

DGC/CMPA Standard Agreement

2023–2025

Saskatchewan

Schedule 6

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SK1.00 WORK DAY

SK1.01 Work Day

- (a) The regular flat work day shall consist of not more than fourteen (14) consecutive hours, including meal periods on any Day. The work shall commence at the Guild Member's Call time or at commencement of travel to a Nearby or Distant Location, whichever time is earlier.
- (b) A flat work day starting on one (1) calendar Day and running into the next calendar Day, shall be credited to the first calendar Day.
- (c) The overtime rates in this Agreement shall apply to work in excess of the number of hours in the regular flat work day.
- (d) Time spent in attendance at production meetings, surveys, or travel 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 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.

SK1.02 Minimum Calls

The minimum Call is a guarantee of engagement for the number of hours in the regular work day.

SK1.03 Stand-by Calls

The Producer shall not schedule Standby Calls.

SK1.04 Weather Cancellation

Calls on any work day for a daily Guild Member may be cancelled because of adverse weather at any time up to and including 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 Rate.

SK1.05 Meals

(a) Craft Service

The Producer shall provide to each Guild Member craft services, including but not limited to, 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

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 (1st) paid meal break and eight (8) consecutive hours without a second (2nd) paid meal break, failing which, each affected Guild Member will receive an additional twenty (\$20.00) to a maximum of forty dollars (\$40) 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 (2 ½) hours before the first (1st) paid meal break,

then the first paid meal break may be six (6) hours following the general crew call. A pre call Guild Member will not be required to work beyond nine (9) hours from crew call without a break.

On a reasonable and bona fide basis, the Producer shall have the right to complete a shot in progress to a maximum of ten (10) 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 paid meal break and provided that there is no reduction in the paid meal break.

(c) Time on meals shall be considered time worked.

(d) Meal Facilities

It is understood that under certain circumstances, particularly on location, 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 Producer's expense on the set. The parties agree that "snacks" (i.e. hot dogs and soft drinks, etc.) are not reasonable meals. 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.

(e) 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 or equivalent to all Guild Members at no cost.

(f) Meal Period/Meal Penalty

Any Guild Member working away from the shooting crew is responsible for determining their own meal period(s). For clarity, such Guild Member shall not incur meal penalties without prior consent of the Producer or duly appointed representative. Notwithstanding the removal of meal penalties, if lunch is not provided, a Guild Member shall be reimbursed up to a daily maximum of twenty dollars (\$20.00) upon provision of a receipt(s) by the Guild Member. For clarity, this reimbursement is not applicable where a Guild Member elects to work from home, unless otherwise agreed.

SK1.06 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. Second Assistant Director;
 - v. Location Manager;
 - vi. Two (2) highest ranking Guild Members engaged in the Art Department, as determined by job classification;
 - vii. All Editing Department classifications
 - viii. Production Accountants
 - ix. First Assistant Production Accountants
 - x. Second Assistant Production Accountants
 - xi. Production Coordinator
- (b) Overtime premiums as designated in Article SK3.01 may be incorporated into a Flat Deal as per Core Article 1.25, but a Flat Deal may not encompass the following premiums: 6th and 7th days (Articles SK3.02 and SK3.03), holidays (Article SK3.04), and/or turnaround/rest period infringement (Article SK3.06).
- (c) Each Guild Member's Contract for Services shall clearly state whether Over-scale payments may be credited or offset against the premium provided for in Article SK3.01. 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.

SK2.00 WORK WEEK

SK2.01 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 SK3.02 and/or SK3.03, the first five (5) days of the Member's established Work Week immediately thereafter shall revert to straight time for regular hours.

SK2.02 Shifting the Work Week

Once every three (3) 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 unworked 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.

SK2.03 Minimum Guarantees

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

Full Work Weeks

Five (5) consecutive work days – Weekly Contracted Rate

Fractional Work Weeks

First (1st) to fifth (5th) work days – One-fifth (1/5th) of the weekly Contracted Rate per Day

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

SK2.04 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 (1/5th) of the Guild Member's weekly salary for each Day worked during the fractional work week, provided that during the proceeding or following work week of the Guild Member's 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.

SK3.00 WORK PREMIUMS

SK3.01 Overtime

(a) After Fourteen (14) Hours of Work

- i. For all work exceeding fourteen (14) hours but less than sixteen (16) hours on any one (1) of the first (1st) five (5) work days of the Work Week, the Producer must pay to each Guild Member engaged premium pay for each one (1) hour or portion thereof of time worked, calculated in accordance with the following formulae:

DAILY RATE	$\text{Contracted Rate} \div 8 \times 1.5$
WEEKLY RATE	$\text{Contracted Rate} \div 40 \times 1.5$

- ii. Overtime – Sixth 6th Day

For any work exceeding fourteen (14) hours but less than sixteen (16) hours on a sixth (6th) work day in a Work Week, the Producer must pay to each Guild Member engaged premium pay for each one (1) hour or portion thereof of time worked, calculated in accordance with the following formulae:

Daily Guild Members 6th Day Rate	$\div 8 \times 1.5$
Weekly Guild Members 6th Rate	$\div 40 \times 1.5$

- iii. Overtime – Seventh 7th Day

For any work exceeding fourteen (14) hours but less than sixteen (16) hours on a seventh (7th) work day in a Work Week or in any other period of seven (7) consecutive calendar days, the Producer must pay to each Guild Member engaged premium pay for each one (1) hour or portion thereof of time worked, calculated in accordance with the following formulae:

Daily Guild Members 7th Day Rate	$\div 8 \times 1.5$ Weekly
Guild Members 7th Day Rate	$\div 40 \times 1.5$

(b) After Sixteen (16) Hours of Work

- i. For all work exceeding sixteen (16) hours on any one (1) of the first (1st) five (5) work days of the Work Week, the Producer must pay to each Guild Member engaged premium pay for each one (1) hour or portion thereof of time worked, calculated in accordance with the following formulae:

DAILY RATE	$\text{Contracted Rate} \div 8 \times 2$
WEEKLY RATE	$\text{Contracted Rate} \div 40 \times 2$

- ii. Overtime – Sixth Day

For any work exceeding sixteen (16) hours on a sixth (6th) work day in a Work Week, the Producer must pay to each Guild Member engaged premium pay for each one (1) hour or portion thereof of time worked, calculated in accordance with the following formulae:

Daily Guild Members 6th Day Rate	$\div 8 \times 2$
Weekly Guild Members 6th Day Rate	$\div 40 \times 2$

iii. Overtime – Seventh 7th Day

For any work exceeding sixteen (16) hours on a seventh (7th) work day in Work Week or in any other period of seven (7) consecutive calendar days, the Producer must pay to each Guild Member engaged premium pay for each one (1) hour or portion thereof of time worked, calculated in accordance with the following formulae:

Daily Guild Members 7th Day Rate $\div 8 \times 2$

Weekly Guild Members 7th Day Rate $\div 40 \times 2$

(c) Holiday, After Fourteen (14) Hours of Work

For all work exceeding fourteen (14) hours on a holiday, the Producer must pay to each Guild Member engaged premium pay for each one (1) hour or portion thereof of time worked, calculated in accordance with the following formula:

DAILY OR WEEKLY RATE Contracted Rate $\div 8 \times 3$

SK3.02 Sixth (6th) Day Rate

Unless the Seventh (7th) Day rate applies to a particular work week, the daily rate of a Guild Member engaged who works a sixth (6th) work day in a Work Week shall be calculated in accordance with the following formulae:

DAILY RATE Contracted Rate $\times 1.5$

WEEKLY RATE Contracted Rate $\div 5 \times 1.5$

SK3.03 Seventh (7th) Day Rate

The daily rate of a Guild Member engaged who works on a seventh (7th) work day in a Work Week or in any other period of seven (7) consecutive calendar days shall be calculated in accordance with the following formulae:

DAILY RATE Contracted Rate $\times 2$

WEEKLY RATE Contracted Rate $\div 5 \times 2$

SK3.04 Work on General Holidays

The daily rate for work done, including travel to and from Distant Locations, on all general holidays shall equal two hundred and fifty percent (250%) of the Guild Member's daily or pro-rated weekly or contracted salary on a normal work day, and three hundred percent (300%) of the Guild Member's daily or pro-rated weekly salary if on a sixth (6th) or seventh (7th) consecutive work day.

SK3.05 Calculation of Premiums

All work premiums are to be calculated in six (6) minute increments.

SK3.06 Rest Period

- (a) There shall be a rest period ("turnaround") of not less than ten (10) hours between the end of one (1) 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, or travel to a Nearby or Distant Location, before the expiration of the ten (10) hour period, the Guild Member shall be paid for such hours, including travel time, 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-two (52) consecutive hours free from work.

In a four (4) week cycle, the Producer may reduce the weekend turnaround by two (2) hours on two (2) occasions as long as it is increased by two (2) hours for the remaining two (2) weekends, with no less than three (3) working Days notice to the District Council.
- (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 an Guild Member is required by the Producer to report for work within such rest 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.
- (f) When any workday at a Nearby Location is longer than fourteen (14) hours in duration, upon request by a Guild Member, the Producer will make reservations for and provide first class accommodation, subject to availability, or will make arrangements to have the affected Guild Member transported back to the designated pick up/drop off point. Should such requested accommodation not be provided, the rest period shall be eleven (11) hours free from work.

SK3.07 Maximum

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.

SK4.00 VACATION & HOLIDAYS

SK4.01 Vacation Pay

The Producer shall pay as vacation pay to each Guild Member or as additional compensation to a Loan-out Corporation providing the services of a Guild Member, an amount equal to 5.77% of the Gross Remuneration otherwise payable. In computing salary otherwise payable, the following shall be included: actual salary paid including meal, overtime, rest period, sixth (6th) and seventh (7th) work day, and work on statutory holiday premiums, and Director's additional use fees. The Producer shall pay additional vacation pay on additional compensation to the Guild Member or the Loan-out Corporation weekly, with the regular salary payment. The Guild Members agree not to take an annual holiday during Production of the Motion Picture in exchange for the payment of 5.77% of Gross Remuneration otherwise payable.

SK4.02 Statutory or Proclaimed Holidays

(a) The recognized statutory or proclaimed holidays are:

New Year's Day

Family Day

Good Friday

Victoria Day

Canada Day

Saskatchewan Day

Labour Day

National Day for Truth & Reconciliation

Thanksgiving Day

Remembrance Day

Christmas Day

Boxing Day,

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

(b) When National Day for Truth & Reconciliation falls on a Guild Member's normal day off and is not worked, the Guild Member shall not receive an additional day off in lieu of the holiday.

(c) If a statutory or proclaimed 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 as statutory or proclaimed holidays shall be counted as part of the contracted period of engagement whether worked or not. When the statutory or proclaimed holiday not worked occurs within a partial work week following a Guild Member's or Permittee's 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 statutory or proclaimed 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.

SK4.03 Statutory or Proclaimed Holidays on Work Day

If a holiday, excluding National Day for Truth & Reconciliation, Christmas Day, Boxing Day, Good Friday, and New Years Day falls on the second (2nd), third (3rd) or fourth (4th) 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 SK4.02 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.

SK4.04 Annual Vacation

(a) Guild Members who have completed twelve (12) months of continuous engagement from their date of engagement, excluding temporary lay-off, on request, shall be entitled to a minimum of three (3) weeks annual vacation without additional compensation. The parties agree that no transportation and travel time is payable.

(b) Guild Members shall take their annual vacation within the calendar year they are entitled to the vacation, and may elect, subject to the approval of the Producer to take the vacation in an uninterrupted period.

SK5.00 HEALTH AND WELFARE, RETIREMENT & ADMINISTRATION AND TRAINING FUND

SK5.01 Health and Welfare Plan

(a) Members

The Producer shall pay to the District Council a percentage, based on the applicable tier level of the Production, as set out in Article SK5.05, of the Guild Member's (except Permittees) Gross Remuneration 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 SK5.05, of the Gross Remuneration paid to each Permittee non-member 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.

SK5.02 Retirement

- (a) The Producer will remit weekly, in Canadian dollars, to the financial institution designated by the District Council, as or in lieu of 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 SK5.05. 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 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 their contributions to the Canada Pension Plan (CPP). All contributions belong to the Guild Members from the first (1st) Day of engagement.

SK5.03 Administration & Training Fund

- (a) The Producer shall contribute to the District Council with respect to each Guild Member and each Permittee an amount which will vary based on the tier level of the Production. Such fees 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 as required to discuss training, including assessment of those areas where increased training is necessary.

SK5.04 Member's Check-off

(a) Check-Off Authorization

The Producer shall require each Guild Member at the time of the execution of the Contract for Services to sign an authorization in the form supplied by the District Council authorizing the Producer to deduct two percent (2%) of the Gross Remuneration as administrative dues in the case of Guild Members (except Permittees) and administrative charges in the case of Permittees and to pay same to the District Council. In addition to these two percent (2%) administrative dues or charges a Guild Member may voluntarily authorize the Producer to deduct from the Gross Remuneration any amount which the said Guild Member may owe to the District Council.

- (b) The Producer shall check-off or deduct such amounts from the Gross Remuneration of Members of the Guild and Permittees on receipt of signed authorizations, and remit them to the District Council office by the end of the week, following the week in which the deductions were 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 law. This arrangement shall be made by the District Council with a registered letter to the Member advising what is owed and that 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 SK5.00. If the Producer knows of a failure to maintain check-offs, the Producer shall inform the District Council.
- (c) If the Guild 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 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.

(f) Company's Liability

Any knowing or intentional failure by the Producer to remit monies collected under this Article SK5.00, shall cause the Producer, and the Directors of the Producer if the Producer is a corporation, to be personally responsible and liable for any monies owing.

SK5.05 Saskatchewan District Council Fringes

	Vacation Pay	Health & Welfare/ Non-Member Equalization*	Retirement Contribution**	Administration & Training Fund	Total	CMPA Member Levy***	CMPA Non- Member Levy***
A	5.77%	5%	5.5%	1.5%	17.77%	2%	2.5%
B	5.77%	5%	5.5%	1.5%	17.77%	2%	2.5%
C	5.77%	5%	3.5%	1%	15.27%	2%	2.5%
D	5.77%	5%	2%	1%	13.77%	2%	2.5%
E	5.77%	4%	1%	1%	11.77%	2%	2.5%
F	5.77%	4%	1%	1%	11.77%	2%	2.5%

* Payable in accordance with Article SK5.01 ** Payable in accordance with SK5.02 *** Payable directly to the CMPA as per Article SK7.01

SK5.06 Exceptions to Article SK5.00

The provisions of Article SK5.01 shall not apply to persons engaged under Core Article 7.11, except as provided for in the non-Member equalization payment provisions of this Agreement.

SK6.00 GUILD REMITTANCES

SK6.01 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 SK5.01 (Health and Welfare).

SK7.00 CMPA LEVY

SK7.01 CMPA Levy

- Upon request, the CMPA will provide to the District Council a list of CMPA members in good standing.
- 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 New Media Production or Episode of a Series, to be remitted at the same time as other payments to Guild Members. This provision may not be reduced, waived or otherwise varied without the CMPA's written agreement. The CMPA confirms its right to modify the CMPA levy at any point at its sole discretion.
- A Producer who is not a member of the CMPA, or who is not a member in good standing of the CMPA shall remit directly to the CMPA on the form provided by the CMPA an amount equal to two and a half percent (2.5%) of all Gross Remuneration paid to Guild Members. This Article may not be reduced, waived or otherwise varied without the CMPA's written agreement. The CMPA confirms its right to modify the CMPA levy at any point at its sole discretion.

SK8.00 STUDIO ZONE

SK8.01 Studio Zones

- Maps of the studio zones for Regina and Saskatoon are appended to this Schedule.
- The District Council and the Producer may agree to establish alternate studio zones on a case-by-case basis.

SK8.02 Travel

Where the Guild Member is required to travel to a Distant Location or to a Nearby Location, the Guild Member shall be entitled to not less than:

(a) Expenses incurred, including, but not limited to the following:

- i. Actual transportation expenses which a Guild Member is required to incur by the Producer covering economy air, first class rail fare, or such other transportation such as buses, taxi or limousine;
- ii. A kilometre allowance rate of forty cents (\$0.40) per kilometre, or a flat rate of thirty five dollars (\$35.00) per Day if the Guild Member is required to use their own vehicle;
- iii. 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 accommodation are provided at the expense of the Producer, the per diem allowance may be reduced in the following manner:

Breakfast	ten dollars (\$10.00)
Lunch	twenty dollars (\$20.00)
Dinner	twenty-five dollars (\$25.00)
Misc.	fifteen dollars (\$15.00)
Accommodation	eighty-five dollars (\$85.00)

Guild Members shall be entitled to single room housing where it is reasonably available.

Where 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 costs.

(b) Work Time, Travel Time (Nearby Locations, and Distant Locations on days other work is performed)

Time spent in travel by the Member or Permittee to a Nearby Location, and to a Distant Location (on days on which the Member or Permittee performs other work) outside of the studio zone shall be considered as time worked and shall be paid in accordance with the appropriate overtime provisions as defined in Article SK3.00.

(c) Work Time, Travel Time (Distant Locations on days other work is not performed)

On any day on which a Guild Member is required only to travel to a Distant Location, the Guild Member shall be paid fifty percent (50%) of the Guild Member's applicable Contracted rate for all travel up to five (5) hours. If the Guild Member is required to travel for greater than five (5) hours, the Guild Member shall be paid for the full day. Travel time shall be calculated in reference to the Production office.

SK8.03 Parking

The Producer shall provide and pay for parking facilities for private vehicles. The parking facilities 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.

SK8.04 Holdover on Distant Location

Guild Members held on Distant Location during the normal sixth (6th) and seventh (7th) Day rest period (also known as Production down Days shall receive all applicable per diems as per SK8.02 (iii).

SK8.05 Travel to Studio Zone

Should a Guild Member residing outside the studio zone, as defined in Article SK8.01 of this Agreement, so request, the Producer shall make suitable financial arrangements to enable the Guild Member to travel from the Guild Member's home to the studio zone. Nothing in this provision shall limit the Guild Member from individually negotiating with the Producer additional travel and per diem arrangements.

SK8.06 Travel Insurance

- (a) The Producer shall provide accidental death and dismemberment insurance in a sum not less than three hundred and fifty thousand dollars (\$350,000) for the benefit of the Guild Member's designated beneficiary when the Guild Member is required to travel at the request of the Producer in transportation furnished by 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 their future work opportunities or assignments.

SK8.07 Travel Outside of Canada

The Producer shall pay all authorized expenses incurred by the Guild Member in travel outside Canada. The Guild Member shall support actual expenses by receipts where receipts are obtainable.

SK9.01 Two Season Television Series and Pilot Incentive/Saskatoon Initiative

(a) Any Producer may access the following incentives for the first two (2) seasons of a television Series and/or Pilots:

These Incentives are available provided there is mandatory and good faith consideration of DGC Directors for a Pilot and/or provided the Producer engages a DGC Director for at least two-thirds (2/3rd) of the Episodes of the season in question. The Producer shall confirm in writing to the District Council their entitlement to access this incentive prior to the commencement of principal photography.

TIER	RATES	FRINGES
A	First year of a Series and Pilots 2023 rates less 2% Second year of a Series and Pilots 2023 rates less 1% Plus an additional 5% discount if utilizing the Sask. Soundstage and/or shooting in the Saskatoon studio zone **	Vacation pay 5.77% Health & Welfare 5% RRSP 0.5% Administration and Training Fund 1.5% Total 12.77% CMPA Member Levy* 2% CMPA Non-Member Levy* 2.5%
B	First year of a Series and Pilots 2023 rates less 2% Second year of a Series and Pilots 2023 rates less 1% Plus an additional 5% discount if utilizing the Sask. Soundstage and/or shooting in the Saskatoon studio zone **	Vacation pay 5.77% Health & Welfare 5% RRSP 0.5% Administration and Training Fund 1.5% Total 12.77% CMPA Member Levy* 2% CMPA Non-Member Levy* 2.5%
C	First year of a Series and Pilots 2023 rates less 2% Second year of a Series and Pilots 2023 rates less 1% Plus an additional 5% discount if utilizing the Sask. Soundstage and/or shooting in the Saskatoon studio zone **	Vacation pay 5.77% Health & Welfare 5% RRSP 0.5% Administration and Training Fund 1% Total 12.27% CMPA Member Levy* 2% CMPA Non-Member Levy* 2.5%
D	First year of a Series and Pilots 2023 rates less 2% Second year of a Series and Pilots 2023 rates less 1% Plus an additional 5% discount if utilizing the Sask. Soundstage and/or shooting in the Saskatoon studio zone **	Vacation pay 5.77% Health & Welfare 5% RRSP 0.5% Administration and Training Fund 1% Total 12.27% CMPA Member Levy* 2% CMPA Non-Member Levy* 2.5%

* Payable directly to the CMPA as per Article SK7.01

** Utilization of the Saskatchewan soundstage for the purposes of the additional rate discount shall be considered for Productions which meet the following criteria:

- A minimum of forty percent (40%) of principal photography shot within the Saskatchewan soundstage; OR
- A minimum of twenty five percent (25%) of principal photography shot in the Saskatchewan soundstage; AND The production office is contained within the Saskatchewan Soundstage.

(b) For one subsequent season of a Television Series that has already qualified for the Two Season Television and Pilot Incentive, the fringe package shall be that applicable to the tier as found in Article SK9.01(a).

(c) PRODUCTION ASSISTANT AND TRAINEE TWO SEASON SERIES INCENTIVE INCENTIVES

- Production Incentive rate reductions shall not apply to anyone working as a Production Assistant or Trainee in any department.
- A Production Assistant engaged on a Daily Contract for Services shall have a daily minimum scale rate equal to the pro-rated 1/5th of the applicable Weekly rate. A Production Assistant working five (5) consecutive Work Days shall be deemed to be engaged on a Weekly basis,

SK9.02 Frequent Filming Bonus

Producers who will complete a total of three (3) Productions in the jurisdiction of the District Council as a signatory to the relevant DGC/CMPA Standard Agreement in a two-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.

To be eligible for the bonus, the Producer must engage a DGC Director on the third (3rd) Production.

This incentive will not be considered applicable to Productions already receiving incentives as defined under SK9.01.

The Production applying for the frequent filming bonus must have been the parent company and CMPA member signatory to the Standard Agreement on the previous two (2) Productions.

SK9.03 Off-Season Production Incentive Program

As part of the District Council's mandate to promote and support off-season Production, the District Council agrees that the off-season Production incentive program shall be applicable to Productions that have a start date for principal photography of November 1, with the last date of principal photography being no later than March 31 and will be shot within the Province of Saskatchewan. In accordance with Core Article 19.00 Letters of Variance, the District Council will give good faith consideration to Production requests for an extension to the dates of the off-season Production Incentive Program.

The Producer must apply to the District Council for this incentive program prior to the commencement of work by any Guild Member. If a Guild Member is engaged prior to explicit approval of the Producer's application under this incentive program, any discounted fringes or rates will not be applicable to said Member.

This incentive program will not be considered applicable to Productions already in receipt of incentives as defined under SK9.01.

- (a) The District Council agrees to reduce its fringe package in the following manner:
 - i. Tier C and D productions– Tier E fringe package
 - ii. Tier E productions– Administration and Training Fund – 0%
- (b) The District Council agrees to reduce its minimum rates in the following manner:
 - i. Tier C – 5%
 - ii. Tier D – 8%
 - iii. Tier E – 10%
- (c) To be eligible for the rate reduction, the Production must engage DGC members in the following positions:
 - i. Director
 - ii. Production Designer or Art Director
 - iii. Picture Editor
- (d) Production Incentive rate reductions shall not apply to anyone working as Production Assistants or Trainees in any department.

SK10.00 LAY-OFF AND TERMINATION

SK10.01 Lay-off

(a) Daily Engagement

Any Member engaged on a daily basis who has not been personally notified that the Member will be required to work on the next work day shall be considered to be on lay-off until further notification. If, however, the Member has been engaged for a period longer than one (1) Day, but is not actually required by the Producer for the contracted period, that Member shall be provided with at least twenty-four (24) hours notice of lay-off or pay in lieu of by the Producer.

(b) Weekly Engagement

The Producer shall give a Member engaged on a weekly basis written notice of lay-off, or severance pay in lieu of notice, in accordance with the Labour Standards Act as amended from time to time, but such notice, or severance 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. In any case, the notification shall be given at the earliest time reasonably possible. The Producer shall pay the severance pay in a lump sum. If the Producer later re-engages the Member, the Member shall not be required to return any portion of the severance pay to the Producer. A Member may resign or leave the Production by providing the Producer with one (1) weeks written notice with such notice being provided at any time during the work week.

(c) Reasons for Lay-off

The Producer shall, within three (3) days of lay-off, excluding Saturdays, Sundays or statutory or proclaimed holidays, provide the Guild Member and the District Council with a separation certificate.

SK10.02 Replacement

(a) Casual Replacement

The Producer agrees that taking Members off a Motion Picture and substituting other persons is undesirable and shall not be done except in exceptional circumstances.

(b) Replacing Members Engaged on a Daily Basis

The Producer agrees that Members engaged on a daily basis shall not be replaced for the purpose of avoiding overtime and turnaround premiums. However, when it is anticipated that the Member will work into overtime and turnaround premiums, the Producer may divide the work day into shifts and may call a substitute Member to relieve that Member, provided that both Members are guaranteed a minimum Call of work.

(c) Replacement Pay

The Producer shall be entitled to offset severance pay against replacement pay. 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) weeks' 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, but not both, where the Guild Member is engaged on a weekly basis;
 - ii. more than a total of ten (10) work days, either two (2) days' 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, but not both, where the Guild Member is engaged on a daily basis;
 - iii. six (6) to ten (10) 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, but not both, where the Guild Member is engaged on a weekly basis;
 - iv. five (5) or fewer days, the balance of the current work week when the Guild Member is engaged on a weekly basis.
- (d) The Producer may give notice under Article SK10.02(c)(i) or (iii) at any time during the week and any such notice need not expire on the last Day of the Guild Member's work week.
- (e) If the Producer re-engages the Guild Member, the Guild Member shall not be required to return the replacement pay to the Producer.
- (f) A Guild Member discharged for just and reasonable cause is not eligible for replacement pay.

SK11.00 CREDITS

SK11.01 Credits

The Producer shall adhere to the current Motion Picture industry standard by providing credits on each Motion Picture (except Documentaries, educationals and industrials) subject to any and all applicable network restrictions and/or approvals.

SK11.02 Guild Member Discharged for Just and Reasonable Cause or Replaced

Credit for a Guild Member who was discharged for just and reasonable cause shall be at the discretion of the Producer. Credit for a Guild Member who was replaced after working less than one-third (1/3) of the work days assigned to their job classification will be at the Producer's discretion.

SK11.03 Credit to be Legible

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

SK11.04 Location Credit

The Producer agrees, unless the District Council advises otherwise, to give substantially the following screen credit "Filmed on location in Regina, Saskatchewan, Canada", or as the case may be.

SK11.05 Guild Credit

The Producer shall give to the DGC on the Motion Picture and every copy, version, reprint or reproduction thereof, screen credit 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 trademarked, in the name of the DGC and is the sole property of the DGC. The DGC shall supply to the Producer the artwork of its logo.

SK11.06 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.

SK11.07 Failure to Provide Credit

If the Producer does not provide the screen credits as required above, except for the suggested credit as per Article SK 11.06, the Producer agrees to the following remedy:

- (a) To correct the omission before the next public showing where possible, or;

If correction as in (a) is not possible, the sole remedy to fulfill the intent of the provisions for credit shall be the insertion of announcements, in appropriate daily and trade papers for the purpose of identifying the Guild Member and the credit omitted. The specific periodicals and the size and content of the announcements will be the subject of negotiations between the Producer and the Guild Member or the Guild. If the parties do not agree on the nature of these announcements, the matter shall be subject to Core Article 10.00.

SK11.08 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.

SK12.00 SCREEN CREDITS FOR PRODUCTION DEPARTMENT

SK12.01 Director

The Director has the right to remove the Director's name from the Motion Picture or use a pseudonym.

SK12.02 Production Managers and Assistant Directors

The Producer shall give credit in a "prominent place" on all positive prints for each Motion Picture to the Production Manager, First Assistant Director and Second Assistant Director 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), Production Designer or Art Director, and the film Editor. The order of the names on the card or the crawl shall be the Production Manager in the first (1st) position, the First Assistant Director in the second (2nd) position, the Second Assistant Director in the third (3rd) 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 engages any Production Manager or Assistant Director subject to this Agreement, and a Production Manager or Assistant Director not subject to this Agreement; if the Production Manager, the First Assistant Director or the Second Assistant Director subject hereto works on a production less than fifty percent (50%) of the shooting Days, those persons shall receive screen credit, either on a card immediately following the credit given the foreign Production Manager, First Assistant Director or Second Assistant Director as the case may be, or with the credits for the Canadian crew.

SK12.03 Location Managers

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

SK12.04 Third Assistant Directors, Assistant Location Managers and Guild Trainees

(a) Theatrical Motion Pictures

On Theatrical Motion Pictures, Third Assistant Directors, Assistant Location Managers and DGC Trainees assigned for at least one third (1/3rd) of principal photography shall receive credit for their job classification.

(b) Television Motion Pictures

On Television Motion Pictures, the credit for Third Assistant Director, Assistant Location Manager and DGC Trainee shall be given at the Producer's discretion.

SK12.05 Production Assistants

Screen credits for Production Assistants shall be at the Producer's discretion.

SK12.06 Production Coordinators

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

SK12.07 Assistant Production Coordinators, Trainee Production Coordinators and Office Production Assistants

On Theatrical Motion Pictures, any Assistant Production Coordinator/Trainee Production Coordinators and Office Production Assistant assigned for at least one third (1/3rd) of principal photography shall receive credit for their job classification.

SK13.00 SCREEN CREDITS FOR ACCOUNTING DEPARTMENT

SK13.01 Production Accountants

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

SK13.02 Assistant Accountants, Clerks and Trainees

Credits for the Assistant Accountant, Clerk and Trainee shall be at the Producer's discretion.

SK14.00 SCREEN CREDITS FOR ART DEPARTMENT

SK14.01 Art Department

- (a) Credits for Producer 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/Set Designer, Second Assistant Art Director/Set Designer, and Art Department PA shall be at the Producer's discretion, unless specified otherwise in the Member's Contract for Services.

SK14.02 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 or placement of this credit will be at the discretion of the Producer.

SK15.00 SCREEN CREDITS FOR EDITING DEPARTMENT

SK15.01 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 Guild Members screen credits for services rendered, excepting episodic or Series television Productions;
- (c) On episodic or Series television Productions, the credits for First Assistant Sound/Picture Editor, Second Assistant Sound/Picture Editor and Editor Trainees shall be at the Producer's discretion, unless specified in the Member's Contract for Services.

SK15.02 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.

SK16.00 MINIMUM STAFFING

SK16.01 Minimum Personnel: Directors

- (a) The Producer will engage one (1) Director for the Production period of the Motion Picture.
- (b) Television Series

On a television Series, the Producer will engage at least two (2) Directors for the Series who shall function on a "prep-shoot" basis. A Mini-Series or Series engaging the same Director for all Episodes thereof shall not be subject to this provision.

SK16.02 Minimum Personnel: Production Department

- (a) For the purposes of this Agreement, the Production Department shall be deemed to consist of the Production Management Department, the Assistant Director Department and the Locations Department.
- (b) Except on a television Series, the Producer will engage as Department heads at least one (1) Production Manager, one (1) First Assistant in the Assistant Director Department, and one (1) Location Manager in the Locations Department.
- (c) Television Series
On a television Series, the Producer will engage at least two (2) First Assistant Directors and two (2) Location Managers, all of whom shall function on a "prep-shoot" basis, and at least one (1) Production Manager. A Mini-Series or Series engaging the same Director for all Episodes thereof shall not be required to engage two (2) First Assistant Directors or two (2) Location Managers.
- (d) Assistant Directors
 - i. The Producer shall engage a weekly First Assistant Director and a weekly Second Assistant Director on each Motion Picture during principal photography.
 - ii. The Producer shall engage a weekly Third Assistant Director on each Theatrical and Television Motion Picture during principal photography.

- iii. The Producer may request from the District Council a waiver regarding the crewing of a Third Assistant Director, where a Motion Picture is shooting mainly with a limited cast and sets so that the First Assistant Director can still perform the Third Assistant Director's duties without assigning those duties to persons not Assistant Directors.
- iv. If a Production Manager or a First Assistant Director determines that an additional Second or Third Assistant Director is needed, that person shall so recommend and the Producer shall not unreasonably withhold the utilization of an additional Assistant Director.

(e) Location Managers

- i. The Producer may request from the District Council a waiver regarding the crewing of a Location Manager where a Motion Picture is shooting predominantly in a studio with a limited cast and sets under such circumstances that the Production Manager can efficiently perform the duties of a Location Manager without assigning those duties to persons not Location Managers.

- ii. Minimum Call

Where Location Production Assistants (PA's) are normally engaged, the Producer may engage additional daily Location PA's subject to an eight (8) hour minimum Call;

- The daily PA will receive no less than sixty-five percent (65%) of the applicable daily rate for a minimum eight (8) hour call, inclusive of a one half (½) hour paid meal break to be taken by the end of the sixth (6th) hour of work.
- If the daily PA is required to work in excess of eight (8) hours, the daily PA will receive no less than the full applicable daily rate.

- iii. The District Council will give good faith consideration to Production requests to reduce the Location Manager staffing provision on a case-by-case basis.

(f) DGC Trainee

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 Guild Members who have been accredited to accept DGC assignments.

The Producer agrees not to utilize this provision so as to unreasonably restrict the engagement of Guild Members on a Production.

(g) Preparation and Completion Time

The parties understand and agree that the most effective use of Production Managers, Assistant Directors, Location Managers and Production Accountants require that they be allowed adequate preparation time before principal photography and completion time after principal photography. The individual requirements for each Motion Picture shall be decided mutually between the Producer and the applicable Guild Member.

(h) Trailers, Talent Test and Promos

The minimum personnel for trailers, talent tests and promos shall be at the discretion of the Producer.

SK16.03 Minimum Personnel: Accounting Department

The Producer will engage a weekly Production Accountant on each Motion Picture.

SK16.04 Minimum Personnel: Art Department

The Producer will engage as Department head at least one (1) Production Designer or Art Director in the Art Department.

SK16.05 The Producer will engage a Guild Member in each classification set out in Articles SK16.02 and SK16.04 for a minimum of five (5) work days each and every week of principal photography, and where applicable, each and every week of pre-Production.

SK16.06 Minimum Personnel: Picture and Sound Editing

(a) Picture Editing

The Producer will engage at least one (1) Picture Editor for a minimum of five (5) work days in every week during the Picture Post Production Period.

(b) Sound Editing

The Producer will engage at least one (1) Sound Editor for a minimum of five (5) work days each and every week during the Sound Post Production Period.

(c) Supervising Editor

If a Guild Member coordinates, directs or supervises the work of any Editor or group of Editors and also performs any of the work functions of an Editor, then that person must be engaged, classified, credited and remunerated as a Supervising Editor.

SK16.07 Minimum Personnel: Second Unit

On Second Unit shooting, as defined by Core Article 1.47, in addition to the Director assigned to the Second Unit, the Producer will engage at least one (1) First Assistant Director and one (1) Production Assistant in the Assistant Director Department, and at least one (1) Location Manager or Assistant Location Manager in the Locations Department.

SK16.08 Minimum Personnel: Strip Program

For a Strip Program shot on videotape or in a television style multi-camera film shoot using a contract room staff and television floor manager and Assistants instead of Assistant Directors, the only minimum personnel requirement is the engagement of one (1) Director, provided that the Director has adequate time to prepare shooting plans as part of the Director's work period. If this proviso cannot be met, then the Producer shall engage at least two (2) Directors in accordance with Article SK16.01 (b).

SK16.09 Engagement of Production Assistants

(a) Accreditation of Production Assistants

The Producer agrees to engage sufficient accredited Production Assistants so that all Guild Members are able to safely and efficiently complete their work. An accredited Production Assistant is a Member of the Guild or a person holding a work permit. If the Producer fails to engage sufficient accredited Production Assistants, the District Council may request that the Producer engage additional Production Assistants.

(b) Engagement Rules

- i. Before offering Production Assistant assignments to non-Members of the Guild, the Producer shall undertake to apply its best efforts to engage as Production Assistants Members of the Guild who are willing to work as Production Assistants on any Motion Picture within one hundred and twenty kilometres (120 km) of the studio zone. The Producer agrees to instruct persons responsible for selecting the Production Assistants on each Motion Picture to adhere to the above undertaking.
- ii. The District Council shall permit persons engaged as Production Assistants who are non-Members to work with Members of the Guild on the payment of such a person of a work permit fee to the District Council in the amount of five dollars (\$5.00) per person per Day of engagement.

(c) Production Assistant List

On request, the District Council will furnish the Producer with a copy of an up-to-date list of Members of the Guild who have indicated their willingness to accept Production Assistant assignments.

SK16.10 Determination of Minimum Personnel Requirements

- (a) Subject to Article SK16.10 (b), the minimum personnel requirements of 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.
- (b) Where the Department Head is a Permittee, then the minimum personnel requirements for that Department shall be determined through mutual consultation and agreement between the Producer and the highest ranking Guild Member in the Department, not by the Department head. Rank shall be determined by job classification, and if necessary, by date of engagement.
- (c) On a television Series or any other production where two (2) or more Guild Members occupy the same classification, the Department head shall be selected and rank under Article SK16.10 (b) on the basis of which Guild Member was engaged first.
- (d) Where two (2) or more Guild Members occupy the same classification, the Guild Member who is responsible for consultation and agreement with the Producer under Article SK16.10 (a) and SK16.10 (b) in determining minimum personnel requirements shall consult with the other Guild Members in the same classification with respect to those requirements.
- (e) The Producer expressly agrees that only the District Council shall in its sole discretion determine whether any waiver of personnel requested by the Producer, pursuant to this section, will be granted. Further, the District Council's decision shall be final and shall not be subject to the grievance procedure.

SK16.11 No Consultation

If there is no consultation or agreement under Article SK16.10 (a) or SK16.10 (b), then in addition to the relief available under this Agreement, the Department head under Article SK16.10 (a) or the Guild Member under SK16.10 (b) may in that person's sole and unfettered discretion terminate engagement forthwith, without notice or compensation in lieu thereof. In such a case, termination of the engagement shall be without any liability whatsoever to the Department head or Guild Member.

SK16.12 Sufficient Guild Members

The Producer will engage a sufficient number of Guild Members so as to ensure that each Guild Member is able to work in an efficient, safe, creative and productive manner and in accordance with the job classifications and descriptions contained herein.

SK16.13 Special Conditions for Editing Personnel

- (a) The Editor shall have the right to a qualified First Assistant Editor for the Motion Picture.
- (b) The Editor may request and shall be afforded the opportunity to express and explain options and suggestions concerning the final optical, sound track and answer print.

- (c) The Sound Editor(s) may request and shall be afforded the opportunity to express and explain options and suggestions concerning the final sound track.
- (d) Should a Guild Member be recalled or have the Member's contract extended for any reason, including but not limited to re-editing, mixing, re-recording or for any other purpose, the Guild Member shall be paid for such additional services, at the same daily rate or pro-rated Weekly Rate as was originally negotiated. The Guild Member, unless bound by the Guild's Member original Contract for Services, can refuse to accept a recall assignment.

SK16.14 Co-Productions

Where it is established that a Motion Picture is a bona fide Co-Production governed by an official Co-Production treaty between Canada and another country, the parties to this Agreement recognize that the application of this Article SK16.14 may be subject to the terms of the relevant international Co-Production treaty and agreement.

SK17.00 APPROVED LIST OF ARBITRATORS

SK17.01 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.

SK18.00 WORK PERMITS

SK18.01 Permit Fees

The Producer shall pay the following work permit fees:

- (a) For a Permittee who is not normally a resident in Canada, fifty dollars (\$50.00) per Day of or two hundred and fifty dollars (\$250.00) per week of engagement, or portion thereof, payable from pre-production;
- (b) For a Permittee who is normally a resident in Canada, fifty dollars (\$50.00) per week of engagement, or portion thereof, payable from pre-production, and;
- (c) 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.

SK19.00 SPECIALIZED WORK INSURANCE

(a) Underwater Work Allowance

If the Producer requires any Guild Member to dive using a diving mask, air helmet, or diving suit, including skin diving in water, or descend in a submarine, the Producer shall pay that 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 and one (1) qualified underwater expert (who must be approved by the District Council before any Guild Member dives or descends) accompanying any Guild Member while that Member is underwater.

(b) Airplane and Helicopter Flight Allowance

If the Producer requires any 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 work allowance of fifty dollars (\$50.00) for each flight up to a maximum of 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) 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 of the Motion Picture (other than ordinary travel), for such duties as lining up shots, rehearsals, photography or scouting for locations.

BUDGET TIERS

The tiers apply from January 1, 2023 to December 31, 2025

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

TIER	2023	2024	2025	
A	\$15,793,794 and over	\$16,267,608 and over	\$16,755,636 and over	
B	\$7,547,744 - \$15,793,793	\$7,774,176 - \$16,267,607	\$8,007,402 - \$16,755,635	
C	\$4,617,443 - \$7,547,743	\$4,755,966 - \$7,774,175	\$4,898,645 - \$8,007,401	
D	\$2,988,360 - \$4,617,442	\$3,078,011 - \$4,755,965	\$3,170,351 - \$4,898,644	
E	\$1,697,190 - \$2,988,359	\$1,748,106 - \$3,078,010	\$1,800,549 - \$3,170,350	
F	Under \$1,697,189	Under \$1,748,105	Under \$1,800,548	

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

TIER	2023	2024	2025	
A	\$11,834,999 and over	\$12,190,049 and over	\$12,555,750 and over	
B	\$7,618,782 - \$11,834,998	\$7,847,345 - \$12,190,048	\$8,082,766 - \$12,555,749	
C	\$4,232,656 - \$7,618,781	\$4,359,636 - \$7,847,344	\$4,490,425 - \$8,082,765	
D	\$2,988,360 - \$4,232,655	\$3,078,011 - \$4,359,635	\$3,170,351 - \$4,490,424	
E	\$1,565,331 - \$2,988,359	\$1,612,291 - \$3,078,010	\$1,660,660 - \$3,170,350	
F	Under \$1,565,330	Under \$1,612,290	Under \$1,660,659	

(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	2023	2024	2025	
A	\$9,483,174 and over	\$9,767,669 and over	\$10,060,699 and over	
B	\$5,919,799 - \$9,483,173	\$6,097,393 - \$9,767,668	\$6,280,315 - \$10,060,698	
C	\$4,439,849 - \$5,919,798	\$4,573,044 - \$6,097,392	\$4,710,236 - \$6,280,314	
D	\$2,988,360 - \$4,439,848	\$3,078,011 - \$4,573,043	\$3,170,351 - \$4,710,235	
E	\$1,565,331 - \$2,988,359	\$1,612,291 - \$3,078,010	\$1,660,660 - \$3,170,350	
F	Under \$1,565,330	Under \$1,612,290	Under \$1,660,659	

(d) Television Series – ½ 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	2023	2024	2025	
A	\$1,517,307 and over	\$1,562,826 and over	\$1,609,711 and over	
B	\$947,169 - \$1,517,306	\$975,584 - \$1,562,825	\$1,004,852 - \$1,609,710	
C	\$651,178 - \$947,168	\$670,713 - \$975,583	\$690,835 - \$1,004,851	
D	\$473,583 - \$651,177	\$487,790 - \$670,712	\$502,424 - \$690,834	
E	\$177,879 - \$473,582	\$183,215 - \$487,789	\$188,712 - \$502,423	
F	Under \$177,878	Under \$183,214	Under \$188,711	

(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	2023	2024	2025
A	\$2,517,352 and over	\$2,592,873 and over	\$2,670,659 and over
B	\$1,701,942 - \$2,517,351	\$1,753,000 - \$2,592,872	\$1,805,590 - \$2,670,658
C	\$1,198,759 - \$1,701,941	\$1,234,722 - \$1,752,999	\$1,271,763 - \$1,805,589
D	\$769,574 - \$1,198,758	\$792,661 - \$1,234,721	\$816,441 - \$1,271,762
E	\$320,181 - \$769,573	\$329,786 - \$792,660	\$339,680 - \$816,440
F	Under \$320,180	Under \$329,785	Under \$339,679

(f) Serial and Strip Programs – ½ hour

TIER	2023	2024	2025
A	\$793,138 and over	\$816,932 and over	\$841,440 and over
B	\$606,779 - \$793,137	\$624,982 - \$816,931	\$643,732 - \$841,439
C	\$429,185 - \$606,778	\$442,061 - \$624,981	\$455,322 - \$643,731
D	\$266,391 - \$429,184	\$274,383 - \$442,060	\$282,614 - \$455,321
E	\$156,533 - \$266,390	\$161,229 - \$274,382	\$166,066 - \$282,613
F	Under \$156,532	Under \$161,228	Under \$166,065

(g) Serial and Strip Programs – 1 hour

TIER	2023	2024	2025
A	\$1,586,277 and over	\$1,633,865 and over	\$1,682,881 and over
B	\$1,198,759 - \$1,586,276	\$1,234,722 - \$1,633,864	\$1,271,763 - \$1,682,880
C	\$858,372 - \$1,198,758	\$884,123 - \$1,234,721	\$910,647 - \$1,271,762
D	\$340,388 - \$858,371	\$350,600 - \$884,122	\$361,118 - \$910,646
E	\$270,375 - \$340,387	\$278,486 - \$350,599	\$286,841 - \$361,117
F	Under \$270,374	Under \$278,485	Under \$286,840

(h) Derivatives & Other Production – Per minute of finished material

TIER	2023	2024	2025
A	\$63,221 and over	\$65,118 and over	\$67,071 and over
B	\$39,464 - \$63,220	\$40,648 - \$65,117	\$41,867 - \$67,070
C	\$27,132 - \$39,463	\$27,946 - \$40,647	\$28,784 - \$41,866
D	\$19,733 - \$27,131	\$20,325 - \$27,945	\$20,935 - \$28,783
E	\$7,411 - \$19,732	\$7,633 - \$20,324	\$7,862 - \$20,934
F	Under \$7,410	Under \$7,632	Under \$7,861

Rate Sheets **Saskatchewan**

2023 Weekly Rates

The rates for 2023 apply from January 1, 2023 to December 31, 2023.

Production Department	TIER A	TIER B	TIER C	TIER D	TIER E	TIER F
Production Manager	\$ 3,804.00	\$ 3,551.00	\$ 3,276.00	\$ 3,052.00	\$ 2,774.00	Negotiable Tier F Rates Cannot Fall Below Provincial Minimum Wages
Assistant Production Manager/Unit Manager	\$ 2,591.00	\$ 2,373.00	\$ 2,187.00	\$ 2,044.00	\$ 1,848.00	
Assistant Unit Manager	\$ 1,615.00	\$ 1,494.00	\$ 1,381.00	\$ 1,303.00	\$ 1,187.00	
First Assistant Director	\$ 3,602.00	\$ 3,374.00	\$ 3,118.00	\$ 2,884.00	\$ 2,627.00	
Second Assistant Director	\$ 2,529.00	\$ 2,355.00	\$ 2,165.00	\$ 2,029.00	\$ 1,843.00	
Third Assistant Director	\$ 1,811.00	\$ 1,619.00	\$ 1,530.00	\$ 1,462.00	\$ 1,349.00	
Trainee Assistant Director/Fourth AD	\$ 1,433.00	\$ 1,336.00	\$ 1,311.00	\$ 1,288.00	\$ 1,267.00	
Production Assistant	\$ 1,358.00	\$ 1,311.00	\$ 1,288.00	\$ 1,267.00	\$ 1,243.00	
Production Assistant (Office)	\$ 1,362.00	\$ 1,311.00	\$ 1,288.00	\$ 1,267.00	\$ 1,243.00	
Location Manager	\$ 2,656.00	\$ 2,479.00	\$ 2,297.00	\$ 2,134.00	\$ 1,947.00	
Assistant Location Manager/Location Scout	\$ 2,028.00	\$ 1,784.00	\$ 1,654.00	\$ 1,409.00	\$ 1,310.00	
Trainee Asst Location Manager	\$ 1,439.00	\$ 1,365.00	\$ 1,303.00	\$ 1,279.00	\$ 1,254.00	
Production Coordinator	\$ 2,438.00	\$ 2,241.00	\$ 2,074.00	\$ 1,939.00	\$ 1,757.00	
Assistant Production Coordinator/Travel Coordinator	\$ 2,298.00	\$ 2,123.00	\$ 1,950.00	\$ 1,833.00	\$ 1,636.00	
Trainee Production Coordinator	\$ 1,547.00	\$ 1,505.00	\$ 1,350.00	\$ 1,288.00	\$ 1,267.00	
Art Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Production Designer	\$ 4,728.00	\$ 4,423.00	\$ 4,095.00	\$ 3,791.00	\$ 3,445.00	
Art Director	\$ 3,957.00	\$ 3,699.00	\$ 3,426.00	\$ 3,172.00	\$ 2,883.00	
First Assistant Art Director/Set Designer	\$ 2,994.00	\$ 2,792.00	\$ 2,585.00	\$ 2,406.00	\$ 2,181.00	
Second Assistant Art Director	\$ 1,826.00	\$ 1,675.00	\$ 1,549.00	\$ 1,458.00	\$ 1,359.00	
Art Department Coordinator	\$ 1,874.00	\$ 1,675.00	\$ 1,549.00	\$ 1,458.00	\$ 1,359.00	
Art Department Production Assistant	\$ 1,350.00	\$ 1,311.00	\$ 1,288.00	\$ 1,267.00	\$ 1,243.00	
Picture Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Supervising Picture Editor	\$ 4,011.00	\$ 3,772.00	\$ 3,442.00	\$ 3,140.00	\$ 2,851.00	
Picture Editor	\$ 3,569.00	\$ 3,362.00	\$ 3,065.00	\$ 2,799.00	\$ 2,471.00	
First Assistant Picture Editor	\$ 2,077.00	\$ 1,864.00	\$ 1,663.00	\$ 1,460.00	\$ 1,335.00	
Assistant Picture Editor	\$ 1,513.00	\$ 1,385.00	\$ 1,307.00	\$ 1,299.00	\$ 1,267.00	
Trainee Assistant Editor	\$ 1,360.00	\$ 1,339.00	\$ 1,303.00	\$ 1,279.00	\$ 1,254.00	
Sound Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Supervising Sound Editor	\$ 3,909.00	\$ 3,646.00	\$ 3,383.00	\$ 3,135.00	\$ 2,844.00	
Sound Editor	\$ 3,453.00	\$ 3,180.00	\$ 2,942.00	\$ 2,735.00	\$ 2,343.00	
First Assistant Sound Editor	\$ 1,851.00	\$ 1,656.00	\$ 1,494.00	\$ 1,406.00	\$ 1,282.00	
Second Assistant Sound Editor	\$ 1,480.00	\$ 1,362.00	\$ 1,311.00	\$ 1,288.00	\$ 1,267.00	
Production Accounting Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Production Accountant	\$ 3,067.00	\$ 2,753.00	\$ 2,473.00	\$ 2,365.00	\$ 2,216.00	
First Assistant Accountant/General	\$ 2,369.00	\$ 2,011.00	\$ 1,853.00	\$ 1,542.00	\$ 1,483.00	
First Assistant Accountant (Payroll)	\$ 2,369.00	\$ 2,011.00	\$ 1,853.00	\$ 1,542.00	\$ 1,483.00	
Second Assistant Accountant	\$ 1,638.00	\$ 1,587.00	\$ 1,435.00	\$ 1,376.00	\$ 1,360.00	
Accounting Clerk	\$ 1,487.00	\$ 1,476.00	\$ 1,399.00	\$ 1,360.00	\$ 1,319.00	
Trainee Accountant	\$ 1,338.00	\$ 1,311.00	\$ 1,288.00	\$ 1,267.00	\$ 1,243.00	

2023 Daily Rates

Rates for 2023 apply from January 1, 2023 to December 31, 2023 .

Production Department	TIER A	TIER B	TIER C	TIER D	TIER E	TIER F
Production Manager	\$ 951.00	\$ 887.75	\$ 819.00	\$ 763.00	\$ 693.50	Negotiable Tier F Rates Cannot Fall Below Provincial Minimum Wages
Assistant Production Manager/Unit Manager	\$ 647.75	\$ 593.25	\$ 546.75	\$ 511.00	\$ 462.00	
Assistant Unit Manager	\$ 403.75	\$ 373.50	\$ 345.25	\$ 325.75	\$ 296.75	
First Assistant Director	\$ 900.50	\$ 843.50	\$ 779.50	\$ 721.00	\$ 656.75	
Second Assistant Director	\$ 632.25	\$ 588.75	\$ 541.25	\$ 507.25	\$ 460.75	
Third Assistant Director	\$ 452.75	\$ 404.75	\$ 382.50	\$ 365.50	\$ 337.25	
Trainee Assistant Director/Fourth AD	\$ 358.25	\$ 334.00	\$ 327.75	\$ 322.00	\$ 316.75	
Production Assistant	\$ 339.50	\$ 327.75	\$ 322.00	\$ 316.75	\$ 310.75	
Production Assistant (Office)	\$ 340.50	\$ 327.75	\$ 322.00	\$ 316.75	\$ 310.75	
Location Manager	\$ 664.00	\$ 619.75	\$ 574.25	\$ 533.50	\$ 486.75	
Assistant Location Manager/Location Scout	\$ 507.00	\$ 446.00	\$ 413.50	\$ 352.25	\$ 327.50	
Trainee Asst Location Manager	\$ 359.75	\$ 341.25	\$ 325.75	\$ 319.75	\$ 313.50	
Production Coordinator	\$ 609.50	\$ 560.25	\$ 518.50	\$ 484.75	\$ 439.25	
Assistant Production Coordinator/Travel Coordinator	\$ 574.50	\$ 530.75	\$ 487.50	\$ 458.25	\$ 409.00	
Trainee Production Coordinator	\$ 386.75	\$ 376.25	\$ 337.50	\$ 322.00	\$ 316.75	
Art Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Production Designer	\$ 1,182.00	\$ 1,105.75	\$ 1,023.75	\$ 947.75	\$ 861.25	
Art Director	\$ 989.25	\$ 924.75	\$ 856.50	\$ 793.00	\$ 720.75	
First Assistant Art Director/Set Designer	\$ 748.50	\$ 698.00	\$ 646.25	\$ 601.50	\$ 545.25	
Second Assistant Art Director	\$ 456.50	\$ 418.75	\$ 387.25	\$ 364.50	\$ 339.75	
Art Department Coordinator	\$ 468.50	\$ 418.75	\$ 387.25	\$ 364.50	\$ 339.75	
Art Department Production Assistant	\$ 337.50	\$ 327.75	\$ 322.00	\$ 316.75	\$ 310.75	
Picture Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Supervising Picture Editor	\$ 1,002.75	\$ 943.00	\$ 860.50	\$ 785.00	\$ 712.75	
Picture Editor	\$ 892.25	\$ 840.50	\$ 766.25	\$ 699.75	\$ 617.75	
First Assistant Picture Editor	\$ 519.25	\$ 466.00	\$ 415.75	\$ 365.00	\$ 333.75	
Second Assistant Picture Editor	\$ 378.25	\$ 346.25	\$ 326.75	\$ 324.75	\$ 316.75	
Trainee Assistant Editor	\$ 340.00	\$ 334.75	\$ 325.75	\$ 319.75	\$ 313.50	
Sound Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Supervising Sound Editor	\$ 977.25	\$ 911.50	\$ 845.75	\$ 783.75	\$ 711.00	
Sound Editor	\$ 863.25	\$ 795.00	\$ 735.50	\$ 683.75	\$ 585.75	
First Assistant Sound Editor	\$ 462.75	\$ 414.00	\$ 373.50	\$ 351.50	\$ 320.50	
Second Assistant Sound Editor	\$ 370.00	\$ 340.50	\$ 327.75	\$ 322.00	\$ 316.75	
Production Accounting Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Production Accountant	\$ 766.75	\$ 688.25	\$ 618.25	\$ 591.25	\$ 554.00	
First Assistant Accountant/General	\$ 592.25	\$ 502.75	\$ 463.25	\$ 385.50	\$ 370.75	
First Assistant Accountant (Payroll)	\$ 592.25	\$ 502.75	\$ 463.25	\$ 385.50	\$ 370.75	
Second Assistant Accountant	\$ 409.50	\$ 396.75	\$ 358.75	\$ 344.00	\$ 340.00	
Accounting Clerk	\$ 371.75	\$ 369.00	\$ 349.75	\$ 340.00	\$ 329.75	
Trainee Accountant	\$ 334.50	\$ 327.75	\$ 322.00	\$ 316.75	\$ 310.75	

2024 Weekly Rates

Rates for 2024 apply from January 1, 2024 to December 31, 2024.

Production Department	TIER A	TIER B	TIER C	TIER D	TIER E	TIER F
Production Manager	\$3,918.00	\$ 3,658.00	\$ 3,374.00	\$ 3,144.00	\$ 2,857.00	Negotiable Tier F Rates Cannot Fall Below Provincial Minimum Wages
Assistant Production Manager/Unit Manager	\$2,669.00	\$ 2,444.00	\$ 2,253.00	\$ 2,105.00	\$ 1,903.00	
Assistant Unit Manager	\$1,663.00	\$ 1,539.00	\$ 1,422.00	\$ 1,342.00	\$ 1,223.00	
First Assistant Director	\$3,710.00	\$ 3,475.00	\$ 3,212.00	\$ 2,971.00	\$ 2,706.00	
Second Assistant Director	\$2,605.00	\$ 2,426.00	\$ 2,230.00	\$ 2,090.00	\$ 1,898.00	
Third Assistant Director	\$1,865.00	\$ 1,668.00	\$ 1,576.00	\$ 1,506.00	\$ 1,389.00	
Trainee Assistant Director/Fourth AD	\$1,476.00	\$ 1,376.00	\$ 1,350.00	\$ 1,327.00	\$ 1,305.00	
Production Assistant	\$1,399.00	\$ 1,350.00	\$ 1,327.00	\$ 1,305.00	\$ 1,280.00	
Production Assistant (Office)	\$1,403.00	\$ 1,350.00	\$ 1,327.00	\$ 1,305.00	\$ 1,280.00	
Location Manager	\$2,736.00	\$ 2,553.00	\$ 2,366.00	\$ 2,198.00	\$ 2,005.00	
Assistant Location Manager/Location Scout	\$2,089.00	\$ 1,838.00	\$ 1,704.00	\$ 1,451.00	\$ 1,349.00	
Trainee Asst Location Manager	\$1,482.00	\$ 1,406.00	\$ 1,342.00	\$ 1,317.00	\$ 1,292.00	
Production Coordinator	\$2,511.00	\$ 2,308.00	\$ 2,136.00	\$ 1,997.00	\$ 1,810.00	
Assistant Production Coordinator/Travel Coordinator	\$2,367.00	\$ 2,187.00	\$ 2,009.00	\$ 1,888.00	\$ 1,685.00	
Trainee Production Coordinator	\$1,593.00	\$ 1,550.00	\$ 1,391.00	\$ 1,327.00	\$ 1,305.00	
Art Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Production Designer	\$4,870.00	\$ 4,556.00	\$ 4,218.00	\$ 3,905.00	\$ 3,548.00	
Art Director	\$4,076.00	\$ 3,810.00	\$ 3,529.00	\$ 3,267.00	\$ 2,969.00	
First Assistant Art Director/Set Designer	\$3,084.00	\$ 2,876.00	\$ 2,663.00	\$ 2,478.00	\$ 2,246.00	
Second Assistant Art Director	\$1,881.00	\$ 1,725.00	\$ 1,595.00	\$ 1,502.00	\$ 1,400.00	
Art Department Coordinator	\$1,930.00	\$ 1,725.00	\$ 1,595.00	\$ 1,502.00	\$ 1,400.00	
Art Department Production Assistant	\$1,391.00	\$ 1,350.00	\$ 1,327.00	\$ 1,305.00	\$ 1,280.00	
Picture Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Supervising Picture Editor	\$4,131.00	\$ 3,885.00	\$ 3,545.00	\$ 3,234.00	\$ 2,937.00	
Picture Editor	\$3,676.00	\$ 3,463.00	\$ 3,157.00	\$ 2,883.00	\$ 2,545.00	
First Assistant Picture Editor	\$2,139.00	\$ 1,920.00	\$ 1,713.00	\$ 1,504.00	\$ 1,375.00	
Assistant Picture Editor	\$1,558.00	\$ 1,427.00	\$ 1,346.00	\$ 1,338.00	\$ 1,305.00	
Trainee Assistant Editor	\$1,401.00	\$ 1,379.00	\$ 1,342.00	\$ 1,317.00	\$ 1,292.00	
Sound Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Supervising Sound Editor	\$4,026.00	\$ 3,755.00	\$ 3,484.00	\$ 3,229.00	\$ 2,929.00	
Sound Editor	\$3,557.00	\$ 3,275.00	\$ 3,030.00	\$ 2,817.00	\$ 2,413.00	
First Assistant Sound Editor	\$1,907.00	\$ 1,706.00	\$ 1,539.00	\$ 1,448.00	\$ 1,320.00	
Second Assistant Sound Editor	\$1,524.00	\$ 1,403.00	\$ 1,350.00	\$ 1,327.00	\$ 1,305.00	
Production Accounting Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Production Accountant	\$3,159.00	\$ 2,836.00	\$ 2,547.00	\$ 2,436.00	\$ 2,282.00	
First Assistant Accountant/General	\$2,440.00	\$ 2,071.00	\$ 1,909.00	\$ 1,588.00	\$ 1,527.00	
First Assistant Accountant (Payroll)	\$2,440.00	\$ 2,071.00	\$ 1,909.00	\$ 1,588.00	\$ 1,527.00	
Second Assistant Accountant	\$1,687.00	\$ 1,635.00	\$ 1,478.00	\$ 1,417.00	\$ 1,401.00	
Accounting Clerk	\$1,532.00	\$ 1,520.00	\$ 1,441.00	\$ 1,401.00	\$ 1,359.00	
Trainee Accountant	\$1,378.00	\$ 1,350.00	\$ 1,327.00	\$ 1,305.00	\$ 1,280.00	

2024 Daily Rates

Rates for 2024 apply from January 1, 2024 to December 31, 2024.

Production Department	TIER A	TIER B	TIER C	TIER D	TIER E	TIER F
Production Manager	\$979.50	\$ 914.50	\$ 843.50	\$ 786.00	\$ 714.25	Negotiable Tier F Rates Cannot Fall Below Provincial Minimum Wages
Assistant Production Manager/Unit Manager	\$667.25	\$ 611.00	\$ 563.25	\$ 526.25	\$ 475.75	
Assistant Unit Manager	\$415.75	\$ 384.75	\$ 355.50	\$ 335.50	\$ 305.75	
First Assistant Director	\$927.50	\$ 868.75	\$ 803.00	\$ 742.75	\$ 676.50	
Second Assistant Director	\$651.25	\$ 606.50	\$ 557.50	\$ 522.50	\$ 474.50	
Third Assistant Director	\$466.25	\$ 417.00	\$ 394.00	\$ 376.50	\$ 347.25	
Trainee Assistant Director/Fourth AD	\$369.00	\$ 344.00	\$ 337.50	\$ 331.75	\$ 326.25	
Production Assistant	\$349.75	\$ 337.50	\$ 331.75	\$ 326.25	\$ 320.00	
Production Assistant (Office)	\$350.75	\$ 337.50	\$ 331.75	\$ 326.25	\$ 320.00	
Location Manager	\$684.00	\$ 638.25	\$ 591.50	\$ 549.50	\$ 501.25	
Assistant Location Manager/Location Scout	\$522.25	\$ 459.50	\$ 426.00	\$ 362.75	\$ 337.25	
Trainee Asst Location Manager	\$370.50	\$ 351.50	\$ 335.50	\$ 329.25	\$ 323.00	
Production Coordinator	\$627.75	\$ 577.00	\$ 534.00	\$ 499.25	\$ 452.50	
Assistant Production Coordinator/Travel Coordinator	\$591.75	\$ 546.75	\$ 502.25	\$ 472.00	\$ 421.25	
Trainee Production Coordinator	\$398.25	\$ 387.50	\$ 347.75	\$ 331.75	\$ 326.25	
Art Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Production Designer	\$1,217.50	\$ 1,139.00	\$ 1,054.50	\$ 976.25	\$ 887.00	
Art Director	\$1,019.00	\$ 952.50	\$ 882.25	\$ 816.75	\$ 742.25	
First Assistant Art Director/Set Designer	\$771.00	\$ 719.00	\$ 665.75	\$ 619.50	\$ 561.50	
Second Assistant Art Director	\$470.25	\$ 431.25	\$ 398.75	\$ 375.50	\$ 350.00	
Art Department Coordinator	\$482.50	\$ 431.25	\$ 398.75	\$ 375.50	\$ 350.00	
Art Department Production Assistant	\$347.75	\$ 337.50	\$ 331.75	\$ 326.25	\$ 320.00	
Picture Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Supervising Picture Editor	\$1,032.75	\$ 971.25	\$ 886.25	\$ 808.50	\$ 734.25	
Picture Editor	\$919.00	\$ 865.75	\$ 789.25	\$ 720.75	\$ 636.25	
First Assistant Picture Editor	\$534.75	\$ 480.00	\$ 428.25	\$ 376.00	\$ 343.75	
Second Assistant Picture Editor	\$389.50	\$ 356.75	\$ 336.50	\$ 334.50	\$ 326.25	
Trainee Assistant Editor	\$350.25	\$ 344.75	\$ 335.50	\$ 329.25	\$ 323.00	
Sound Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Supervising Sound Editor	\$1,006.50	\$ 938.75	\$ 871.00	\$ 807.25	\$ 732.25	
Sound Editor	\$889.25	\$ 818.75	\$ 757.50	\$ 704.25	\$ 603.25	
First Assistant Sound Editor	\$476.75	\$ 426.50	\$ 384.75	\$ 362.00	\$ 330.00	
Second Assistant Sound Editor	\$381.00	\$ 350.75	\$ 337.50	\$ 331.75	\$ 326.25	
Production Accounting Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Production Accountant	\$789.75	\$ 709.00	\$ 636.75	\$ 609.00	\$ 570.50	
First Assistant Accountant/General	\$610.00	\$ 517.75	\$ 477.25	\$ 397.00	\$ 381.75	
First Assistant Accountant (Payroll)	\$610.00	\$ 517.75	\$ 477.25	\$ 397.00	\$ 381.75	
Second Assistant Accountant	\$421.75	\$ 408.75	\$ 369.50	\$ 354.25	\$ 350.25	
Accounting Clerk	\$383.00	\$ 380.00	\$ 360.25	\$ 350.25	\$ 339.75	
Trainee Accountant	\$344.50	\$ 337.50	\$ 331.75	\$ 326.25	\$ 320.00	

2025 Weekly Rates

Rates for 2025 apply from January 1, 2025 to December 31, 2025.

Production Department	TIER A	TIER B	TIER C	TIER D	TIER E	TIER F
Production Manager	\$4,036.00	\$ 3,768.00	\$ 3,475.00	\$ 3,238.00	\$ 2,943.00	Negotiable Tier F Rates Cannot Fall Below Provincial Minimum Wages
Assistant Production Manager/Unit Manager	\$2,749.00	\$ 2,517.00	\$ 2,321.00	\$ 2,168.00	\$ 1,960.00	
Assistant Unit Manager	\$1,713.00	\$ 1,585.00	\$ 1,465.00	\$ 1,382.00	\$ 1,260.00	
First Assistant Director	\$3,821.00	\$ 3,579.00	\$ 3,308.00	\$ 3,060.00	\$ 2,787.00	
Second Assistant Director	\$2,683.00	\$ 2,499.00	\$ 2,297.00	\$ 2,153.00	\$ 1,955.00	
Third Assistant Director	\$1,921.00	\$ 1,718.00	\$ 1,623.00	\$ 1,551.00	\$ 1,431.00	
Trainee Assistant Director/Fourth AD	\$1,520.00	\$ 1,417.00	\$ 1,391.00	\$ 1,367.00	\$ 1,344.00	
Production Assistant	\$1,441.00	\$ 1,391.00	\$ 1,367.00	\$ 1,344.00	\$ 1,318.00	
Production Assistant (Office)	\$1,445.00	\$ 1,391.00	\$ 1,367.00	\$ 1,344.00	\$ 1,318.00	
Location Manager	\$2,818.00	\$ 2,630.00	\$ 2,437.00	\$ 2,264.00	\$ 2,065.00	
Assistant Location Manager/Location Scout	\$2,152.00	\$ 1,893.00	\$ 1,755.00	\$ 1,495.00	\$ 1,389.00	
Trainee Asst Location Manager	\$1,526.00	\$ 1,448.00	\$ 1,382.00	\$ 1,357.00	\$ 1,331.00	
Production Coordinator	\$2,586.00	\$ 2,377.00	\$ 2,200.00	\$ 2,057.00	\$ 1,864.00	
Assistant Production Coordinator/Travel Coordinator	\$2,438.00	\$ 2,253.00	\$ 2,069.00	\$ 1,945.00	\$ 1,736.00	
Trainee Production Coordinator	\$1,641.00	\$ 1,597.00	\$ 1,433.00	\$ 1,367.00	\$ 1,344.00	
Art Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Production Designer	\$5,016.00	\$ 4,693.00	\$ 4,345.00	\$ 4,022.00	\$ 3,654.00	
Art Director	\$4,198.00	\$ 3,924.00	\$ 3,635.00	\$ 3,365.00	\$ 3,058.00	
First Assistant Art Director/Set Designer	\$3,177.00	\$ 2,962.00	\$ 2,743.00	\$ 2,552.00	\$ 2,313.00	
Second Assistant Art Director	\$1,937.00	\$ 1,777.00	\$ 1,643.00	\$ 1,547.00	\$ 1,442.00	
Art Department Coordinator	\$1,988.00	\$ 1,777.00	\$ 1,643.00	\$ 1,547.00	\$ 1,442.00	
Art Department Production Assistant	\$1,433.00	\$ 1,391.00	\$ 1,367.00	\$ 1,344.00	\$ 1,318.00	
Picture Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Supervising Picture Editor	\$4,255.00	\$ 4,002.00	\$ 3,651.00	\$ 3,331.00	\$ 3,025.00	
Picture Editor	\$3,786.00	\$ 3,567.00	\$ 3,252.00	\$ 2,969.00	\$ 2,621.00	
First Assistant Picture Editor	\$2,203.00	\$ 1,978.00	\$ 1,764.00	\$ 1,549.00	\$ 1,416.00	
Assistant Picture Editor	\$1,605.00	\$ 1,470.00	\$ 1,386.00	\$ 1,378.00	\$ 1,344.00	
Trainee Assistant Editor	\$1,443.00	\$ 1,420.00	\$ 1,382.00	\$ 1,357.00	\$ 1,331.00	
Sound Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Supervising Sound Editor	\$4,147.00	\$ 3,868.00	\$ 3,589.00	\$ 3,326.00	\$ 3,017.00	
Sound Editor	\$3,664.00	\$ 3,373.00	\$ 3,121.00	\$ 2,902.00	\$ 2,485.00	
First Assistant Sound Editor	\$1,964.00	\$ 1,757.00	\$ 1,585.00	\$ 1,491.00	\$ 1,360.00	
Second Assistant Sound Editor	\$1,570.00	\$ 1,445.00	\$ 1,391.00	\$ 1,367.00	\$ 1,344.00	
Production Accounting Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Production Accountant	\$3,254.00	\$ 2,921.00	\$ 2,623.00	\$ 2,509.00	\$ 2,350.00	
First Assistant Accountant/General	\$2,513.00	\$ 2,133.00	\$ 1,966.00	\$ 1,636.00	\$ 1,573.00	
First Assistant Accountant (Payroll)	\$2,513.00	\$ 2,133.00	\$ 1,966.00	\$ 1,636.00	\$ 1,573.00	
Second Assistant Accountant	\$1,738.00	\$ 1,684.00	\$ 1,522.00	\$ 1,460.00	\$ 1,443.00	
Accounting Clerk	\$1,578.00	\$ 1,566.00	\$ 1,484.00	\$ 1,443.00	\$ 1,400.00	
Trainee Accountant	\$1,419.00	\$ 1,391.00	\$ 1,367.00	\$ 1,344.00	\$ 1,318.00	

2025 Daily Rates

Rates for 2025 apply from January 1, 2025 to December 31, 2025.

Production Department	TIER A	TIER B	TIER C	TIER D	TIER E	TIER F
Production Manager	\$1,009.00	\$ 942.00	\$ 868.75	\$ 809.50	\$ 735.75	Negotiable Tier F Rates Cannot Fall Below Provincial Minimum Wages
Assistant Production Manager/Unit Manager	\$687.25	\$ 629.25	\$ 580.25	\$ 542.00	\$ 490.00	
Assistant Unit Manager	\$428.25	\$ 396.25	\$ 366.25	\$ 345.50	\$ 315.00	
First Assistant Director	\$955.25	\$ 894.75	\$ 827.00	\$ 765.00	\$ 696.75	
Second Assistant Director	\$670.75	\$ 624.75	\$ 574.25	\$ 538.25	\$ 488.75	
Third Assistant Director	\$480.25	\$ 429.50	\$ 405.75	\$ 387.75	\$ 357.75	
Trainee Assistant Director/Fourth AD	\$380.00	\$ 354.25	\$ 347.75	\$ 341.75	\$ 336.00	
Production Assistant	\$360.25	\$ 347.75	\$ 341.75	\$ 336.00	\$ 329.50	
Production Assistant (Office)	\$361.25	\$ 347.75	\$ 341.75	\$ 336.00	\$ 329.50	
Location Manager	\$704.50	\$ 657.50	\$ 609.25	\$ 566.00	\$ 516.25	
Assistant Location Manager/Location Scout	\$538.00	\$ 473.25	\$ 438.75	\$ 373.75	\$ 347.25	
Trainee Asst Location Manager	\$381.50	\$ 362.00	\$ 345.50	\$ 339.25	\$ 332.75	
Production Coordinator	\$646.50	\$ 594.25	\$ 550.00	\$ 514.25	\$ 466.00	
Assistant Production Coordinator/Travel Coordinator	\$609.50	\$ 563.25	\$ 517.25	\$ 486.25	\$ 434.00	
Trainee Production Coordinator	\$410.25	\$ 399.25	\$ 358.25	\$ 341.75	\$ 336.00	
Art Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Production Designer	\$1,254.00	\$ 1,173.25	\$ 1,086.25	\$ 1,005.50	\$ 913.50	
Art Director	\$1,049.50	\$ 981.00	\$ 908.75	\$ 841.25	\$ 764.50	
First Assistant Art Director/Set Designer	\$794.25	\$ 740.50	\$ 685.75	\$ 638.00	\$ 578.25	
Second Assistant Art Director	\$484.25	\$ 444.25	\$ 410.75	\$ 386.75	\$ 360.50	
Art Department Coordinator	\$497.00	\$ 444.25	\$ 410.75	\$ 386.75	\$ 360.50	
Art Department Production Assistant	\$358.25	\$ 347.75	\$ 341.75	\$ 336.00	\$ 329.50	
Picture Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Supervising Picture Editor	\$1,063.75	\$ 1,000.50	\$ 912.75	\$ 832.75	\$ 756.25	
Picture Editor	\$946.50	\$ 891.75	\$ 813.00	\$ 742.25	\$ 655.25	
First Assistant Picture Editor	\$550.75	\$ 494.50	\$ 441.00	\$ 387.25	\$ 354.00	
Second Assistant Picture Editor	\$401.25	\$ 367.50	\$ 346.50	\$ 344.50	\$ 336.00	
Trainee Assistant Editor	\$360.75	\$ 355.00	\$ 345.50	\$ 339.25	\$ 332.75	
Sound Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Supervising Sound Editor	\$1,036.75	\$ 967.00	\$ 897.25	\$ 831.50	\$ 754.25	
Sound Editor	\$916.00	\$ 843.25	\$ 780.25	\$ 725.50	\$ 621.25	
First Assistant Sound Editor	\$491.00	\$ 439.25	\$ 396.25	\$ 372.75	\$ 340.00	
Second Assistant Sound Editor	\$392.50	\$ 361.25	\$ 347.75	\$ 341.75	\$ 336.00	
Production Accounting Department	TIER A	TIER B	TIER C	TIER D	TIER E	
Production Accountant	\$813.50	\$730.25	\$ 655.75	\$ 627.25	\$ 587.50	
First Assistant Accountant/General	\$628.25	\$533.25	\$ 491.50	\$ 409.00	\$ 393.25	
First Assistant Accountant (Payroll)	\$628.25	\$533.25	\$ 491.50	\$ 409.00	\$ 393.25	
Second Assistant Accountant	\$434.50	\$421.00	\$ 380.50	\$ 365.00	\$ 360.75	
Accounting Clerk	\$394.50	\$391.50	\$ 371.00	\$ 360.75	\$ 350.00	
Trainee Accountant	\$354.75	\$347.75	\$ 341.75	\$ 336.00	\$ 329.50	

Letters of Understanding **Saskatchewan**

No. 1 Jurisdiction

- 1) Subject to the terms set out below, the District Council represents all of the classifications set out in Core article 11;
- 2) With respect to the following classifications, and subject to any ruling by the Saskatchewan Labour Relations Board during the term of the Agreement:

- a) Art Department classifications, and
- b) Picture Editing Department classifications

this Agreement applies to these 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 where:

- i. the individual is a member of in good standing of another local labour union,
- ii. the individual elects representation by that union, and
- iii. 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 Core article 7.11 (re alternate arrangements).

- 3) The list of classifications set out in paragraph 2 above may be modified as a result of a proceeding before the Saskatchewan Labour Relations Board.
- 4) 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) Unit Manager
 - b) Assistant Unit Manager
 - c) Supervising Picture Editor/Sound Editor
 - d) First Assistant Sound Editor
 - e) Second Assistant Sound Editor
- 5) 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.
- 6) The CMPA will ensure that any language that it negotiates with any other labour organization with respect to jurisdiction over any category specified in paragraph 2 above, shall not provide that labour organization 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 
Vice-President, National Industrial Relations and Counsel

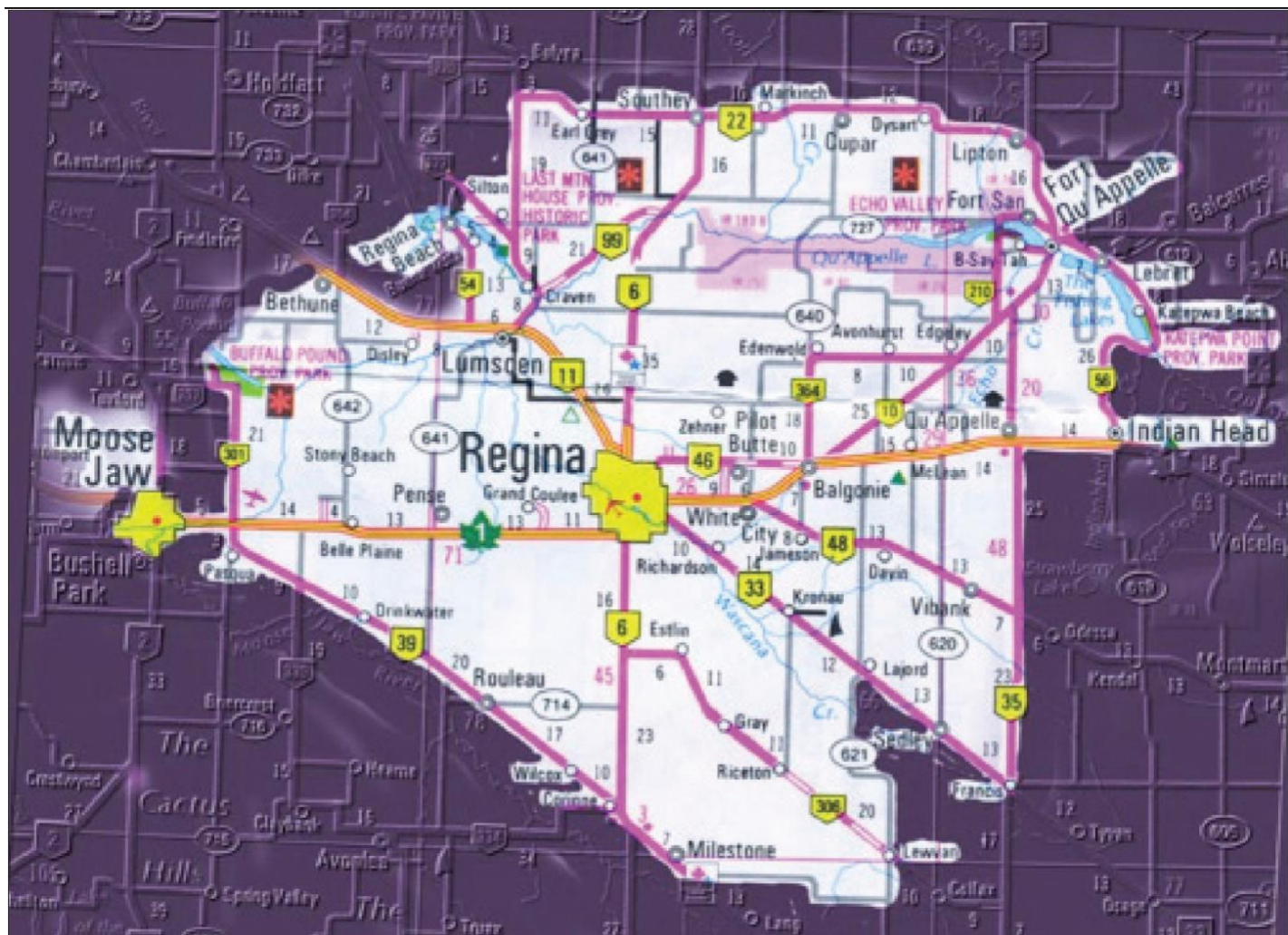
Directors Guild Of Canada

Per 
President

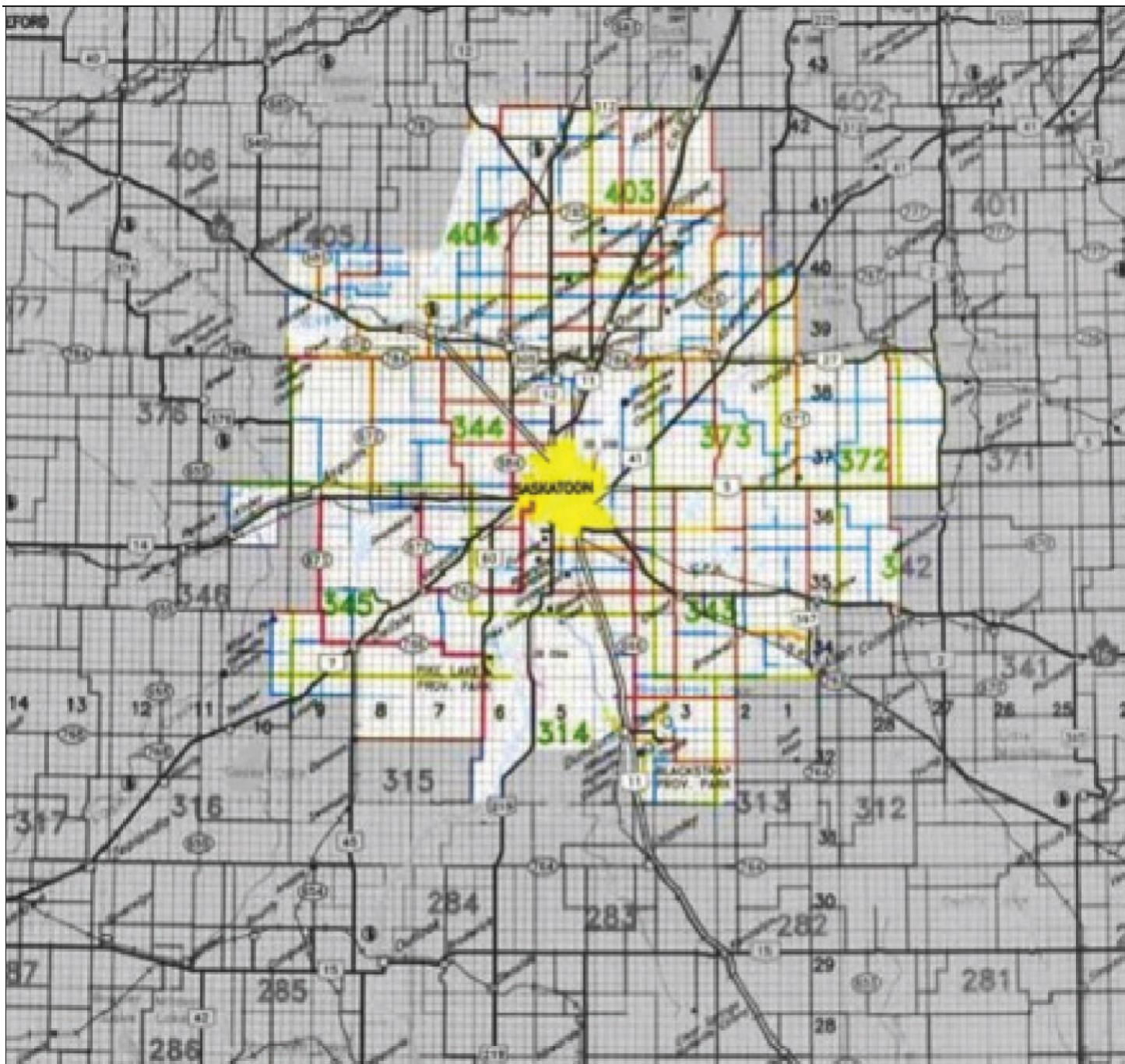
Directors Guild Of Canada
Saskatchewan District Council

Per 
Chair

Studio Zone Map **Saskatchewan**



Studio Zone Map **Saskatchewan**



Fringe Chart 2023–2025 Saskatchewan

	VACATION PAY	HEALTH & WELFARE/ NON- MEMBER EQUALIZATION ¹	RETIREMENT PAY	ADMIN & TRAIN. FUND	PERMIT FEES	MEMBER CHECK-OFF	TOTAL DGC	CMPA LEVY 2%
	<i>Payable by Producer to Member</i>	<i>Payable by Producer to DGC H&W Trust Fund</i>	<i>Payable by Producer to Member</i>	<i>Payable by Producer to District Council</i>	<i>Deduct from Permittee OR Payable by Producer & Remit to District Council</i>	<i>Deduct from Member & Remit to District Council</i>		<i>Payable directly to CMPA per Article SK7.01</i>
GUILD MEMBERS (except as below)	All Tiers 5.77%	Tier A – 5% Tier B – 5% Tier C – 5% Tier D – 5% Tier E – 4% Tier F – 4%	Tier A – 5.5% Tier B – 5.5% Tier C – 3.5% Tier D – 2% Tier E – 1% Tier F – 1%	Tiers A – 1.5% Tier B – 1.5% Tier C – 1% Tier D – 1% Tier E – 1% Tier F – 1%	Not Applicable	2%	Tier A – 17.77% Tier B – 17.77% Tier C – 15.27% Tier D – 13.77% Tier E – 11.77% Tier F – 11.77%	CMPA Member – 2% CMPA Non-Member – 2.5%
Non-Canadian PERMITS Excluding DGA, U.S. IATSE	All Tiers 5.77%	Tier A – 5% Tier B – 5% Tier C – 5% Tier D – 5% Tier E – 4% Tier F – 4%	Tier A – 5.5% Tier B – 5.5% Tier C – 3.5% Tier D – 2% Tier E – 1% Tier F – 1%	Tiers A – 1.5% Tier B – 1.5% Tier C – 1% Tier D – 1% Tier E – 1% Tier F – 1%	\$50.00/Day – to a max of \$200.00 p/w	2%	Tier A – 17.77% Tier B – 17.77% Tier C – 15.27% Tier D – 13.77% Tier E – 11.77% Tier F – 11.77%	CMPA Member – 2% CMPA Non-Member – 2.5%
Non-Canadian PERMITS DGA, U.S. IATSE	Not Applicable	Not Applicable	Not Applicable	Tiers A – 1.5% Tier B – 1.5% Tier C – 1% Tier D – 1% Tier E – 1% Tier F – 1%	\$50.00/Day to a max of \$200.00 p/w	Not Applicable	Tiers A – 1.5% Tier B – 1.5% Tier C – 1% Tier D – 1% Tier E – 1% Tier F – 1%	CMPA Member – 2% CMPA Non-Member – 2.5%
Canadian/ Permanent Resident PERMITS	All Tiers 5.77%	Tier A – 5% Tier B – 5% Tier C – 5% Tier D – 5% Tier E – 4% Tier F – 4%	Tier A – 5.5% Tier B – 5.5% Tier C – 3.5% Tier D – 2% Tier E – 1% Tier F – 1%	Tiers A – 1.5% Tier B – 1.5% Tier C – 1% Tier D – 1% Tier E – 1% Tier F – 1%	Tier A, B & C – \$10.00/Day Tier D & E – \$5.00/Day	2%	Tier A – 17.77% Tier B – 17.77% Tier C – 15.27% Tier D – 13.77% Tier E – 11.77% Tier F – 11.77%	CMPA Member – 2% CMPA Non-Member – 2.5%

Gross Remuneration Core Article 1.26 of the 2023-2025 DGC/CMPA Standard Agreement means the total compensation Producer owes to a Guild Member/Permittee/Loan-out Corporation/Contractor for work or services INCLUDING minimum rate plus over-scale, if any, work premiums, vacation and statutory holiday pay or additional compensation in lieu thereof, and the Director's rights acquisition fees, Series Bonus and royalties, but EXCLUDING insurance and retirement contribution, and monies paid for vehicle and equipment rentals, and expenses (eg. Per diem or travel).

¹ Payable by Producers to the Health & Welfare Trust for Members and Non-Members.

Work Permit Application for Canadian Citizens and Permanent Residents **Saskatchewan**

I hereby apply for a work permit from the Directors Guild of Canada, Saskatchewan District Council (the "District Council") subject to the terms below and of the 2023 – 2025 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 Production Company)
_____, on the Motion Picture currently known as and entitled:
" _____ " on episode number(s) _____ (if applicable)

(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 SDC administration charge of 2% and Guild assessments, if any, being deducted from my Gross Remuneration and remitted by the Producer to the DGC SDC, in accordance with Core articles 7.08 and 7.10 of the 2023– 2025 DGC/CMPA Standard Agreement.

OR

☐ I request that my engagement be subject to the terms and conditions of the 2023 – 2025 DGC/CMPA Standard Agreement and I agree to the DGC SDC administration charge of 2% being deducted from my Gross Remuneration and remitted by the Producer to DGC SDC on a weekly basis in accordance with article SK5.04 of the 2023 – 2025 DGC/CMPA Standard Agreement

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 week of my engagement or portion thereof, or five dollars (\$5.00) per day of engagement if I am engaged as a Production Assistant, from the time of pre-production, and will remit the same to the District Council weekly.
- (b) An equalization payment of a percentage based on the applicable tier of the Production, as set out in article SK5.05, of my Gross Remuneration, will be remitted by the Producer, except as provided in article SK5.01(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 BY _____

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

Work Permit Application for Non-Canadians **Saskatchewan**

I hereby apply for a work permit from the Directors Guild of Canada, Saskatchewan District Council (the "District Council") subject to the terms below and of the 2023 – 2025 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 Production Company)
_____, on the Motion Picture currently known as and entitled:
"_____ " on episode number(s) _____ (if applicable)

(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. I.A.T.S.E.") 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. I.A.T.S.E. and request that my engagement be subject to the terms and conditions of the 2023– 2025 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. I.A.T.S.E. 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 2% and a permit fee of \$50.00 per day or \$250.00 per week of my engagement and will remit the same to the District Council weekly.
- (b) An equalization payment of a percentage based on the applicable tier of the Production, as set out in article SK5.05, of my Gross Remuneration will be remitted by the Producer, except as provided for in article SK5.01(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 BY _____

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

DGC SASKATCHEWAN DISTRICT COUNCIL SCHEDULE 8 **Standard Contract for Services**

GUILD MEMBER: _____ <div style="text-align: right;"><i>(Print Name – No Loanout Company)</i></div>	
SIN #: _____	
LOANOUT COMPANY: _____ <div style="text-align: right;"><i>(Print Name Of Loanout Company)</i></div>	
GST/HST: _____	
TEL # (H): _____ CELL #: _____	
E-MAIL: _____	
ADDRESS: _____	
CITY/POSTAL CODE: _____	
MOTION PICTURE TITLE: _____	
ENGAGED IN PROVINCE OF: _____	
ENGAGED FOR: <input type="checkbox"/> Main Unit OR <input type="checkbox"/> Second Unit	
TIER LEVEL: <input type="checkbox"/> A <input type="checkbox"/> B <input type="checkbox"/> C <input type="checkbox"/> D <input type="checkbox"/> E <input type="checkbox"/> F	
START DATE: Day _____ Month _____ Year _____	
RATE (SPECIFY DOLLAR AMOUNT): _____	
TYPE OF ENGAGEMENT: <input type="checkbox"/> WEEKLY <input type="checkbox"/> DAILY <input type="checkbox"/> 8 HR CALL	
OTHER TERMS (e.g. Vehicle, Cell Phone Rental, Kit Rental, Per Diem, etc.) _____ _____ _____	
OTHER WEEKLY OPTIONS: <input type="checkbox"/> FLAT DEAL per Core Article 1.25 & SK1.06 MEMBER TO INITIAL AGREEMENT HERE: <i>Flat Deal Only</i> <input type="checkbox"/> SPECIFIC TERM Finish Date Day _____ Month _____ Year _____ (ie PAY OR PLAY)	

☐ GUILD MEMBER

☐ PERMITTEE

PRODUCTION DEPARTMENT

☐ Second Unit Director

☐ Production Coordinator

☐ Production Manager
Coordinator

☐ Asst Production Coordinator/Travel

☐ Asst Production Manager/UM

☐ Trainee Prod. Coordinator

☐ Asst Unit Manager

☐ Office Production Asst

ASSISTANT DIRECTORS

☐ First

☐ Second

☐ Third

☐ TAD/Fourth AD

LOCATION DEPARTMENT

☐ Location Manager

☐ Assistant Location Manager

☐ Location Scout

☐ Trainee Assistant Location Manager

ACCOUNTING DEPARTMENT

☐ Production Accountant

☐ First Assistant Accountant General

☐ First Assistant Accountant Payroll

☐ Accounting Clerk

☐ Second Assistant Accountant

☐ Trainee Accountant

ART DEPARTMENT

☐ Production Designer

☐ Art Director

☐ First Assistant Art Director

☐ Art Department Coordinator

(Set Designer/Graphics)

☐ Second Assistant Art Director

☐ Art Department Production Assistant

PICTURE EDITING DEPARTMENT

☐ Supervising Picture Editor

☐ Picture Editor

☐ First Assistant Picture Editor

☐ Assistant Picture Editor

☐ Trainee Assistant Picture Editor

SOUND EDITING DEPARTMENT

☐ Supervising Sound Editor

☐ Sound Editor

☐ First Assistant Sound Editor

☐ Second 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 2023- 2025 DGC/CPMA 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 Rep 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).