

**APPENDIX “1”
Scale Wages**

Wages and Fringes

A1.01 High Budget Features:

- (a) The rates are set out in Appendix 1 – Scale Wages, Table A.
- (b) *The fringe rate for statutory holidays, vacation, pension, and admin and training is eighteen percent (18%).***
- (c) The producer shall pay a \$2.80 per hour contribution to the Union’s health and welfare plan, which shall be capped at fourteen (14) hours per day.
- (d) Annual increase for wages shall be as follows:
 - (i) April 1, 2018 – one percent (2%)
 - (ii) April 1, 2019 – two percent (2%)

A1.02 Low Budget Features and Home Video, \$8M – \$14M

Feature Films and Home Video with budgets over \$8 million up to \$14 million:

- (a) Ten percent (10%) reduction in the High Budget Feature rates. The rates are set out in Appendix 1 – Scale Wages, Table B.
- (b) *The fringe rate for statutory holidays, vacation, pension, and admin and training is sixteen percent (16%).***
- (c) The producer shall pay a \$2.80 per hour contribution to the Union’s health and welfare plan, which shall be capped at twelve (12) hours per day.
- (d) Annual increase for wages shall be as follows:
 - (i) April 1, 2018 – zero percent (0%)
 - (ii) April 1, 2019 – one percent (1%)

A1.03 Low Budget Features and Home Video, \$5M – \$8M

Feature Films and Home Video with budgets of more than \$5 million up to \$8 million:

- (a) Eighteen percent (18%) reduction in the High Budget Feature rates. The rates are set out in Appendix 1 – Scale Wages, Table C.
- (b) *The fringe rate for statutory holidays, vacation, pension, and admin and training is sixteen percent (16%).***
- (c) The producer shall pay a \$2.80 per hour contribution to the Union’s health and welfare plan, which shall be capped at eleven (11) hours per day.
- (d) Annual increase for wages shall be as follows:
 - (i) April 1, 2018 – zero percent (0%)
 - (ii) April 1, 2019 – one percent (1%)

A1.04 **Low Budget Features and Home Video, \$3M – \$5M**

Feature Films and Home Video with budgets of more than \$3 million up to \$5 million:

- (a) Eighteen percent (18%) reduction in the High Budget Feature rates. The rates are set out in Appendix 1 – Scale Wages, Table C.
- (b) *The fringe rate for statutory holidays, vacation, pension, and admin and training is sixteen percent (16%).***
- (c) The producer shall pay a \$2.80 per hour contribution to the Union's health and welfare plan, which shall be capped at ten (10) hours per day.
- (d) Annual increase for wages shall be as follows:
 - (i) April 1, 2018 – zero percent (0%)
 - (ii) April 1, 2019 – zero percent (0%)

A1.05 **Television Pilots**

- (a) Eighteen percent (18%) reduction in the High Budget Feature rates. The rates are set out in Appendix 1 – Scale Wages, Table C.
- (b) *The fringe rate for statutory holidays, vacation, pension, and admin and training is sixteen percent (16%).***
- (c) The producer shall pay a \$2.80 per hour contribution to the Union's health and welfare plan, which shall be capped at ten (10) hours per day.
- (d) Annual increase for wages shall be as follows:
 - (i) April 1, 2018 – zero percent (0%)
 - (ii) April 1, 2019 – zero percent (0%)

A1.06 **Television Series, Seasons 1 and 2**

For the first two (2) seasons of a Television Series:

- (a) Ten percent (10%) reduction in the High Budget Feature rates. The rates are set out in Appendix 1 – Scale Wages, Table B.
- (b) *The fringe rate for statutory holidays, vacation, pension, and admin and training is sixteen percent (16%).***
- (c) The producer shall pay a \$2.80 per hour contribution to the Union's health and welfare plan, which shall be capped at ten (10) hours per day.
- (d) Annual increase for wages shall be as follows:
 - (i) April 1, 2018 – zero percent (0%)
 - (ii) April 1, 2019 – zero percent (0%)

A1.07 **Television Series, Seasons 3 Onwards**

For a Television Series in the third (3rd) and subsequent seasons:

(a) The rates are set out in Appendix 1 – Scale Wages, Table D.

(b) The fringe rate for statutory holidays, vacation, pension, and admin and training is sixteen percent (16%).

(c) The producer shall pay a \$2.80 per hour contribution to the Union's health and welfare plan, which shall be capped at eleven (11) hours per day.

(d) Annual increase for wages shall be as follows:

(i) April 1, 2018 – half percent (0.5%)

(ii) April 1, 2019 – two percent (2%)

A1.08 **Long-Form, Mini Series & MOWs**

For Long Form Television Motion Picture, mini series, and movies of the week:

(a) Eighteen percent (18%) reduction in the High Budget Feature rates. The rates are set out in Appendix 1 – Scale Wages, Table C.

(b) The fringe rate for statutory holidays, vacation, pension, and admin and training is sixteen percent (16%).

(c) The producer shall pay a \$2.80 per hour contribution to the Union's health and welfare plan, which shall be capped at ten (10) hours per day.

(d) Annual increase for wages shall be as follows:

(i) April 1, 2018 – zero percent (0%)

(ii) April 1, 2019 – one and a half percent (1.5%)

A1.09 **CPTC-Eligible Television Series, Seasons 1-4**

For the first four (4) seasons of a CPTC-Eligible Television Series:

(a) Eighteen percent (18%) reduction in the High Budget Feature rates. The rates are set out in Appendix 1 – Scale Wages, Table C.

(b) The fringe rate for statutory holidays, vacation, pension, and admin and training is sixteen percent (16%).

(c) The producer shall pay a \$2.80 per hour contribution to the Union's health and welfare plan, which shall be capped at ten (10) hours per day.

(d) Annual increase for wages shall be as follows:

(i) April 1, 2018 – zero percent (0%)

(ii) April 1, 2019 – zero percent (0%)

A1.10 **CPTC-Eligible Television Series, Season 5 Onwards**

For a CPTC-Eligible Television Series in the fifth (5th) and subsequent seasons:

(a) The rates are set out in Appendix 1 – Scale Wages, Table E.

(b) The fringe rate for statutory holidays, vacation, pension, and admin and training is sixteen percent (16%).

(c) The producer shall pay a \$2.80 per hour contribution to the Union's health and welfare plan, which shall be capped at twelve (12) hours per day.

(d) Annual increase for wages shall be as follows:

(i) April 1, 2018 – zero percent (0%)

(ii) April 1, 2019 – one and a half percent (1.5%)

A1.11 **All Productions \$25,000 per Minute and Under:**

For all productions \$25,000 per minute and under:

(a) Rates are fully negotiable.

(b) The fringe rate for statutory holidays, vacation, pension, and admin and training is twelve percent (12%).

(c) The producer's contribution to the Union's health and welfare plan are negotiable.