

SCHEDULE 1
Scale Rates
For the period of March 31, 2024 – April 5, 2025

Department	Tier A Low Budget Productions (Under \$6.5 Million)		Tier B Series over \$6 Million; Features / Long-form \$6.5 Million-\$10 Million		Tier C Features / Long Form Over \$10 Million	
	<i>All rates in CDN\$</i>	March 31, 2024	March 31, 2024	March 31, 2024	March 31, 2024	March 31, 2024
1 ACCOUNTS						
Assistant Accountants		34.08	35.22	35.78		
Account Clerks		27.84	28.97	29.54		
2 ART DEPARTMENT						
Production Designer/Art Director		**Negotiable	**Negotiable	**Negotiable		
1st Assistant Art Director		35.78	36.93	37.50		
Draftsperson/Graphics/Storyboard Artist		34.08	35.22	35.78		
Art Department Co-ordinator		32.95	34.08	34.65		
Art Department Assistant		27.84	28.97	29.54		
3 CONSTRUCTION						
Construction Co-ordinator		**Negotiable	**Negotiable	**Negotiable		
Head Carpenter		35.78	36.93	37.50		
Lead Carpenter/Sculptor		34.08	35.22	35.78		
Carpenter/Buyer		32.95	34.08	34.65		
Assistant Carpenter		27.84	28.97	29.54		
Labourer		23.86	24.99	25.57		
4 CONTINUITY						
Script Supervisor		34.08	35.22	35.78		
5 COSTUME						
Costume Designer		**Negotiable	**Negotiable	**Negotiable		
Assistant Costume Designer/Costume Coordinator		34.08	35.22	35.78		
Wardrobe Supervisor		34.08	35.22	35.78		
Truck Costumer/Wardrobe Assistant/Buyer/Cutter		30.67	31.82	32.38		
Costumer/Seamstress/Stitcher/Sewer		27.84	28.97	29.54		
6 CRAFT SERVICES						
Craft Services/First Aid		34.08	35.22	35.78		
Craft Services/First Aid Assistant		29.54	30.67	31.25		
First Aid Assistant		27.84	28.97	29.54		
Craft Service Assistant		23.86	24.99	25.57		
7 EDITING						
Editor		34.08	35.22	35.78		
1st Assistant Editor		30.67	31.82	32.38		
2nd Assistant Editor		27.84	28.97	29.54		
8 *Electric						
Gaffer		34.08	35.22	35.78		
Genny Operator		30.67	31.82	32.38		
Best Boy/Rigging/Board Operator/Lead Lamp Operator		30.67	31.82	32.38		
Lamp Operator		27.84	28.97	29.54		
9 GREENS						
Head Greensman		34.08	35.22	35.78		
Lead Greensman/Best Boy		30.67	31.82	32.38		
Greensman		27.84	28.97	29.54		
10 GRIP						
Key Grip		34.08	35.22	35.78		
Dolly Grip		32.38	33.52	34.08		
Best Boy/Rigging/Lead Grip		30.67	31.82	32.38		
Grip		27.84	28.97	29.54		
11 HAIRDRESSER						
Hair Head Of Department (Hair HOD)		34.08	35.22	35.78		
Assistant Hairdresser		30.67	31.82	32.38		
2nd Assistant Hairdresser		27.84	28.97	29.54		
12 MAKE-UP						

Department	<u>Tier A</u> Low Budget Productions (Under \$6.5 Million)	<u>Tier B</u> Series over \$6 Million; Features / Long-form \$6.5 Million-\$10 Million	<u>Tier C</u> Features / Long Form Over \$10 Million
Make-up Head Of Department (Make-up HOD)	34.08	35.22	35.78
Assistant Make-up	30.67	31.82	32.38
2nd Assistant Make-up	27.84	28.97	29.54
13 PRODUCTION OFFICE			
Production Co-ordinator	34.08	35.22	35.78
Assistant Co-ordinator	30.67	31.82	32.38
2nd Assistant Co-ordinator	27.84	28.97	29.54
14 PROPS			
Property Master	34.08	35.22	35.78
Assistant Property Master/On-Set Props Person	32.38	33.52	34.08
Props Buyer/Props Truck Person	30.67	31.82	32.38
Props Person	27.84	28.97	29.54
15 PROP BUILDING			
Prop Maker Foreman	**Negotiable	**Negotiable	**Negotiable
Assistant Foreman	34.08	35.22	35.78
Modeler/Sculptor	30.67	31.82	32.38
Journeyman	27.84	28.97	29.54
16 SCENIC ART			
Key Scenic Artist	35.22	36.35	36.93
Head Scenic Artist/Lead Hand	34.08	35.22	35.78
Scenic Artist/Plasterer/Sign Writer	32.95	34.08	34.65
Painter	28.97	30.10	30.67
Labourer	23.86	24.99	25.57
17 SECURITY			
Co-ordinator	30.67	31.82	32.38
Captain	27.84	28.97	29.54
Security	23.86	24.99	25.57
18 SET DECORATOR			
Set Decorator	34.08	35.22	35.78
Assistant Set Decorator	32.38	33.52	34.08
Set Dec Buyer	31.82	32.95	33.52
On Set Dresser	30.67	31.82	32.38
Lead Dresser	30.67	31.82	32.38
Set Dresser	27.84	28.97	29.54
Assistant Set Dresser	24.71	25.85	26.42
19 SOUND			
Sound Mixer/Recordist	**Negotiable	**Negotiable	**Negotiable
Boom Operator	34.08	35.22	35.78
Cable Puller	27.84	28.97	29.54
20 SPECIAL EFFECTS			
Special Effects	34.08	35.22	35.78
1st Assistant Special Effects	30.67	31.82	32.38
Special Effects Technician	27.84	28.97	29.54
21 TRANSPORTATION			
Transportation Co-ordinator	**Negotiable	**Negotiable	**Negotiable
Captain	32.38	34.37	34.93
Special Equipment Driver/Co-Captain	30.67	31.82	32.95
Driver	27.84	28.97	29.54
22 ALL OTHERS			
Including: Animal Co-ordinator, Animal Wrangler and Assistant Animal Wrangler; Chef and Assistant Chef/Caterer; and Marine Co-ordinator and Boat Wrangler	**Negotiable	**Negotiable	**Negotiable

Scale Rates

For the period of April 6, 2025 – April 4, 2026

Department	<u>Tier A</u>	<u>Tier B</u>	<u>Tier C</u>
	Low Budget Productions (Under \$6.5 Million)	Series over \$6 Million; Features /Long-form \$6 Million-\$10 Million	Features / Long Form Over \$10 Million
<i>All rates in \$CAD</i>	April 6, 2025	April 6, 2025	April 6, 2025
1 ACCOUNTS	\$CAD	\$CAD	\$CAD
Assistant Accountants	35.11	36.27	36.86
Account Clerks	28.67	29.84	30.42
2 ART DEPARTMENT			
Production Designer/Art Director	**Negotiable	**Negotiable	**Negotiable
1st Assistant Art Director	36.86	38.04	38.62
Draftsperson/Graphics/Storyboard Artist	35.11	36.27	36.86
Art Department Co-ordinator	33.94	35.11	35.69
Art Department Assistant	28.67	29.84	30.42
3 CONSTRUCTION			
Construction Co-ordinator	**Negotiable	**Negotiable	**Negotiable
Head Carpenter	36.86	38.04	38.62
Lead Carpenter/Sculptor	35.11	36.27	36.86
Carpenter/Buyer	33.94	35.11	35.69
Assistant Carpenter	28.67	29.84	30.42
Labourer	24.57	25.74	26.33
4 CONTINUITY			
Script Supervisor	35.11	36.27	36.86
5 COSTUME			
Costume Designer	**Negotiable	**Negotiable	**Negotiable
Assistant Costume Designer/Costume Coordinator	35.11	36.27	36.86
Wardrobe Supervisor	35.11	36.27	36.86
Truck Costumer/Wardrobe Assistant/Buyer/Cutter	31.59	32.77	33.35
Costumer/Seamstress/Stitcher/Sewer	28.67	29.84	30.42
6 CRAFT SERVICES			
Craft Services/First Aid	35.11	36.27	36.86
Craft Services/First Aid Assistant	30.42	31.59	32.19
First Aid Assistant	28.67	29.84	30.42
Craft Service Assistant	24.57	25.74	26.33
7 EDITING			
Editor	35.11	36.27	36.86
1st Assistant Editor	31.59	32.77	33.35
2nd Assistant Editor	28.67	29.84	30.42
8 *Electric			
Gaffer	35.11	36.27	36.86
Genny Operator	31.59	32.77	33.35
Best Boy/Rigging/Board Operator/Lead Lamp Operator	31.59	32.77	33.35
Lamp Operator	28.67	29.84	30.42
9 GREENS			
Head Greensman	35.11	36.27	36.86
Lead Greensman/Best Boy	31.59	32.77	33.35
Greensman	28.67	29.84	30.42
10 GRIP			
Key Grip	35.11	36.27	36.86
Dolly Grip	33.35	34.52	35.11
Best Boy/Rigging/Lead Grip	31.59	32.77	33.35
Grip	28.67	29.84	30.42
11 HAIRDRESSER			
Hair Head Of Department (Hair HOD)	35.11	36.27	36.86
Assistant Hairdresser	31.59	32.77	33.35
2nd Assistant Hairdresser	28.67	29.84	30.42

Department	<u>Tier A</u> Low Budget Productions (Under \$6.5 Million)	<u>Tier B</u> Series over \$6 Million; Features /Long-form \$6 Million-\$10 Million	<u>Tier C</u> Features / Long Form Over \$10 Million
12 MAKE-UP			
Make-up Head of Department (Make-up HOD)	35.11	36.27	36.86
Assistant Make-up	31.59	32.77	33.35
2nd Assistant Make-up	28.67	29.84	30.42
13 PRODUCTION OFFICE			
Production Co-ordinator	35.11	36.27	36.86
Assistant Co-ordinator	31.59	32.77	33.35
2nd Assistant Co-ordinator	28.67	29.84	30.42
14 PROPS			
Property Master	35.11	36.27	36.86
Assistant Property Manager/On-Set Props Person	33.35	34.52	35.11
Props Buyer/Props Truck Person	31.59	32.77	33.35
Props Person	28.67	29.84	30.42
15 PROP BUILDING			
Prop Maker Foreman	**Negotiable	**Negotiable	**Negotiable
Assistant Foreman	35.11	36.27	36.86
Modeler/Sculptor	31.59	32.77	33.35
Journeyman	28.67	29.84	30.42
16 SCENIC ART			
Key Scenic Artist	36.27	37.44	38.04
Head Scenic Artist/Lead Hand	35.11	36.27	36.86
Scenic Artist/Plasterer/Sign Writer	33.94	35.11	35.69
Painter	29.84	31.01	31.59
Labourer	24.57	25.74	26.33
17 SECURITY			
Co-ordinator	31.59	32.77	33.35
Captain	28.67	29.84	30.42
Security	24.57	25.74	26.33
18 SET DECORATOR			
Set Decorator	35.11	36.27	36.86
Assistant Set Decorator	33.35	34.52	35.11
Set Dec Buyer	32.77	33.94	34.52
On Set Dresser	31.59	32.77	33.35
Lead Dresser	31.59	32.77	33.35
Set Dresser	28.67	29.84	30.42
Assistant Set Dresser	25.45	26.63	27.21
19 SOUND			
Sound Mixer/Recordist	**Negotiable	**Negotiable	**Negotiable
Boom Operator	35.11	36.27	36.86
Cable Puller	28.67	29.84	30.42
20 SPECIAL EFFECTS			
Special Effects	35.11	36.27	36.86
1st Assistant Special Effects	31.59	32.77	33.35
Special Effects Technician	28.67	29.84	30.42
21 TRANSPORTATION			
Transportation Co-ordinator	**Negotiable	**Negotiable	**Negotiable
Captain	33.35	35.40	35.98
Special Equipment Driver/Co-Captain	31.59	32.77	33.94
Driver	28.67	29.84	30.42
22 ALL OTHERS			
Including: Animal Co-ordinator, Animal Wrangler and Assistant Animal Wrangler; Chef and Assistant Chef/Caterer; and Marine Co-ordinator and Boat Wrangler	**Negotiable	**Negotiable	**Negotiable

Scale Rates

For the period of April 5, 2026 – March 31, 2027

Department	<u>Tier A</u>	<u>Tier B</u>	<u>Tier C</u>
	Low Budget Productions (Under \$6.5 Million)	Series over \$6 Million; Features / Long Form \$6.5 Million-\$10 Million	Features / Long Form Over \$10 Million
<i>All rates in \$CAD</i>	April 5, 2025	April 5, 2026	April 5, 2026
1 ACCOUNTS			
Assistant Accountants	36.16	37.36	37.96
Account Clerks	29.53	30.73	31.34
2 ART DEPARTMENT			
Production Designer/Art Director	**Negotiable	**Negotiable	**Negotiable
1st Assistant Art Director	37.96	39.18	39.78
Draftsperson/Graphics/Storyboard Artist	36.16	37.36	37.96
Art Department Co-ordinator	34.96	36.16	36.76
Art Department Assistant	29.53	30.73	31.34
3 CONSTRUCTION			
Construction Co-ordinator	**Negotiable	**Negotiable	**Negotiable
Head Carpenter	37.96	39.18	39.78
Lead Carpenter/Sculptor	36.16	37.36	37.96
Carpenter/Buyer	34.96	36.16	36.76
Assistant Carpenter	29.53	30.73	31.34
Labourer	25.31	26.51	27.12
4 CONTINUITY			
Script Supervisor	36.16	37.36	37.96
5 COSTUME			
Costume Designer	**Negotiable	**Negotiable	**Negotiable
Assistant Costume Designer/Costume Coordinator	36.16	37.36	37.96
Wardrobe Supervisor	36.16	37.36	37.96
Truck Costumer/Wardrobe Assistant/Buyer/Cutter	32.54	33.75	34.35
Costumer/Seamstress/Stitcher/Sewer	29.53	30.73	31.34
6 CRAFT SERVICES			
Craft Services/First Aid	36.16	37.36	37.96
Craft Services/First Aid Assistant	31.34	32.54	33.15
First Aid Assistant	29.53	30.73	31.34
Craft Service Assistant	25.31	26.51	27.12
7 EDITING			
Editor	36.16	37.36	37.96
1st Assistant Editor	32.54	33.75	34.35
2nd Assistant Editor	29.53	30.73	31.34
8 *Electric			
Gaffer	36.16	37.36	37.96
Genny Operator	32.54	33.75	34.35
Best Boy/Rigging/Board Operator/Lead Lamp Operator	32.54	33.75	34.35
Lamp Operator	29.53	30.73	31.34
9 GREENS			
Head Greensman	36.16	37.36	37.96
Lead Greensman/Best Boy	32.54	33.75	34.35
Greensman	29.53	30.73	31.34
10 GRIP			
Key Grip	36.16	37.36	37.96
Dolly Grip	34.35	35.56	36.16
Best Boy/Rigging/Lead Grip	32.54	33.75	34.35
Grip	29.53	30.73	31.34
11 HAIRDRESSER			
Hair Head Of Department (Hair HOD)	36.16	37.36	37.96
Assistant Hairdresser	32.54	33.75	34.35
2nd Assistant Hairdresser	29.53	30.73	31.34

Department	<u>Tier A</u> Low Budget Productions (Under \$6.5 Million)	<u>Tier B</u> Series over \$6 Million; Features / Long Form \$6.5 Million-\$10 Million	<u>Tier C</u> Features / Long Form Over \$10 Million
12 MAKE-UP			
Make-up Head of Department (Make-up HOD)	36.16	37.36	37.96
Assistant Make-up	32.54	33.75	34.35
2nd Assistant Make-up	29.53	30.73	31.34
13 PRODUCTION OFFICE			
Production Co-ordinator	36.16	37.36	37.96
Assistant Co-ordinator	32.54	33.75	34.35
2nd Assistant Co-ordinator	29.53	30.73	31.34
14 PROPS			
Property Master	36.16	37.36	37.96
Assistant Property Master/On-Set Props Person	34.35	35.56	36.16
Props Buyer/Props Truck Person	32.54	33.75	34.35
Props Person	29.53	30.73	31.34
15 PROP BUILDING			
Prop Maker Foreman	**Negotiable	**Negotiable	**Negotiable
Assistant Foreman	36.16	37.36	37.96
Modeler/Sculptor	32.54	33.75	34.35
Journeyman	29.53	30.73	31.34
16 SCENIC ART			
Key Scenic Artist	37.36	38.56	39.18
Head Scenic Artist/Lead Hand	36.16	37.36	37.96
Scenic Artist/Plasterer/Sign Writer	34.96	36.16	36.76
Painter	30.73	31.94	32.54
Labourer	25.31	26.51	27.12
17 SECURITY			
Co-ordinator	32.54	33.75	34.35
Captain	29.53	30.73	31.34
Security	25.31	26.51	27.12
18 SET DECORATOR			
Set Decorator	36.16	37.36	37.96
Assistant Set Decorator	34.35	35.56	36.16
Set Dec Buyer	33.75	34.96	35.56
On Set Dresser	32.54	33.75	34.35
Lead Dresser	32.54	33.75	34.35
Set Dresser	29.53	30.73	31.34
Assistant Set Dresser	26.21	27.43	28.03
19 SOUND			
Sound Mixer/Recordist	**Negotiable	**Negotiable	**Negotiable
Boom Operator	36.16	37.36	37.96
Cable Puller	29.53	30.73	31.34
20 SPECIAL EFFECTS			
Special Effects	36.16	37.36	37.96
1st Assistant Special Effects	32.54	33.75	34.35
Special Effects Technician	29.53	30.73	31.34
21 TRANSPORTATION			
Transportation Co-ordinator	**Negotiable	**Negotiable	**Negotiable
Captain	34.35	36.46	37.06
Special Equipment Driver/Co-Captain	32.54	33.75	34.96
Driver	29.53	30.73	31.34
22 ALL OTHERS			
Including: Animal Co-ordinator, Animal Wrangler and Assistant Animal Wrangler; Chef and Assistant Chef/Caterer; and Marine Co-ordinator and Boat Wrangler	**Negotiable	**Negotiable	**Negotiable

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

	Hours Worked	Rate
Day 1 through 5:	0 - 8 Hours	1X Basic Rate
	9, 10, 11, 12	1.5X Basic Rate
	13, 14, 15	2X Basic Rate
	16 plus	3X Basic Rate
Sixth Day Worked:	0 - 8 Hours	1.5X Basic Rate
	9 - 15 (Incl.)	2X Basic Rate
	16 plus	3X Basic Rate
Seventh Day Worked:	0 - 8 Hours	2X Basic Rate
	9 Plus	3X Basic Rate
Holiday Worked:	See Article 6.06.	
Meal Premium:	\$2.50 per one-tenth (1/10th) of an hour increments.	
Turnaround Premium:	Two times (2X) the prevailing hourly rate.*	
Overtime & Premiums:	Shall be calculated in one-tenth (1/10 th) of an hour increments.	

* In addition to Technician's regular rate of pay.

Fringes:	Vacation Pay	4%
	Retirement Plan	2%
	Health & Welfare	6.5%
	Union Levy	1.0%
	CMPA-BC Administration Fee	1.0% or 1.5%**

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

ELECTRIC***

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

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

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

First Aid:

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

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

Short Term Upgrades:

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

Rates for Third and Subsequent Seasons of Canadian Television Series:

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

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

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