



**Motion Picture Screen Cartoonists and
Affiliated Optical Electronic and
Graphic Arts, Local 839 I. A. T. S. E.**

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WAGE MINIMUMS

Effective November 1, 1996 through July 31, 2000

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These are the minimum rates of pay negotiated in collective bargaining agreements and sideletters between Local 839 IATSE and its signator employers. Contact Local 839 IATSE for complete copies of the collective bargaining agreement.

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

Wage Scales, November 3, 1996-July 31, 2000

Weekly employment*

First period		Second period		Third period	
11/3/96-6/27/98		6/28/98-8/28/99		8/29/99-7/31/2000	
<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>

ANIMATION

21-012	Animator**						
21-032	Background**						
21-042	Layout**						
21-052	Model Designer**						
21-022	Animation Story Person**						
	Production Board***						
21-801	Staff Comic Strip Story Person and/or Artist						
	1st 6 months	26.807	1,072.28	27.611	1,104.44	28.439	1,137.56
	2nd 6 months	27.440	1,097.60	28.263	1,130.52	29.111	1,164.44
	Journey	28.505	1,140.20	29.360	1,174.40	30.241	1,209.64
	(Subject to right of Producer to request extension - limited to one six-month extension)						
21-112	Key Assistant Animator	27.272	1,090.88	28.090	1,123.60	28.933	1,157.32

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	22.547	901.88	23.223	928.92	23.920	956.80
	2nd 6 months	23.132	925.28	23.826	953.04	24.541	981.64
	Journey	24.242	969.68	24.969	998.76	25.718	1,028.72
(Subject to right of Producer to request extension - limited to one six-month extension)							
21-142	Breakdown						
	1st year	20.570	822.80	21.187	847.48	21.823	872.92
	Journey	21.169	846.76	21.804	872.16	22.458	898.32

* 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.

** 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.

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

Wage Scales, November 3, 1996-July 31, 2000

Weekly employment*

		First period 11/3/96-6/27/98		Second period 6/28/98-8/28/99		Third period 8/29/99-7/31/2000	
		HOURLY	WEEKLY	HOURLY	WEEKLY	HOURLY	WEEKLY
21-152	Inbetweener						
	1st 6 months	18.999	759.96	19.569	782.76	20.156	806.24
	2nd 6 months	19.580	783.20	20.167	806.68	20.772	830.88
	Journey	20.333	813.32	20.943	837.72	21.571	862.84
21-202	Apprentice Layout, Model Designer, Background and Production Board 6 months	20.547	821.88	21.163	846.52	21.798	871.92
	(Subject to right of Producer to request one six-month extension)						
21-232	Blue Sketch						
	1st year	20.135	805.40	20.739	829.56	21.361	854.44
	Journey	20.743	829.72	21.365	854.60	22.006	880.24
21-312	Story Sketch						
	1st year	25.107	1,004.28	25.860	1,034.40	26.636	1,065.44
	Journey	25.509	1,020.36	26.274	1,050.96	27.062	1,082.48

21-322	Apprentice Animation Story Person and/or Apprentice Story Sketch						
	1st 6 months	20.603	824.12	21.221	848.84	21.858	874.32
	2nd 6 months	23.872	954.88	24.588	983.52	25.326	1,013.04
	(Subject to right of Producer to request extension - limited to one six-month extension)						
21-332	Assistant Director						
	1st 6 months	21.454	858.16	22.098	883.92	22.761	910.44
	2nd 6 months	23.495	939.80	24.200	968.00	24.926	997.04
	3rd 6 months	25.540	1,021.60	26.306	1,052.24	27.095	1,083.80
	Journey	26.726	1,069.04	27.528	1,101.12	28.354	1,134.16
21-335	Sheet Timer						
	1st 6 months	21.454	858.16	22.098	883.92	22.761	910.44
	2nd 6 months	23.495	939.80	24.200	968.00	24.926	997.04
	3rd 6 months	25.540	1,021.60	26.306	1,052.24	27.095	1,083.80
	Journey	26.726	1,069.04	27.528	1,101.12	28.354	1,134.16
21-242	Scene Planner						
	1st year	24.178	967.12	24.903	996.12	25.650	1,026.00
	Journey	25.225	1,009.00	25.982	1,039.28	26.761	1,070.44

* 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.

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

Wage Scales, November 3, 1996-July 31, 2000

Weekly employment*

		First period		Second period		Third period	
		11/3/96-6/27/98		6/28/98-8/28/99		8/29/99-7/31/2000	
		<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	20.135	805.40	20.739	829.56	21.361	854.44
	Next 9 months	20.743	829.72	21.365	854.60	22.006	880.24
	Next 6 months	22.547	901.88	23.223	928.92	23.920	956.80
	Next 6 months	23.179	927.16	23.874	954.96	24.590	983.60
	Journey	24.242	969.68	24.969	998.76	25.718	1,028.72
<u>INK AND PAINT (Inking, Special Effects, Painters)</u>							
21-412	Assistant Supervisor (Ink and Paint, Xerox, Color Model or Paint Lab)						
	1st 6 months	20.652	826.08	21.272	850.88	21.910	876.40
	2nd 6 months	21.185	847.40	21.821	872.84	22.476	899.04
	Journey	21.932	877.28	22.590	903.60	23.268	930.72

21-422	Inker						
	1st month	17.830	713.20	18.365	734.60	18.916	756.64
	Next 6 months	18.855	754.20	19.421	776.84	20.004	800.16
	Next 6 months	19.401	776.04	19.983	799.32	20.582	823.28
	Journey	20.117	804.68	20.721	828.84	21.343	853.72
21-442	Ink Checker						
	1st year	20.446	817.84	21.059	842.36	21.691	867.64
	Journey	20.838	833.52	21.463	858.52	22.107	884.28
21-452	Special Effects						
	1st year	20.446	817.84	21.059	842.36	21.691	867.64
	Journey	20.838	833.52	21.463	858.52	22.107	884.28
21-453	Head Special Effects						
		21.454	858.16	22.098	883.92	22.761	910.44
21-500	Color Modelist						
	1st 6 months	19.613	784.52	20.201	808.04	20.807	832.28
	2nd 6 months	20.163	806.52	20.768	830.72	21.391	855.64
	Journey	20.947	837.88	21.575	863.00	22.222	888.88

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

Wage Scales, November 3, 1996-July 31, 2000

Weekly employment*

		First period		Second period		Third period	
		11/3/96-6/27/98		6/28/98-8/28/99		8/29/99-7/31/2000	
		<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	20.135	805.40	20.739	829.56	21.361	854.44
	Next 9 months	20.743	829.72	21.365	854.60	22.006	880.24
	Next 6 months	22.547	901.88	23.223	928.92	23.920	956.80
	Next 6 months	23.179	927.16	23.874	954.96	24.590	983.60
	Journey	24.242	969.68	24.969	998.76	25.718	1,028.72
21-522	Painter						
	1st month	17.830	713.20	18.365	734.60	18.916	756.64
	Next 6 months	18.574	742.96	19.131	765.24	19.705	788.20
	Next 6 months	19.142	765.68	19.716	788.64	20.307	812.28
	Journey	19.963	798.52	20.562	822.48	21.179	847.16

21-542	Xerox Processor						
	1st 3 mos	17.830	713.20	18.365	734.60	18.916	756.64
	2nd 12 mos	19.487	779.48	20.072	802.88	20.674	826.96
	Journey	19.963	798.52	20.562	822.48	21.179	847.16
21-552	Key Xerox Processor						
		20.228	809.12	20.835	833.40	21.460	858.40
<u>CHECKERS</u>							
21-562	Xerox Checker						
	1st year	20.446	817.84	21.059	842.36	21.691	867.64
	Journey	20.838	833.52	21.463	858.52	22.107	884.28
21-572	Animation Stock Librarian						
	1st 6 months	19.509	780.36	20.094	803.76	20.697	827.88
	2nd 6 months	20.029	801.16	20.630	825.20	21.249	849.96
	Journey	20.838	833.52	21.463	858.52	22.107	884.28
21-632	Production Final Checker/Mark-Up						
	1st 6 months	19.509	780.36	20.094	803.76	20.697	827.88
	2nd 6 months	20.029	801.16	20.630	825.20	21.249	849.96
	Journey	20.838	833.52	21.463	858.52	22.107	884.28

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

Wage Scales, November 3, 1996-July 31, 2000

Weekly employment*

		First period 11/3/96-6/27/98		Second period 6/28/98-8/28/99		Third period 8/29/99-7/31/2000	
		<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>
21-633	Head Final Checker	21.454	858.16	22.098	883.92	22.761	910.44
21-652	Paint Checker						
	1st 6 months	18.999	759.96	19.569	782.76	20.156	806.24
	2nd 6 months	19.580	783.20	20.167	806.68	20.772	830.88
	Journey	20.333	813.32	20.943	837.72	21.571	862.84
21-672	Picture Set-Up						
	1st year	20.135	805.40	20.739	829.56	21.361	854.44
	Journey	20.808	832.32	21.432	857.28	22.075	883.00
21-682	Scan Checker						
	1st 6 months	18.481	739.24	19.035	761.40	19.606	784.24
	2nd 6 months	19.018	760.72	19.589	783.56	20.177	807.08
	Journey	19.747	789.88	20.339	813.56	20.949	837.96

21-692	Cel Service						
	1st 6 months	18.388	735.52	18.940	757.60	19.508	780.32
	2nd 6 months	18.895	755.80	19.462	778.48	20.046	801.84
	Journey	19.531	781.24	20.117	804.68	20.721	828.84
21-722	Mix and Match						
	1st year	19.237	769.48	19.814	792.56	20.408	816.32
	Journey	20.042	801.68	20.643	825.72	21.262	850.48
21-742	Paint Technician						
	1st year	20.859	834.36	21.485	859.40	22.130	885.20
	Journey	21.620	864.80	22.269	890.76	22.937	917.48
21-792	Letter Artist						
	1st 6 months	22.547	901.88	23.223	928.92	23.920	956.80
	2nd 6 months	23.179	927.16	23.874	954.96	24.590	983.60
	Journey	24.242	969.68	24.969	998.76	25.718	1,028.72
21-222	Trainee						
	1st 6 months	18.091	723.64	18.634	745.36	19.193	767.72
	2nd 6 months	19.005	760.20	19.575	783.00	20.162	806.48
	3rd 6 months	19.920	796.80	20.518	820.72	21.134	845.36

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

Wage Scales, November 3, 1996-July 31, 2000

Weekly employment*

		First period 11/3/96-6/27/98		Second period 6/28/98-8/28/99		Third period 8/29/99-7/31/2000	
		HOURLY	WEEKLY	HOURLY	WEEKLY	HOURLY	WEEKLY
<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	26.156	1,046.24	26.941	1,077.64	27.749	1,109.96
	After 1 year in classification	27.403	1,096.12	28.225	1,129.00	29.072	1,162.88
21-822	Class II (Writes or draws one Sunday page per week)						
	1st year	23.560	942.40	24.267	970.68	24.995	999.80
	After 1 year in classification	24.547	981.88	25.283	1,011.32	26.041	1,041.64
21-832	Staff Assistant						
	1st year	17.995	719.80	18.535	741.40	19.091	763.64
	2nd year	18.816	752.64	19.380	775.20	19.961	798.44
	3rd year	19.898	795.92	20.495	819.80	21.110	844.40
	Journey	20.283	811.32	20.891	835.64	21.518	860.72

COMIC STRIP (New work)

21-842	Six Panels (Writes and draws)						
	1st year	21.102	844.08	21.735	869.40	22.387	895.48
	After 1 year in classification	22.062	882.48	22.724	908.96	23.406	936.24
21-852	Six Strips (Writes and draws)						
	1st year	23.560	942.40	24.267	970.68	24.995	999.80
	After 1 year in classification	24.547	981.88	25.283	1,011.32	26.041	1,041.64
21-862	One Sunday Page (Writes and draws)						
	1st year	21.102	844.08	21.735	869.40	22.387	895.48
	After 1 year in classification	22.062	882.48	22.724	908.96	23.406	936.24
<u>PROMOTION AND PUBLICITY ARTISTS</u>							
21-872	Class I (Responsible)						
	1st year	26.156	1,046.24	26.941	1,077.64	27.749	1,109.96
	After 1 year in classification	27.403	1,096.12	28.225	1,129.00	29.072	1,162.88
21-882	Class II (Assistant)						
	1st year	23.560	942.40	24.267	970.68	24.995	999.80
	After 1 year in classification	24.547	981.88	25.283	1,011.32	26.041	1,041.64

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

Wage Scales, November 3, 1996-July 31, 2000

<u>CLASSIFICATION</u>	<u>First period</u> <u>11/3/96</u> <u>-6/27/98</u>	<u>Second period</u> <u>6/28/98</u> <u>-8/28/99</u>	<u>Third period</u> <u>8/29/99</u> <u>-7/31/2000</u>	<u>H. & W.</u> <u>& Pension</u> <u>Hours</u>
<u>SHORT SUBJECTS - 4 to 7 Minutes (TV or Theatrical)</u>				
Synopsis and Outline	612.14	630.50	649.42	18
Storyboard Only	848.87	874.34	900.57	25
Story in Script Form	1,597.97	1,645.91	1,695.29	50
<u>SHORT SUBJECTS - 7 to 11 Minutes (TV or Theatrical)</u>				
Synopsis and Outline	620.72	639.34	658.52	19
Storyboard Only	1,027.96	1,058.80	1,090.56	30
Story in Script Form	2,024.55	2,085.29	2,147.85	60
<u>HALF-HOUR SUBJECTS (TV or Theatrical)</u>				
Synopsis and Outline	1,042.98	1,074.27	1,106.50	35
Storyboard Only	1,843.79	1,899.10	1,956.07	62
Story in Script Form	3,665.13	3,775.08	3,888.33	125

ONE HOUR OR MORE SUBJECTS (TV or Theatrical)

Synopsis and Outline	1,544.57	1,590.91	1,638.64	52
Storyboard Only	2,750.13	2,832.63	2,917.61	93
Story in Script Form	5,486.54	5,651.14	5,820.67	188

In reference to the above Unit Storyboard rates, the Employer may require two re-writes or re-works after the presentation by the Story Person 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-works. 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 following minimum wage scales are in effect between Local 839 IATSE and the indicated signator employers only. All sideletters were extended through July 31, 2000 with wage scales increased as shown.

SIDELETTER A
[Walt Disney Pictures and Television — Composer]

Wage Scales, November 3, 1996-July 31, 2000

Weekly employment*

	First period		Second period		Third period	
	11/3/96-6/27/98		6/28/98-8/28/99		8/29/99-7/31/2000	
	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>
Composer ^D						
1st month	17.830	713.20	18.365	734.60	18.916	756.64
Next 6 months	18.574	742.96	19.131	765.24	19.705	788.20
Next 6 months	19.142	765.68	19.716	788.64	20.307	812.28
Journey	19.963	798.52	20.562	822.48	21.179	847.16

SIDELETTER B
[Warner Bros. Feature Animation — Visual Development]

Wage Scales, November 3, 1996-July 31, 2000

Weekly employment*

	First period		Second period		Third period	
	11/3/96-6/27/98		6/28/98-8/28/99		8/29/99-7/31/2000	
	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>
Visual Development ^{WF}						
1st 6 months	26.807	1,072.28	27.611	1,104.44	28.439	1,137.56
2nd 6 months	27.440	1,097.60	28.263	1,130.52	29.111	1,164.44
Journey	28.505	1,140.20	29.360	1,174.40	30.241	1,209.64

^D Walt Disney Pictures and Television only.

^{WF} Warner Bros. Feature Animation only.

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SIDELETTER C

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

Wage Scales, November 3, 1996-July 31, 2000

Weekly employment*

	First period 11/3/96-6/27/98		Second period 6/28/98-8/28/99		Third period 8/29/99-7/31/2000	
	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>
	CGI Animator/Modeler ^D					
1st 6 months	26.807	1,072.28	27.611	1,104.44	28.439	1,137.56
2nd 6 months	27.440	1,097.60	28.263	1,130.52	29.111	1,164.44
Journey	28.505	1,140.20	29.360	1,174.40	30.241	1,209.64
Key Assistant CGI Animator/Modeler ^D						
	27.272	1,090.88	28.090	1,123.60	28.933	1,157.32

Assistant CGI Animator/Modeler I ^D							
1st 6 months	22.547	901.88	23.223	928.92	23.920	956.80	
2nd 6 months	23.132	925.28	23.826	953.04	24.541	981.64	
Journey	24.242	969.68	24.969	998.76	25.718	1,028.72	
Assistant CGI Animator/Modeler II ^D							
1st year	20.570	822.80	21.187	847.48	21.823	872.92	
Journey	21.169	846.76	21.804	872.16	22.458	898.32	
Assistant CGI Animator/Modeler III ^D							
1st 6 months	18.999	759.96	19.569	782.76	20.156	806.24	
2nd 6 months	19.580	783.20	20.167	806.68	20.772	830.88	
Journey	20.333	813.32	20.943	837.72	21.571	862.84	

^D Walt Disney Pictures and Television only.

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SIDELETTER D

[Walt Disney Pictures and Television — Production Technical Director]

Wage Scales, November 3, 1996-July 31, 2000

	Weekly employment*					
	First period 11/3/96-6/27/98		Second period 6/28/98-8/28/99		Third period 8/29/99-7/31/2000	
	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>
Production Technical Director I ^D						
1st 6 months	26.807	1,072.28	27.611	1,104.44	28.439	1,137.56
2nd 6 months	27.440	1,097.60	28.263	1,130.52	29.111	1,164.44
Journey	28.505	1,140.20	29.360	1,174.40	30.241	1,209.64
Production Technical Director II ^D	27.272	1,090.88	28.090	1,123.60	28.933	1,157.32
Production Technical Director III ^D						
1st 6 months	22.547	901.88	23.223	928.92	23.920	956.80
2nd 6 months	23.132	925.28	23.826	953.04	24.541	981.64
Journey	24.242	969.68	24.969	998.76	25.718	1,028.72

Production Technical Director IV^D

1st year	20.570	822.80	21.187	847.48	21.823	872.92
Journey	21.169	846.76	21.804	872.16	22.458	898.32

Production Technical Director V^D

1st 6 months	18.999	759.96	19.569	782.76	20.156	806.24
2nd 6 months	19.580	783.20	20.167	806.68	20.772	830.88
Journey	20.333	813.32	20.943	837.72	21.571	862.84

^D 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, 2000 with wage scales increased as shown.

SIDELETTER E

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

Wage Scales, November 3, 1996-July 31, 2000

Weekly employment*

	First period 11/3/96-6/27/98		Second period 6/28/98-8/28/99		Third period 8/29/99-7/31/2000	
	HOURLY	WEEKLY	HOURLY	WEEKLY	HOURLY	WEEKLY
	CGI Animator/Modeler ^S					
1st 6 months	26.807	1,072.28	27.611	1,104.44	28.439	1,137.56
2nd 6 months	27.440	1,097.60	28.263	1,130.52	29.111	1,164.44
Journey	28.505	1,140.20	29.360	1,174.40	30.241	1,209.64
Key Assistant CGI Animator/Modeler ^S						
	27.272	1,090.88	28.090	1,123.60	28.933	1,157.32
Assistant CGI Animator/Modeler I ^S						
1st 6 months	22.547	901.88	23.223	928.92	23.920	956.80
2nd 6 months	23.132	925.28	23.826	953.04	24.541	981.64
Journey	24.242	969.68	24.969	998.76	25.718	1,028.72

Assistant CGI Animator/Modeler II ^S							
1st year	20.570	822.80	21.187	847.48	21.823	872.92	
Journey	21.169	846.76	21.804	872.16	22.458	898.32	
Assistant CGI Animator/Modeler III ^S							
1st 6 months	18.999	759.96	19.569	782.76	20.156	806.24	
2nd 6 months	19.580	783.20	20.167	806.68	20.772	830.88	
Journey	20.333	813.32	20.943	837.72	21.571	862.84	
Digital Scene Planning ^S							
1st year	24.178	967.12	24.903	996.12	25.650	1,026.00	
Journey	25.225	1,009.00	25.982	1,039.28	26.761	1,070.44	
Scan Checker ^S							
1st 6 months	18.481	739.24	19.035	761.40	19.606	784.24	
2nd 6 months	19.018	760.72	19.589	783.56	20.177	807.08	
Journey	20.063	802.52	20.665	826.60	21.285	851.40	

^S 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.

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, 2000 with wage scales increased as shown.

SIDELETTER E — CONTINUED

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

Wage Scales, November 3, 1996-July 31, 2000

	Weekly employment*					
	First period 11/3/96-6/27/98		Second period 6/28/98-8/28/99		Third period 8/29/99-7/31/2000	
	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>
Digital Check ^s						
1st 3 months	20.135	805.40	20.739	829.56	21.361	854.44
Next 9 months	20.743	829.72	21.365	854.60	22.006	880.24
Next 6 months	22.547	901.88	23.223	928.92	23.920	956.80
Next 6 months	23.179	927.16	23.874	954.96	24.590	983.60
Journey	24.242	969.68	24.969	998.76	25.718	1,028.72
Technical Director ^s						
<i>Proficient in one or more job areas**. Responsibility for supervising Asst. Technical Directors below.</i>						
1st 6 months	26.807	1,072.28	27.611	1,104.44	28.439	1,137.56
2nd 6 months	27.440	1,097.60	28.263	1,130.52	29.111	1,164.44
Journey	28.505	1,140.20	29.360	1,174.40	30.241	1,209.64

Key Assistant Technical Director ^S <i>Proficient in one or more job areas of technical direction. May be responsible for supervising Assistant Technical Directors or below.</i>	27.272	1,090.88	28.090	1,123.60	28.933	1,157.32
Assistant Technical Director ^S <i>Works in one or more areas of technical direction, assisting the Technical Director.</i>						
1st 6 months	22.547	901.88	23.223	928.92	23.920	956.80
2nd 6 months	23.132	925.28	23.826	953.04	24.541	981.64
Journey	24.242	969.68	24.969	998.76	25.718	1,028.72
Junior Assistant Technical Director ^S <i>Minimum of one year experience.</i>						
1st year	20.570	822.80	21.187	847.48	21.823	872.92
Journey	21.169	846.76	21.804	872.16	22.458	898.32

^S 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, 2000 with wage scales increased as shown.

SIDELETTER E — CONTINUED

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

Wage Scales, November 3, 1996-July 31, 2000

	Weekly employment*					
	First period 11/3/96-6/27/98		Second period 6/28/98-8/28/99		Third period 8/29/99-7/31/2000	
	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>
Apprentice Technical Director ^S <i>No technical director experience.</i>						
1st 6 months	18.999	759.96	19.569	782.76	20.156	806.24
2nd 6 months	19.580	783.20	20.167	806.68	20.772	830.88
Journey	20.333	813.32	20.943	837.72	21.571	862.84
Digital Painter ^S — <i>Any 839 union experience:</i>						
1st month	17.830	713.20	18.365	734.60	18.916	756.64
Next 6 months	18.574	742.96	19.131	765.24	19.705	788.20
Next 6 months	19.142	765.68	19.716	788.64	20.307	812.28
Journey	19.963	798.52	20.562	822.48	21.179	847.16

	First year**		Second year		Thereafter	
	11/1/96-10/31/97		11/1/97-10/31/98		11/1/98-7/31/2000	
	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>	<u>HOURLY</u>	<u>WEEKLY</u>
Digital Painter ^s — <i>No 839 union experience:</i>						
1st 6 months	13.750	550.00	16.880	675.00	<i>see page 106</i>	
2nd 6 months	15.630	625.00	18.750	750.00	<i>see page 106</i>	
Journey	<i>see page 106</i>		<i>see page 106</i>		<i>see page 106</i>	

^s 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.

** Note differences in wage increase periods.

- Airbrush. See **Assistant Background; Special Effects**
- Animation Checker {21-252}, 6**
- Animation Stock Librarian {21-572}, 9**
- Animation Story Person {21-022}, 2**
- Animator {21-012}, 2**
- Animator, CGI, See **CGI Animator/Modeler**
- Apprentice Assistant Animator. See **Inbetweener**
- Apprentice Animation Story Person and/or Apprentice Story Sketch {21-322}, 5**
- Apprentice Background {21-202}, 4**
- Apprentice Layout, Model Designer, Background and Production Board {21-202}, 4**
- Apprentice Model Designer {21-202}, 4**
- Apprentice Production Board {21-202}, 4**
- Apprentice Story Sketch {21-322}, 5**
- Art Director. See **Model Designer; Visual Development**
- Apprentice Technical Director {DreamWorks}, 26**
- Assistant Animator {21-102}, 3**
- See also **Key Assistant Animator**
- Assistant Background {21-122}, 3**
- Assistant CGI Animator/Modeler I, II and III {Disney}, 19**
- Assistant CGI Animator/Modeler {DreamWorks):**
 - I, 22**
 - II and III, 23**
- Assistant Director {21-332}, 5**
- Assistant Layout {21-122}, 3**
- Assistant Model Designer {21-132}, 3**
- Assistant Staff Comic Strip Story Person and/or Artist {21-802}, 3**

Assistant Supervisor (Ink and Paint, Xerox, Color Model or Paint Lab) {21-412}, 6

Assistant Technical Director {DreamWorks}, 25

Background {21-032}, 2

Blue Sketch {21-232}, 4

Breakdown {21-142}, 3

Cel Service {21-692}, 11

CGI Animator/Modeler:

Disney, 18-19

DreamWorks, 22

Character Designer. See Model Designer; Visual Development

Checker pay rates, 6, 9-10

Clean-Up. See Assistant Animator

Color Key. See Color Stylist

Color Models (Assistant Supervisor) {21-412}, 6

Color Modelist {21-500}, 7

Color Stylist {21-501}, 8

Comic Strip Story Person and/or Artist, Staff {21-801}, 2

See also Assistant Staff Comic Strip Story Person and/or Artist

Compositor {Disney}, 16

Computer classifications, 16-27

Designer. See Model Designer; Visual Development

Digital Check {DreamWorks}, 23

Digital Painter {DreamWorks}, 26-27

Digital Scene Planning {DreamWorks}, 23

Director, Technical, See Production Technical Director; Technical Director

Effects Animator. *See* **Animator**

Effects Painter. *See* **Special Effects**

Final Checker. *See* **Production Final Checker; Head Final Checker**

Head Final Checker {21-633}, 10

Head Special Effects {21-453}, 7

Inbetweener {21-152}, 4

Ink and Paint (Assistant Supervisor) {21-412}, 6

Ink and Paint pay rates, 6-9

Ink Checker {21-442}, 7

Inker {21-422}, 7

Junior Assistant Technical Director {DreamWorks}, 25

Key Assistant Animator {21-112}, 2

Key Assistant CGI Animator/Modeler:

Disney, **18**

DreamWorks, **22**

Key Assistant Technical Director {DreamWorks}, 25

Key Xerox Processor {21-552}, 9

Layout {21-042}, 2

Letter Artist {21-792}, 11

Librarian, Animation Stock {21-572}, 9

Mark-Up. *See* **Production Final Checker/Mark-Up**

Mix and Match {21-722}, 11

Model Designer {21-052}, 2

Modeler, CGI. *See* **CGI Animator/Modeler**

- Paint Checker {21-652}, 10**
Paint Lab (Assistant Supervisor) {21-412}, 6
Paint Technician {21-742}, 11
Painter {21-522}, 8
Painter, background: *See Background*
Picture Set-Up {21-672}, 10
Production Board {21-022}, 2
Production Final Checker/Mark-Up {21-632}, 9
**Production Technical Director {Disney}:
I, II and III, 20
IV and V, 21**
Promotion and Publicity Artists {21-872 and 882}, 13
Props. *See Model Designer; Visual Development*
Publicity Artists, Promotion and {21-872 and 882}, 13
- Scan Checker {21-682}, 10**
Scan Checker {DreamWorks}, 23
Scene Planner {21-242}, 5
Scene Planning, Digital {DreamWorks}, 23
Sheet Timer {21-335}, 5
Special Effects {21-452}, 7
See also Head Special Effects
Special Effects Animator. *See Animator*
Staff Comic Strip Story Person and/or Artist {21-801}, 2
See also Assistant Staff Comic Strip Story Person and/or Artist
Stock Librarian, Animation {21-572}, 9
Story Sketch {21-312}, 4
Storyboard. *See Production Board; unit rates*

Technical Director {Disney}. *See* **Production Technical Director**

Technical Director {DreamWorks}, 22

Timing Director. *See* **Sheet Timer**

Trainee {21-222}, 11

See also **Apprentices**

Unit rates, 14-15

Visual Development {Warner Bros.}, 17

Writers: *See* **Animation Story Person**; unit rates

Xerox (Assistant Supervisor) {21-412}, 6

Xerox Checker {21-562}, 9

Xerox Processor {21-542}, 9

See also **Key Xerox Processor**