

FRINGE BENEFIT BREAKDOWN

(Effective August 2, 2015)

1. ACTIVE HEALTH	MEDICAL	\$ 4.0114	
	DENTAL	\$ 0.2671	
	VISION	\$ 0.0715	
		\$ 4.3500	
PENSION PLAN	EMPLOYEE	\$0.0000	
	EMPLOYER	\$ 1.4465 *	
		\$ 1.4465	
RETIREE	MEDICAL	\$ 0.3000	
	DENTAL	\$ 0.0510	
	VISION	\$ 0.0200	
		\$ 0.3710	
IAP REALLOCATED TO ACTIVE HEALTH		\$0.0000	
TOTAL COMPOSITE			\$ 6.1675

2. INDIVIDUAL ACCOUNT PLAN

Average Hourly Rate	%	Total	
\$34.59	6.00	\$2.08	\$ 2.0752

3. VACATION FRINGE	0.04 %	
HOLIDAY FRINGE	0.03719 %	
	0.07719 %	

Average Hourly Rate	%	Total	
\$34.59	0.07719	\$2.6698	\$ 2.6698

4. CSATF - LOCATION MGRS	0.1350 *	
CSATF - OTHER IA/BC UNIONS	0.3600 *	
	0.4950 *	\$ 0.4950

TOTALS

1. TOTAL COMPOSITE	\$ 6.1675
2. INDIVIDUAL ACCOUNT PLAN	\$ 2.0752
3. VACATION / HOLIDAY FRINGE	\$ 2.6698
4. CSATF	\$ 0.4950 *
TOTAL HOLLYWOOD FRINGE BENEFIT RATE	\$ 11.41
TOTAL NON HOLLYWOOD FRINGE BENEFIT RATE	\$ 10.91 *

* Note: CSATF Rate (#4) is not applicable to Locals outside of Hollywood in the thirteen (13) western states.

* Average Hourly Rate Increase by	3%
* MPIP/P Pension Increase by	\$0.18
* CSATF IA Increase by	\$0.10
* CSATF Locations Increase by	\$0.0375