

**BASIC**  
**FRINGE BENEFIT BREAKDOWN**  
**(Effective August 1, 2021)**

1. ACTIVE HEALTH	MEDICAL	\$ 4.9130	*	
	DENTAL	\$ 0.1870		
	VISION	\$ 0.0500		
		\$ 5.1500		
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				\$ 7.3275

2. INDIVIDUAL ACCOUNT PLAN

Average Hourly Rate	%	Total	
\$40.51	8.00	\$3.2408	\$ 3.2408

3. VACATION FRINGE	4.00 %	
HOLIDAY FRINGE	4.00 %	
	8.00 %	

Average Hourly Rate	%	Total	
\$40.51	8.00	\$3.2408	\$ 3.2408

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

TOTALS

1.	TOTAL COMPOSITE	\$ 7.3275
2.	INDIVIDUAL ACCOUNT PLAN	\$ 3.2408
3.	VACATION / HOLIDAY FRINGE	\$ 3.2408
4.	CSATF	\$ 0.7288 *
TOTAL HOLLYWOOD FRINGE BENEFIT RATE		\$ 14.54
TOTAL NON HOLLYWOOD FRINGE BENEFIT RATE		\$ 13.81 *

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

Average Hourly Rate Increase by	3.00%
* Active Health Medical Increase by	\$0.40

**PREMIUM  
FRINGE BENEFIT BREAKDOWN  
(Effective August 1, 2021)**

1. ACTIVE HEALTH	MEDICAL	\$ 7.5630 *	
	DENTAL	\$ 0.1870	
	VISION	\$ 0.0500	
		<b>\$ 7.8000</b>	
PENSION PLAN	EMPLOYEE	\$0.0000	
	EMPLOYER	\$ 1.8065	
		<b>\$ 1.8065</b>	
RETIREE	MEDICAL	\$ 0.3000	
	DENTAL	\$ 0.0510	
	VISION	\$ 0.0200	
		<b>\$ 0.3710</b>	
IAP REALLOCATED TO ACTIVE HEALTH		\$0.0000	
TOTAL COMPOSITE			<b>\$ 9.9775</b>

2. INDIVIDUAL ACCOUNT PLAN

Average Hourly Rate	%	Total
\$40.51	8.00	\$3.2407

**\$ 3.2407**

3. VACATION FRINGE	4.00 %
HOLIDAY FRINGE	4.00 %
	<b>8.00 %</b>

Average Hourly Rate	%	Total
\$40.51	8.00	\$3.2407

**\$ 3.2407**

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

**TOTALS**

1. TOTAL COMPOSITE	<b>\$ 9.9775</b>
2. INDIVIDUAL ACCOUNT PLAN	<b>\$ 3.2407</b>
3. VACATION / HOLIDAY FRINGE	<b>\$ 3.2407</b>
4. CSATF	<b>\$ 0.7288 *</b>
<b>TOTAL HOLLYWOOD FRINGE BENEFIT RATE</b>	<b>\$ 17.19</b>
<b>TOTAL NON HOLLYWOOD FRINGE BENEFIT RATE</b>	<b>\$ 16.46 *</b>

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

Average Hourly Rate Increase by	3.00%
* Active Health Medical Increase by	\$1.20