

**Scale Rates**  
**For the period of April 2, 2023 – March 31, 2024**

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 2, 2023	April 2, 2023	April 2, 2023
<b>1 ACCOUNTS</b>			
Assistant Accountants	32.46	33.54	34.08
Account Clerks	26.51	27.59	28.13
<b>2 ART DEPARTMENT</b>			
Production Designer/Art Director	**Negotiable	**Negotiable	**Negotiable
1st Assistant Art Director	29.21	30.30	30.84
Draftsperson/Graphics	29.21	30.30	30.84
Art Department Co-ordinator	29.21	30.30	30.84
Art Department Assistant	26.51	27.59	28.13
<b>3 CONSTRUCTION</b>			
Construction Co-ordinator	**Negotiable	**Negotiable	**Negotiable
Head Carpenter	34.08	35.17	35.71
Lead Carpenter/Sculptor	32.46	33.54	34.08
Carpenter/Buyer	31.38	32.46	33.00
Assistant Carpenter	26.51	27.59	28.13
Labourer	22.72	23.80	24.35
<b>4 CONTINUITY</b>			
Script Supervisor	32.46	33.54	34.08
<b>5 COSTUME</b>			
Costume Designer	**Negotiable	**Negotiable	**Negotiable
Assistant Costume Designer	32.46	33.54	34.08
Wardrobe Supervisor	32.46	33.54	34.08
Truck Costumer/Wardrobe			
Assistant/Buyer/Cutter	29.21	30.30	30.84
Costumer/Seamstress/Stitcher/Sewer	26.51	27.59	28.13
<b>6 CRAFT SERVICES</b>			
Craft Services/First Aid	32.46	33.54	34.08
Craft Services/First Aid Assistant	28.13	29.21	29.76
First Aid Assistant	26.51	27.59	28.13
Craft Service Assistant	22.72	23.80	24.35
<b>7 EDITING</b>			
Editor	32.46	33.54	34.08
1st Assistant Editor	29.21	30.30	30.84
2nd Assistant Editor	26.51	27.59	28.13
<b>8 *Electric</b>			
Gaffer	32.46	33.54	34.08
Genny Operator	29.21	30.30	30.84
Best Boy/Rigging	29.21	30.30	30.84
Lamp Operator	26.51	27.59	28.13
<b>9 GREENS</b>			
Head Greensman	32.46	33.54	34.08
Lead Greensman/Best Boy	29.21	30.30	30.84
Greensman	26.51	27.59	28.13
<b>10 GRIP</b>			
Key Grip	32.46	33.54	34.08
Dolly Grip	30.84	31.92	32.46
Best Boy/Rigging	29.21	30.30	30.84
Grip	26.51	27.59	28.13
<b>11 HAIRDRESSER</b>			
Hair Stylist	32.46	33.54	34.08
Assistant Hairdresser	29.21	30.30	30.84
2nd Assistant Hairdresser	26.51	27.59	28.13

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
<b>12 MAKE-UP</b>			
Make-up Artist	32.46	33.54	34.08
Assistant Make-up	29.21	30.30	30.84
2nd Assistant Make-up	26.51	27.59	28.13
<b>13 PRODUCTION OFFICE</b>			
Production Co-ordinator	32.46	33.54	34.08
Assistant Co-ordinator	29.21	30.30	30.84
2nd Assistant Co-ordinator	26.51	27.59	28.13
<b>14 PROPS</b>			
Property Master	32.46	33.54	34.08
Lead Props Person	30.84	31.92	32.46
Props Buyer	29.21	30.30	30.84
Props Person	26.51	27.59	28.13
<b>15 PROP BUILDING</b>			
Prop Maker Foreman	**Negotiable	**Negotiable	**Negotiable
Assistant Foreman	32.46	33.54	34.08
Modeler/Sculptor	29.21	30.30	30.84
Journeyman	26.51	27.59	28.13
<b>16 SCENIC ART</b>			
Key Scenic Artist	33.54	34.62	35.17
Head Scenic Artist/Lead Hand	32.46	33.54	34.08
Scenic Artist/Plasterer/Sign Writer	31.38	32.46	33.00
Painter	27.59	28.67	29.21
Labourer	22.72	23.80	24.35
<b>17 SECURITY</b>			
Co-ordinator	29.21	30.30	30.84
Captain	26.51	27.59	28.13
Security	22.72	23.80	24.35
<b>18 SET DECORATOR</b>			
Set Decorator	32.46	33.54	34.08
Assistant Set Decorator	30.84	31.92	32.46
Set Dec Buyer	30.30	31.38	31.92
On Set Dresser	29.21	30.30	30.84
Lead Dresser	29.21	30.30	30.84
Set Dresser	26.51	27.59	28.13
Assistant Set Dresser	23.53	24.62	25.16
<b>19 SOUND</b>			
Sound Mixer/Recordist	**Negotiable	**Negotiable	**Negotiable
Boom Operator	32.46	33.54	34.08
Cable Puller	26.51	27.59	28.13
<b>20 SPECIAL EFFECTS</b>			
Special Effects	32.46	33.54	34.08
1st Assistant Special Effects	29.21	30.30	30.84
Special Effects Technician	26.51	27.59	28.13
<b>21 TRANSPORTATION</b>			
Transportation Co-ordinator	**Negotiable	**Negotiable	**Negotiable
Captain	30.84	32.73	33.27
Special Equipment Driver/Co-Captain	29.21	30.30	31.38
Driver	26.51	27.59	28.13
<b>22 ALL OTHERS</b>			
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").**

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

<b>Fringes:</b>	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.