

**1st and 2nd Year Network TV Series****Fringe Rates Applicable to:**

Article 8.03 (a)

Section	Category	Allocation Structure	Union Affiliation		
			IA 891	TEAM 155	IA 669
A:	<b>Paid Hours</b>	Straight-time, Overtime and Overscale	<b>Paid to Crew</b>		
	<b>Turnaround</b>	Dollars for Turnaround penalty			
	<b>Meal Penalty</b>	Dollars for Meal Penalty time			
B:	<b>Statutory Holiday Pay</b>	2.75% of the total of Section "A"	<b>2.75% Paid to Crew</b>		
C:	<b>Vacation Pay</b>	4% of the total of Section "A"	<b>4% Paid to Crew</b>		
D:	<b>Pension</b>	Percentage of the total of Section A	2% paid to Crew or Union*	3% paid to Pension Plan	3.5% paid to Union
E:	<b>Health and Benefits</b>	Percentage of the total of Section A	5.5% paid to Union	5% paid to Health Plan	4% paid to Union
F:	<b>Total Fringe Allocation</b>	<b>The sum of Sections B + C + D + E</b>	<b>14.25%</b>	<b>14.75%</b>	<b>14.25%</b>
G:	<b>Supplemental Health Benefits</b>	Flat contribution per day	\$12.00 to Union	\$12.00 to Health Plan	\$12.00 to Union
H:	<b>Union Dues</b>	Union percentage (explanation below)	2% to Union	3% to Union	2% to Union
<b>IATSE 891 Union Dues and notes:</b> 2% calculated the sum of sections A (including overscale earnings) + B + C + D. <b>*Note for Section D: Payroll Companies segregate based upon plan participation.</b>					
<b>Teamsters Union Local No.155 Union Dues:</b> of 3% 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.					
<b>IATSE 669 Union Dues:</b> 2% calculated the sum of sections A + B + C + D (all scale earnings only).					

**Applicable per Article 8.03 (a)**