

PREMIUM FRINGE BENEFIT BREAKDOWN (Effective August 4, 2025)

1. ACTIVE HEALTH	MEDICAL	\$ 11.9130	*
	DENTAL	\$ 0.1870	
	VISION	\$ 0.0500	
		\$ 12.1500	
PENSION PLAN	EMPLOYEE	\$0.0000	
	EMPLOYER	\$ 1.8065	
		\$ 1.8065	
RETIREE	MEDICAL	\$ 0.8600	*
	DENTAL	\$ 0.0510	
	VISION	\$ 0.0200	
		\$ 0.9310	
IAP REALLOCATED TO ACTIVE HEALTH		\$0.0000	
TOTAL COMPOSITE			\$ 14.8875

2. INDIVIDUAL ACCOUNT PLAN

Average Hourly Rate	%	Total	
\$47.83	8.00	\$3.8264	\$ 3.8264

3. VACATION FRINGE	4.00 %
HOLIDAY FRINGE	4.58 %
	8.58 %

Average Hourly Rate	%	Total	
\$47.83	8.58	\$4.1052	\$ 4.1052

4. CSATF - OTHER IA/BC UNIONS	0.6300	\$ 0.6300
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TOTALS

1.	TOTAL COMPOSITE	\$ 14.8875
2.	INDIVIDUAL ACCOUNT PLAN	\$ 3.8264
3.	VACATION / HOLIDAY FRINGE	\$ 4.1052
4.	CSATF	\$ 0.6300 *
TOTAL HOLLYWOOD FRINGE BENEFIT RATE		\$ 23.45
TOTAL NON HOLLYWOOD FRINGE BENEFIT RATE		\$ 22.82 *

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

Average Hourly Rate Increase by	4%
* Active Health Medical Increase by	\$0.86
* Retiree Medical Increased by	\$0.00