

Features with Budgets* above \$14.0M CAD

Fringe Rates Applicable to:					
Master Agreement: Article 8.02 High Budget Feature Films					
* Budget defined in Articles 2.03 and S1.02					
Section	Category	Allocation Structure	Union Affiliation		
			IA 891	TEAM 155	ICG 669
A:	Paid Hours	Straight-time, Overtime and Overscale			Paid to Crew
	Turnaround	Dollars for Turnaround penalty			
	Meal Penalty	Dollars for Meal Penalty time			
B:	Statutory Holiday Pay	Percentage of the total of Section A			3.0% Paid to Crew
C:	Vacation Pay	Percentage of the total of Section A			4% Paid to Crew
D:	Pension	Percentage of the total of Section A			7.5% paid to Crew or Union**
E:	Health and Benefits	Percentage of the total of Section A			6.5% paid to Pension Plan
F:	Total Fringe Allocation	The sum of Sections B + C + D + E			9.5% paid to Union
G:	Supplemental Health Benefits	Flat contribution per day			6% paid to Union
H:	Training Society Contribution	Flat contribution per hour worked to applicable maximums			7.5% paid to Health Plan
I:	Union Dues	Union percentage (explanation below)			4% paid to Union
Training Society Contribution Maximums: \$10,000 per Feature.					
IATSE 891 Union Dues: 2% calculated on the sum of sections A (including overscale earnings) + B + C + D.					
** Note for Section D: Payroll Companies segregate based upon plan participation.					
Teamsters 155 Union Dues: 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.					
ICG 669 Union Dues: 2% calculated on the sum of sections A + B + C + D.					