

Scale Rates
For the period of April 3, 2022 – April 1, 2023

| Department | <u>Tier A</u> | <u>Tier B</u> | <u>Tier C</u> |
|------------------------------------|---|--|--|
| | Low Budget Productions (Under \$5 Million) | Series over \$5 Million; Features /Long-form \$5 Million-\$8 Million | Features / Long Form Over \$8 Million |
| <i>All rates in \$CAD</i> | April 3, 2022 | April 3, 2022 | April 3, 2022 |
| 1 ACCOUNTS | \$CAD | \$CAD | \$CAD |
| Assistant Accountants | 31.82 | 32.88 | 33.42 |
| Account Clerks | 25.99 | 27.05 | 27.58 |
| 2 ART DEPARTMENT | | | |
| Production Designer/Art Director | **Negotiable | **Negotiable | **Negotiable |
| 1st Assistant Art Director | 28.64 | 29.70 | 30.23 |
| Draftsperson/Graphics | 28.64 | 29.70 | 30.23 |
| Art Department Co-ordinator | 28.64 | 29.70 | 30.23 |
| Art Department Assistant | 25.99 | 27.05 | 27.58 |
| 3 CONSTRUCTION | | | |
| Construction Co-ordinator | **Negotiable | **Negotiable | **Negotiable |
| Head Carpenter | 33.42 | 34.48 | 35.01 |
| Lead Carpenter/Sculptor | 31.82 | 32.88 | 33.42 |
| Carpenter/Buyer | 30.76 | 31.82 | 32.35 |
| Assistant Carpenter | 25.99 | 27.05 | 27.58 |
| Labourer | 22.28 | 23.34 | 23.87 |
| 4 CONTINUITY | | | |
| Script Supervisor | 31.82 | 32.88 | 33.42 |
| 5 COSTUME | | | |
| Costume Designer | **Negotiable | **Negotiable | **Negotiable |
| Assistant Costume Designer | 31.82 | 32.88 | 33.42 |
| Wardrobe Supervisor | 31.82 | 32.88 | 33.42 |
| Truck Costumer/Wardrobe | | | |
| Assistant/Buyer/Cutter | 28.64 | 29.70 | 30.23 |
| Costumer/Seamstress/Stitcher/Sewer | 25.99 | 27.05 | 27.58 |
| 6 CRAFT SERVICES | | | |
| Craft Services/First Aid | 31.82 | 32.88 | 33.42 |
| Craft Services/First Aid Assistant | 27.58 | 28.64 | 29.17 |
| First Aid Assistant | 25.99 | 27.05 | 27.58 |
| Craft Service Assistant | 22.28 | 23.34 | 23.87 |
| 7 EDITING | | | |
| Editor | 31.82 | 32.88 | 33.42 |
| 1st Assistant Editor | 28.64 | 29.70 | 30.23 |
| 2nd Assistant Editor | 25.99 | 27.05 | 27.58 |
| 8 *Electric | | | |
| Gaffer | 31.82 | 32.88 | 33.42 |
| Genny Operator | 28.64 | 29.70 | 30.23 |
| Best Boy/Rigging | 28.64 | 29.70 | 30.23 |
| Lamp Operator | 25.99 | 27.05 | 27.58 |
| 9 GREENS | | | |
| Head Greensman | 31.82 | 32.88 | 33.42 |
| Lead Greensman/Best Boy | 28.64 | 29.70 | 30.23 |
| Greensman | 25.99 | 27.05 | 27.58 |
| 10 GRIP | | | |
| Key Grip | 31.82 | 32.88 | 33.42 |
| Dolly Grip | 30.23 | 31.29 | 31.82 |
| Best Boy/Rigging | 28.64 | 29.70 | 30.23 |
| Grip | 25.99 | 27.05 | 27.58 |
| 11 HAIRDRESSER | | | |
| Hair Stylist | 31.82 | 32.88 | 33.42 |
| Assistant Hairdresser | 28.64 | 29.70 | 30.23 |
| 2nd Assistant Hairdresser | 25.99 | 27.05 | 27.58 |

| Department | <u>Tier A</u> Low Budget Productions (Under \$5 Million) | <u>Tier B</u> Series over \$5 Million; Features /Long-form \$5 Million-\$8 Million | <u>Tier C</u> Features / Long Form Over \$8 Million |
|--|--|---|---|
| 12 MAKE-UP | | | |
| Make-up Artist | 31.82 | 32.88 | 33.42 |
| Assistant Make-up | 28.64 | 29.70 | 30.23 |
| 2nd Assistant Make-up | 25.99 | 27.05 | 27.58 |
| 13 PRODUCTION OFFICE | | | |
| Production Co-ordinator | 31.82 | 32.88 | 33.42 |
| Assistant Co-ordinator | 28.64 | 29.70 | 30.23 |
| 2nd Assistant Co-ordinator | 25.99 | 27.05 | 27.58 |
| 14 PROPS | | | |
| Property Master | 31.82 | 32.88 | 33.42 |
| Lead Props Person | 30.23 | 31.29 | 31.82 |
| Props Buyer | 28.64 | 29.70 | 30.23 |
| Props Person | 25.99 | 27.05 | 27.58 |
| 15 PROP BUILDING | | | |
| Prop Maker Foreman | **Negotiable | **Negotiable | **Negotiable |
| Assistant Foreman | 31.82 | 32.88 | 33.42 |
| Modeler/Sculptor | 28.64 | 29.70 | 30.23 |
| Journeyman | 25.99 | 27.05 | 27.58 |
| 16 SCENIC ART | | | |
| Key Scenic Artist | 32.88 | 33.95 | 34.48 |
| Head Scenic Artist/Lead Hand | 31.82 | 32.88 | 33.42 |
| Scenic Artist/Plasterer/Sign Writer | 30.76 | 31.82 | 32.35 |
| Painter | 27.05 | 27.11 | 28.64 |
| Labourer | 22.28 | 23.34 | 23.87 |
| 17 SECURITY | | | |
| Co-ordinator | 28.64 | 29.70 | 30.23 |
| Captain | 25.99 | 27.05 | 27.58 |
| Security | 22.28 | 23.34 | 23.87 |
| 18 SET DECORATOR | | | |
| Set Decorator | 31.82 | 32.88 | 33.42 |
| Assistant Set Decorator | 30.23 | 31.29 | 31.82 |
| Set Dec Buyer | 29.70 | 30.76 | 31.29 |
| On Set Dresser | 28.64 | 29.70 | 30.23 |
| Lead Dresser | 28.64 | 29.70 | 30.23 |
| Set Dresser | 25.99 | 27.05 | 27.58 |
| Assistant Set Dresser | 23.07 | 24.13 | 24.66 |
| 19 SOUND | | | |
| Sound Mixer/Recordist | **Negotiable | **Negotiable | **Negotiable |
| Boom Operator | 31.82 | 32.88 | 33.42 |
| Cable Puller | 25.99 | 27.05 | 27.58 |
| 20 SPECIAL EFFECTS | | | |
| Special Effects | 31.82 | 32.88 | 33.42 |
| 1st Assistant Special Effects | 28.64 | 29.70 | 30.23 |
| Special Effects Technician | 25.99 | 27.05 | 27.58 |
| 21 TRANSPORTATION | | | |
| Transportation Co-ordinator | **Negotiable | **Negotiable | **Negotiable |
| Captain | 30.23 | 32.09 | 32.62 |
| Special Equipment Driver/Co-Captain | 28.64 | 29.70 | 30.76 |
| Driver | 25.99 | 27.05 | 27.58 |
| 22 ALL OTHERS | | | |
| Including: Publicist; Animal Co-ordinator, Animal Wrangler and Assistant Animal Wrangler; Chef and Assistant Chef/Caterer; and Marine Co-ordinator and Boat Wrangler | **Negotiable | **Negotiable | **Negotiable |

SCHEDULE 1 Scale Rates

****Negotiable Rates listed in this schedule will in no way be less than \$2.00 per hour more than the position listed below such negotiable rate (excluding "All Others").**

| | Hours Worked | Rate |
|---------------------------------|---|-----------------|
| Day 1 through 5: | 0 - 8 Hours | 1X Basic Rate |
| | 9, 10, 11, 12 | 1.5X Basic Rate |
| | 13, 14, 15 | 2X Basic Rate |
| | 16 plus | 3X Basic Rate |
| Sixth Day Worked: | 0 - 8 Hours | 1.5X Basic Rate |
| | 9 - 15 (Incl.) | 2X Basic Rate |
| | 16 plus | 3X Basic Rate |
| Seventh Day Worked: | 0 - 8 Hours | 2X Basic Rate |
| | 9 Plus | 3X Basic Rate |
| Holiday Worked: | See Article 6.06. | |
| Meal Premium: | \$5.00 per quarter hour. | |
| Turnaround Premium: | Two times (2X) the prevailing hourly rate. | |
| Overtime & Premiums: | Shall be calculated in one-tenth (1/10 th) of an hour increments. | |

| | | |
|-----------------|----------------------------|---------------|
| Fringes: | Vacation Pay | 4% |
| | Retirement Plan | 2% |
| | Health & Welfare | 5.5% |
| | Union Levy | 1.0% |
| | CMPA-BC Administration Fee | 1.0% or 1.5%* |

*Please refer to Article 11.04 – Union Levy and CMPA-BC Contract Administration Fee

ELECTRIC**

Any individual working within the Electrics department who is required under the Electrical Safety Code of British Columbia to hold:

- a) a Journeyman Electrical Worker Qualification or a Full Entertainment Ticket, shall receive an additional Three Dollars (\$3.00) per hour, as part of their hourly rate, for the time their ticket is required.
- b) a Limited Entertainment Ticket, shall receive an additional Two Dollars (\$2.00) per hour, as part of their hourly rate, for the time their ticket is required.

**These payments are required up to the staffing requirements mandated by the Electrical Safety Code of British Columbia.

First Aid:

Persons with first aid qualifications other than First Aid/Craft Service Technicians, who are utilized for their first aid ticket to meet the criteria applicable under the Workers Compensation Act of British Columbia, shall receive, for the time their ticket is required, a minimum of One Dollar and Fifty Cents (\$1.50) per hour in addition to their scale or negotiated rate.

Note: If required to perform their first aid duties during their lunch break, the First Aid Attendant will be paid accordingly.

Short Term Upgrades:

If a Technician is required to perform work in a higher category for two or more hours, the Technician shall be paid at the scale rate of the higher category for all work performed in the higher category. However, in no case shall the actual rate paid in the higher category be less than one dollar (\$1.00) per hour more than the prevailing rate of the Technician. All overtime provisions, premiums, penalties and benefits shall apply to the higher rate in effect.

Rates for Third and Subsequent Seasons of Canadian Television Series:

Lag rates are available for live-action television series which are eligible for funding from the Canada Media Fund and which commence principal photography after April 1, 2016 ("Eligible Television Series").

At the option and notification of the Producer during pre-production on the 3rd season of an Eligible Television Series and no later than 15 business days before the commencement of principal photography:

The scale minimum wages in the third (3rd) and subsequent seasons of an Eligible Television Series shall lag by one (1) period on the applicable negotiated wage scales for that television series, provided that the wage scale rates in the third (3rd) season of the Eligible Television Series are not lower than the "Low Budget Features & Television" rates in effect at the time of the second (2nd) season of the series.