

MOTION PICTURE SCREEN CARTOONISTS, LOCAL 839 I. A. T. S. E.

Wage Scales, July 30, 2000-July 31, 2003

Weekly employment*

		First period		Second period		Third period	
		7/30/2000-8/4/2001		8/5/2001-8/3/2002		8/4/2002-7/31/2003	
		<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>
<u>ANIMATION</u>							
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	29.292	1,171.68	30.171	1,206.84	31.076	1,243.04
	2nd 6 months	29.984	1,199.36	30.884	1,235.36	31.811	1,272.44
	Journey	31.148	1,245.92	32.082	1,283.28	33.044	1,321.76
(Subject to right of Producer to request extension - limited to one six-month extension)							
21-112	Key Assistant Animator	29.801	1,192.04	30.695	1,227.80	31.616	1,264.64

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	24.638	985.52	25.377	1,015.08	26.138	1,045.52
	2nd 6 months	25.277	1,011.08	26.035	1,041.40	26.816	1,072.64
	Journey	26.490	1,059.60	27.285	1,091.40	28.104	1,124.16
	(Subject to right of Producer to request extension - limited to one six-month extension)						
21-142	Breakdown						
	1st year	22.478	899.12	23.152	926.08	23.847	953.88
	Journey	23.132	925.28	23.826	953.04	24.541	981.64

* 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.

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		<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>
21-152	Inbetweener						
	1st 6 months	20.761	830.44	21.384	855.36	22.026	881.04
	2nd 6 months	21.395	855.80	22.037	881.48	22.698	907.92
	Journey	22.218	888.72	22.885	915.40	23.572	942.88
21-202	Apprentice Layout, Model Designer, Background and Production Board						
	6 months	22.452	898.08	23.126	925.04	23.820	952.80
	(Subject to right of Producer to request one six-month extension)						
21-232	Blue Sketch						
	1st year	22.002	880.08	22.662	906.48	23.342	933.68
	Journey	22.666	906.64	23.346	933.84	24.046	961.84
21-312	Story Sketch						
	1st year	27.435	1,097.40	28.258	1,130.32	29.106	1,164.24
	Journey	27.874	1,114.96	28.710	1,148.40	29.571	1,182.84

21-322	Apprentice Animation Story Person and/or Apprentice Story Sketch						
	1st 6 months	22.514	900.56	23.189	927.56	23.885	955.40
	2nd 6 months	26.086	1,043.44	26.869	1,074.76	27.675	1,107.00
	(Subject to right of Producer to request extension - limited to one six-month extension)						
21-332	Assistant Director						
	1st 6 months	23.444	937.76	24.147	965.88	24.871	994.84
	2nd 6 months	25.674	1,026.96	26.444	1,057.76	27.237	1,089.48
	3rd 6 months	27.908	1,116.32	28.745	1,149.80	29.607	1,184.28
	Journey	29.205	1,168.20	30.081	1,203.24	30.983	1,239.32
21-335	Sheet Timer						
	1st 6 months	23.444	937.76	24.147	965.88	24.871	994.84
	2nd 6 months	25.674	1,026.96	26.444	1,057.76	27.237	1,089.48
	3rd 6 months	27.908	1,116.32	28.745	1,149.80	29.607	1,184.28
	Journey	29.205	1,168.20	30.081	1,203.24	30.983	1,239.32
21-242	Scene Planner						
	1st year	26.420	1,056.80	27.213	1,088.52	28.029	1,121.16
	Journey	27.564	1,102.56	28.391	1,135.64	29.243	1,169.72

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		<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>
21-252	Animation Checker						
	1st 3 months	22.002	880.08	22.662	906.48	23.342	933.68
	Next 9 months	22.666	906.64	23.346	933.84	24.046	961.84
	Next 6 months	24.638	985.52	25.377	1,015.08	26.138	1,045.52
	Next 6 months	25.328	1,013.12	26.088	1,043.52	26.871	1,074.84
	Journey	26.490	1,059.60	27.285	1,091.40	28.104	1,124.16
<u>INK AND PAINT</u> (Inking, Special Effects, Painters)							
21-412	Assistant Supervisor (Ink and Paint, Xerox, Color Model or Paint Lab)						
	1st 6 months	22.567	902.68	23.244	929.76	23.941	957.64
	2nd 6 months	23.150	926.00	23.845	953.80	24.560	982.40
	Journey	23.966	958.64	24.685	987.40	25.426	1,017.04

21-422	Inker						
	1st month	19.483	779.32	20.067	802.68	20.669	826.76
	Next 6 months	20.604	824.16	21.222	848.88	21.859	874.36
	Next 6 months	21.199	847.96	21.835	873.40	22.490	899.60
	Journey	21.983	879.32	22.642	905.68	23.321	932.84
21-442	Ink Checker						
	1st year	22.342	893.68	23.012	920.48	23.702	948.08
	Journey	22.770	910.80	23.453	938.12	24.157	966.28
21-452	Special Effects						
	1st year	22.342	893.68	23.012	920.48	23.702	948.08
	Journey	22.770	910.80	23.453	938.12	24.157	966.28
21-453	Head Special Effects						
		23.444	937.76	24.147	965.88	24.871	994.84
21-500	Color Modelist						
	1st 6 months	21.431	857.24	22.074	882.96	22.736	909.44
	2nd 6 months	22.033	881.32	22.694	907.76	23.375	935.00
	Journey	22.889	915.56	23.576	943.04	24.283	971.32

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		<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>
21-501	Color Stylist						
	1st 3 months	22.002	880.08	22.662	906.48	23.342	933.68
	Next 9 months	22.666	906.64	23.346	933.84	24.046	961.84
	Next 6 months	24.638	985.52	25.377	1,015.08	26.138	1,045.52
	Next 6 months	25.328	1,013.12	26.088	1,043.52	26.871	1,074.84
	Journey	26.490	1,059.60	27.285	1,091.40	28.104	1,124.16
21-522	Painter						
	1st month	19.483	779.32	20.067	802.68	20.669	826.76
	Next 6 months	20.296	811.84	20.905	836.20	21.532	861.28
	Next 6 months	20.916	836.64	21.543	861.72	22.189	887.56
	Journey	21.814	872.56	22.468	898.72	23.142	925.68

21-542	Xerox Processor						
	1st 3 mos	19.483	779.32	20.067	802.68	20.669	826.76
	2nd 12 mos	21.294	851.76	21.933	877.32	22.591	903.64
	Journey	21.814	872.56	22.468	898.72	23.142	925.68
21-552	Key Xerox Processor						
		22.104	884.16	22.767	910.68	23.450	938.00
<u>CHECKERS</u>							
21-562	Xerox Checker						
	1st year	22.342	893.68	23.012	920.48	23.702	948.08
	Journey	22.770	910.80	23.453	938.12	24.157	966.28
21-572	Animation Stock Librarian						
	1st 6 months	21.318	852.72	21.958	878.32	22.617	904.68
	2nd 6 months	21.886	875.44	22.543	901.72	23.219	928.76
	Journey	22.770	910.80	23.453	938.12	24.157	966.28
21-632	Production Final Checker/Mark-Up						
	1st 6 months	21.318	852.72	21.958	878.32	22.617	904.68
	2nd 6 months	21.886	875.44	22.543	901.72	23.219	928.76
	Journey	22.770	910.80	23.453	938.12	24.157	966.28

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		<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>
21-633	Head Final Checker	23.444	937.76	24.147	965.88	24.871	994.84
21-652	Paint Checker						
	1st 6 months	20.761	830.44	21.384	855.36	22.026	881.04
	2nd 6 months	21.395	855.80	22.037	881.48	22.698	907.92
	Journey	22.218	888.72	22.885	915.40	23.572	942.88
21-672	Picture Set-Up						
	1st year	22.002	880.08	22.662	906.48	23.342	933.68
	Journey	22.737	909.48	23.419	936.76	24.122	964.88
21-682	Scan Checker						
	1st 6 months	20.194	807.76	20.800	832.00	21.424	856.96
	2nd 6 months	20.782	831.28	21.405	856.20	22.047	881.88
	Journey	21.577	863.08	22.224	888.96	22.891	915.64

21-692	Cel Service						
	1st 6 months	20.093	803.72	20.696	827.84	21.317	852.68
	2nd 6 months	20.647	825.88	21.266	850.64	21.904	876.16
	Journey	21.343	853.72	21.983	879.32	22.642	905.68
21-722	Mix and Match						
	1st year	21.020	840.80	21.651	866.04	22.301	892.04
	Journey	21.900	876.00	22.557	902.28	23.234	929.36
21-742	Paint Technician						
	1st year	22.794	911.76	23.478	939.12	24.182	967.28
	Journey	23.625	945.00	24.334	973.36	25.064	1,002.56
21-792	Letter Artist						
	1st 6 months	24.638	985.52	25.377	1,015.08	26.138	1,045.52
	2nd 6 months	25.328	1,013.12	26.088	1,043.52	26.871	1,074.84
	Journey	26.490	1,059.60	27.285	1,091.40	28.104	1,124.16
21-222	Trainee						
	1st 6 months	19.769	790.76	20.362	814.48	20.973	838.92
	2nd 6 months	20.767	830.68	21.390	855.60	22.032	881.28
	3rd 6 months	21.768	870.72	22.421	896.84	23.094	923.76

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		<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>
<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	28.581	1,143.24	29.438	1,177.52	30.321	1,212.84
	After 1 year in classification	29.944	1,197.76	30.842	1,233.68	31.767	1,270.68
21-822	Class II (Writes or draws one Sunday page per week)						
	1st year	25.745	1,029.80	26.517	1,060.68	27.313	1,092.52
	After 1 year in classification	26.822	1,072.88	27.627	1,105.08	28.456	1,138.24
21-832	Staff Assistant						
	1st year	19.664	786.56	20.254	810.16	20.862	834.48
	2nd year	20.560	822.40	21.177	847.08	21.812	872.48
	3rd year	21.743	869.72	22.395	895.80	23.067	922.68
	Journey	22.164	886.56	22.829	913.16	23.514	940.56

COMIC STRIP (New work)

21-842	Six Panels (Writes and draws)						
	1st year	23.059	922.36	23.751	950.04	24.464	978.56
	After 1 year in classification						
		24.108	964.32	24.831	993.24	25.576	1,023.04
21-852	Six Strips (Writes and draws)						
	1st year	25.745	1,029.80	26.517	1,060.68	27.313	1,092.52
	After 1 year in classification						
		26.822	1,072.88	27.627	1,105.08	28.456	1,138.24
21-862	One Sunday Page (Writes and draws)						
	1st year	23.059	922.36	23.751	950.04	24.464	978.56
	After 1 year in classification						
		24.108	964.32	24.831	993.24	25.576	1,023.04

PROMOTION AND PUBLICITY ARTISTS

21-872	Class I (Responsible)						
	1st year	28.581	1,143.24	29.438	1,177.52	30.321	1,212.84
	After 1 year in classification						
		29.944	1,197.76	30.842	1,233.68	31.767	1,270.68
21-882	Class II (Assistant)						
	1st year	25.745	1,029.80	26.517	1,060.68	27.313	1,092.52
	After 1 year in classification						
		26.822	1,072.88	27.627	1,105.08	28.456	1,138.24

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WRITER & STORYBOARD CLASSIFICATION §	First period 7/30/2000- 8/4/2001	Second period 8/5/2001- 8/3/2002	Third period 8/4/2002- 7/31/2003	H. & W. & Pension Hours
<u>SHORT SUBJECTS - 4 to 7 Minutes (TV or Theatrical)</u>				
Synopsis and Outline	668.90	688.97	709.64	22
Storyboard Only	927.59	955.42	984.08	30
Teleplay or Screenplay	1,597.97	1,645.91	1,695.29	50
<u>SHORT SUBJECTS - 7 to 11 Minutes (TV or Theatrical)</u>				
Synopsis and Outline	678.28	698.63	719.59	23
Storyboard Only	1,123.28	1,156.98	1,191.69	36
Teleplay or Screenplay	2,212.29	2,278.66	2,347.02	72
<u>HALF-HOUR SUBJECTS (TV or Theatrical)</u>				
Synopsis and Outline	1,195.02	1,242.82	1,280.10	45
Storyboard Only	2,112.56	2,197.06	2,262.97	75
Teleplay or Screenplay	4,199.40	4,367.38	4,498.40	155

HALF-HOUR SUBJECTS (TV or Theatrical) — "New Animation Writers"§

Synopsis and Outline	1,106.50	1,139.70	1,173.89	45
Teleplay or Screenplay	3,888.33	4,004.98	4,125.15	155

ONE HOUR OR MORE SUBJECTS (TV or Theatrical)

Synopsis and Outline	1,769.73	1,840.52	1,895.74	70
Storyboard Only	3,151.02	3,277.06	3,375.37	113
Teleplay or Screenplay	6,286.32	6,537.77	6,733.90	230

ONE HOUR OR MORE SUBJECTS (TV or Theatrical) — "New Animation Writers"§

Synopsis and Outline	1,638.64	1,687.80	1,738.43	70
Teleplay or Screenplay	5,820.67	5,995.29	6,175.15	230

In reference to the above Unit rates, the Employer may require two re-writes or re-works after the presentation by the Story Person/ 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.