

## Features with Budgets\* above **\$22.5M CAD**

<b>Fringe Rates Applicable to:</b>					
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
<b>A:</b>	<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:</b>	<b>Statutory Holiday Pay</b>	Percentage of the total of Section A	<b>3.0% Paid to Crew</b>		
<b>C:</b>	<b>Vacation Pay</b>	Percentage of the total of Section A	<b>4% Paid to Crew</b>		
<b>D:</b>	<b>Pension</b>	Percentage of the total of Section A	8.5% paid to Crew or Union**	7.5% paid to Pension Plan	10.5% paid to Union
<b>E:</b>	<b>Health and Benefits</b>	Percentage of the total of Section A	6% paid to Union	7.5% paid to Health Plan	4% paid to Union
<b>F:</b>	<b>Total Fringe Allocation</b>	<b>The sum of Sections B + C + D + E</b>	<b>21.50%</b>	<b>22.00%</b>	<b>21.50%</b>
<b>G:</b>	<b>Supplemental Health Benefits</b>	Flat contribution per day	\$12.00 to Union	\$12.00 to Health Plan	\$12.00 to Union
<b>H:</b>	<b>Training Society Contribution</b>	Flat contribution per hour worked to applicable maximums	<b>\$0.05 / \$0.10 Paid to BCMPTS</b>		
<b>I:</b>	<b>Union Dues</b>	Union percentage (explanation below)	2% to Union	2% to Union	2% to Union
<b>Training Society Contributions if principal photography commences on or after April 6, 2025: \$0.10/hour to a maximum of \$20,000 (otherwise \$0.05/hour to a maximum of \$10,000)</b>					
<b>IATSE 891 Union Dues: 2% calculated on the sum of sections A (including overscale earnings) + B + C + D.</b>					
** Note for Section D: Payroll Companies segregate based upon plan participation.					
<b>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.</b>					
<b>ICG 669 Union Dues: 2% calculated on the sum of sections A + B + C + D.</b>					