

BASIC
FRINGE BENEFIT BREAKDOWN
(Effective August 2, 2020)

1. ACTIVE HEALTH	MEDICAL	\$ 4.5130 *	
	DENTAL	\$ 0.1870	
	VISION	\$ 0.0500	
		<u>\$ 4.7500</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			\$ 6.9275

2. INDIVIDUAL ACCOUNT PLAN

Average Hourly Rate	%	Total	
\$39.33	8.00	\$3.1463	\$ 3.1463

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

Average Hourly Rate	%	Total	
\$39.33	7.7190	\$3.0358	\$ 3.0358

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

TOTALS

1. TOTAL COMPOSITE	\$ 6.9275
2. INDIVIDUAL ACCOUNT PLAN	\$ 3.1463
3. VACATION / HOLIDAY FRINGE	\$ 3.0358
4. CSATF	\$ 0.7288 *
TOTAL HOLLYWOOD FRINGE BENEFIT RATE	\$ 13.84
TOTAL NON HOLLYWOOD FRINGE BENEFIT RATE	\$ 13.11 *

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

Average Hourly Rate Increase by	2.5%
IAP Increase	0.05%
* Active Health Medical Increase by	\$0.10

**PREMIUM
FRINGE BENEFIT BREAKDOWN
(Effective August 2, 2020)**

1. ACTIVE HEALTH	MEDICAL	\$ 6.3630 *	
	DENTAL	\$ 0.1870	
	VISION	\$ 0.0500	
		<u>\$ 6.6000</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			\$ 8.7775

2. INDIVIDUAL ACCOUNT PLAN

Average Hourly Rate	%	Total	
\$39.33	8.00	\$3.1463	\$ 3.1463

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

Average Hourly Rate	%	Total	
\$39.33	7.7190	\$3.0358	\$ 3.0358

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

TOTALS

1. TOTAL COMPOSITE	\$ 8.7775
2. INDIVIDUAL ACCOUNT PLAN	\$ 3.1463
3. VACATION / HOLIDAY FRINGE	\$ 3.0358
4. CSATF	\$ 0.7288 *
TOTAL HOLLYWOOD FRINGE BENEFIT RATE	\$ 15.69
TOTAL NON HOLLYWOOD FRINGE BENEFIT RATE	\$ 14.96 *

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

Average Hourly Rate Increase by	2.5%
IAP Increase	0.05%
* Active Health Medical Increase by	\$0.75