

### Budget Level

	Low Budget Agreement				Sideletter #4		Article 19.10
	Under \$1.2M	\$1.2M - \$2M	\$2M - \$3M	\$3M - \$5M	Under \$12M	Under \$2M	
<b>Cable MOW</b>	Wages & Director Buyout negotiable (not below trainee rate) 4% Vac. 4%+\$4/day H&W 5% Pen. 0.5% CATF	55% of scale 4% Vac. 4%+\$4/day H&W 5% Pen. 0.5% CATF (Director Wages/Buyout Negotiable)	65% of scale 4% Vac. 4%+\$4/day H&W 5% Pen. 0.5% CATF (Director Wages per A-15.1)	75% of scale 4% Vac. 4%+\$4/day H&W 5% Pen. 0.5% CATF (Director Wages per A-15.1)			
<b>Features</b>	Wages & Director Buyout negotiable (not below trainee rate) 4% Vac. 4%+\$4/day H&W 5% Pen. 0.5% CATF	55% of scale 4% Vac. 4%+\$4/day H&W 5% Pen. 0.5% CATF (Director Wages/Buyout Negotiable)	65% of scale 4% Vac. 4%+\$4/day H&W 5% Pen. 0.5% CATF (Director Wages per A-15.1)	75% of scale 4% Vac. 4%+\$4/day H&W 5% Pen. 0.5% CATF (Director Wages per A-15.1)	4% Vac. 4%+\$4/day H&W 6% Pen. 0% CATF (Director Wages per A-15.1)	Wages and Director Buyout negotiable (not below min. wage) 4% Vac. 4%+\$4/day H&W 2% Pen. 0% CATF	
<b>Direct-to-Video (Home Video)</b>	Wages & Director Buyout negotiable (not below trainee rate) 4% Vac. 4%+\$4/day H&W 5% Pen. 0.5% CATF	55% of scale 4% Vac. 4%+\$4/day H&W 5% Pen. 0.5% CATF (Director Wages/Buyout Negotiable)	65% of scale 4% Vac. 4%+\$4/day H&W 5% Pen. 0.5% CATF (Director Wages per A-15.1)	75% of scale 4% Vac. 4%+\$4/day H&W 5% Pen. 0.5% CATF (Director Wages per A-15.1)	4% Vac. 4%+\$4/day H&W 6% Pen. 0% CATF (Director Wages per A-15.1)	Wages and Director Buyout negotiable (not below min. wage) 4% Vac. 4%+\$4/day H&W 2% Pen. 0% CATF	
<b>TV Series (US Cable &amp; Syndication)</b>					1-year lag in TV scale 4% Vac. 4% + \$4/day H&W 6% Pen.*** 0% CATF***		
<b>Long Form TV (Miniseries &amp; MOW - US Network &amp; Cable)</b>					95% of TV Scale* 4% Vac. 4% + \$4/day H&W 7% Pen. 1% CATF		
<b>TV Pilots (US Network &amp; Cable)</b>					95% of TV scale* 4% Vac. 4% + \$4/day H&W 6% Pen. 0% CATF		
<b>All Canadian TV (Series, Pilots, Miniseries &amp; MOW)</b>					95% of TV Scale* 4% Vac. 4% + \$4/day H&W 6% Pen.*** 0% CATF***		
<b>TV Series ** (US Network Primetime)</b>							1-year lag in TV scale** 4% Vac 4%+\$4/dayH&W 6% Pen 0% CATF

Production Types

Vac. = Vacation Pay - Article 19.3 (paid to Member)

H&W = Health & Welfare Fund - Article 19.4 (paid to H&W Trust)

Pen. = Retirement Fund - Article 19.5 (paid to Great West Life on Behalf of Member)

CATF=Contract Administration & Training Fund - Article 19.6 (paid to DGCBC)

\*Wage reduction excludes Trainees and PAs

\*\* 1-Year Lag and fringe reduction is for the first 2 seasons only

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**Non-adjusted Fringe Rates:**

**Vacation Pay: 4%**

**Health & Welfare: 4%**

**Pension: 7%**

**Contract Admin & Training Fund: 1%**

**Supplemental H&W: \$4/day**

Updated July 2009