

CMPA/Teamsters, Local 362 Master Agreement

Appendix "1" – Scale Wages

The following tiers and fringe rates will be effective from the effective date of the agreement until March 31, 2021:

Effective June 12, 2020 to March 31, 2021					
Tier:	High Budget Features	Tier A	Tier B	Tier C	Tier D
Feature Films and Home Video	Greater than \$14 million	Greater than \$8 million to \$14 million	Greater than \$5 million to \$8 million	Greater than \$3 million to \$5 million	\$3 million or less
Television Series and Pilots (1 hour, per Episode Budget), Long Form Television Motion Pictures, mini-series and movies of the week (per hour Budget)		Greater than \$3.5 million	Greater than \$1.5 million to \$3.5 million	Greater than \$1 million to \$1.5 million	\$1 million or less
Television Series and Pilots (1/2 hour, per Episode Budget)		Greater than \$2.5 million	Greater than \$1.05 million to \$2.5 million	Greater than \$700,000 to \$1.05 million	\$700,000 or less

Fringe Rate¹ [Effective from June 12, 2020 to March 31, 2021]	18% + \$2.80 per hour contribution to Union's health and Welfare plan capped at fourteen (14) hours per day	16% + \$2.80 per hour contribution to Union's Health and Welfare plan capped at eleven (11) hours per day	16% + \$2.80 per hour contribution to Union's Health and Welfare plan capped at ten (10) hours per day	15% + \$2.80 per hour contribution to Union's Health and Welfare plan capped at ten (10) hours per day	10% + \$2.80 per hour contribution to the Union's Health and Welfare plan capped at eight (8) hours per day
Fringe Rate² [Effective April 1, 2021 to March 31, 2022]	18% + \$2.95 per hour contribution to Union's health and Welfare plan capped at fifteen (15) hours per day	16% + \$2.95 per hour contribution to Union's Health and Welfare plan capped at twelve (12) hours per day	16% + \$2.95 per hour contribution to Union's Health and Welfare plan capped at eleven (11) hours per day	15% + \$2.95 per hour contribution to Union's Health and Welfare plan capped at eleven (11) hours per day	10% + \$2.95 per hour contribution to the Union's Health and Welfare plan capped at eight (8) hours per day
Fringe Rate³ [Effective April 1, 2022 to March 31, 2023]	18% + \$3.05 per hour contribution to Union's health and Welfare plan capped at fifteen (15) hours per day	16% + \$3.05 per hour contribution to Union's Health and Welfare plan capped at twelve (12) hours per day	16% + \$3.05 per hour contribution to Union's Health and Welfare plan capped at twelve (12) hours per day	15% + \$3.05 per hour contribution to Union's Health and Welfare plan capped at twelve (12) hours per day	10% + \$3.05 per hour contribution to the Union's Health and Welfare plan capped at eight (8) hours per day

***New Television Series/Pilot Incentive:** For Pilots and the first two (2) seasons of a Television Series:

(a) a Television Series/Pilot in Tier A will be subject to the Tier B wage and fringe rates;

(b) a Television Series/Pilot in Tier B will be subject to Tier C wage and fringe rates; and

¹ Fringe rate for statutory holidays, vacation, pension and admin and training

² Fringe rate for statutory holidays, vacation, pension and admin and training

³ Fringe rate for statutory holidays, vacation, pension and admin and training

(c) the wage rates shall be discounted by two percent (2%) for a Television Series/Pilot in Tier C.

***Third Season Incentive:** For the third (3rd) season of a Television Series in Tier A, B or C:

(a) From June 12, 2020 to March 31, 2021, wage rates shall be discounted by two percent (2%).

(b) From April 1, 2021 onwards, the wage rates shall be the wage rates applicable to the previous year of the Master Agreement.

The budget thresholds contained within the tiers shall increase at the same time and by the same percentage as any annual general wage increases during the term of the Agreement.

Wages

The following wage rates will be effective from June 12, 2020 until March 31, 2021:

POSITION	High Budget Features	Tier A	Tier B	Tier C	Tier D
Coordinator	\$39.93	\$36.34	\$34.16	\$32.11	Negotiable
Captain	\$37.30	\$33.94	\$31.91	\$29.99	Negotiable
Co-Captain	\$35.31	\$32.13	\$30.20	\$28.39	Negotiable
Van Driver/Mini Bus Driver (Class 4)	\$33.00	\$30.03	\$28.23	\$26.53	Negotiable
Special Equipment ¹	\$35.16	\$32.00	\$30.08	\$28.27	Negotiable
Bus Driver (Class 1 & 2)	\$34.20	\$31.12	\$29.25	\$27.50	Negotiable
Truck & Trailer (Class 1)	\$34.86	\$31.72	\$29.82	\$28.03	Negotiable
Class 3	\$33.68	\$30.65	\$28.81	\$27.08	Negotiable
Truck Driver Over 1 Ton	\$33.22	\$30.23	\$28.42	\$26.71	Negotiable
Set Decorator Driver	\$33.44	\$30.43	\$28.60	\$26.89	Negotiable
Construction Driver	\$33.44	\$30.43	\$28.60	\$26.89	Negotiable
Cable Truck Driver	\$33.68	\$30.65	\$28.81	\$27.08	Negotiable
Fuel & Water Driver	\$33.22	\$30.23	\$28.42	\$26.71	Negotiable
Dispatcher	\$33.31	\$30.31	\$28.49	\$26.78	Negotiable
Camera Car Driver ²	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Automotive Mechanic	\$35.16	\$32.00	\$30.08	\$28.27	Negotiable
Picture Car Coordinator	\$35.31	\$32.13	\$30.20	\$28.39	Negotiable
Picture Car Wrangler	\$33.00	\$30.03	\$28.23	\$26.53	Negotiable
Head Wrangler	\$37.30	\$33.94	\$31.91	\$29.99	Negotiable
Wrangler Captain	\$35.31	\$32.13	\$30.20	\$28.39	Negotiable

Wrangler	\$33.00	\$30.03	\$28.23	\$26.53	Negotiable
Animal Trainer ³	\$34.86	\$31.72	\$29.82	\$28.03	Negotiable
Animal Handler ³	\$33.00	\$30.03	\$28.23	\$26.53	Negotiable
Exotic/Dangerous Animal Trainer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Fork Lift	\$33.68	\$30.65	\$28.81	\$27.08	Negotiable
Catering Vehicle Operator - Cook	\$35.16	\$32.00	\$30.08	\$28.27	Negotiable
Asst. Catering Vehicle Operator – Cook	\$33.68	\$30.65	\$28.81	\$27.08	Negotiable
Catering Staff	\$28.17	\$25.63	\$24.10	\$22.65	Negotiable
Marine Coordinator ⁴	\$34.20	\$31.12	\$29.25	\$27.50	Negotiable
Boat Operator ⁵	\$33.22	\$30.23	\$28.42	\$26.71	Negotiable

Catering Staff is not intended to replace "Asst. Catering Vehicle Operator – Cook"*

Annual general wage increases of 1% effective on April 1, 2021 and 2% effective on April 1, 2022.