.896	1,355.84
2nd 9 months	32.950	1,318.00	33.939	1,357.56	34.957	1,398.28
Journey	33.825	1,353.00	34.840	1,393.60	35.885	1,435.40
Production Technical Director 3 <sup>S</sup>						
1st 6 months	28.873	1,154.92	29.739	1,189.56	30.631	1,225.24
2nd 6 months	29.589	1,183.56	30.477	1,219.08	31.391	1,255.64
Journey	30.949	1,237.96	31.877	1,275.08	32.833	1,313.32
Production Technical Director 4 <sup>S</sup>						
1st year	26.455	1,058.20	27.249	1,089.96	28.066	1,122.64
Journey	27.187	1,087.48	28.003	1,120.12	28.843	1,153.72
Production Technical Director 5 <sup>S</sup>						
1st 6 months	24.532	981.28	25.268	1,010.72	26.026	1,041.04
2nd 6 months	25.241	1,009.64	25.998	1,039.92	26.778	1,071.12
Journey	26.164	1,046.56	26.949	1,077.96	27.757	1,110.28
Digital Painter <sup>S</sup>						
1st month	23.099	923.96	23.792	951.68	24.506	980.24
Next 6 months	24.010	960.40	24.730	989.20	25.472	1,018.88
Next 6 months	24.704	988.16	25.445	1,017.80	26.208	1,048.32
Journey	25.710	1,028.40	26.481	1,059.24	27.275	1,091.00

<sup>S</sup> DreamWorks Animation L.L.C. and DreamWorks Television Animation L.L.C. only.

\* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

\*\* A Technical Director designated by the Producer to be responsible for and supervise the work of others in his classification shall be paid the key rate of 15% above the minimum Journey rate for his classification during such an assignment.

*The following minimum wage scales are in effect between Local 839 IATSE and the indicated signator employers only. All sideletters were extended through July 31, 2009 with wage scales increased as shown.*

**SIDELETTER F**

*[Walt Disney Pictures and Television — Animation/Timing Directors]*

**Wage Scales, July 30, 2006-July 31, 2009**

**Weekly employment\***

	<b>First period</b>		<b>Second period</b>		<b>Third period</b>	
	<b>7/30/2006-7/28/2007</b>		<b>7/29/2007-8/2/2008</b>		<b>8/3/2008-7/31/2009</b>	
	<b><u>HOURLY</u></b>	<b><u>WEEKLY</u></b>	<b><u>HOURLY</u></b>	<b><u>WEEKLY</u></b>	<b><u>HOURLY</u></b>	<b><u>WEEKLY</u></b>
Animation Director <sup>D</sup>						
1st 6 months	39.828	1,593.12	41.023	1,640.92	42.254	1,690.16
2nd 6 months	40.739	1,629.56	41.961	1,678.44	43.220	1,728.80
Journey	42.272	1,690.88	43.540	1,741.60	44.846	1,793.84
Timing Director <sup>D</sup>						
1st 6 months	38.189	1,527.56	39.335	1,573.40	40.515	1,620.60
2nd 6 months	39.061	1,562.44	40.233	1,609.32	41.440	1,657.60
Journey						

<sup>D</sup> Walt Disney Pictures and Television only.

\* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

*The following minimum wage scales are in effect between Local 839 IATSE and the indicated signator employers only. All sideletters were extended through July 31, 2009 with wage scales increased as shown.*

**SIDELETTER G**

*[Walt Disney Pictures and Television — 3D Compositors]*

**Wage Scales, July 30, 2006-July 31, 2009**

**Weekly employment\***

	<b>First period</b>		<b>Second period</b>		<b>Third period</b>	
	<b>7/30/2006-7/28/2007</b>		<b>7/29/2007-8/2/2008</b>		<b>8/3/2008-7/31/2009</b>	
	<b><u>HOURLY</u></b>	<b><u>WEEKLY</u></b>	<b><u>HOURLY</u></b>	<b><u>WEEKLY</u></b>	<b><u>HOURLY</u></b>	<b><u>WEEKLY</u></b>
CGI 3D Compositor I <sup>D</sup>	32.366	1,294.64	33.337	1,333.48	34.337	1,373.48
CGI 3D Compositor II <sup>D</sup>						
First 3 months	25.921	1,036.84	26.699	1,067.96	27.500	1,100.00
Next 9 months	26.665	1,066.60	27.465	1,098.60	28.289	1,131.56
Next 6 months	28.873	1,154.92	29.739	1,189.56	30.631	1,225.24
Next 6 months	29.647	1,185.88	30.536	1,221.44	31.452	1,258.08
Journey	30.949	1,237.96	31.877	1,275.08	32.833	1,313.32

<sup>D</sup> Walt Disney Pictures and Television only.

\* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

*The following minimum wage scales are in effect between Local 839 IATSE and the indicated signator employers only. All sideletters were extended through July 31, 2009 with wage scales increased as shown.*

**SIDELETTER H**

*[Warner Bros. Animation, Inc. — Animation Processor]*

**Wage Scales, July 30, 2006-July 31, 2009**

**Weekly employment\***

		First period		Second period		Third period	
		7/30/2006-7/28/2007		7/29/2007-8/2/2008		8/3/2008-7/31/2009	
		<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>
21-162	Animation Processor <sup>WF</sup>						
	1st 6 months	24.532	981.28	25.268	1,010.72	26.026	1,041.04
	2nd 6 months	25.241	1,009.64	25.998	1,039.92	26.778	1,071.12
	Journey	26.164	1,046.56	26.949	1,077.96	27.757	1,110.28

<sup>W</sup>Warner Bros. Animation, Inc. only.

\* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

The job of Animation Processor shall entail animatics work (the synching of production board images to soundtrack), cataloguing and storing black and white and color images from overseas studios which are used to repair or change images that also came back from overseas. Further, they shall be doing scanning work and line repair.

*The following minimum wage scales are in effect between Local 839 IATSE and the indicated signator employers only. All sideletters were extended through July 31, 2009 with wage scales increased as shown.*

**SIDELETTER I**  
**[Cartoon Network Studios — 2D Digital Animator]**

**Wage Scales, July 30, 2006-July 31, 2009**

**Weekly employment\***

	<b>First period</b>		<b>Second period</b>		<b>Third period</b>	
	<b>7/30/2006-7/28/2007</b>		<b>7/29/2007-8/2/2008</b>		<b>8/3/2008-7/31/2009</b>	
	<b><u>HOURLY</u></b>	<b><u>WEEKLY</u></b>	<b><u>HOURLY</u></b>	<b><u>WEEKLY</u></b>	<b><u>HOURLY</u></b>	<b><u>WEEKLY</u></b>
21-951 Digital Animator I <sup>C</sup>						
1st 6 months	34.086	1,363.44	35.109	1,404.36	36.162	1,446.48
2nd 6 months	34.863	1,394.52	35.909	1,436.36	36.986	1,479.44
Journey	36.164	1,446.56	37.249	1,489.96	38.366	1,534.64
21-952 Digital Animator II <sup>P</sup>						
1st 6 months	28.873	1,154.92	29.739	1,189.56	30.631	1,225.24
2nd 6 months	29.589	1,183.56	30.477	1,219.08	31.391	1,255.64
Journey	30.949	1,237.96	31.877	1,275.08	32.833	1,313.32
21-953 Digital Animator Trainee <sup>C</sup>						
1st 6 months	23.420	936.80	24.123	964.92	24.847	993.88
2nd 6 months	24.538	981.52	25.274	1,010.96	26.032	1,041.28
3rd 6 months	25.660	1,026.40	26.430	1,057.20	27.223	1,088.92

<sup>C</sup> Cartoon Network Studios only.

\* Minimum scale for daily employees shall be 117.719% (which rate is inclusive of vacation and holiday pay) of the minimum basic hourly rate provided herein for such employee's classification.

# Index

## #

2D Digital Animator {21-951, 952, 953; Cartoon Network} 17

## A

Airbrush. *See* Assistant background; Special effects

Animation Checker {21-252} 2

Animation Director {Disney} 14

Animation Processor {21-162; Warner Bros.} 16

Animation Stock Librarian {21-572} 4

Animation Story Person, Apprentice {21-322} 2

Animation Story Person/Animation Writer {21-022} 1

Animation Writer {21-022} 1

Animator, [2D] Digital {21-951, 952, 953; Cartoon Network} 17

Animator {21-012} 1

Animator, CGI. *See* CGI Animator/Modeler {Disney}; CGI Animator/Modeler {DreamWorks};

[2D] Digital Animator {21-951, 952, 953; Cartoon Network}

Apprentice Animation Story Person {21-322} 2

Apprentice Background {21-202} 2

Apprentice Layout {21-202} 2

Apprentice Model Designer {21-202} 2

Apprentice Production Board {21-202} 2

Apprentice Story Sketch {21-322} 2

Art Director. *See* Model Designer {21-052}; Visual Development {Warner Bros.}

Assistant Animator {21-102} 1. *See also* Key Assistant Animator {21-112}

Assistant Animator, Key {21-112} 1

Assistant Background {21-122} 1

Assistant CGI Animator/Modeler {Disney} 10

Assistant CGI Animator/Modeler, Key {Disney} 10

Assistant Director {21-332} 2

Assistant Layout {21-122} 1

Assistant Model Designer {21-132} 1

Assistant Staff Comic Strip Story Person and/or Ar 1

Assistant Supervisor (Ink and Paint, Xerox, Color) 3

## B

Background {21-032} 1

Background, Apprentice {21-202} 2

Blue Sketch {21-232} 2

Breakdown {21-142} 1

## C

Cel Service {21-692} 5

CGI 3D Compositor {Disney} 15

CGI Animator/Modeler {Disney} 10

CGI Animator/Modeler {DreamWorks} 12

Clean-Up. *See* Assistant Animator {21-102}

Color Key. *See* Color Stylist {21-501}

Color Model (Assistant Supervisor). *See* Assistant Supervisor (Ink and Paint, Xerox, Color)

Color Modelist {21-500} 3  
Color Stylist {21-501} 3  
Comic Strip Story Person and/or Artist, Assistant 1  
Comic Strip Story Person and/or Artist, Staff {21- 1  
Compositor , CGI 3D {Disney} 15  
Compositor {Disney} 8  
Compositor, 2D. *See* Compositor {Disney}

## D

Designer. *See* Model Designer {21-052}; Visual Development {Warner Bros.}  
Digital Animator {Cartoon Network} 17  
Digital Check {DreamWorks} 12  
Digital Painter {DreamWorks} 13  
Digital Scene Planning {DreamWorks} 12  
Director, Animation {Disney} 14  
Director, Assistant {21-332} 2  
Director, Technical. *See* Technical Director {DreamWorks}; Technical Director, Production {Disney}  
Director, Timing {Disney} 14

## E

Effects Animator. *See* Animator {21-012}  
Effects Painter. *See* Special Effects {21-452}

## F

Final Checker. *See* Head Final Checker {21-633}; Production Final Checker {21-632}  
Four- to seven-minute short subjects  
Unit rates 7

## H

Half-hour short subjects  
Unit rates 7  
Head Final Checker {21-633} 4  
Head Special Effects {21-453} 3

## I

Inbetweener {21-152} 1  
Ink and paint 3-4  
Ink and Paint (Assistant Supervisor). *See* Assistant Supervisor (Ink and Paint, Xerox, Color  
Ink Checker {21-442} 3  
Inker {21-422} 3

## K

Key Assistant Animator {21-112} 1  
Key Assistant CGI Animator/Modeler {Disney} 10  
Key Xerox Processor {21-552} 4

## L

Layout {21-042} 1  
Layout, Apprentice {21-202} 2  
Letter Artist {21-792} 5

## **M**

Mark-Up. *See* Head Final Checker {21-633}; Production Final Checker {21-632}  
Mark-Up {21-632} **4**  
Mix and Match {21-722} **5**  
Model Designer {21-052} **1**  
Model Designer, Apprentice {21-202} **2**  
Modeler, CGI. *See* CGI Animator/Modeler {Disney}; CGI Animator/Modeler {DreamWorks}

## **O**

One hour or more subjects

Unit rates **7**

Outlines

Unit rates **7**

## **P**

Paint Checker {21-652} **4**  
Paint Lab (Assistant Supervisor). *See* Assistant Supervisor (Ink and Paint, Xerox, Color)  
Paint Technician {21-742} **5**  
Painter {21-522} **3**  
Painter, background. *See* Background {21-032}  
Painter, Digital {DreamWorks} **13**  
Picture Set-Up {21-672} **4**  
Processor, Animation {21-162; Warner Bros.} **16**  
Production Board {21-022} **1**  
Production Board, Apprentice {21-202} **2**  
Production Final Checker {21-632} **4**  
Production Technical Director {Disney} **11**  
Promotion and publicity artists {21-872/882} **6**  
Props. *See* Model Designer {21-052}; Visual Development {Warner Bros.}  
Publicity artists {21-872/882} **6**

## **R**

Re-writes or re-works **7**

## **S**

Scan Checker {21-682} **4**  
Scan Checker {DreamWorks} **12**  
Scene Planner {21-242} **2**  
Scene Planning, Digital {DreamWorks} **12**  
Screenplays  
Unit rates **7**  
Seven- to eleven-minute short subjects  
Unit rates **7**  
Sheet Timer {21-335} **2**  
Sideletters  
A [Disney — 2D Compositor] **8**  
B [Warner Bros. — Visual Development] **9**  
C [Disney — CGI Animator/Modeler] **10**  
D [Disney — Production Technical Director] **11**  
E [DreamWorks — CGI] **12–13**  
F [Animation/Timing Directors] **14**  
H [Animation Processors] **16**  
I [2D Digital Directors] **17**

Special Effects {21-452} **3**. *See also* Head Special Effects {21-453}

Staff Comic Strip Story Person and/or Artist {21-8} **1**

Story Sketch {21-312} **2**

Story Sketch, Apprentice {21-322} **2**

Storyboard artists (production board)

Staff rates **1**

Storyboards

Unit rates **7**

Synopsis

Unit rates **7**

## **T**

Technical Director {DreamWorks} **13**

Technical Director, Production {Disney} **11**

Teleplays

Unit rates **7**

Timing Director {Disney} **14**. *See also* Sheet Timer {21-335}

Trainee {21-222} **5**

## **U**

Unit rates **7**

## **V**

Visual Development {Warner Bros.} **9**

## **W**

Writers

staff rates **1**

unit rates **7**

## **X**

Xerox (Assistant Supervisor). *See* Assistant Supervisor (Ink and Paint, Xerox, Color

Xerox Checker {21-562} **4**

Xerox Processor {21-542}. *See* Key Xerox Processor {21-552}

Xerox Processor, Key {21-552} **4**