

#NAKEDWITHOUTUS

WHO WE ARE

The **Pay Equity Committee** of the Costume Designers Guild has been working with their leadership to gain equity in the IATSE Basic Agreement. Our focus has been to educate members, peers and the public about the wage inequity in the agreement that governs our pay scale. Currently the scale rate of a costume designer (majority female) is upwards of 25% less than other, male dominated creative department heads.

HOW WE GOT HERE

In 1976, when the CDG joined IATSE, there was a pay gap between the scale rates of the art director and costume designer of \$375 per week. (A 2022 study by Williams and Werner published in *Compensation & Benefits Review* found that these two positions are sufficiently similar according to California Fair Pay Act criteria.) After more than 45 years, with an average 3% yearly wage increase, the disparity has now aggregated into a gap of approximately \$950 per week (or \$50,000 annually). Costume designers find themselves in the bottom half of the pay scale earning less than assistants of other department heads.

Art directors, aka **production designers**, create the look of the environments; **costume designers** create the look of the characters with our integral creative contribution often being seen as **"pink-collar work"**.

OUR GOAL

While our committee has made great strides in awareness, including our **#nakedwithoutus** campaign, there is much more work to be done. We are seeking a powerful partners to help us strategize as we prepare for the next contract negotiation in 2024. With the help of our IATSE leadership, in order to achieve pay parity with our male counterparts, we must convince the AMPTP to acknowledge the discrepancy and match the scale rates in the collective bargaining agreement.

FACTS

INDUSTRY WEEKLY SCALE RATE COMPARISON TV

Based on a 60-hour work-week

CINEMATOGRAPHER	\$8,883.00
PRODUCTION MIXER	\$5,892.75
CAMERA OPERATOR	\$5,490.80
MAKE-UP DEPARTMENT HEAD	\$4,853.80
HAIR STYLIST DEPARTMENT HEAD	\$4,366.60
PRODUCTION DESIGNER/ART.DIR.	\$4,352.45
TEACHER/WELFARE WORKER	\$4,211.90
SPFX FOREPERSON	\$3,903.20
GAFFER & KEY GRIP	\$3,848.60
PROPERTY MASTER	\$3,848.60
COSTUME DEPT SUPERVISOR	\$3,563.00
COSTUME KEYPERSON	\$3,386.60
SET DECORATOR	\$3,365.74
ASST. ART DIRECTOR	\$3,285.82
CONSTRUCTION COORDINATOR	\$3,278.10
SCRIPT SUPERVISOR	\$3,266.90
CRAFT SERVICE FOREPERSON	\$3,197.60
COSTUME DESIGNER	\$3,131.89
ASSISTANT COSTUME DESIGNER	\$2,577.73

SOURCE: IATSE BASIC AGREEMENT SCALE RATES (2022 - 2023), PAYROLL ACCOUNTANT IATSE LOCAL 871

At **87%** the Costume Designers Guild has one of the highest populations of female members among the 13 Hollywood IATSE locals who bargain collectively under the basic agreement.

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PAY EQUITY COMMITTEE

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PRESS



HOLLYWOOD REPORTER
Inside the Costume Designers Guild Awards With Baz Luhrmann, Hunter Schafer and More Stars



VARIETY
Costume Designers Call for Pay Equity: 'Our Work Is On the Most Important Real Estate in the Frame'

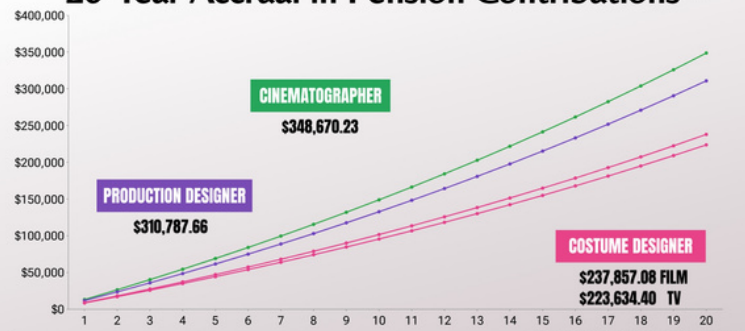


VARIETY
Costume Designer Jenny Beavan's Oscar Suit Honors Guild's Pay Equity Fight

As we gear up to contract negotiations in 2024, the CDG Pay Equity Committee remains committed to pay equity for all. We stand with:



20-Year Accrual in Pension Contributions *



* BASED ON 18 MONTHS PER YEAR OVER 20 YEARS, INCLUDING 3% ANNUAL RATE INCREASE AND STABLE 6% PENSION CONTRIBUTIONS
* RATE BASED ON WEEKLY HIRE
SOURCE: IATSE BASIC AGREEMENT SCALE RATES (2022 - 2023)
PAYROLL ACCOUNTANT LOCAL 871

*This inequity exists across all of our member classifications. The CDG is committed to supporting pay equality for all its members.

REACH OUT TO US

PRESS INQUIRIES

GENERAL INQUIRIES

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