

# BASIC FRINGE BENEFIT BREAKDOWN (Effective July 30, 2018)

1. ACTIVE HEALTH	MEDICAL	\$ 4.3130 *	
	DENTAL	\$ 0.1870	
	VISION	\$ 0.0500	
		\$ 4.5500	
PENSION PLAN	EMPLOYEE	\$0.0000	
	EMPLOYER	\$ 1.8065	
		\$ 1.8065	
RETIREE	MEDICAL	\$ 0.3000	
	DENTAL	\$ 0.0510	
	VISION	\$ 0.0200	
		\$ 0.3710	
IAP REALLOCATED TO ACTIVE HEALTH		\$0.0000	
TOTAL COMPOSITE			\$ 6.7275

## 2. INDIVIDUAL ACCOUNT PLAN

Average Hourly Rate	%	Total	
\$37.43	7.00	\$2.6201	\$ 2.6201

3. VACATION FRINGE	4.0 %
HOLIDAY FRINGE	3.7190 %
	7.7190 %

Average Hourly Rate	%	Total	
\$37.43	7.7190	\$2.8892	\$ 2.8892

4. CSATF - LOCATION MGRS	0.1988 *	
CSATF - OTHER IA/BC UNIONS	0.5300 *	\$ 0.7288

### TOTALS

1.	TOTAL COMPOSITE	\$ 6.7275
2.	INDIVIDUAL ACCOUNT PLAN	\$ 2.6201
3.	VACATION / HOLIDAY FRINGE	\$ 2.8892
4.	CSATF	\$ 0.7288 *
<b>TOTAL HOLLYWOOD FRINGE BENEFIT RATE</b>		<b>\$ 12.97</b>
<b>TOTAL NON HOLLYWOOD FRINGE BENEFIT RATE</b>		<b>\$ 12.24 *</b>

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

Average Hourly Rate Increase by 3.0%

- \* Active Health Medical Increase by \$0.20
- \* CSATF Increase - Other \$0.07
- \* CSATF Increase - Location Mgrs \$0.0263

**PREMIUM  
FRINGE BENEFIT BREAKDOWN  
(Effective July 30, 2018)**

1. ACTIVE HEALTH	MEDICAL	\$ 4.8630 *	
	DENTAL	\$ 0.1870	
	VISION	\$ 0.0500	
		<u>\$ 5.1000</u>	
PENSION PLAN	EMPLOYEE	\$0.0000	
	EMPLOYER	\$ 1.8065	
		<u>\$ 1.8065</u>	
RETIREE	MEDICAL	\$ 0.3000	
	DENTAL	\$ 0.0510	
	VISION	\$ 0.0200	
		<u>\$ 0.3710</u>	
IAP REALLOCATED TO ACTIVE HEALTH		\$0.0000	
TOTAL COMPOSITE			\$ 7.2775

2. INDIVIDUAL ACCOUNT PLAN

Average Hourly Rate	%	Total	
\$37.43	7.00	\$2.6201	\$ 2.6201

3. VACATION FRINGE	4.0 %
HOLIDAY FRINGE	3.7190 %
	<u>7.7190 %</u>

Average Hourly Rate	%	Total	
\$37.43	7.7190	\$2.8892	\$ 2.8892

4. CSATF - LOCATION MGRS	0.1988 *	
CSATF - OTHER IA/BC UNIONS	0.5300 *	\$ 0.7288

**TOTALS**

1. TOTAL COMPOSITE	\$ 7.2775
2. INDIVIDUAL ACCOUNT PLAN	\$ 2.6201
3. VACATION / HOLIDAY FRINGE	\$ 2.8892
4. CSATF	\$ 0.7288 *
<b>TOTAL HOLLYWOOD FRINGE BENEFIT RATE</b>	<b>\$ 13.52</b>
<b>TOTAL NON HOLLYWOOD FRINGE BENEFIT RATE</b>	<b>\$ 12.79 *</b>

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

Average Hourly Rate Increase by 3.0%

\* Active Health Medical Increase by \$0.75

\* CSATF Increase - Other \$0.07

\* CSATF Increase - Location Mgrs \$0.0263