

BASIC FRINGE BENEFIT BREAKDOWN (Effective August 4, 2019)

1. ACTIVE HEALTH	MEDICAL	\$	4.4130	*
	DENTAL	\$	0.1870	
	VISION	\$	0.0500	
			\$ 4.6500	
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				\$ 6.8275

2. INDIVIDUAL ACCOUNT PLAN

Average Hourly Rate	%	Total		
\$38.37	7.50	\$2.8774	\$	2.8774

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

Average Hourly Rate	%	Total		
\$38.37	7.7190	\$2.9615	\$	2.9615

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

TOTALS

1.	TOTAL COMPOSITE	\$	6.8275
2.	INDIVIDUAL ACCOUNT PLAN	\$	2.8774
3.	VACATION / HOLIDAY FRINGE	\$	2.9615
4.	CSATF	\$	0.7288 *
TOTAL HOLLYWOOD FRINGE BENEFIT RATE		\$	13.40
TOTAL NON HOLLYWOOD FRINGE BENEFIT RATE		\$	12.67 *

* 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 4, 2019)**

1. ACTIVE HEALTH	MEDICAL	\$ 5.6130 *	
	DENTAL	\$ 0.1870	
	VISION	\$ 0.0500	
		<u>\$ 5.8500</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			\$ 8.0275

2. INDIVIDUAL ACCOUNT PLAN

Average Hourly Rate	%	Total	
\$38.37	7.50	\$2.8774	\$ 2.8774

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

Average Hourly Rate	%	Total	
\$38.37	7.7190	\$2.9615	\$ 2.9615

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

TOTALS

1. TOTAL COMPOSITE	\$ 8.0275
2. INDIVIDUAL ACCOUNT PLAN	\$ 2.8774
3. VACATION / HOLIDAY FRINGE	\$ 2.9615
4. CSATF	\$ 0.7288 *
TOTAL HOLLYWOOD FRINGE BENEFIT RATE	\$ 14.60
TOTAL NON HOLLYWOOD FRINGE BENEFIT RATE	\$ 13.87 *

* 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