

DGC/CMPA Standard Agreement

2016-2018

Alberta

SCHEDULE 2

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AB1.01 Work Day

- (a) Unless specified otherwise in this Standard Agreement, the regular work day shall consist of not more than fourteen (14) consecutive hours including meal periods on any Day. The regular work day shall commence at the Guild Member's Call time.
- (b) A Day starting on one (1) calendar Day and running into the next calendar Day, shall be credited to the first calendar Day.
- (c) The premium rates in this Standard Agreement shall apply to work in excess of the number of hours in the regular work day.
- (d) Where Production Assistants (PA's) are normally engaged, and where a weekly PA is engaged, the Producer may engage additional eight (8) hour minimum call daily Production Assistants. This eight (8) hour call is applicable to daily work only. The daily PA shall be paid at a rate no less than one hundred and fifty percent (150%) of the applicable Provincial minimum hourly wage per eight (8) hour Day, inclusive of a one-half (1/2) hour meal break required to be taken by the end of the fifth (5th) hour of work. Any time worked in excess of eight (8) hours shall automatically become a fourteen (14) hour call, paid at the prevailing full Day rate, and subject to all provisions and premiums of this Standard Agreement.

AB1.02 Minimum Calls

A Guild Member shall be guaranteed no less than the Guild minimum daily or pro-rated weekly contracted compensation for any minimum Calls.

AB1.03 Standby Calls

The Producer shall not schedule standby Calls.

AB1.04 Change in Calls

The Producer may postpone a Guild Member's Call or cancel a daily Guild Member's Call with a minimum of nine (9) hours notice prior to the scheduled Call time.

AB1.05 Weather Cancellation

Notwithstanding Article AB1.04 a Call on any work day for a daily Guild Member may be cancelled because of adverse weather with a minimum of eight (8) hours notice prior to the scheduled Call time. If a Call is cancelled because of adverse weather, the Guild Member shall be paid twenty-five percent (25%) of contracted compensation.

AB1.06 Meals**(a) Craft Service**

The Producer shall provide to each Guild Member, craft services of coffee, tea, ice water, and other suitable beverages throughout the work day. The Producer shall supply paper cups or other sanitary beverage containers.

(b) Meal Period/Meal Penalty

The Producer shall ensure that each Guild Member has a paid meal break of at least one-half (1/2) hour, at intervals that will result in no Guild Member working longer than six (6) consecutive hours without a first paid meal break and eight (8) consecutive hours without a second paid meal break, failing which, each affected Guild Member will receive an additional twenty dollars (\$20.00) per meal to a maximum of forty dollars (\$40.00) per Day.

If the Guild Member is given both:

- i. A non-deductible meal appropriate to the time of Day, prior to the general crew call, and
 - ii. A substantial snack no more than two and one half (2½) hours before the first paid meal break
- then the first paid meal break may be six (6) hours following the general crew call.

On a reasonable and bona fide basis, the Producer shall have the right to complete a shot in progress to a maximum of fifteen (15) minutes into the paid meal break without incurring the meal penalty, provided that the set-up or shot was commenced within a reasonable period in advance of the required meal break and provided that there is no reduction in the paid meal break.

(c) Meal Facilities

Under certain circumstances, normal meal facilities may not be readily available. If reasonable meal facilities are not available either because of location or of scheduling, the Producer shall engage a catering service to serve reasonable hot meals at the Company's expense on the set. A "snack" (i.e., hot dogs and soft drinks, etc.) is not a reasonable meal. The parties also agree that a box lunch is not a reasonable meal, unless box lunches are provided to the entire cast and crew for that specific meal. The Producer shall use its best efforts to provide suitable shelter for serving meals in inclement weather. Circumstances beyond the control of the Producer shall excuse this requirement to provide shelter, in which case the same shall not be subject to the grievance procedure.

(d) Where the Producer provides free catering of food and/or beverages to the members of any other labour organization, the Producer shall provide the same catering benefits to all Guild Members at no cost.**(e) Any Guild Member working away from the shooting crew is responsible for determining his own meal period(s). For clarity, such Guild Members shall not incur meal penalties. Notwithstanding the removal of meal penalties if lunch is not provided, a Guild Member shall be reimbursed up to a daily maximum of fifteen dollars (\$15.00) upon provision of a receipt(s) by the Guild Member.****AB1.07 Rocky Mountain Hours Defined**

Rocky Mountain Hours, also referred to as "Pacific Northwest Hours," are defined as follows:

- (a) An eleven (11) hour work period at the prevailing rate, which includes one (1) hour of paid meal period before the shift begins: or includes one-half (1/2) hour non-deductible meal period before the shift begins and two (2) fifteen (15) minute non-deductible breaks during the rest of such work period.
- (b) The meal allowance in Article AB1.06 (b) shall not apply unless work continues past eleven (11) hours, in which case meal penalties shall be paid commencing at the end of the seventh (7th) hour from the beginning of the first (1st) work period.
- (c) The Producer will provide a continuing hot buffet accessible to all the Guild Members.

AB1.08 Rocky Mountain Hours

The Producer may institute Rocky Mountain Hours on a daily basis provided that a Rocky Mountain Hours system applies to the entire shooting crew and that notice is given to the crew on the previous work day.

AB1.09 Production Meetings

Time spent in attendance at Production meetings or surveys shall be considered time worked. The Producer need not pay the Guild Member for the time spent at screenings of Dailies, unless the Producer or the Director requires the Guild Member to be there. If the Producer or the Director requires the Guild Member to attend the screening of Dailies, the time spent at the screening shall be considered as time worked.

AB2.00 WORK WEEK**AB2.01 Work Week**

- (a) The regular work week for any Guild Member shall consist of five (5) consecutive work days out of seven (7) consecutive Days, starting on the first of such five (5) work days, with the remaining sixth (6th) and seventh (7th) consecutive Days as regular Days off (the "Work Week"). Any Work Week for a Guild Member engaged for a period other than the regular Work Week established by the Producer shall be deemed to be an irregular work week, will commence on the Member's first work day, and shall require the prior express written consent of the District Council. Notwithstanding the foregoing, once a regular work week has been established, the Producer shall maintain the right to establish a separate and distinct work week for a bona fide Second Unit.
- (b) Once any applicable 6th or 7th Day premiums have been incurred per Articles AB3.04 and/or AB3.05, the first five (5) days of the Member's established Work Week immediately thereafter shall revert to straight time for regular hours.

AB2.02 Shifting the Work Week

Once every four (4) shooting weeks, or more frequently where agreed by the District Council and Producer, the Producer may shift the work week by doing either or both of the following without incurring penalty:

- (a) shift the work week forward by adding one (1) or two (2) additional Days off from the regular work week and begin the shifted work week on the following Day.
- (b) shift the work week back:
 - i. by one (1) Day, by changing the seventh (7th) Day of the regular work week to the first (1st) Day of the shifted work week, provided that the sixth (6th) Day of the regular work week is a Day off and the thirty-two (32) hour rest period applies; or
 - ii. by two (2) Days, by making the preceding work week a prorated four (4) Day work week, giving the fifth (5th) Day off, and making the sixth (6th) Day the first (1st) Day of the shifted work week, provided that the thirty-two (32) hour rest period applies.
- (c) Guild Members shall be given no less than three (3) working Days' advance notice of the shift. In no event may the Producer shift the work week to avoid paying for an un-worked holiday.
- (d) Upon two (2) weeks written notice to the District Council, or with the consent of the affected Guild Members, the work week may be changed from the last week of prep to the first week of principal photography provided that Guild Members receive one (1) day off.
- (e) In all of the above scenarios, when a Guild Member is approved to work on the one (1) Day off, then this Day shall be considered a seventh (7th) Day. Day one (1) of principal photography would be Day one (1) of the work week.

AB2.03 Minimum Guarantees

The Producer shall guarantee a Guild Member engaged on a weekly basis five (5) consecutive work days as follows:

Full Work Weeks – five (5) consecutive work days – weekly Contracted Rate

Fractional Work Weeks – first (1st) to fifth (5th) work day – one-fifth (1/5th) of weekly Contracted Rate

The above minimum guarantee shall apply for fractional work weeks when a Guild Member is called back for re-takes, changes, or added scenes on the same Production. The guaranteed compensation of a Guild Member engaged on a weekly basis who absents himself without the company's consent may be reduced by one-fifth (1/5th) of the weekly guarantee for each Day of absence.

Calculation of Daily Rates – All Guild Members engaged on a daily basis will be remunerated at one quarter (1/4) of the corresponding weekly contracted rate.

AB2.04 Hiatus Periods

- (a) Hiatus means a planned, unpaid stoppage of work for a period of three (3) or more work days.
- (b) For the purposes of Article AB2.04, the Production period will be calculated from the opening of the Production office to the completion date of the Contract for Services of the Sound Editor or the Production Accountant, whichever is later.
- (c) The Producer shall be entitled to impose a maximum hiatus period equal to one (1) week for each eight (8) weeks of the Production Period. Notification of the declaration of a hiatus, cancellation of a previously declared hiatus, or rescheduling of a previously declared hiatus requires two (2) weeks notice from the Producer.
- (d) Should there be a change in hiatus scheduling from that which is published at the time of the Guild Member's individual deal memo being executed, there shall be no penalty or consequence to the Guild Member should they not be able to accommodate such change requested by the Producer.
- (e) A hiatus of less than one (1) week will not be imposed for the purpose of avoiding payment for holidays.
- (f) The three (3) statutory holidays at Christmas are not worked/not paid except where the Christmas break is fourteen (14) or fewer consecutive Days.

AB2.05 Fractional Work Week

The Producer shall pay a weekly Guild Member whose assignment starts on other than the first (1st) Day of the established work week or ends on other than the last Day of the established work week one-fifth (1/5) of the weekly compensation for each Day worked during the fractional work week, provided that during the proceeding or following work week of the assignment the Guild Member completes a full work week. The foregoing is intended to apply to both the start and finish of Production and any Production hiatus.

AB3.00 WORK PREMIUMS

AB3.01 Flat Deals

- (a) Flat Deal is an agreement between a Producer and a Guild Member relating to the job classifications set out below:
 - i. Second Unit Director;
 - ii. Production Manager;
 - iii. First Assistant Director;
 - iv. Location Manager;
 - v. The highest ranking Guild Member engaged in the Art Department, as determined by job classification;
 - vi. The highest ranking Guild Member engaged in the Editing Department, as determined by job classification;
 - vii. Production Accountant;
 - viii. 1st Assistant Production Accountants.
 - ix. Production Coordinator
- (b) Article AB3.02 is not applicable, and Articles AB3.03, AB3.04, AB3.05 and AB3.06 are applicable to a Guild Member engaged on a Flat Deal.
- (c) Each Guild Member's Contract for Services shall clearly state whether Over-scale payments may be credited or offset against the premiums provided for in Article AB3.02. Offsetting of Over-scale shall not be allowed to reduce a Guild Member's Gross Remuneration to less than the minimum Gross Remuneration required by this Agreement. The Contracted Rate will form the basis of all calculations.
- (d) Failure to designate clearly the offset rights in the Contract for Services will mean the loss of any right to credit or offset Over-scale payments.

AB3.02 Work Premium

- (a) Production Department
For work performed in excess of fourteen (14) hours on any one of the first five (5) work days of the Work Week, the Producer must pay to all Members working in the Production Department premium pay for each one (1) hour or portion thereof of time worked, calculated in accordance with the following formulae:

After fourteen (14) hours worked (including meal breaks).
DAILY RATE Contracted Rate ÷ 8 x 1.5
WEEKLY RATE Contracted Rate ÷ 40 x 1.5

After sixteen (16) hours worked (including meal breaks).
DAILY RATE Contracted Rate ÷ 8 x 2
WEEKLY RATE Contracted Rate ÷ 40 x 2
- (b) Art Department
For work performed in excess of twelve (12) hours on any one of the first five (5) work days of the Work Week, the Producer must pay to all Members working in the Art Department premium pay for each one (1) hour or portion thereof of time worked, calculated in accordance with the following formulae:

After twelve (12) hours worked (including meal breaks).
DAILY RATE Contracted Rate ÷ 8 x 2
WEEKLY RATE Contracted Rate ÷ 40 x 2

After sixteen (16) hours worked (including meal breaks).
DAILY RATE Contracted Rate ÷ 8 x 3
WEEKLY RATE Contracted Rate ÷ 40 x 3

An Art Department Trainee is to be paid overtime after fourteen (14) hours, as per Production Department.
- (c) Editing Department
For work performed in excess of ten (10) hours on any one of the first five (5) work days of the Work Week, the Producer must pay to all Members working in the Editing Department premium pay for each one (1) hour or portion thereof of time worked, calculated in accordance with the following formulae:

After ten (10) hours worked (including meal breaks).
DAILY RATE Contracted Rate ÷ 8 x 1.5
WEEKLY RATE Contracted Rate ÷ 40 x 1.5

After fourteen (14) hours worked (including meal breaks).

DAILY RATE Contracted Rate ÷ 8 x 2

WEEKLY RATE Contracted Rate ÷ 40 x 2

A Member may refuse to work more than sixteen (16) hours overtime a week, without penalty.

(d) Accounting Department

For work performed in excess of twelve (12) hours on any one of the first five (5) work days of the Work Week, the Producer must pay to all Members working in the Accounting Department premium pay for each one (1) hour or portion thereof of time worked, calculated in accordance with the following formulae:

After twelve (12) hours worked (including meal breaks).

DAILY RATE Contracted Rate ÷ 8 x 1.5

WEEKLY RATE Contracted Rate ÷ 40 x 1.5

After sixteen (16) hours worked (including meal breaks).

DAILY RATE Contracted Rate ÷ 8 x 2

WEEKLY RATE Contracted Rate ÷ 40 x 2

An Accounting Trainee is to be paid overtime after fourteen (14) hours, as per Production Department.

AB3.03 Rest Period

- (a) There shall be a rest period ("turnaround"), of not less than ten (10) hours between the end of one work day and the beginning of work on the next work day. If a Guild Member is required by the Producer to report for work within such a ten (10) hour period, the Guild Member shall be paid for such hours at the hourly rate of one-quarter (1/4) of the Guild Member's daily or pro-rated weekly Contracted Rate.
- (b) The minimum rest period for a Guild Member working a five (5) Day work week shall be fifty (50) consecutive hours free from work when inside the studio zone and fifty-two (52) consecutive hours free from work when outside the studio zone.
- (c) The minimum rest period for a Guild Member working a six (6) Day work week shall be thirty-two (32) consecutive hours free from work.
- (d) If a general holiday results in three (3) consecutive Days off, the minimum rest period for a Guild Member working a four (4) Day work week shall be seventy-four (74) hours consecutively free from work.
- (e) If a Guild Member is required by the Producer to report for work within such rest period, the Producer must pay to all Members premium pay for each one (1) hour or portion thereof of time worked, calculated in accordance with the following formulae:

DAILY RATE Contracted Rate ÷ 8 x 2

WEEKLY RATE Contracted Rate ÷ 40 x 2

AB3.04 6th Day Rate

Unless the 7th Day rate applies to a particular work day, a Guild Member who is required to work a sixth (6th) work day in a Work Week, shall be paid for the sixth (6th) Day at one hundred and fifty percent (150%) of the Guild Member's daily or pro-rated weekly Contracted Rate.

After fourteen (14) hours worked (including meal breaks):

DAILY RATE Contracted Rate ÷ 8 x 1.5

WEEKLY RATE Contracted Rate ÷ 40 x 1.5

After sixteen (16) hours worked (including meal breaks):

DAILY RATE Contracted Rate ÷ 4 x 1.5

WEEKLY RATE Contracted Rate ÷ 20 x 1.5

AB3.05 7th Day Rate

When a Guild Member is required to work on a seventh (7th) work day in a Work Week or in any other period of seven (7) consecutive calendar Days, the Guild Member shall be paid for the seventh (7th) Day at two hundred percent (200%) of the Guild Member's daily or pro-rated weekly Contracted Rate.

After fourteen (14) hours worked (including meal breaks):

DAILY RATE Contracted Rate ÷ 8 x 2

WEEKLY RATE Contracted Rate ÷ 40 x 2

After sixteen (16) hours worked (including meal breaks):

DAILY RATE Contracted Rate ÷ 4 x 2

WEEKLY RATE Contracted Rate ÷ 20 x 2

AB3.06 Work on Holidays

The Producer shall pay the Guild Member for work done, including travel to and from Distant Locations, on all holidays at two hundred and fifty percent (250%) of the Guild Member's daily or pro-rated weekly Contracted Rate on a normal work day.

After fourteen (14) hours worked (including meal breaks):

DAILY RATE Contracted Rate ÷ 8 x 2.5

WEEKLY RATE Contracted Rate ÷ 40 x 2.5

After sixteen (16) hours worked (including meal breaks):

DAILY RATE Contracted Rate ÷ 4 x 2.5

WEEKLY RATE Contracted Rate ÷ 20 x 2.5

AB3.07 Premiums

(a) Calculation of Premiums

All work premiums are to be calculated in fifteen (15) minute increments.

(b) Maximums

The maximum compounding effect of the application of work premiums set out in this Agreement shall not exceed three hundred percent (300%) of the Guild Member's daily or pro-rated weekly Contracted Rate for each Day worked.

AB4.00 HOLIDAYS

AB4.01 Vacation Pay

The Producer shall pay to each Guild Member, including a Loan-out Corporation, as or in lieu of annual vacation pay, four percent (4%) of the Guild Member's Gross Remuneration. In computing the amount for vacation pay or additional compensation, the following shall be included: actual compensation paid including meal, overtime, rest period, sixth (6th) and seventh (7th) work day, and work on statutory holiday premiums, and Director's rights acquisition fees. Such premium or additional payments shall be paid weekly with the regular remuneration payment.

AB4.02 Holidays

The recognized holidays are:

New Year's Day

Family Day

Good Friday

Victoria Day

Canada Day

Civic Holiday (first Monday in August)

Labour Day

Thanksgiving Day

Remembrance Day

Christmas Day

Boxing Day,

and any other Day declared a public holiday by the federal or provincial government.

If a holiday falls within the guaranteed period of engagement of any Guild Member engaged on a weekly basis, no deductions shall be made from the guaranteed remuneration, holidays shall apply against the contracted period of engagement whether worked or not. When the holiday not worked occurs within a partial work week following a Guild Member's or Permittees period of engagement, or where a Guild Member's period of engagement is a number of Days, such Guild Members who worked the regular work day before and/or regular work day after the holiday shall receive one (1) Day's remuneration based on the contracted daily rate or one-fifth (1/5th) the Contracted Weekly Rate as applicable.

AB4.03 Holiday on Work Day

If a holiday excluding Christmas Day, Boxing Day, Good Friday, and New Year's Day falls on the second (2nd), third (3rd) or fourth (4th) work day of the Work Week, the Producer may designate the first (1st) or the fifth (5th) work day of the Work Week as the observed Day of the holiday, and the actual Day of the holiday shall be worked and paid for at the appropriate straight time rate, with the exception of any Daily hires, who shall be paid the holiday rate as per Article AB3.06 for any work done on the actual calendar day of the holiday.

Any designation of the first (1st) or fifth (5th) day of the Work Week shall be declared by the Producer a minimum of two (2) weeks in advance of the day to be worked in lieu of the actual day.

AB4.04 Holidays Falling on a Day Off

- (a) When a holiday falls on a Guild Member's normal Day off, the Guild Member shall be given a Day off on either the work day before or the work day after the holiday with no reduction in remuneration.
- (b) When two holidays fall on a Guild Member's normal Days off, the Guild Member shall be given four (4) consecutive Days off including the two (2) consecutive normal Days off.
- (c) If the appropriate number of Days off is not provided in lieu of the holidays as in Article AB4.04 (a) or (b), then the Producer shall pay to the Guild Member one hundred and fifty percent (150%) of the contracted daily or prorated weekly rate.
- (d) The Producer shall designate the Day(s) to be granted as the Day(s) off.

AB4.05 Annual Vacation

- (a) A Guild Member who has completed twelve (12) months of continuous engagement from their date of engagement (excluding temporary layoff) on request shall be entitled to a minimum of three (3) weeks annual vacation with additional compensation as required by law. The Producer and Guild Member shall arrange annual vacation by mutual agreement.

The parties agree that no transportation and travel time is payable.

- (b) A Guild Member shall take his annual vacation within the calendar year he is entitled to the vacation, and may elect, subject to the approval of the Producer to take the vacation in an uninterrupted period.

AB5.01 Health and Welfare

- (a) Members
The Producer shall pay to the District Council a percentage, based on the applicable tier level of the Production, equal to the percentage of the Guild Member's (excluding Permittees) Gross Remuneration, as set out in Article AB5.05, as the Producer's contribution to the Guild's health and welfare plan. Such contributions shall be remitted to the Directors Guild of Canada Health and Welfare Plan Trust.
- (b) Non-Member Equalization
 - i. In order to equalize the payments and deductions in respect of Members of the Guild and non-Members, and in lieu of a health contribution, the Producer shall contribute a percentage, based on the applicable tier level of the Production, as set out in Article AB5.05, of the Gross Remuneration paid to each non-Member Permittee and remit the non-Member equalization payment directly to the District Council every two (2) weeks.
 - ii. In circumstances where a Producer or non-Member Permittee is paying into an alternate plan, no non-Member equalization payment(s) shall be required to be paid under Core Article 7.11.

AB5.02 Retirement

- (a) The Producer will remit weekly, in Canadian Dollars, to the financial institution designated by the District Council, as or in lieu of a retirement contribution, a percentage of the Guild Member's Gross Remuneration based on the applicable tier of the Production equal to the percentage of the Gross Remuneration set out in Article AB5.05. The Producer shall provide the District Council with proof of such payments with a complete remittance breakdown.
- (b) The provisions of this Article shall apply only to Guild Members eighteen (18) years of age or over. No Guild Member can contribute to an RRSP after December 31 in the year in which the Guild Member turns seventy-one (71) years of age. Therefore, the Producer will remit directly to the affected Guild Member the applicable retirement contribution should the Guild Member be unable to contribute by law. If the age stipulated in the federal legislation should change, the Article shall be interpreted and amended so as to reflect that change.
- (c) For Permittees, the Producer will remit directly to the Permittee the applicable retirement contribution. The Producer shall provide the District Council with proof of such payments with a complete remittance breakdown.
- (d) The Producer and the Guild Member shall make the required contributions to the Canada Pension Plan.

AB5.03 Administration & Training Fund

- (a) The Producer shall pay to the District Council a percentage, which will vary on the tier of the Production, of the Gross Remuneration of each Guild Member and Permittee, together with GST. This payment shall be remitted to the District Council on a weekly basis with a complete remittance breakdown.
- (b) Training
The District Councils and the CMPA are jointly committed to developing training programs that will increase the number of qualified Guild Members who are available to service the film and television industry. To this end, the parties acknowledge the ongoing contribution to training initiatives from monies in the administration and training fund as set out in each District Council Schedule of the Agreement.
- (c) The District Councils and the CMPA will meet at the request of either party to discuss training, including assessment of those areas where increased training is necessary.

AB5.04 Member Check-off

- (a) The Producer shall require every Guild Member and permittee of the Guild at the time of engagement to sign an authorization directing payment to the District Council of an amount equal to two percent (2%) of Gross Remuneration. The District Council shall accept this amount as the member's check-off for each person who is or shall become a Guild Member. (The District Council shall accept these amounts deducted from Permittees as an Administration Fee towards the expense of maintaining the Guild). In addition to these two percent (2%) administrative dues or charges a Guild Member may voluntarily authorize in writing the Producer to deduct from the Gross Remuneration any amount owed by the member to the District Council.
- (b) The Producer shall check-off or deduct two percent (2%) from the Gross Remuneration of each Member and Permittee on receipt of a signed authorization, and remit that amount to the District Council office by the end of the week following the week in which the deduction was made. The Producer shall also check-off any fines, assessments or arrears in membership dues as the District Council may authorize the Producer to make, and as permitted by the labour relations code. The District Council shall forward a registered letter to the member advising what is owed and the steps that the District Council intends to take. The member will be advised three (3) days prior to the District Council contacting the Producer. The District Council shall hold the Producer harmless for any costs or damages arising from fines, assessments, or membership dues deducted by the Producer, on behalf of the District Council, and delivered to the District Council in accordance with this Article. If the Producer knows of a failure to maintain check-offs, the Producer shall inform the District Council.
- (c) If the District Council, during the operation of this Agreement, requests a change in the rate of check-offs, the altered rate shall be deducted and remitted as above.
- (d) The check-offs or other deductions shall be payable by cheque to the District Council at the same time and for the same period covered by the Production payroll.
- (e) Receipt for Income Tax Purposes
When income tax receipts (T-4 slips) are prepared, the Producer shall type on the amount of Member check-offs paid by each Guild Member in that year. The Producer shall give Guild Members engaged through a Loan-out Corporation, a statement of Member check-offs paid in that year.

AB5.05 Alberta District Council Fringes

	Vacation	Health & Welfare/ Non-Member Equalization	RRSP	Administration & Training Fund	Total	CMPA Levy*	Grand Total
A	4%	5%	6%	2%	17%	2%	19%
B	4%	5%	6%	1.5%	16.5%	2%	18.5%
C	4%	5%	4.5%	0.5%	14%	2%	16%
D	4%	5%	2%	0.5%	11.5%	2%	13.5%
E	4%	4%	1.5%	0%	9.5%	2%	11.5%
F	4%	4%	1.5%	0%	9.5%	2%	11.5%

*Payable directly to the CMPA as per Article AB6.01

AB5.06 Guild Remittances

That portion of the Gross Remuneration paid to a Guild Member in excess of one hundred twenty five thousand dollars (\$125,000) Canadian funds on a per Production or per Television Series cycle basis, shall not be subject to any further deduction or payment, as the case may be, with respect to AB5.01 (Health and Welfare).

AB6.00 CMPA LEVY**AB6.01 CMPA Levy**

- (a) Each month, the CMPA will provide to the District Council a list of CMPA members in good standing.
- (b) Provided that the Producer is a member in good standing of the CMPA, the Producer shall remit directly to the CMPA on the form provided by the CMPA an amount equal two percent (2%) of all Gross Remuneration paid to Guild Members to a maximum of four thousand, seven hundred and fifty dollars (\$4,750) per feature, MFT, Pilot, or part of a Mini-Series or two thousand, three hundred and seventy-five dollars (\$2,375) per Episode of a Series, to be remitted at the same time as other payments to Guild Members.
- (c) A Producer who is not a member of the CMPA, or who is not a member in good standing of the CMPA shall pay to the District Council on behalf of the CMPA an amount equal to two and one-half percent (2.5%) of all Gross Remuneration paid to Guild Members. Subject to an alternate direction from the CMPA, this amount shall be collected by the District Council and remitted to the CMPA on a monthly basis, subject to the deduction of an administration fee in favour of the District Council equal to one-quarter percent (0.25%) of all Gross Remuneration paid to Guild Members by the Producer.
- (d) In any case where the District Council is unable to collect the levy specified in this Article, then the CMPA, and not the District Council shall initiate whatever collection procedures are appropriate to the CMPA.
- (e) The CMPA hereby releases and forever discharges, and covenants and agrees to save harmless and indemnify the District Council and each Guild Member from any and all actions or claims in any way relating to the collection and remittance of monies by the District Council under this Article, and preparation of the list specified in Article AB6.01 (a).

AB7.00 STUDIO ZONE**AB7.01 Studio Zones**

- (a) Calgary Studio Zone – The Calgary studio zone shall be considered an irregular square around Calgary, bounded in the north by secondary road 574 between Bottrell and Crossfield and Hwy.72 east to Beiseker, bounded in the east between Hwy. 9, secondary road 564 and Hwy. 24, bounded in the south by Hwy 22, Hwy 7 and secondary road 547 to Hwy 24, bounded in the west by Hwy 22 between Bottrell, Cochrane, Bragg Creek, Priddis and Turner Valley. In addition three (3) specific locations, the North of 60 Set, the CL Ranch and the town of High River, are also included in the Calgary Zone.
- (b) Edmonton Studio Zone – The city of Edmonton studio zone shall be considered a circle within a radius of twenty-five kilometres (25 km) driving distance from the city limits of the city of Edmonton.
- (c) Alternate Zones – The District Council and the Producer may agree to establish alternate studio zones on a case by case basis
- (d) Remote Location – Where a “report to” location is a remote location, or the infrequency of public transportation or the lateness of the hour could affect the Guild Member’s safety, the Producer will arrange for safe and convenient transportation from the “report to” location to a safe and convenient location without cost to the Guild Member.

AB7.02 Travel

Where the Guild Member is required to travel to a Distant Location or a Nearby Location beyond the studio zone, then:

- (a) Notice
Where practically possible, the Producer shall give the District Council and the Guild Members affected a minimum of forty-eight (48) hours written notice of departure to any Distant Location, including means of transportation acceptable to the District Council, and shall specify the accommodations available at the Distant Location.

(b) The Guild Member shall be paid:

- i. Actual transportation expenses which a Guild Member incurs on scheduled carriers covering economy air, first class rail fare, or such other transportation as bus, taxi, or limousine which the Guild Member is required by the Producer to use in order to get to and from the destination. Guild Members shall not be paid for travel within the studio zone. The first thirty (30) minutes of travel time outside of the studio zone that would otherwise be premium pay, shall be paid at the basic hourly rate.
- ii. A flat daily rate of no less than thirty-five dollars (\$35.00) for an automobile or no less than forty-five dollars (\$45.00) for a 4x4 vehicle may be individually negotiated with a Guild Member as part of the individual's Contract for Services, or;
- iii. All rental or leasing costs, where the Guild Member is required by the Producer to lease or rent a vehicle.
- iv. A per diem allowance of one hundred and fifty-five dollars (\$155.00) in Canadian or equivalent funds for each Day the Guild Member is required to be away from home, to cover all personal expenses. Per diem monies for twenty-four (24) hour periods shall be paid in advance. However, if meals or living accommodations are provided at the expense of the Producer, the per diem allowance may be reduced in the following manner:

Breakfast	\$10.00
Lunch	\$15.00
Dinner	\$25.00
Misc.	\$15.00
Accommodation	\$90.00

Each Guild Member shall be entitled to single room accommodation where it is reasonably available. If accommodation and meals are not available at the total allowance cost of one hundred and fifty-five dollars (\$155.00), the Producer will pay the additional cost.

- (c) If accommodation is provided to any Member of the shooting crew while on Nearby Location, the same consideration is also to be extended to Guild Members who are required by the Producer to work extended hours.
- (d) In Resort/Remote Locations, the Guild Member shall be paid in advance a per diem allowance not less than seventy dollars (\$70.00) per day. However lunch, if provided at the expense of the Producer, may be deducted from the per diem allowance in the following manner: Lunch – fifteen dollars (\$15.00).

The Company agrees that when meals and extras of the above noted standards are NOT available at the total allowance cost, then the Producer will pay the difference to each Guild Member.

(e) Work Time, Travel Time

Travel time shall be deemed to be work time provided:

- i. travel is by the quickest means available, and
- ii. regular scheduled carriers are used, if same are reasonably available,
- iii. any other arrangements are authorized by the Producer.

AB7.03 Parking

The Producer shall provide and pay for parking for private vehicles for all Guild Members. The parking facility shall be a reasonable walking distance from the studio location, or marshalling point at the edge of the studio zone; otherwise, a shuttle system shall be used to transport all Guild Members from the parking facility to the studio, location, or marshalling point and return.

AB7.04 Holdover on Distant Location

A Guild member held over on location during the sixth (6th) and seventh (7th) day rest period shall be paid a per diem pursuant to Articles AB7.02 (b) (iv) or AB7.02(d) as applicable.

AB7.05 Travel Insurance

- (a) The Producer shall provide accidental death and dismemberment insurance in a sum not less than four hundred thousand dollars (\$400,000) for the benefit of the Guild Member's designated beneficiary when the Guild Member is required to travel at the request of the Producer.
- (b) Guild Members shall be permitted to fill out a form specifying a beneficiary. Such form shall be filed with the designated representative of the Producer.
- (c) A Guild Member by refusing in good faith to travel by airplane, will not jeopardize his assignment or future working opportunities on assignments which do not require travel by airplane.

AB7.06 Travel Outside of Canada

The Producer shall pay all authorized expenses incurred by the Guild Member in travel outside of Canada. The Guild Member shall provide receipts where receipts are reasonably available.

AB7.07 Travel to Point of Engagement

Should a Guild Member reside outside the studio zone the Producer shall make suitable financial arrangements to enable the Guild Member to travel from home to the studio zone at the commencement of the Guild Member's engagement. The Producer shall pay all reasonable expenses including, but not limited to, travel costs and per diems as per the individual's Contract for Services.

AB7.08 Use of Personal Vehicle

- (a) Ownership of a vehicle shall not be a condition of engagement, and a Guild Member may refuse to use his own vehicle on Production business. The Producer shall not require any Guild Member who consents to use his own vehicle on the Producer's business to carry passengers or equipment.

- (b) Each Guild Member who agrees to use his own vehicle for Production business shall arrange and pay for adequate insurance coverage for business or commercial purposes before doing so. The Producer may require proof of insurance.
- (c) Each Guild Member who agrees to use his own vehicle for Production business shall be entitled to a minimum allowance of forty-five cents (\$0.45) per kilometre for each kilometre driven in the service of the Producer. The Producer reserves the right to authenticate reimbursement submissions before payment.
- (d) The Producer may provide the Guild Member with a vehicle and pay its operating costs and need not rent the Guild Member's vehicle.

AB8.00 INCENTIVE PROGRAMS

AB8.01 New Series Incentives:

A Producer may access the following incentives for the first two (2) seasons of a new television series or bona fide Pilot with mandatory and good faith consideration of DGC Directors.

With mandatory consideration of DGC Directors,

TIER	Pilots, First Year Series and Second Year Series	FRINGES	
A	Current Year Rates less 5%	Vacation	4%
		Health & Welfare	5%
		Retirement	3.5%
		Administration & Training	1%
		Total	13.5%
		CMPA Levy*	2%
		Grand Total	15.5%
B	Current Year Rates less 5%	Vacation	4%
		Health & Welfare	5%
		Retirement	3.5%
		Administration & Training	1%
		Total	13.5%
		CMPA Levy*	2%
		Grand Total	15.5%
C	Current Year Rates less 5%	Vacation	4%
		Health & Welfare	5%
		Retirement	2.5%
		Administration & Training	0.5%
		Total	12%
		CMPA Levy*	2%
		Grand Total	14%
D	Current Year Rates less 5%	Vacation	4%
		Health & Welfare	5%
		Retirement	2%
		Administration & Training	0%
		Total	11%
		CMPA Levy*	2%
		Grand Total	13%

*Remitted to the CMPA as per Article AB6.01

AB8.02 Frequent Filming Bonus

Producers who will complete a total of three (3) Productions in the jurisdiction of the Alberta District Council as a signatory to the relevant DGC/CMPA Standard Agreement in a two (2) year period, engaging a DGC Director, will be eligible to apply for a reduction in fringes equal to one (1) tier, based on a Certified Budget for the third (3rd) Production in this time period. The dates used to determine eligibility for this incentive will be the dates on which the relevant Productions commenced principal photography.

The Producer must apply to the District Council to access this incentive in writing, prior to the commencement of work by any Guild Member. If a Guild Member is engaged prior to the explicit approval of the Producers application by the District Council, any discounted fringes will not be applicable to said Member.

This incentive is not applicable to Productions receiving incentives as defined by Article AB8.01.

AB8.03 Off-Season Incentive Program

Productions which commence principal photography on or after December 15th and complete all principal photography on or before April 15th within the jurisdiction of the District Council as a signatory to the relevant DGC/CMPA Standard Agreement, engaging a DGC Director, will be eligible to apply for a reduction in rates and fringes equal to one (1) tier, based on the Certified Budget.

AB9.00 REPLACEMENT AND LAY-OFF

AB9.01 Replacement Pay

The Producer agrees that removing a Guild Member from a Motion Picture and substituting another person is undesirable and shall not be done except in exceptional circumstances.

The Producer must give to each Guild Member who has been replaced after working:

- i. more than a total of ten (10) work days, either two (2) week's written notice of replacement (exclusive of hiatus periods) or replacement pay in a lump sum equal to two (2) weeks' Gross Remuneration in lieu of such notice where the Guild Member is engaged on a weekly basis and is replaced;
- ii. more than a total of ten (10) work days, either two (2) Day's written notice of replacement (exclusive of hiatus periods) or replacement pay in a lump sum equal to two (2) Days' Gross Remuneration in lieu of such notice where the Guild Member is engaged on a daily basis and is replaced;
- iii. ten (10) or fewer Days, either one (1) week's written notice of replacement (exclusive of hiatus periods) or replacement pay in a lump sum equal to one (1) week's Gross Remuneration in lieu of such notice where the Guild Member is engaged on a weekly basis and is replaced.

AB9.02 Notice of Lay-off

(a) Notice of lay-off shall be given at the earliest time reasonably possible.

(b) Weekly Guild Members

The Producer shall give a weekly Guild Member written notice of lay-off, (exclusive of hiatus periods) or termination pay, in lieu of notice, in accordance with the Employment Standards Code (ESC), but such notice, or termination pay in lieu of notice shall not be less than one (1) week. The Producer shall serve the notice not later than the end of the final work day of the work week, in which the notice or lay-off is given. The Producer shall pay the termination pay in a lump sum. If the Producer later re-engages the Guild Member, the Guild Member shall not be required to return any portion of the termination pay to the Producer.

(c) Reasons for Lay-Off

The Producer shall provide the Guild Member with a Record of Employment (ROE) within a reasonable time frame, or by special request of the Guild Member to the Producer, which request must be granted within five (5) working Days of layoff.

AB10.00 CREDITS

AB10.01 Credits

The Producer shall adhere to the current Motion Picture industry standard by providing credits on each Motion Picture.

AB10.02 Better Conditions

The provisions in this Agreement relating to credits are minimum provisions, and any Guild Member shall have the right to negotiate for any credit in excess of minimum.

AB10.03 Guild Member Discharged for Just and Reasonable Cause

Credit for a Guild Member discharged for just and reasonable cause shall be at the discretion of the Producer.

AB10.04 Credit to be Legible

All credits will be in a readable colour, size, and speed, subject only to the requirements of the broadcaster.

AB10.05 Location Credit

Unless the District Council advises otherwise, the Producer will give the following screen credit: "Filmed on location in Alberta, Canada" or "Filmed on location in the North West Territories, Canada", as the case may be.

AB10.06 District Council Credit

The Producer shall give screen credit to the DGC on the Motion Picture and every copy, version, reprint or reproduction thereof, by displaying the DGC Logo. The DGC logo shall be displayed on a number of frames, to be no less than the number of frames of the display of the logo of any other organization. The Producer acknowledges that the DGC Logo is trade marked in the name of the DGC and is the sole property of the DGC. The DGC shall supply to the Producer the art work of its logo, "DGC Alberta District Council".

AB10.07 Failure to Provide Credit

If the Producer does not provide the screen credit, as required in Article AB10.00, the Producer must:

- (a) Correct the omission before the next public showing where possible; or
- (b) If not possible, then the Producer must insert at its own expense announcements, in appropriate daily and trade papers which identify the Guild Member and the credit omitted. The specific periodicals and size, content and number of the announcements will be the subject of negotiations between the Producer and the Guild Member or the District Council. If the parties do not agree, then the matter shall be subject to expedited arbitration under Core Article 10.00 as interest arbitration. Under expedited arbitration, the District Council may refer a grievance directly to arbitration without the necessity of convening a grievance meeting under Core Article 10.06.

AB10.08 Removal or Alteration of Credit

- (a) Every Guild Member shall have the right subject to his sole discretion to refuse to have any credit using his name in any form or manner by the Producer, which right must be exercised by the Guild Member, through written notice to the Producer, prior to publication of such credit by the Producer.
- (b) Every Guild Member shall have the right to replace with a pseudonym any credit to which the Guild Member is entitled pursuant to the Contract for Services or this Agreement provided that such a pseudonym is in good taste and is not the name of any well-known person, living or dead, and provided that such right of replacement is exercised by the Guild member, through written notice to the Producer, prior to publication of credit by the Producer.

- (c) The District Council shall have the right subject to its sole discretion to refuse to have its name or logo used in any form or manner by any Producer, which right must be exercised by the District Council prior to publication of its name or logo by the Producer. Notwithstanding anything, the District Council shall have the right to insist upon a public retraction by any Producer who publishes or otherwise uses the name or logo of the District Council without the prior express written consent of the District Council.

AB10.09 Submission of Proposed Screen Credit Format to District Council

The Producer shall submit to the District Council the proposed format for the final screen credits for each Theatrical and television Motion Picture, before prints are prepared.

AB10.10 Credit Grievance

- (a) Any grievance with respect to and concerning any credit to which any Guild Member may be entitled pursuant to this Standard Agreement or any Contract for Services may be referred by either party immediately to an arbitrator appointed pursuant to the provisions of Article 10.00 who must determine the matter in accordance with this Standard Agreement and any applicable Contract for Services within fifteen (15) calendar Days of the reference to arbitration. If all parties agree, the arbitrator selection procedure set out in Core Article 10.10 may be bypassed in favour of the joint appointment of an industry expert. Unless the parties agree otherwise, a jointly appointed industry expert shall be vested with the powers identified in Core Article 10.11.
- (b) Without limiting the scope of the arbitrator's decision-making authority pursuant to this Standard Agreement and any applicable Contract for Services, the arbitrator shall have the right in respect of any credit grievance to determine the following:
- i. The kind, size, positioning and length of viewing of any screen credit; and
 - ii. The right of any Guild Member to receive screen credit or other credit and the form, manner and duration of publication; and
 - iii. Where two (2) or more Guild Members may have the right to receive credit for the same job classification, which Guild Members shall receive that credit and the form, manner and duration of publication including, without limitation, where screen credit is concerned, the kind, size, positioning and length of viewing of the screen credits.

AB10.11 CMPA Credit

The official CMPA logo should appear on all Motion Pictures and every copy, version, reprint or reproduction thereof. The CMPA shall make available to the Producer the art work of its logo. The Producer acknowledges that the CMPA name and logo are trademarks and the sole property of the CMPA.

AB11.00 SCREEN CREDITS FOR PRODUCTION DEPARTMENT

AB11.01 Screen Credits for Production Managers and Assistant Directors

The Producer shall give credit in a "prominent place", on all positive prints, for each Motion Picture to the PM, First AD, and Second AD, working on the Motion Picture. The term prominent place means no less than a separate card, or its equivalent in a crawl, shared by not more than three (3) names. The only "technical credits" which may receive a more prominent place shall be those of the Director of Photography (DOP), the Production Designer/ Art Director, and the Film Editor. The order of the names on the card or the crawl shall be the PM in the first position, the First AD in the second position, the Second AD in the third position, and the names on the card or crawl shall be of the same size and style of type and shall appear on the screen for a sufficient time as to be readable. On a Motion Picture photographed in whole or in part in a foreign country, in which the Producer employs any PM, or AD subject hereto this Agreement, and any PM or AD not subject to this Agreement, if the PM, the First AD, or the Second AD subject hereto works on a Production less than fifty percent (50%) of the shooting Days, the Guild Member shall receive screen credit, either on a card immediately following the credit given the foreign PM, First AD or Second AD, as the case may be, or with the credits for Canadian crew.

AB11.02 Screen Credits for Location Managers

The Producer shall give credit in the technical credits on all positive prints of each Motion Picture, to the LM.

AB11.03 Screen Credits for 3rd Assistant Directors, Assistant Location Managers and Guild Trainees

- (a) Theatrical Motion Pictures
On Theatrical Motion Pictures, and Third AD's, ALM's, and DGC Trainees, assigned for at least one third (1/3) or principal photography, shall receive credit for their job classification.
- (b) Television Motion Pictures
On Television Motion Pictures, the credit for Third AD, ALM, and DGC Trainee shall be given at the Producer's discretion.

AB11.04 Screen Credits for Production Assistants

Screen Credits for PA's shall be at the Producer's discretion.

AB12.00 SCREEN CREDITS FOR ART DEPARTMENT

AB12.01 Screen Credits for the Art Department

- (a) Credits for Production Designer or Art Director shall be of at least equal size and prominence and shall appear immediately following or preceding the credit given the Director of Photography.
- (b) The Producer agrees to give all other Members screen credits for services rendered, excepting Episodic or Series television Productions.
- (c) On Episodic or Series television Production, the credits for First Assistant Art Director, First Assistant Set Designer, Second Assistant Art Director, Second Assistant Set Designer, and Art Department Trainee shall be at the Producer's discretion, unless specified otherwise in the Member's Contract for Services.

AB12.02 Production Design Credit for Subsequent Use

When a set design or a realized set is reused, the Production Designer or Art Director responsible for its design will be awarded a screen credit. The form and placement of this credit will be at the discretion of the Producer.

AB13.00 SCREEN CREDITS FOR EDITING DEPARTMENT

AB13.01 Screen Credits for Editing Department

- (a) Credits for Picture Editor and/or Sound Editor shall be of at least equal size and prominence and shall appear immediately following or preceding the credit given to the Director of Photography.
- (b) The Producer agrees to give all other Members screen credits for services rendered, excepting Episodic or Series television Productions.
- (c) On Episodic or Series television Productions the credits for First Assistant Picture/Sound Editor, Second Assistant Picture/Sound Editor, and Trainee Editor shall be at the Producer's discretion, unless specified otherwise in the Member's Contract for Services.
- (d) The Producer agrees to list the name of the Editor and First Assistant Editor(s) when submitting any credits for any person working on the Motion Picture to any trade or other publication for the purpose of reviews and/or publicity.
- (e) A "corporate affiliate" is a post-production firm, partnership, or corporation involved in a Motion Picture in a capacity other than that of a Producer. The Producer shall not contract out work to editorial post-production firms, partnerships, or other corporations, unless it holds a corporate affiliation with the Guild. All editorial personnel engaged by such corporate affiliate shall be Members. The Producer shall be responsible for enforcing the terms of this Schedule on such corporate affiliate.

AB14.00 SCREEN CREDITS FOR PRODUCTION COORDINATORS, ASSISTANT PRODUCTION COORDINATORS AND TRAINEE PRODUCTION COORDINATORS

AB14.01 Screen Credits for Production Coordinators

The Producer shall give credit in the technical credits, on all positive prints of each Motion Picture, to the Production Coordinator.

AB14.02 Screen Credits for APC and TPC

- (a) Theatrical Motion Pictures
On Theatrical Motion Pictures, all Assistant Production Coordinator and Trainee Production Coordinator assigned for at least one-third (1/3) of principal photography, shall receive credit for their job classification.
- (b) Television Motion Pictures
On Television Motion Pictures, the credit for APC and TPC shall be given at the Producer's discretion.

AB15.00 SCREEN CREDITS FOR ACCOUNTING DEPARTMENT

AB15.01 Screen Credit for Accounting Department

- (a) The Production Accountant shall receive credit in the technical credits on all positive prints of each Motion Picture.
- (b) Theatrical Motion Pictures
On Theatrical Motion Pictures all Assistants, clerks and trainees assigned for at least one-third (1/3) of principal photography shall receive credit for their job classification.
- (c) Television Motion Pictures
On Television Motion Pictures, the credit for all assistants, clerks and trainees shall be at the Producer's discretion.

AB16.00 MINIMUM STAFFING

AB16.01 Minimum Staffing Commensurate with the Nature of Project

The number of Guild Members engaged on a Production shall be commensurate with the character of the work to be done, with the shooting schedule, and with the type and amount of equipment to be engaged. For greater clarity, the Producer will engage a sufficient number of Guild Members so as to ensure that each Guild Member is able to complete his or her work in an efficient, safe, creative and productive manner in accordance with the job classifications and descriptions contained herein.

AB16.02 Minimum Personnel: Director

- (a) The Producer shall assign a Director and a First Assistant Director to each Motion Picture and Episode of a Television Motion Picture.
- (b) Once assigned by the Producer to direct a Motion Picture a Director shall, subject only to applicable foreign immigration and labour relations or employment legislation, continue to direct the Motion Picture regardless of any change in the geographical location of the Production of the Motion Picture.
- (c) The Producer shall always afford a Director the assistance of the additional Guild Members as required by this Agreement.
- (d) A Director must be engaged prior to the beginning of principal photography and continue to be engaged up to at least the delivery of the Director's cut.

AB16.03 Order of Engagement

- (a) Whenever the duties of a Department (Production Management, Assistant Direction, Location Management, Art Department, Editing Department, Accounting Department) are to be performed, a department head (i.e., Production Manager, First Assistant Director, Location Manager, Production Designer, Production Accountant, etc.) shall be engaged. Any subsequent Guild Members who may be engaged in a department will be engaged in the order of the next highest classification as set out in the table below. Sufficient assistants to satisfactorily carry out the duties and responsibilities of that department shall be engaged.

(b) For the purposes of clarity, the order of engagement in each department shall be as follows:

Order of Engagement					
Department	1	2	3	4	5
Production Management	Production Manager	Unit Manager Assistant Production Manager	Production Coordinator	Office Production Assistant	
		Production Coordinator	Assistant Production Coordinator	Trainee Production Coordinator	
Assistant Direction	First Assistant Director	Second Assistant Director	Third Assistant Director	Trainee Assistant Director	On-Set Production Assistant
Location Management	Location Manager	Assistant Location Manager	Trainee Location Manager	Location Production Assistant	
Art Direction	Production Designer	Art Director	First Assistant Art Director	Second Assistant Art Director	Third Assistant Art Director
	Art Director, Department Head	First Assistant Art Director		Art Department Trainee	
Picture Editing	Supervising Picture Editor	Picture Editor	Assistant Picture Editor		
	Picture Editor Department Head				
Accounting Department	Production Accountant	First Assistant Accountant	Second Assistant Accountant		
			Accounting Clerk		

(c) Responsibility of Department Head

A department head shall be responsible for the supervision of the work force and supervising job conditions including Call and wrap times. Discipline and discharge shall be vested solely with the Producer.

The order of engagement will be waived on tier D Productions provided a department head is engaged by the Producer.

(d) Determination of Minimum Personnel Requirements

The minimum personnel requirements for each department, including duration of engagement of such personnel, will be determined through mutual consultation and agreement between the department head of each department and the Producer. Where no agreement has been reached or when the District Council believes the staffing is insufficient the matter will be decided in accordance with Core Article 10.00 and, if required, will be dealt with as an interest arbitration thereunder.

AB16.04 Location Department

(a) The Producer may request from the District Council a waiver, regarding the crewing of a Location Manager, where a Motion Picture is shooting and predominantly in a studio under such circumstances that the PM can efficiently perform the duties of a LM without assigning the same to persons who are not LM's.

(b) Television Series

On a television Series tier C and above, the Producer will engage either two (2) Location Managers or one (1) Location Manager and two (2) Assistant Location Managers.

(c) A Mini-Series or Series engaging the same Director for all Episodes thereof shall not be subject to AB16.04(b).

AB16.05 Second Unit

The minimum crewing of Second Units, trailers, talent tests, and promos, shall be at the discretion of the Producer.

AB16.06 Trainee Assignments

Recognizing the need to maintain support of programs designed to develop adequate numbers of competent workers in the film and television industry, the Producer may engage trainees to perform such work as is within their capabilities and which is customarily performed by the department in which they are training. On request, the District Council will provide the Producer with a copy of an up-to-date list of Members of the Guild who have been accredited to accept trainee assignments.

The parties agree it is not the intention of this Article for Trainees to supplant the need to engage the appropriate number of Guild Members required on a Production.

AB17.00 APPROVED LIST OF ARBITRATORS

AB17.01 Contact the District Council and the CMPA for a list of agreed arbitrators in the event of disputes arising pursuant to Core Article 10.00.

AB18.00 WORK PERMITS

AB18.01 Application for Work Permits

The District Council shall consider each request for a work permit. The Producer shall not engage the person to work on the Motion Picture until the District Council processes the request for a work permit, and the person has been properly cleared by Human Resources and Social Development Canada (HRSDC), where necessary. If the Producer can prove that the presence of such person is necessary, the District Council in its absolute discretion may issue a work permit to a non-Member of the Guild (herein known as a Permittee). The District Council shall give its decision to issue or refuse a request for a work permit for the person in question within three (3) Days, excluding Saturdays, Sundays and general holidays. When the District Council approves work permits it will use best efforts to issue them promptly, so as not to cause any delay in the filling of the Producer's personnel requirements. The work permit may contain such terms and conditions as the District Council sees fit.

AB18.02 Permit Fees

The Producer shall pay to the District Council the following work permit fees:

- i. For a Permittee who is not normally a resident in Canada, fifty dollars (\$50.00) per Day of engagement payable from the time of pre-production;
- ii. For a Permittee who is normally a resident in Canada, ten dollars (\$10.00) per Day from the time of pre-production;
- iii. For a Permittee Production Assistant, who is normally a resident in Canada, and is engaged on a tier D or E Production, five dollars (\$5.00) per Day from the time of pre-production; and
- iv. The work permit fees shall be payable to the District Council by cheque at the same time and for the same period covered by the Production payroll. GST is applicable to permit fees.

AB19.00 SPECIALIZED WORK INSURANCE

- AB19.01** (a) Allowances, if any, for hazardous work assignments not covered by Article AB19.02 shall be subject to individual prior negotiations between the Guild Member and the Producer.
- (b) Notwithstanding Article AB19.01 (a) if the performance of hazardous work was not foreseeable, the negotiations may take place, at the request of the Guild Member, after the performance of hazardous work, but before the close of the work day on which the hazardous work was done. Failure to reach an agreement on the allowance amount with the individual Producer in charge shall not jeopardize the work in progress, but shall entitle the Guild Member to present the matter for resolution under the grievance procedures of Core Article 10.00.

AB19.02 (a) Underwater Work Allowance

If the Producer requires any Guild Member to: (i) dive using a diving mask, air helmet, or diving suit, including skin diving in water, or (ii) descend in a submarine, the Producer shall pay that Guild Member an allowance of fifty dollars (\$50.00) for each dive or descent up to a maximum of one hundred dollars (\$100.00) per work day. At no time shall a Guild Member go underwater alone. There shall be a minimum of two (2) qualified underwater crewpersons engaged in underwater work at the same time, or one (1) qualified underwater crewperson and one (1) qualified underwater expert.

(b) Airplane and Helicopter Flight Allowance

If the Producer requires a Guild Member to fly in a helicopter, or in an aircraft (other than ordinary travel to and from location, or other general travel), the Producer shall pay a Guild Member a work allowance of fifty dollars (\$50.00) for each flight up to one hundred dollars (\$100.00) per work day.

(c) Airplane and Helicopter Insurance

The Producer will provide a minimum coverage of one million dollars (\$1,000,000.00) of accidental death and dismemberment insurance to any Guild Member required by the Producer to fly in a helicopter or in an aircraft in connection with the Production (other than ordinary travel), such as lining up shots, rehearsals, photography or scouting for locations.

BUDGET TIERS

The tiers apply from January 1, 2016 until December 31, 2018.

(a) Theatrical Motion Pictures (includes "Features")

TIER	2016		2017		2018	
A	\$ 11,239,733	and over	\$ 11,464,528	and over	\$ 11,693,818	and over
B	\$ 6,257,930	– \$ 11,239,732	\$ 6,383,088	– \$ 11,464,527	\$ 6,510,750	– \$ 11,693,817
C	\$ 3,828,380	– \$ 6,257,929	\$ 3,904,948	– \$ 6,383,087	\$ 3,983,047	– \$ 6,510,749
D	\$ 2,477,687	– \$ 3,828,379	\$ 2,527,241	– \$ 3,904,947	\$ 2,577,786	– \$ 3,983,046
E	\$ 1,407,161	– \$ 2,477,686	\$ 1,435,305	– \$ 2,527,240	\$ 1,464,011	– \$ 2,577,785
F	Under	\$ 1,407,160	Under	\$ 1,435,304	Under	\$ 1,464,010

(b) Movies for Television (Includes "Direct to Video"), and New Media Productions — 61 to 90 minutes projected length)

TIER	2016		2017		2018	
A	\$ 8,422,437	and over	\$ 8,590,886	and over	\$ 8,762,703	and over
B	\$ 6,316,828	– \$ 8,422,436	\$ 6,443,165	– \$ 8,590,885	\$ 6,572,028	– \$ 8,762,702
C	\$ 3,509,349	– \$ 6,316,827	\$ 3,579,536	– \$ 6,443,164	\$ 3,651,126	– \$ 6,572,027
D	\$ 2,477,687	– \$ 3,509,348	\$ 2,527,241	– \$ 3,579,535	\$ 2,577,786	– \$ 3,651,125
E	\$ 1,297,836	– \$ 2,477,686	\$ 1,323,792	– \$ 2,527,240	\$ 1,350,268	– \$ 2,577,785
F	Under	\$ 1,297,835	Under	\$ 1,323,791	Under	\$ 1,350,267

(c) Mini-Series (per each 2 hours of broadcast time) and New Media Productions (91 minutes and over projected length or per each 2 hours of broadcast time)

TIER	2016		2017		2018	
A	\$ 6,748,748	and over	\$ 6,883,723	and over	\$ 7,021,398	and over
B	\$ 4,908,181	– \$ 6,748,747	\$ 5,006,344	– \$ 6,883,722	\$ 5,106,471	– \$ 7,021,397
C	\$ 3,681,135	– \$ 4,908,180	\$ 3,754,758	– \$ 5,006,343	\$ 3,829,853	– \$ 5,106,470
D	\$ 2,477,687	– \$ 3,681,134	\$ 2,527,241	– \$ 3,754,757	\$ 2,577,786	– \$ 3,829,852
E	\$ 1,297,836	– \$ 2,477,686	\$ 1,323,792	– \$ 2,527,240	\$ 1,350,268	– \$ 2,577,785
F	Under	\$ 1,297,835	Under	\$ 1,323,791	Under	\$ 1,350,267

(d) Television Series – 1/2 hour episodes (includes Pilots, Anthologies, Spinoffs, Episodic TV series, Television Drama Specials, Variety Series & Specials) and New Media Productions - 1 to 30 minutes projected length

TIER	2016		2017		2018	
A	\$ 1,079,800	and over	\$ 1,101,396	and over	\$ 1,123,423	and over
B	\$ 785,309	– \$ 1,079,799	\$ 801,015	– \$ 1,101,395	\$ 817,036	– \$ 1,123,422
C	\$ 539,900	– \$ 785,308	\$ 550,698	– \$ 801,014	\$ 561,712	– \$ 817,035
D	\$ 392,654	– \$ 539,899	\$ 400,507	– \$ 550,697	\$ 408,517	– \$ 561,711
E	\$ 147,482	– \$ 392,653	\$ 150,431	– \$ 400,506	\$ 153,440	– \$ 408,516
F	Under	\$ 147,481	Under	\$ 150,430	Under	\$ 153,439

(e) Television Series – 1 hour episodes (includes Pilots, Anthologies, Spinoffs, Episodic TV series Television Drama Specials, Variety Series & Specials) and New Media Productions - 31 to 60 minutes in projected length

TIER	2016		2017		2018	
A	\$ 1,791,486	and over	\$ 1,827,316	and over	\$ 1,863,862	and over
B	\$ 1,411,102	– \$ 1,791,485	\$ 1,439,324	– \$ 1,827,315	\$ 1,468,110	– \$ 1,863,861
C	\$ 993,906	– \$ 1,411,101	\$ 1,013,784	– \$ 1,439,323	\$ 1,034,060	– \$ 1,468,109
D	\$ 638,063	– \$ 993,905	\$ 650,824	– \$ 1,013,783	\$ 663,841	– \$ 1,034,059
E	\$ 265,466	– \$ 638,062	\$ 270,776	– \$ 650,823	\$ 276,191	– \$ 663,840
F	Under	\$ 265,465	Under	\$ 270,775	Under	\$ 276,190

(f) Serial and Strip Programs – 1/2 hour

TIER	2016		2017		2018	
A	\$ 564,440	and over	\$ 575,729	and over	\$ 587,244	and over
B	\$ 503,088	– \$ 564,439	\$ 513,150	– \$ 575,728	\$ 523,413	– \$ 587,243
C	\$ 355,843	– \$ 503,087	\$ 362,960	– \$ 513,149	\$ 370,219	– \$ 523,412
D	\$ 220,868	– \$ 355,842	\$ 225,285	– \$ 362,959	\$ 229,791	– \$ 370,218
E	\$ 129,784	– \$ 220,867	\$ 132,379	– \$ 225,284	\$ 135,027	– \$ 229,790
F	Under	\$ 129,783	Under	\$ 132,378	Under	\$ 135,026

(g) Serial and Strip Programs – 1 hour

TIER	2016		2017		2018	
A	\$ 1,128,882	and over	\$ 1,151,460	and over	\$ 1,174,489	and over
B	\$ 993,906	– \$ 1,128,881	\$ 1,013,784	– \$ 1,151,459	\$ 1,034,060	– \$ 1,174,488
C	\$ 711,687	– \$ 993,905	\$ 725,920	– \$ 1,013,783	\$ 740,439	– \$ 1,034,059
D	\$ 282,221	– \$ 711,686	\$ 287,865	– \$ 725,919	\$ 293,622	– \$ 740,438
E	\$ 224,172	– \$ 282,220	\$ 228,655	– \$ 287,864	\$ 233,228	– \$ 293,621
F	Under	\$ 224,171	Under	\$ 228,654	Under	\$ 233,227

(h) New Media Productions, Derivatives & Other Production – Per minute of finished material

TIER	2016		2017		2018	
A	\$ 44,991	and over	\$ 45,891	and over	\$ 46,809	and over
B	\$ 32,721	– \$ 44,990	\$ 33,375	– \$ 45,890	\$ 34,042	– \$ 46,808
C	\$ 22,495	– \$ 32,720	\$ 22,945	– \$ 33,374	\$ 23,404	– \$ 34,041
D	\$ 16,361	– \$ 22,494	\$ 16,688	– \$ 22,944	\$ 17,022	– \$ 23,403
E	\$ 6,144	– \$ 16,360	\$ 6,267	– \$ 16,687	\$ 6,393	– \$ 17,021
F	Under	\$ 6,143	Under	\$ 6,266	Under	\$ 6,392

Rate Sheets **Alberta Schedule 2**

2016 Weekly Rates

The rates for 2016 apply from January 1, 2016 to December 31, 2016.

Production Department	TIER A	TIER B	TIER C	TIER D	TIER E	TIER F
Production Manager	\$ 3,480.00	\$ 3,299.00	\$ 2,968.00	\$ 2,649.00	\$ 2,427.00	Negotiable Tier F Rates Cannot Fall Below Provincial Minimum Wages
Assistant Production Manager/Unit Manager	\$ 2,304.00	\$ 2,198.00	\$ 1,971.00	\$ 1,762.00	\$ 1,627.00	
First Assistant Director	\$ 3,278.00	\$ 3,120.00	\$ 2,806.00	\$ 2,503.00	\$ 2,294.00	
Second Assistant Director	\$ 2,202.00	\$ 2,090.00	\$ 1,867.00	\$ 1,669.00	\$ 1,533.00	
Third Assistant Director **	\$ 1,629.00	\$ 1,522.00	\$ 1,389.00	\$ 1,277.00	\$ 1,186.00	
Trainee Assistant Director **	\$ 1,318.00	\$ 1,256.00	\$ 1,128.00	\$ 1,076.00	\$ 1,054.00	
Production Assistant *	\$ 1,205.00	\$ 1,114.00	\$ 1,084.00	\$ 1,036.00	\$ 1,015.00	
Location Manager	\$ 2,304.00	\$ 2,198.00	\$ 1,971.00	\$ 1,762.00	\$ 1,627.00	
Assistant Location Manager/Location Scout	\$ 1,775.00	\$ 1,693.00	\$ 1,519.00	\$ 1,401.00	\$ 1,305.00	
Trainee Location Manager **	\$ 1,318.00	\$ 1,256.00	\$ 1,128.00	\$ 1,076.00	\$ 1,054.00	
Production Coordinator	\$ 2,304.00	\$ 2,198.00	\$ 1,971.00	\$ 1,762.00	\$ 1,627.00	
Assistant Production Coordinator **	\$ 1,771.00	\$ 1,669.00	\$ 1,494.00	\$ 1,330.00	\$ 1,219.00	
Trainee Production Coordinator **	\$ 1,318.00	\$ 1,268.00	\$ 1,128.00	\$ 1,076.00	\$ 1,054.00	
Technical Coordinator	\$ 3,248.00	\$ 3,084.00	\$ 2,777.00	\$ 2,476.00	\$ 2,273.00	
Art Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Production Designer	\$ 4,316.00	\$ 4,094.00	\$ 3,682.00	\$ 3,281.00	\$ 3,004.00	
Art Director (Head)	\$ 3,335.00	\$ 3,172.00	\$ 2,858.00	\$ 2,550.00	\$ 2,336.00	
Art Director	\$ 2,907.00	\$ 2,765.00	\$ 2,493.00	\$ 2,226.00	\$ 2,037.00	
First Assistant Art Director/Set Designer	\$ 2,037.00	\$ 1,942.00	\$ 1,745.00	\$ 1,560.00	\$ 1,434.00	
Second Assistant Art Director	\$ 1,473.00	\$ 1,401.00	\$ 1,258.00	\$ 1,185.00	\$ 1,071.00	
Art Department Trainee	\$ 1,318.00	\$ 1,256.00	\$ 1,128.00	\$ 1,076.00	\$ 1,054.00	
Picture Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Supervising Picture Editor	\$ 3,405.00	\$ 3,230.00	\$ 2,905.00	\$ 2,597.00	\$ 2,378.00	
Picture Editor	\$ 3,091.00	\$ 2,941.00	\$ 2,644.00	\$ 2,359.00	\$ 2,161.00	
First Assistant Picture Editor	\$ 1,785.00	\$ 1,686.00	\$ 1,520.00	\$ 1,240.00	\$ 1,152.00	
Assistant Picture Editor Upgrade 11.35b	\$ 1,553.00	\$ 1,469.00	\$ 1,323.00	\$ 1,122.00	\$ 1,031.00	
Assistant Picture Editor	\$ 1,359.00	\$ 1,289.00	\$ 1,158.00	\$ 1,052.00	\$ 974.00	
Trainee Assistant Picture Editor	\$ 1,220.00	\$ 1,163.00	\$ 1,043.00	\$ 935.00	\$ 929.00	
Sound Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Supervising Sound Editor	\$ 3,405.00	\$ 3,230.00	\$ 2,905.00	\$ 2,597.00	\$ 2,378.00	
Sound Editor	\$ 3,091.00	\$ 2,941.00	\$ 2,644.00	\$ 2,359.00	\$ 2,161.00	
First Assistant Sound Editor	\$ 1,614.00	\$ 1,525.00	\$ 1,374.00	\$ 1,228.00	\$ 1,140.00	
Second Assistant Sound Editor	\$ 1,335.00	\$ 1,264.00	\$ 1,136.00	\$ 1,025.00	\$ 941.00	
Trainee Assistant Sound Editor	\$ 1,220.00	\$ 1,163.00	\$ 1,043.00	\$ 935.00	\$ 929.00	
Production Accounting Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Production Accountant	\$ 2,734.00	\$ 2,603.00	\$ 2,342.00	\$ 2,086.00	\$ 1,926.00	
First Assistant Accountant/General	\$ 2,129.00	\$ 2,030.00	\$ 1,821.00	\$ 1,633.00	\$ 1,498.00	
First Assistant Accountant (Payroll)	\$ 2,129.00	\$ 2,030.00	\$ 1,821.00	\$ 1,633.00	\$ 1,498.00	
Second Assistant Accountant	\$ 1,544.00	\$ 1,467.00	\$ 1,316.00	\$ 1,217.00	\$ 1,168.00	
Accounting Clerk	\$ 1,401.00	\$ 1,334.00	\$ 1,200.00	\$ 1,107.00	\$ 1,068.00	
Trainee Accountant	\$ 1,318.00	\$ 1,256.00	\$ 1,128.00	\$ 1,057.00	\$ 1,035.00	

Should Alberta Minimum Wage Increase at any time during the term of this Agreement then:

* PA rates will increase to the new Minimum Wage. If the current rate is over the new Minimum Wage, no increase will be applied.

** Differentials as outlined in the Memorandum of Agreement will immediately become applicable.

Rate Sheets **Alberta Schedule 2**

2016 Daily Rates

The rates for 2016 apply from January 1, 2016 to December 31, 2016.

Production Department	TIER A	TIER B	TIER C	TIER D	TIER E	TIER F	
Production Manager	\$ 870.00	\$ 824.75	\$ 742.00	\$ 662.25	\$ 606.75	Negotiable	
Assistant Production Manager/Unit Manager	\$ 576.00	\$ 549.50	\$ 492.75	\$ 440.50	\$ 406.75		
First Assistant Director	\$ 819.50	\$ 780.00	\$ 701.50	\$ 625.75	\$ 573.50		
Second Assistant Director	\$ 550.50	\$ 522.50	\$ 466.75	\$ 417.25	\$ 383.25		
Third Assistant Director **	\$ 407.25	\$ 380.50	\$ 347.25	\$ 319.25	\$ 296.50		
Trainee Assistant Director **	\$ 329.50	\$ 314.00	\$ 282.00	\$ 269.00	\$ 263.50		
Production Assistant *	\$ 301.25	\$ 278.50	\$ 271.00	\$ 259.00	\$ 253.75		
Location Manager	\$ 576.00	\$ 549.50	\$ 492.75	\$ 440.50	\$ 406.75		
Assistant Location Manager/Location Scout	\$ 443.75	\$ 423.25	\$ 379.75	\$ 350.25	\$ 326.25		
Trainee Location Manager **	\$ 329.50	\$ 314.00	\$ 282.00	\$ 269.00	\$ 263.50		
Production Coordinator	\$ 576.00	\$ 549.50	\$ 492.75	\$ 440.50	\$ 406.75		
Assistant Production Coordinator **	\$ 442.75	\$ 417.25	\$ 373.50	\$ 332.50	\$ 304.75		
Trainee Production Coordinator **	\$ 329.50	\$ 317.00	\$ 282.00	\$ 269.00	\$ 263.50		
Technical Coordinator	\$ 812.00	\$ 771.00	\$ 694.25	\$ 619.00	\$ 568.25		
Art Department	TIER A	TIER B	TIER C	TIER D	TIER E		Tier F Rates Cannot Fall Below Provincial Minimum Wages
Production Designer	\$ 1,079.00	\$ 1,023.50	\$ 920.50	\$ 820.25	\$ 751.00		
Art Director (Head)	\$ 833.75	\$ 793.00	\$ 714.50	\$ 637.50	\$ 584.00		
Art Director	\$ 726.75	\$ 691.25	\$ 623.25	\$ 556.50	\$ 509.25		
First Assistant Art Director/Set Designer	\$ 509.25	\$ 485.50	\$ 436.25	\$ 390.00	\$ 358.50		
Second Assistant Art Director	\$ 368.25	\$ 350.25	\$ 314.50	\$ 296.25	\$ 267.75		
Art Department Trainee	\$ 329.50	\$ 314.00	\$ 282.00	\$ 269.00	\$ 263.50		
Picture Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E		
Supervising Picture Editor	\$ 851.25	\$ 807.50	\$ 726.25	\$ 649.25	\$ 594.50		
Picture Editor	\$ 772.75	\$ 735.25	\$ 661.00	\$ 589.75	\$ 540.25		
First Assistant Picture Editor	\$ 446.25	\$ 421.50	\$ 380.00	\$ 310.00	\$ 288.00		
Assistant Picture Editor Upgrade 11.35b	\$ 388.25	\$ 367.25	\$ 330.75	\$ 280.50	\$ 257.75		
Assistant Picture Editor	\$ 339.75	\$ 322.25	\$ 289.50	\$ 263.00	\$ 243.50		
Trainee Assistant Picture Editor	\$ 305.00	\$ 290.75	\$ 260.75	\$ 233.75	\$ 232.25		
Sound Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E		
Supervising Sound Editor	\$ 851.25	\$ 807.50	\$ 726.25	\$ 649.25	\$ 594.50		
Sound Editor	\$ 772.75	\$ 735.25	\$ 661.00	\$ 589.75	\$ 540.25		
First Assistant Sound Editor	\$ 403.50	\$ 381.25	\$ 343.50	\$ 307.00	\$ 285.00		
Second Assistant Sound Editor	\$ 333.75	\$ 316.00	\$ 284.00	\$ 256.25	\$ 235.25		
Trainee Assistant Sound Editor	\$ 305.00	\$ 290.75	\$ 260.75	\$ 233.75	\$ 232.25		
Production Accounting Department	TIER A	TIER B	TIER C	TIER D	TIER E		
Production Accountant	\$ 683.50	\$ 650.75	\$ 585.50	\$ 521.50	\$ 481.50		
First Assistant Accountant/General	\$ 532.25	\$ 507.50	\$ 455.25	\$ 408.25	\$ 374.50		
First Assistant Accountant (Payroll)	\$ 532.25	\$ 507.50	\$ 455.25	\$ 408.25	\$ 374.50		
Second Assistant Accountant	\$ 386.00	\$ 366.75	\$ 329.00	\$ 304.25	\$ 292.00		
Accounting Clerk	\$ 350.25	\$ 333.50	\$ 300.00	\$ 276.75	\$ 267.00		
Trainee Accountant	\$ 329.50	\$ 314.00	\$ 282.00	\$ 264.25	\$ 258.75		

Should Alberta Minimum Wage Increase at any time during the term of this Agreement then:

* PA rates will increase to the new Minimum Wage. If the current rate is over the new Minimum Wage, no increase will be applied.

** Differentials as outlined in the Memorandum of Agreement will immediately become applicable.

Rate Sheets **Alberta Schedule 2**

2017 Weekly Rates

The rates for 2017 apply from January 1, 2017 to December 31, 2017.

Production Department	TIER A	TIER B	TIER C	TIER D	TIER E	TIER F	
Production Manager	\$ 3,550.00	\$ 3,365.00	\$ 3,027.00	\$ 2,702.00	\$ 2,476.00	Negotiable	
Assistant Production Manager/Unit Manager	\$ 2,350.00	\$ 2,242.00	\$ 2,010.00	\$ 1,797.00	\$ 1,660.00		
First Assistant Director	\$ 3,344.00	\$ 3,182.00	\$ 2,862.00	\$ 2,553.00	\$ 2,340.00		
Second Assistant Director	\$ 2,246.00	\$ 2,132.00	\$ 1,904.00	\$ 1,702.00	\$ 1,564.00		
Third Assistant Director **	\$ 1,662.00	\$ 1,552.00	\$ 1,417.00	\$ 1,303.00	\$ 1,210.00		
Trainee Assistant Director **	\$ 1,344.00	\$ 1,281.00	\$ 1,151.00	\$ 1,098.00	\$ 1,075.00		
Production Assistant *	\$ 1,205.00	\$ 1,114.00	\$ 1,084.00	\$ 1,036.00	\$ 1,015.00		
Location Manager	\$ 2,350.00	\$ 2,242.00	\$ 2,010.00	\$ 1,797.00	\$ 1,660.00		
Assistant Location Manager/Location Scout	\$ 1,811.00	\$ 1,727.00	\$ 1,549.00	\$ 1,429.00	\$ 1,331.00		
Trainee Location Manager **	\$ 1,344.00	\$ 1,281.00	\$ 1,151.00	\$ 1,098.00	\$ 1,075.00		
Production Coordinator	\$ 2,350.00	\$ 2,242.00	\$ 2,010.00	\$ 1,797.00	\$ 1,660.00		
Assistant Production Coordinator **	\$ 1,806.00	\$ 1,702.00	\$ 1,524.00	\$ 1,357.00	\$ 1,243.00		
Trainee Production Coordinator **	\$ 1,344.00	\$ 1,293.00	\$ 1,151.00	\$ 1,098.00	\$ 1,075.00		
Technical Coordinator	\$ 3,313.00	\$ 3,146.00	\$ 2,833.00	\$ 2,526.00	\$ 2,318.00		
Art Department	TIER A	TIER B	TIER C	TIER D	TIER E		Tier F Rates Cannot Fall Below Provincial Minimum Wages
Production Designer	\$ 4,402.00	\$ 4,176.00	\$ 3,756.00	\$ 3,347.00	\$ 3,064.00		
Art Director (Head)	\$ 3,402.00	\$ 3,235.00	\$ 2,915.00	\$ 2,601.00	\$ 2,383.00		
Art Director	\$ 2,965.00	\$ 2,820.00	\$ 2,543.00	\$ 2,271.00	\$ 2,078.00		
First Assistant Art Director/Set Designer	\$ 2,078.00	\$ 1,981.00	\$ 1,780.00	\$ 1,591.00	\$ 1,463.00		
Second Assistant Art Director	\$ 1,502.00	\$ 1,429.00	\$ 1,283.00	\$ 1,209.00	\$ 1,092.00		
Art Department Trainee	\$ 1,344.00	\$ 1,281.00	\$ 1,151.00	\$ 1,098.00	\$ 1,075.00		
Picture Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E		
Supervising Picture Editor	\$ 3,473.00	\$ 3,295.00	\$ 2,963.00	\$ 2,649.00	\$ 2,426.00		
Picture Editor	\$ 3,153.00	\$ 3,000.00	\$ 2,697.00	\$ 2,406.00	\$ 2,204.00		
First Assistant Picture Editor	\$ 1,821.00	\$ 1,720.00	\$ 1,550.00	\$ 1,265.00	\$ 1,175.00		
Assistant Picture Editor Upgrade 11.35b	\$ 1,584.00	\$ 1,498.00	\$ 1,349.00	\$ 1,144.00	\$ 1,052.00		
Assistant Picture Editor	\$ 1,386.00	\$ 1,315.00	\$ 1,181.00	\$ 1,073.00	\$ 993.00		
Trainee Assistant Picture Editor	\$ 1,244.00	\$ 1,186.00	\$ 1,064.00	\$ 954.00	\$ 948.00		
Sound Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E		
Supervising Sound Editor	\$ 3,473.00	\$ 3,295.00	\$ 2,963.00	\$ 2,649.00	\$ 2,426.00		
Sound Editor	\$ 3,153.00	\$ 3,000.00	\$ 2,697.00	\$ 2,406.00	\$ 2,204.00		
First Assistant Sound Editor	\$ 1,646.00	\$ 1,556.00	\$ 1,401.00	\$ 1,253.00	\$ 1,163.00		
Second Assistant Sound Editor	\$ 1,362.00	\$ 1,289.00	\$ 1,159.00	\$ 1,046.00	\$ 960.00		
Trainee Assistant Sound Editor	\$ 1,244.00	\$ 1,186.00	\$ 1,064.00	\$ 954.00	\$ 948.00		
Production Accounting Department	TIER A	TIER B	TIER C	TIER D	TIER E		
Production Accountant	\$ 2,789.00	\$ 2,655.00	\$ 2,389.00	\$ 2,128.00	\$ 1,965.00		
First Assistant Accountant/General	\$ 2,172.00	\$ 2,071.00	\$ 1,857.00	\$ 1,666.00	\$ 1,528.00		
First Assistant Accountant (Payroll)	\$ 2,172.00	\$ 2,071.00	\$ 1,857.00	\$ 1,666.00	\$ 1,528.00		
Second Assistant Accountant	\$ 1,575.00	\$ 1,496.00	\$ 1,342.00	\$ 1,241.00	\$ 1,191.00		
Accounting Clerk	\$ 1,429.00	\$ 1,361.00	\$ 1,224.00	\$ 1,129.00	\$ 1,089.00		
Trainee Accountant	\$ 1,344.00	\$ 1,281.00	\$ 1,151.00	\$ 1,078.00	\$ 1,056.00		

Should Alberta Minimum Wage Increase at any time during the term of this Agreement then:

* PA rates will increase to the new Minimum Wage. If the current rate is over the new Minimum Wage, no increase will be applied.

** Differentials as outlined in the Memorandum of Agreement will immediately become applicable.

Rate Sheets **Alberta Schedule 2**

2017 Daily Rates

The rates for 2017 apply from January 1, 2017 to December 31, 2017.

Production Department	TIER A	TIER B	TIER C	TIER D	TIER E	TIER F	
Production Manager	\$ 887.50	\$ 841.25	\$ 756.75	\$ 675.50	\$ 619.00	Negotiable	
Assistant Production Manager/Unit Manager	\$ 587.50	\$ 560.50	\$ 502.50	\$ 449.25	\$ 415.00		
First Assistant Director	\$ 836.00	\$ 795.50	\$ 715.50	\$ 638.25	\$ 585.00		
Second Assistant Director	\$ 561.50	\$ 533.00	\$ 476.00	\$ 425.50	\$ 391.00		
Third Assistant Director **	\$ 415.50	\$ 388.00	\$ 354.25	\$ 325.75	\$ 302.50		
Trainee Assistant Director **	\$ 336.00	\$ 320.25	\$ 287.75	\$ 274.50	\$ 268.75		
Production Assistant *	\$ 301.25	\$ 278.50	\$ 271.00	\$ 259.00	\$ 253.75		
Location Manager	\$ 587.50	\$ 560.50	\$ 502.50	\$ 449.25	\$ 415.00		
Assistant Location Manager/Location Scout	\$ 452.75	\$ 431.75	\$ 387.25	\$ 357.25	\$ 332.75		
Trainee Location Manager **	\$ 336.00	\$ 320.25	\$ 287.75	\$ 274.50	\$ 268.75		
Production Coordinator	\$ 587.50	\$ 560.50	\$ 502.50	\$ 449.25	\$ 415.00		
Assistant Production Coordinator **	\$ 451.50	\$ 425.50	\$ 381.00	\$ 339.25	\$ 310.75		
Trainee Production Coordinator **	\$ 336.00	\$ 323.25	\$ 287.75	\$ 274.50	\$ 268.75		
Technical Coordinator	\$ 828.25	\$ 786.50	\$ 708.25	\$ 631.50	\$ 579.50		
Art Department	TIER A	TIER B	TIER C	TIER D	TIER E		Negotiable
Production Designer	\$ 1,100.50	\$ 1,044.00	\$ 939.00	\$ 836.75	\$ 766.00		
Art Director (Head)	\$ 850.50	\$ 808.75	\$ 728.75	\$ 650.25	\$ 595.75		
Art Director	\$ 741.25	\$ 705.00	\$ 635.75	\$ 567.75	\$ 519.50		
First Assistant Art Director/Set Designer	\$ 519.50	\$ 495.25	\$ 445.00	\$ 397.75	\$ 365.75		
Second Assistant Art Director	\$ 375.50	\$ 357.25	\$ 320.75	\$ 302.25	\$ 273.00		
Art Department Trainee	\$ 336.00	\$ 320.25	\$ 287.75	\$ 274.50	\$ 268.75	Tier F Rates Cannot Fall Below Provincial Minimum Wages	
Picture Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E		
Supervising Picture Editor	\$ 868.25	\$ 823.75	\$ 740.75	\$ 662.25	\$ 606.50		
Picture Editor	\$ 788.25	\$ 750.00	\$ 674.25	\$ 601.50	\$ 551.00		
First Assistant Picture Editor	\$ 455.25	\$ 430.00	\$ 387.50	\$ 316.25	\$ 293.75		
Assistant Picture Editor Upgrade 11.35b	\$ 396.00	\$ 374.50	\$ 337.25	\$ 286.00	\$ 263.00		
Assistant Picture Editor	\$ 346.50	\$ 328.75	\$ 295.25	\$ 268.25	\$ 248.25		
Trainee Assistant Picture Editor	\$ 311.00	\$ 296.50	\$ 266.00	\$ 238.50	\$ 237.00		
Sound Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E		
Supervising Sound Editor	\$ 868.25	\$ 823.75	\$ 740.75	\$ 662.25	\$ 606.50		
Sound Editor	\$ 788.25	\$ 750.00	\$ 674.25	\$ 601.50	\$ 551.00		
First Assistant Sound Editor	\$ 411.50	\$ 389.00	\$ 350.25	\$ 313.25	\$ 290.75		
Second Assistant Sound Editor	\$ 340.50	\$ 322.25	\$ 289.75	\$ 261.50	\$ 240.00		
Trainee Assistant Sound Editor	\$ 311.00	\$ 296.50	\$ 266.00	\$ 238.50	\$ 237.00		
Production Accounting Department	TIER A	TIER B	TIER C	TIER D	TIER E		
Production Accountant	\$ 697.25	\$ 663.75	\$ 597.25	\$ 532.00	\$ 491.25		
First Assistant Accountant/General	\$ 543.00	\$ 517.75	\$ 464.25	\$ 416.50	\$ 382.00		
First Assistant Accountant (Payroll)	\$ 543.00	\$ 517.75	\$ 464.25	\$ 416.50	\$ 382.00		
Second Assistant Accountant	\$ 393.75	\$ 374.00	\$ 335.50	\$ 310.25	\$ 297.75		
Accounting Clerk	\$ 357.25	\$ 340.25	\$ 306.00	\$ 282.25	\$ 272.25		
Trainee Accountant	\$ 336.00	\$ 320.25	\$ 287.75	\$ 269.50	\$ 264.00		

Should Alberta Minimum Wage Increase at any time during the term of this Agreement then:

* PA rates will increase to the new Minimum Wage. If the current rate is over the new Minimum Wage, no increase will be applied.

** Differentials as outlined in the Memorandum of Agreement will immediately become applicable.

Rate Sheets **Alberta Schedule 2**

2018 Weekly Rates

The rates for 2018 apply from January 1, 2018 to December 31, 2018.

Production Department	TIER A	TIER B	TIER C	TIER D	TIER E	TIER F	
Production Manager	\$ 3,621.00	\$ 3,432.00	\$ 3,088.00	\$ 2,756.00	\$ 2,526.00	Negotiable	
Assistant Production Manager/Unit Manager	\$ 2,397.00	\$ 2,287.00	\$ 2,050.00	\$ 1,833.00	\$ 1,693.00		
First Assistant Director	\$ 3,411.00	\$ 3,246.00	\$ 2,919.00	\$ 2,604.00	\$ 2,387.00		
Second Assistant Director	\$ 2,291.00	\$ 2,175.00	\$ 1,942.00	\$ 1,736.00	\$ 1,595.00		
Third Assistant Director **	\$ 1,695.00	\$ 1,583.00	\$ 1,445.00	\$ 1,329.00	\$ 1,234.00		
Trainee Assistant Director **	\$ 1,371.00	\$ 1,307.00	\$ 1,174.00	\$ 1,120.00	\$ 1,097.00		
Production Assistant *	\$ 1,205.00	\$ 1,136.00	\$ 1,084.00	\$ 1,057.00	\$ 1,015.00		
Location Manager	\$ 2,397.00	\$ 2,287.00	\$ 2,050.00	\$ 1,833.00	\$ 1,693.00		
Assistant Location Manager/Location Scout	\$ 1,847.00	\$ 1,762.00	\$ 1,580.00	\$ 1,458.00	\$ 1,358.00		
Trainee Location Manager **	\$ 1,371.00	\$ 1,307.00	\$ 1,174.00	\$ 1,120.00	\$ 1,097.00		
Production Coordinator	\$ 2,397.00	\$ 2,287.00	\$ 2,050.00	\$ 1,833.00	\$ 1,693.00		
Assistant Production Coordinator **	\$ 1,842.00	\$ 1,736.00	\$ 1,554.00	\$ 1,384.00	\$ 1,268.00		
Trainee Production Coordinator **	\$ 1,371.00	\$ 1,319.00	\$ 1,174.00	\$ 1,120.00	\$ 1,097.00		
Technical Coordinator	\$ 3,379.00	\$ 3,209.00	\$ 2,890.00	\$ 2,577.00	\$ 2,364.00		
Art Department	TIER A	TIER B	TIER C	TIER D	TIER E		Tier F Rates Cannot Fall Below Provincial Minimum Wages
Production Designer	\$ 4,490.00	\$ 4,260.00	\$ 3,831.00	\$ 3,414.00	\$ 3,125.00		
Art Director (Head)	\$ 3,470.00	\$ 3,300.00	\$ 2,973.00	\$ 2,653.00	\$ 2,431.00		
Art Director	\$ 3,024.00	\$ 2,876.00	\$ 2,594.00	\$ 2,316.00	\$ 2,120.00		
First Assistant Art Director/Set Designer	\$ 2,120.00	\$ 2,021.00	\$ 1,816.00	\$ 1,623.00	\$ 1,492.00		
Second Assistant Art Director	\$ 1,532.00	\$ 1,458.00	\$ 1,309.00	\$ 1,233.00	\$ 1,114.00		
Art Department Trainee	\$ 1,371.00	\$ 1,307.00	\$ 1,174.00	\$ 1,120.00	\$ 1,097.00		
Picture Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E		
Supervising Picture Editor	\$ 3,542.00	\$ 3,361.00	\$ 3,022.00	\$ 2,702.00	\$ 2,475.00		
Picture Editor	\$ 3,216.00	\$ 3,060.00	\$ 2,751.00	\$ 2,454.00	\$ 2,248.00		
First Assistant Picture Editor	\$ 1,857.00	\$ 1,754.00	\$ 1,581.00	\$ 1,290.00	\$ 1,199.00		
Assistant Picture Editor Upgrade 11.35c	\$ 1,616.00	\$ 1,528.00	\$ 1,376.00	\$ 1,167.00	\$ 1,073.00		
Assistant Picture Editor	\$ 1,414.00	\$ 1,341.00	\$ 1,205.00	\$ 1,094.00	\$ 1,013.00		
Trainee Assistant Picture Editor	\$ 1,269.00	\$ 1,210.00	\$ 1,085.00	\$ 973.00	\$ 967.00		
Sound Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E		
Supervising Sound Editor	\$ 3,542.00	\$ 3,361.00	\$ 3,022.00	\$ 2,702.00	\$ 2,475.00		
Sound Editor	\$ 3,216.00	\$ 3,060.00	\$ 2,751.00	\$ 2,454.00	\$ 2,248.00		
First Assistant Sound Editor	\$ 1,679.00	\$ 1,587.00	\$ 1,429.00	\$ 1,278.00	\$ 1,186.00		
Second Assistant Sound Editor	\$ 1,389.00	\$ 1,315.00	\$ 1,182.00	\$ 1,067.00	\$ 979.00		
Trainee Assistant Sound Editor	\$ 1,269.00	\$ 1,210.00	\$ 1,085.00	\$ 973.00	\$ 967.00		
Production Accounting Department	TIER A	TIER B	TIER C	TIER D	TIER E		
Production Accountant	\$ 2,845.00	\$ 2,708.00	\$ 2,437.00	\$ 2,171.00	\$ 2,004.00		
First Assistant Accountant/General	\$ 2,215.00	\$ 2,112.00	\$ 1,894.00	\$ 1,699.00	\$ 1,559.00		
First Assistant Accountant (Payroll)	\$ 2,215.00	\$ 2,112.00	\$ 1,894.00	\$ 1,699.00	\$ 1,559.00		
Second Assistant Accountant	\$ 1,607.00	\$ 1,526.00	\$ 1,369.00	\$ 1,266.00	\$ 1,215.00		
Accounting Clerk	\$ 1,458.00	\$ 1,388.00	\$ 1,248.00	\$ 1,152.00	\$ 1,111.00		
Trainee Accountant	\$ 1,371.00	\$ 1,307.00	\$ 1,174.00	\$ 1,100.00	\$ 1,077.00		

Should Alberta Minimum Wage Increase at any time during the term of this Agreement then:

* PA rates will increase to the new Minimum Wage. If the current rate is over the new Minimum Wage, no increase will be applied.

** Differentials as outlined in the Memorandum of Agreement will immediately become applicable.

Rate Sheets **Alberta Schedule 2**

2018 Daily Rates

The rates for 2018 apply from January 1, 2018 to December 31, 2018.

Production Department	TIER A	TIER B	TIER C	TIER D	TIER E	TIER F
Production Manager	\$ 905.25	\$ 858.00	\$ 772.00	\$ 689.00	\$ 631.50	Negotiable Tier F Rates Cannot Fall Below Provincial Minimum Wages
Assistant Production Manager/Unit Manager	\$ 599.25	\$ 571.75	\$ 512.50	\$ 458.25	\$ 423.25	
First Assistant Director	\$ 852.75	\$ 811.50	\$ 729.75	\$ 651.00	\$ 596.75	
Second Assistant Director	\$ 572.75	\$ 543.75	\$ 485.50	\$ 434.00	\$ 398.75	
Third Assistant Director **	\$ 423.75	\$ 395.75	\$ 361.25	\$ 332.25	\$ 308.50	
Trainee Assistant Director **	\$ 342.75	\$ 326.75	\$ 293.50	\$ 280.00	\$ 274.25	
Production Assistant *	\$ 301.25	\$ 284.00	\$ 271.00	\$ 264.25	\$ 253.75	
Location Manager	\$ 599.25	\$ 571.75	\$ 512.50	\$ 458.25	\$ 423.25	
Assistant Location Manager/Location Scout	\$ 461.75	\$ 440.50	\$ 395.00	\$ 364.50	\$ 339.50	
Trainee Location Manager **	\$ 342.75	\$ 326.75	\$ 293.50	\$ 280.00	\$ 274.25	
Production Coordinator	\$ 599.25	\$ 571.75	\$ 512.50	\$ 458.25	\$ 423.25	
Assistant Production Coordinator **	\$ 460.50	\$ 434.00	\$ 388.50	\$ 346.00	\$ 317.00	
Trainee Production Coordinator **	\$ 342.75	\$ 329.75	\$ 293.50	\$ 280.00	\$ 274.25	
Technical Coordinator	\$ 844.75	\$ 802.25	\$ 722.50	\$ 644.25	\$ 591.00	
Art Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Production Designer	\$ 1,122.50	\$ 1,065.00	\$ 957.75	\$ 853.50	\$ 781.25	
Art Director (Head)	\$ 867.50	\$ 825.00	\$ 743.25	\$ 663.25	\$ 607.75	
Art Director	\$ 756.00	\$ 719.00	\$ 648.50	\$ 579.00	\$ 530.00	
First Assistant Art Director/Set Designer	\$ 530.00	\$ 505.25	\$ 454.00	\$ 405.75	\$ 373.00	
Second Assistant Art Director	\$ 383.00	\$ 364.50	\$ 327.25	\$ 308.25	\$ 278.50	
Art Department Trainee	\$ 342.75	\$ 326.75	\$ 293.50	\$ 280.00	\$ 274.25	
Picture Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Supervising Picture Editor	\$ 885.50	\$ 840.25	\$ 755.50	\$ 675.50	\$ 618.75	
Picture Editor	\$ 804.00	\$ 765.00	\$ 687.75	\$ 613.50	\$ 562.00	
First Assistant Picture Editor	\$ 464.25	\$ 438.50	\$ 395.25	\$ 322.50	\$ 299.75	
Assistant Picture Editor Upgrade 11.35c	\$ 404.00	\$ 382.00	\$ 344.00	\$ 291.75	\$ 268.25	
Assistant Picture Editor	\$ 353.50	\$ 335.25	\$ 301.25	\$ 273.50	\$ 253.25	
Trainee Assistant Picture Editor	\$ 317.25	\$ 302.50	\$ 271.25	\$ 243.25	\$ 241.75	
Sound Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Supervising Sound Editor	\$ 885.50	\$ 840.25	\$ 755.50	\$ 675.50	\$ 618.75	
Sound Editor	\$ 804.00	\$ 765.00	\$ 687.75	\$ 613.50	\$ 562.00	
First Assistant Sound Editor	\$ 419.75	\$ 396.75	\$ 357.25	\$ 319.50	\$ 296.50	
Second Assistant Sound Editor	\$ 347.25	\$ 328.75	\$ 295.50	\$ 266.75	\$ 244.75	
Trainee Assistant Sound Editor	\$ 317.25	\$ 302.50	\$ 271.25	\$ 243.25	\$ 241.75	
Production Accounting Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Production Accountant	\$ 711.25	\$ 677.00	\$ 609.25	\$ 542.75	\$ 501.00	
First Assistant Accountant/General	\$ 553.75	\$ 528.00	\$ 473.50	\$ 424.75	\$ 389.75	
First Assistant Accountant (Payroll)	\$ 553.75	\$ 528.00	\$ 473.50	\$ 424.75	\$ 389.75	
Second Assistant Accountant	\$ 401.75	\$ 381.50	\$ 342.25	\$ 316.50	\$ 303.75	
Accounting Clerk	\$ 364.50	\$ 347.00	\$ 312.00	\$ 288.00	\$ 277.75	
Trainee Accountant	\$ 342.75	\$ 326.75	\$ 293.50	\$ 275.00	\$ 269.25	

Should Alberta Minimum Wage Increase at any time during the term of this Agreement then:

* PA rates will increase to the new Minimum Wage. If the current rate is over the new Minimum Wage, no increase will be applied.

** Differentials as outlined in the Memorandum of Agreement will immediately become applicable.

Memorandum of Agreement **Alberta Minimum Wage 2016-2018**

MEMORANDUM OF AGREEMENT

BETWEEN:

DIRECTORS GUILD OF CANADA – ALBERTA DISTRICT COUNCIL

(herein referred to as the “DGC Alberta”)

-and-

CANADIAN MEDIA PRODUCERS ASSOCIATION

(herein referred to as the “CMPA”)

(Jointly, the “Parties”)

WHEREAS the CMPA and the DGC Alberta are parties to the 2016–2018 CMPA/DGC Standard Agreement (the “Standard Agreement”);

AND WHEREAS the Standard Agreement is negotiated between the CMPA and the District Councils of the Directors Guild of Canada, including the DGC Alberta, to provide, among other things, the wage rates that will apply for the duration of the Standard Agreement;

AND WHEREAS the Government of the Province of Alberta has indicated that it plans to increase the Alberta minimum wage over the life of the 2016-2018 Standard Agreement;

AND WHEREAS such increase(s) in the minimum wage during the term of the Standard Agreement may result in rates under the Alberta Schedule to the Standard Agreement falling below minimum wage for the categories of the Production Assistant, Production Department Trainee, Third Assistant Director and/or Assistant Production Coordinator (the “Affected Categories”);

AND WHEREAS the CMPA and the DGC Alberta have agreed to a method by which to ensure that the wage rates for the Affected Categories are increased to match the minimum wage, and further, to institute certain differentials between these classifications and other classifications under the Alberta Schedule as provided herein;

THE PARTIES HEREBY AGREE AS FOLLOWS:

1. If, during the term of the 2016 – 2018 Standard Agreement, any of the wage rates for the Affected Categories fall below the Alberta minimum wage, even after the applicable negotiated annual percentage increases have been applied, such rates shall be increased to an amount equal to such increased minimum wage, as applicable. For clarity, any such increases shall be effective on the date that the minimum wage increase comes into force.
2. In addition, should any of the wage rates for the Affected Categories be increased as described above, the Parties agree that they shall institute differentials between the affected rates as described below, as applicable.
3. For clarity, if no increases are required to be made to the rates for the Affected Categories, then the below differentials will not be implemented. Further, if, following any increases to the rates for any of the Affected Categories, the differentials between the classifications provided are greater than the differential sought below, no further adjustments will be made. For further clarity, if a given classification within the Affected Categories is not impacted by a minimum wage increase, no differential will be instituted in relation to that classification.
4. The introduction of the following differentials is without prejudice or precedent and shall not be construed as an agreement to either maintain such differentials beyond the term of the 2016 – 2018 Standard Agreement, or to institute and/or maintain differentials between any other job classifications whether under the Alberta Schedule or otherwise.
5. The following differentials shall be instituted as provided above:

DIFFERENTIALS					
CATEGORY	TIER A	TIER B	TIER C	TIER D	TIER E
<i>Production Assistants (PA)</i>	<i>Min Wage</i>	<i>Min Wage</i>	<i>Min Wage</i>	<i>Min Wage</i>	<i>Min Wage</i>
Production Department Trainees (TAD, TLM, TPC) Differential Over PA Rate	\$75.00	\$75.00	\$25.00	\$20.00	\$20.00
Third Asst. Directors (3AD) Differential Over TAD Rate	\$75.00	\$75.00	\$50.00	\$50.00	\$25.00
Asst. Production Coordinators (APC) Differential Over TPC Rate	-	-	\$150.00	\$120.00	\$100.00

Memorandum of Agreement **Alberta Minimum Wage 2016-2018**

Example

The following is an example of the way in which rates would be adjusted pursuant to the above for the sole purpose of providing guidance for the implementation of this Memorandum of Agreement. The minimum wage hike used is fictional.

Table A reflects current Alberta weekly wages in Tier D in 2015.

TABLE A		
	Tier D Weekly Rate	Hourly Rate
Production Assistants	\$1,036.00	\$12.19/hr
Production Department Trainees	\$1,055.00	\$12.41/hr
Third Assistant Directors	\$1,252.00	\$14.73/hr
Assistant Production Coordinators	\$1,304.00	\$15.34/hr

Minimum wage in Alberta is currently \$11.20 per hour. Assume that in January 2016, the Alberta government raises minimum wage to \$13.90 per hour, which roughly equates to a minimum weekly rate of \$1,180.

Table B reflects the applicable wage rates after changes resulting from the minimum wage increase and the differentials are applied.

TABLE B			
	Tier D Weekly Rate After the Minimum Wage Hike	Wage After Differentials Applied	NOTES/EXPLANATION
Production Assistants	\$1,180	\$1,180	PA wage remains at minimum wage, \$1,180. No differential is applied.
Production Department Trainees	\$1,180	\$1,200	The Trainee rate must be increased by \$20. On Tier D Productions, the Trainee rate must be \$20 more than the PA rate. There is no differential here (\$1,180-\$1,180=\$0) and thus there must be a \$20 increase to this rate.
Third Assistant Directors	\$1,252	\$1,252	The 3AD wage is unaffected. On Tier D Productions, the 3AD rate must be \$50 more than the Trainee rate. The differential here is \$52 (\$1,252-\$1,200=\$52), which is greater than the required \$50, and thus there is no need to increase the wage in this category.
Assistant Production Coordinators	\$1,304	\$1,320	The Assistant Production Coordinator rate must be increased by \$16. On Tier D Productions, the Assistant Production Coordinator rate must be \$120 more than the Trainee rate. The differential here is \$104 (\$1,304-\$1,200=\$104) and thus there must be a \$16 increase to this rate.

IN WITNESS WHEREOF the Parties have entered into this Memorandum of Agreement as follows:

 For: Directors Guild of Canada – Alberta District Council
 (I have authority to bind the DGC Alberta)

 Print Name

 Date

 For: The Canadian Media Producers Association
 (I have authority to bind the CMPA)

 Print Name

 Date

NO. 1 JURISDICTION

1. Subject to the terms set out below, the District Council represents all of the classifications set out in Article 11.00 of the Core Agreement;
2. With respect to all Art Department classifications, and Assistant Production Accounting classifications, this Agreement applies to all such classifications subject to the following conditions:

Where the Producer wishes to engage an individual in one of these classifications who is a non-Guild Member, then the Producer may do so but only in circumstances when:

- vii. the individual is a member in good standing of another local labour union,
- viii. the individual elects representation by that union, and
- ix. if requested, the Producer provides proof in a form satisfactory to the District Council with respect to representation by another local labour union and coverage under the collective agreement between that union and the Producer with respect to the particular production.

These provisions do not apply to individuals engaged under Article re: alternate arrangements of the Core Agreement.

3. With respect to a particular classification which has never been represented by the District Council under this Agreement or any prior Guild basic agreement, and notwithstanding Article 7.00 of the Core Agreement (re permits), the Producer may engage any individual to fill that particular classification; however, should that individual be a Guild Member, then the Producer will only engage that individual pursuant to this Agreement, including but not limited to the applicable Contract for Services. For greater clarity, these classifications are:

- (a) Art Department Coordinator

4. The terms above are effective only for the duration of the Agreement. The parties will assess on an ongoing basis any jurisdictional issues that arise and in the next round of negotiations for a renewal Standard Agreement will negotiate appropriate jurisdictional language.
5. The CMPA will ensure that any language that it negotiates with any other union with respect to jurisdiction over any category specified in paragraph 2 above, shall not provide that union with any greater entitlement to jurisdiction than the District Council. Any alleged breach of this obligation shall constitute an arbitrable matter under this Agreement. The arbitrator's jurisdiction shall be limited to the interpretation and/or amendment of this letter. The parties shall provide notice to any labour organization that may be affected by this proceeding.

**Canadian Media
Producers Association**

per _____
President and
CEO

Directors Guild of Canada

per _____
President

**Directors Guild of Canada
Alberta District Council**

per _____
Chair

NO. 2 FACT BASED/LIFESTYLE/DOCU-DRAMA PRODUCTION

With respect to each Guild Member (including but not limited to a Director) who is engaged to work in a Guild category on a Fact Based/Lifestyle/Docu-Drama Production, the Producer must engage such Guild Member subject to the terms of this Agreement, except as is provided herein.

There shall be no minimum rate applicable to the services provided by the Guild Member and the rate of remuneration shall be subject to negotiation between the Guild Member and the Producer.

Regardless of the Budget of the Production, the fringe package applicable to that Guild Member is the applicable package for a tier E Production, plus a one-half percent (1/2%) administration and training fund payment to the Guild.

Subject to the terms herein, the "monetary" provisions of the Agreement shall not be applicable to the Guild Member and the "non-monetary" provisions shall be applicable. For greater clarity, any and all monetary terms, including but not limited to a Director rights acquisition fee are negotiable between the Guild Member and the Producer.

For greater clarity, the "reservation of rights" provisions Article DR25.00 and the "ISAN" provision Article DR24.00 are applicable to the Director of a Fact based/Lifestyle/Docu-Drama Production.

Nothing in the Schedule nor in the Agreement shall prevent the Producer from engaging a non-Guild Member to perform any duties in relation to a Fact Based/Lifestyle/Docu-Drama Production.

**Canadian Media
Producers Association**

per _____
President and
CEO

Directors Guild of Canada

per _____
President

**Directors Guild of Canada
Alberta District Council**

per _____
Chair

NO. 3 CALGARY STUDIO ZONE

The parties recognize that in the past, the DGC Alberta District Council has adopted the studio zone of other Alberta labour organizations, thereby allowing for a uniform Calgary studio zone. The parties further recognize the potential that during the term of the Standard Agreement these other labour organizations may make changes to their Calgary studio zones.

Should these changes occur, the parties agree that they shall meet to discuss whether to apply the same changes to the Calgary studio zone under the DGC Alberta Schedule.

If the parties agree to institute such changes, they shall be formalized in a Memorandum of Agreement and ratified in accordance with the respective practices of the parties. The parties agree that upon ratification, the amendments set out in the Memorandum of Agreement shall become effective. Unless otherwise indicated in the Memorandum of Agreement, all provisions of the Alberta Schedule shall remain in full force and effect until expiry of the Standard Agreement.

**Canadian Media
Producers Association**

per _____
President and
CEO

Directors Guild of Canada

per _____
President

**Directors Guild of Canada
Alberta District Council**

per _____
Chair

DGC Work Permit Application for Canadian Citizens and Permanent Residents **Alberta Schedule 2**

I hereby apply for a work permit from the Directors Guild of Canada, Alberta District Council (the "District Council") subject to the terms below and of the 2016-2018 DGC/CMPA Standard Agreement to which the District Council is a party (the "Collective Agreement"). I hereby of my own free will authorize, designate, and choose the District Council to negotiate, bargain collectively for minimum terms and conditions of engagement, and present and discuss grievances with the Producer as my exclusive collective bargaining agent and representative.

If the District Council accepts this application, I agree to be bound by and observe the Collective Agreement, the District Council's Constitution, by-laws, working conditions, rules, regulations, orders, the trust agreement and plan rules of the Directors Guild of Canada Health and Welfare Plan Trust (the "H&W Plan") as they now exist or may hereafter be amended, and decisions of the District Council's executive board, committees, its membership and/or the Trustees (the "Trustees") of the H&W Plan.

I declare and affirm that I am either a Canadian Citizen or a person granted permanent resident status by the Government of Canada. I base my application of the following facts, which I declare and affirm to be true:

I, _____, wish to be engaged by _____ as a
(Print Name Of Applicant) (Print Name Of Production Company)
_____, on the Motion Picture currently known as and entitled:
(Position)
" _____ " on episode number(s) _____ (if applicable)
(Print Name Of Production Company)

(A COPY OF THE APPLICANT'S RESUME MUST BE ATTACHED TO THIS APPLICATION.) Start Date: _____

I declare and affirm that I am a member in good standing of the following union(s): _____. I understand that I may be required to present documented proof of my membership in that union.

I am a resident of Canada, and a member in good standing of the DGA and the DGC. I request that my engagement be subject to the terms and conditions of the DGA's Basic Agreement. I agree to the DGC ADC administration charge of 2% and Guild assessments, if any, being deducted from my Gross Remuneration and remitted by the Producer to the DGC ADC, in accordance with Core Articles 7.08 and 7.10 of the 2016-2018 DGC/CMPA Standard Agreement.

OR

I request that my engagement be subject to the terms and conditions of the 2016-2018 DGC/CMPA Standard Agreement and I agree to the DGC ADC administration charge of 2% being deducted from my Gross Remuneration and remitted by the Producer to DGC ADC on a weekly basis in accordance with Article AB5.04 of the 2016-2018 DGC/CMPA Standard Agreement

IN CONSIDERATION OF RECEIVING A PERMIT TO WORK, I AUTHORIZE THE FOLLOWING ACTIONS AND AGREE THAT:

- The Producer will deduct from my Gross Remuneration the District Council administration charge of two percent (2%) and a permit fee of fifty dollars (\$50.00) per week of my engagement, plus GST, from the first (1st) day of engagement, and will remit the same to the District Council weekly. Production Assistants shall be subject to a permit fee of ten dollars (\$10.00) per day of engagement at Tiers A, B and C, and a permit fee of five dollars (\$5.00) per day of engagement at Tiers D and E, from the first (1st) day of engagement.
- An equalization payment of a percentage based on the Tier of the Production, as set out in Article AB5.05, of my Gross Remuneration will be remitted by the Producer, except as provided for in Article AB5.01(b)(ii), to the District Council.
- Any required Producer contributions to the District Council's group retirement savings plan (the "RRSP") will be paid to me directly, not to the RRSP, as part of my Gross Remuneration.
- I am not entitled to, waive all rights to, and will not receive any benefits from the RRSP nor any health, life, dental or related benefits from the H&W Plan, and the delivery of those benefits is strictly governed by the applicable plan documents and trust agreement.
- I hereby waive, release, and forever discharge any claims in respect of the H&W Plan and the RRSP ("Claims") which I may have against the Trustees of the H&W Plan, the Directors Guild of Canada or any of its District Councils, the District Council and its members, the Producer and the CMPA or any of the officers, directors, employees or agents of any of them.
- I will not commence any legal proceedings before any court, labour board, arbitrator, administrative tribunal or other body whatsoever, in respect of Claims, monies remitted as equalization payments by the Producer, or deducted from my Gross Remuneration, which have been applied to District Council administration and permit fees or otherwise used in the District Council's discretion, and any benefits from or contributions to the H&W Plan or the RRSP.
- Should any declaration above prove to be false, the District Council may unilaterally refuse to grant me a permit or may revoke such permit without notice once granted.

DATED AT _____, THIS _____ DAY OF _____, 20 _____

PRINT NAME _____ PHONE # (INCLUDE CELL) _____

ADDRESS _____

SIGNATURE OF APPLICANT _____ DATE OF BIRTH _____

SIGNATURE OF PRODUCER _____

The District Council confirms that the above named person is permitted to work, at the sole discretion of the District Council on all or part of the motion picture currently known as and entitled: " _____ "

AUTHORIZED BY _____

Signature On Behalf Of District Council (Print Name & Title)

DGC Work Permit Application for Non-Canadians **Alberta Schedule 2**

I hereby apply for a work permit from the Directors Guild of Canada, Alberta District Council (the "District Council") subject to the terms below and of the 2016-2018 DGC/CMPA Standard Agreement to which the District Council is a party (the "Collective Agreement"). I hereby of my own free will authorize, designate, and choose the District Council to negotiate, bargain collectively for minimum terms and conditions of engagement, and present and discuss grievances with the Producer as my exclusive collective bargaining agent and representative.

If the District Council accepts this application, I agree to be bound by and observe the Collective Agreement, the District Council's Constitution, by-laws, working conditions, rules, regulations, orders, the trust agreement and plan rules of the Directors Guild of Canada Health and Welfare Plan Trust (the "H&W Plan") as they now exist or may hereafter be amended, and decisions of the District Council's executive board, committees, its membership and/or the Trustees (the "Trustees") of the H&W Plan. I base my application for a work permit on the following facts which I affirm to be true:

I, _____, wish to be engaged by _____ as a
(Print Name Of Applicant) (Print Name Of Production Company)
_____, on the Motion Picture currently known as and entitled:
(Position)
" _____ " on episode number(s) _____ (if applicable)
(Print Name Of Production Company)

(A COPY OF THE APPLICANT'S RESUME MUST BE ATTACHED TO THIS APPLICATION.) Start Date: _____

I DECLARE AND AFFIRM THAT:

- I am a member in good standing of the Directors Guild of America, Inc. (the "DGA") and request that my engagement be subject to the current DGA collective bargaining agreement; OR
- I am a member in good standing of any local in the United States of America of the labour organization named the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada ("U.S. IATSE") and request that my engagement be subject to the current collective bargaining agreement of Local _____ (please complete) of U.S. IATSE; OR
- I am not a member in good standing of either the DGA or U.S. IATSE and request that my engagement be subject to the terms and conditions of the 2016-2018 DGC/CMPA Standard Agreement.

I understand that the Guild may require me to present documented proof of coverage and of my membership in the DGA or U.S. IATSE if I so elect to be engaged subject to the terms and conditions of the collective bargaining agreement of such organization. In that regard, I also understand and agree that I shall neither be subject to the grievance and arbitration procedures provided in the collective agreement of the District Council nor have recourse to the bond held by the District Council.

IN CONSIDERATION OF RECEIVING A PERMIT TO WORK, I AUTHORIZE THE FOLLOWING ACTIONS AND AGREE THAT:

- (a) The Producer will deduct from my Gross Remuneration the District Council administration charge of two percent (2%) and a permit fee of fifty dollars (\$50.00) per day or portion thereof, plus GST, from the first (1st) day of engagement and will remit the same to the District Council weekly.
- (b) An equalization payment of a percentage based on the Tier of the Production, as set out in Article AB5.05, of my Gross Remuneration will be remitted by the Producer, except as provided for in Article AB5.01(b)(ii), to the District Council.
- (c) Any required Producer contributions to the District Council's group retirement savings plan (the "RRSP") will be paid to me directly, not to the RRSP, as part of my Gross Remuneration.
- (d) I am not entitled to, waive all rights to, and will not receive any benefits from the RRSP nor any health, life, dental or related benefits from the H&W Plan, and the delivery of those benefits is strictly governed by the applicable plan documents and trust agreement.
- (e) I hereby waive, release, and forever discharge any claims in respect of the H&W Plan and the RRSP ("Claims") which I may have against the Trustees of the H&W Plan, the Directors Guild of Canada or any of its District Councils, the District Council and its members, the Producer and the CMPA or any of the officers, directors, employees or agents of any of them.
- (f) I will not commence any legal proceedings before any court, labour board, arbitrator, administrative tribunal or other body whatsoever, in respect of Claims, monies remitted as equalization payments by the Producer, or deducted from my Gross Remuneration, which have been applied to District Council administration and permit fees or otherwise used in the District Council's discretion, and any benefits from or contributions to the H&W Plan or the RRSP.
- (g) Should any declaration above prove to be false, the District Council may unilaterally refuse to grant me a permit or may revoke such permit without notice once granted.

DATED AT _____, THIS _____ DAY OF _____, 20 _____

PRINT NAME _____ PHONE # (INCLUDE CELL) _____

ADDRESS _____

SIGNATURE OF APPLICANT _____ DATE OF BIRTH _____

SIGNATURE OF PRODUCER _____

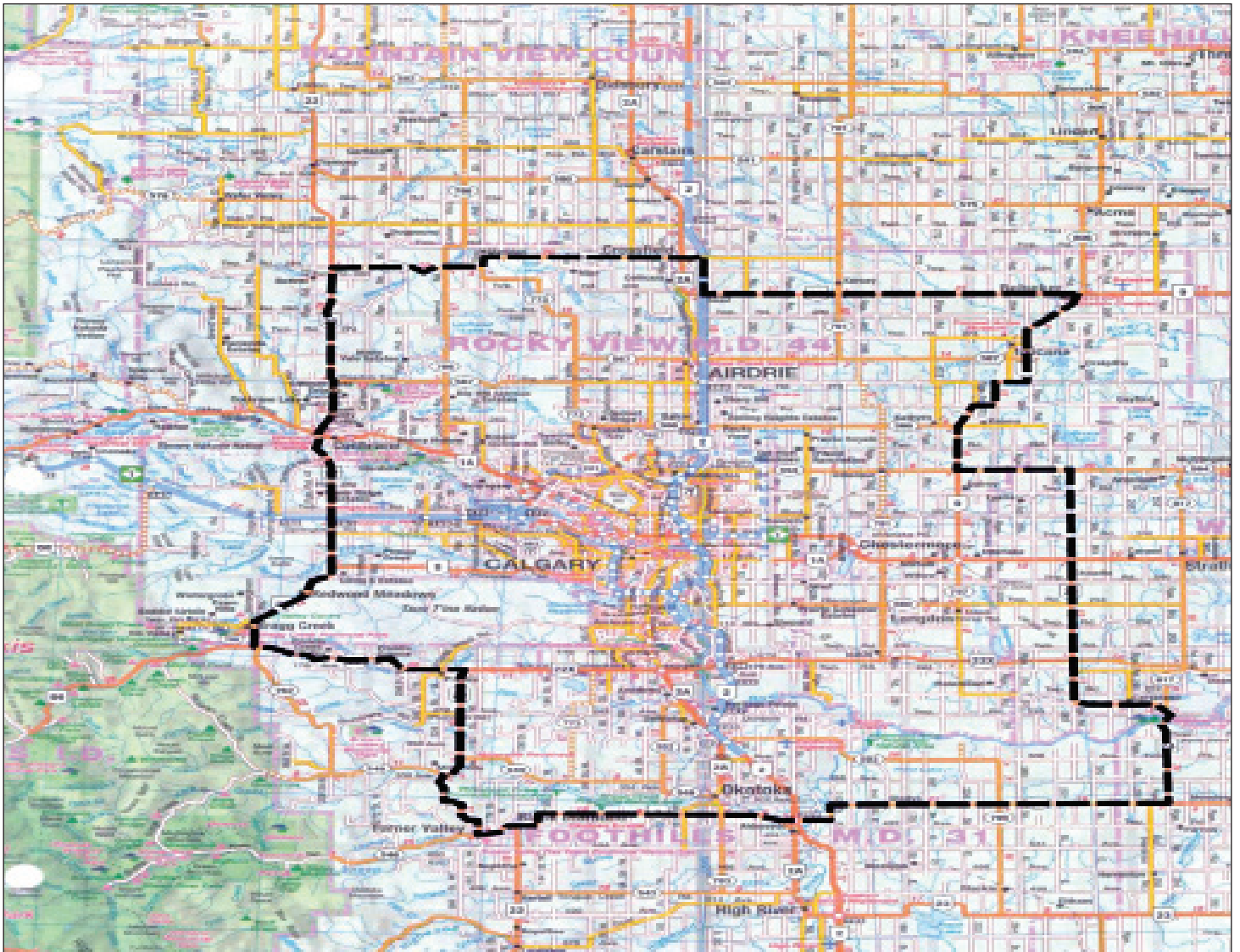
The District Council confirms that the above named person is permitted to work, at the sole discretion of the District Council on all or part of the motion picture currently known as and entitled: " _____ "

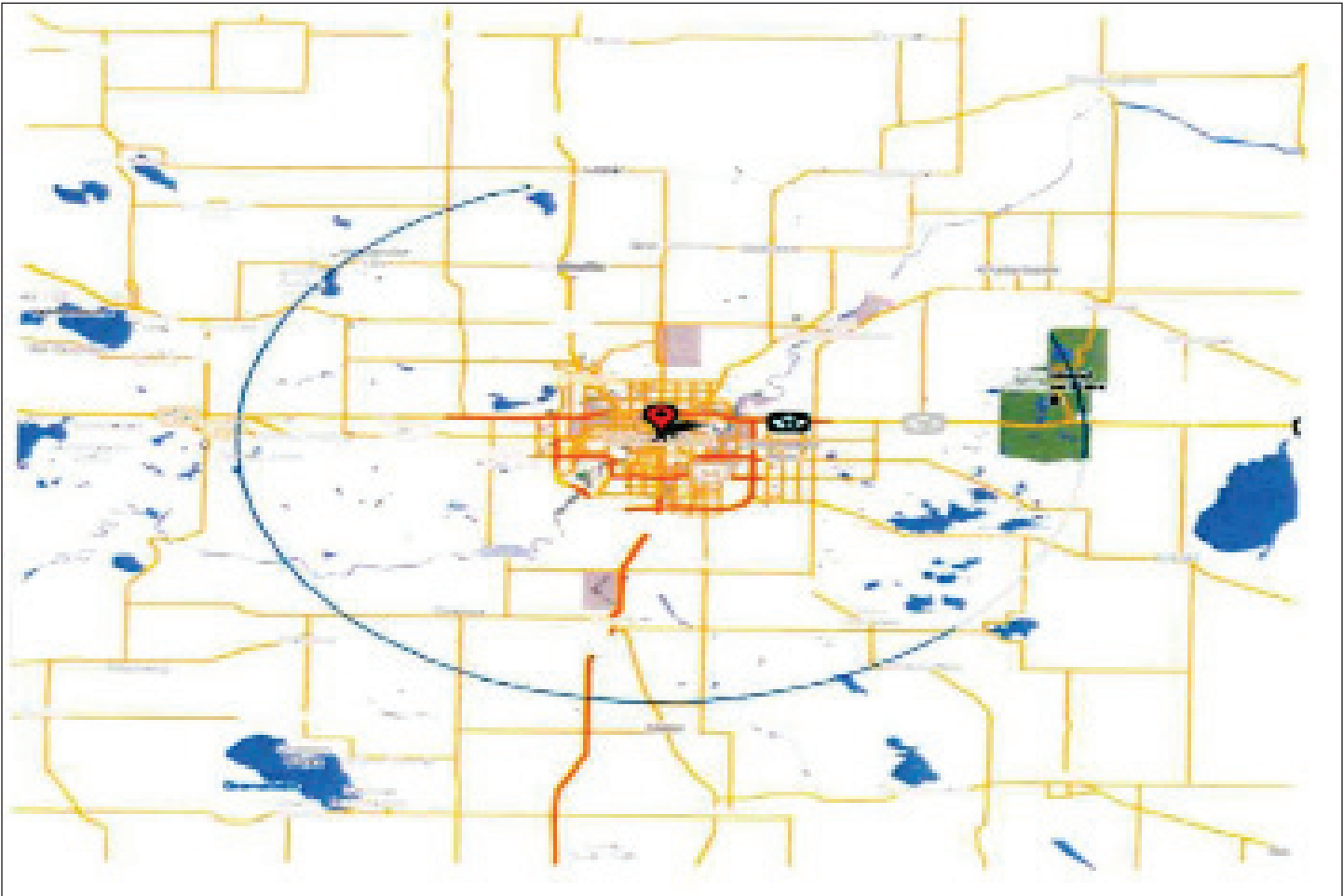
AUTHORIZED DENIED BY _____

Signature On Behalf Of District Council (Print Name & Title)

Summary of Permit Fees & Fringes 2016-2018 **Alberta Schedule 2**

	VACATION PAY	HEALTH & WELFARE/ NON-MEMBER EQUALIZATION	RETIREMENT PAY	ADMIN & TRAINING FUND	ADMIN & TRAINING FUND	MEMBER CHECK-OFF (DUES)	TOTAL DGC	CMPA LEVY
	Payable by Producer to Members & Non-Member	Payable by Producer to the DGC Health & Welfare Trust for Members and Non-Members	Payable by Producer to Great West Life for Members, directly to Non-Members	Payable by Producer to District Council	Deduct from Non-Members and Remit to District Council	Deduct from Members & Non-Members and Remit to District Council		Payable directly to CMPA per Article AB6.01
GUILD MEMBERS (except as below)	All Tiers 4%	Tier A - 5% Tier B - 5% Tier C - 5% Tier D - 5% Tier E - 4% Tier F - 4%	Tier A - 6% Tier B - 6% Tier C - 4.5% Tier D - 2% Tier E - 1.5% Tier F - 1.5%	Tier A - 2% Tier B - 1.5% Tier C - 0.5% Tier D - 0.5% Tier E - 0% Tier F - 0%	Not Applicable	All Tiers 2%	Tier A - 17% Tier B - 16.5% Tier C - 14% Tier D - 11.5% Tier E - 9.5% Tier F - 9.5%	2%
Non-Canadian PERMITTEES Excluding DGC, U.S. IATSE	All Tiers 4%	Tier A - 5% Tier B - 5% Tier C - 5% Tier D - 5% Tier E - 4% Tier F - 4%	Tier A - 6% Tier B - 6% Tier C - 4.5% Tier D - 2% Tier E - 1.5% Tier F - 1.5%	Tier A - 2% Tier B - 1.5% Tier C - 0.5% Tier D - 0.5% Tier E - 0% Tier F - 0%	\$50.00/Day All Tiers	All Tiers 2%	Tier A - 17% Tier B - 16.5% Tier C - 14% Tier D - 11.5% Tier E - 9.5% Tier F - 9.5%	2%
DGA/DGC DUAL CARD HOLDERS Engaged Under DGA Contract	Not Applicable	Not Applicable	Not Applicable	Tier A - 2% Tier B - 1.5% Tier C - 0.5% Tier D - 0.5% Tier E - 0% Tier F - 0%	Not Applicable	All Tiers 2%	Tier A - 4% Tier B - 3.5% Tier C - 2.5% Tier D - 2.5% Tier E - 2% Tier F - 2%	2%
Non-Canadian PERMITTEES Members of DGA, U.S. IATSE	Not Applicable	Not Applicable	Not Applicable	Tier A - 2% Tier B - 1.5% Tier C - 0.5% Tier D - 0.5% Tier E - 0% Tier F - 0%	\$50.00/Day All Tiers	All Tiers 2%	Tier A - 4% Tier B - 3.5% Tier C - 2.5% Tier D - 2.5% Tier E - 2% Tier F - 2%	2%
Canadian/ Permanent Resident PERMITTEES	All Tiers 4%	Tier A - 5% Tier B - 5% Tier C - 5% Tier D - 5% Tier E - 4% Tier F - 4%	Tier A - 6% Tier B - 6% Tier C - 4.5% Tier D - 2% Tier E - 1.5% Tier F - 1.5%	Tier A - 2% Tier B - 1.5% Tier C - 0.5% Tier D - 0.5% Tier E - 0% Tier F - 0%	\$10.00/Day All Tiers Except PA's & Trainees \$5.00/Day in Tiers D-F	All Tiers 2%	Tier A - 17% Tier B - 16.5% Tier C - 14% Tier D - 11.5% Tier E - 9.5% Tier F - 9.5%	2%





GUILD MEMBER: _____
 (Print Name – No Loanout Company)

SIN #: _____

LOANOUT COMPANY: _____
 (Print Name Of Loanout Company)

GST/HST: _____

TEL # (H): _____ CELL #: _____

E-MAIL: _____

ADDRESS: _____

CITY/POSTAL CODE: _____

MOTION PICTURE TITLE: _____

ENGAGED IN PROVINCE OF: _____

ENGAGED FOR: Main Unit OR Second Unit

TIER LEVEL: A B C D E F

START DATE: Day _____ Month _____ Year _____

RATE (SPECIFY DOLLAR AMOUNT): _____

TYPE OF ENGAGEMENT: _____ WEEKLY

DAILY _____ 8 HR CALL

OTHER TERMS (e.g. Vehicle, Cell Phone Rental, Kit Rental, Per Diem, etc.)

OTHER WEEKLY OPTIONS:

FLAT DEAL per Core Article 1.25 & AB3.01
 MEMBER TO INITIAL AGREEMENT HERE:
Flat Deal Only

SPECIFIC TERM Finish Date Day _____ Month _____ Year _____
 (ie PAY OR PLAY)

- GUILD MEMBER
 - PERMITTEE
- PRODUCTION DEPARTMENT**
- Second Unit Director
 - Production Manager
 - Unit Manager
 - Asst Production Manager
 - Production Coordinator
 - Asst Production Coordinator
 - Trainee Prod. Coordinator
 - Technical Coordinator
- ASSISTANT DIRECTORS**
- First
 - Second
 - Third
 - TAD
- LOCATION DEPARTMENT**
- Location Manager
 - Asst Location Manager
 - Trainee Location Manager
 - Location Scout
- ACCOUNTING DEPARTMENT**
- Production Accountant
 - First Assistant Accountant – General
 - First Assistant Accountant – Payroll
 - Second Assistant Accountant
 - Accounting Clerk
 - Trainee Assistant Accountant
- ART DEPARTMENT**
- Production Designer
 - Art Director
 - First Assistant Art Director (Set Designer/Graphics)
 - Second Assistant Art Director
 - Art Department Trainee
 - Art Director (Head)
- PICTURE EDITING DEPARTMENT**
- Supervising Picture Editor
 - Picture Editor
 - First Assistant Picture Editor
 - Assistant Picture Editor Upgrade 11.35b
 - Assistant Picture Editor
 - Trainee Assistant Picture Editor
- SOUND EDITING DEPARTMENT**
- Supervising Sound Editor
 - Sound Editor
 - First Assistant Sound Editor
 - Second Assistant Sound Editor
 - Trainee Assistant Sound Editor
- OTHER**
- Production Assistant
 -

ACCOUNTING DEPT., PRODUCTION MANAGERS & ASSISTANT PRODUCTION MANAGERS
 You will be entrusted with detailed information respecting the Producer's business, the disclosure of which would be harmful to the Producer's interest and as such agree to keep all such information confidential. You acknowledge and agree that the right to maintain such detailed information constitutes a property right, which the Producer is entitled to protect. Accordingly, you will not without prior written consent of the Producer, during the term of this Agreement and subsequent to its termination, copy by any means, disclose, directly or indirectly, to any third party any confidential information relating to the Producer.

Undersigned hereby authorizes Signatory Producer to check off or deduct 2% of Gross Remuneration in accordance with Article 6.02 and permit fees in accordance with Article 7.08, and remit same to the District Council weekly. This engagement is subject to the provisions of and must provide no less than the terms and conditions of the 2016 - 2018 DGC/CMPA Standard Agreement. All of the provisions of the Standard Agreement and any individual contract between a Guild Member and the Producer shall be deemed to be incorporated into this Contract for Services as if set forth in full herein in writing.

ACCEPTED AND AGREED

 Signature of Guild Member OR Loanout's Authorized Rep

 Print Name of Producer (Company)

 Print Name of Guild Member OR Loanout's Authorized Rep

 Signature of Producer's (Company's) Authorized Rep

 Date

 Print Name of Producer's (Company's) Authorized Rep*

 Date

*PRODUCER'S AUTHORIZED REPRESENTATIVE INCLUDES EXECUTIVE PRODUCER, PRODUCER, SUPERVISING PRODUCER, ASSOCIATE PRODUCER OR LINE PRODUCER OR A PERSON PERFORMING ANY OF THOSE FUNCTIONS, BUT EXCLUDES A GUILD MEMBER WHO IS ENGAGED UNDER THE STANDARD AGREEMENT (CORE ARTICLE 12.09).

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