

## High-Budget SVOD Programs with Budgets\* above \$28,080,000 CAD

### **Fringe Rates Applicable to:**

New Media Article D(6)(b): High-Budget SVOD Programs 85+ minutes in length for a platform with 20M+ subscribers and budgeted above \$28,080,000.

\* Budget defined in footnote referenced by New Media D(6)(b)

Section	Category	Allocation Structure	Union Affiliation		
			IA 891	TEAM 155	ICG 669
A:	Paid Hours	Straight-time, Overtime and Overscale	<b>Paid to Crew</b>		
	Turnaround	Dollars for Turnaround penalty			
	Meal Penalty	Dollars for Meal Penalty time			
B:	Statutory Holiday Pay	Percentage of the total of Section A	<b>3.0% Paid to Crew</b>		
C:	Vacation Pay	Percentage of the total of Section A	<b>4% Paid to Crew</b>		
D:	Pension	Percentage of the total of Section A	4.5% paid to Crew or Union**	4% paid to Pension Plan	6.5% paid to Union
E:	Health and Benefits	Percentage of the total of Section A	6% paid to Union	7% paid to Health Plan	4% paid to Union
F:	Total Fringe Allocation	<b>The sum of Sections B + C + D + E</b>	<b>17.50%</b>	<b>18.00%</b>	<b>17.50%</b>
G:	Supplemental Health Benefits	Flat contribution per day	\$12.00 to Union	\$12.00 to Health Plan	\$12.00 to Union
H:	Training Society Contribution	Flat contribution per hour worked to applicable maximums	<b>\$0.05 Paid to BCMPTS</b>		
I:	Union Dues	Union percentage (explanation below)	2% to Union	2% to Union	2% to Union
<p><b>Training Society Contribution Maximums:</b> \$2,500 per High-Budget SVOD Program.</p>					
<p><b>IATSE 891 Union Dues:</b> 2% calculated on the sum of sections A (including overscale earnings) + B + C + D.</p>					
<p>** Note for Section D: Payroll Companies segregate based upon plan participation.</p>					
<p><b>Teamsters 155 Union Dues:</b> 2% calculated on gross pay (gross pay = Section A + B + C) for an individual employee and on gross fee (gross fee = Section A + B + C) paid to a Loan-Out Company.</p>					
<p><b>ICG 669 Union Dues:</b> 2% calculated on the sum of sections A + B + C + D.</p>					