

**MEMORANDUM OF AGREEMENT AS OF THIS 10<sup>th</sup> DAY OF NOVEMBER, 2025 BETWEEN THE DIRECTORS GUILD OF CANADA AND ITS CONSTITUENT DISTRICT COUNCILS (ONTARIO, ALBERTA, MARITIMES, NEWFOUNDLAND, MANITOBA AND SASKATCHEWAN) AND NATIONAL DIRECTORS DIVISION (“DGC”) AND THE CANADIAN MEDIA PRODUCERS ASSOCIATION (“CMPA” COLLECTIVELY WITH THE DGC THE “PARTIES”) IN CONNECTION WITH CHANGES TO THE STANDARD AGREEMENT (THE “AGREEMENT”)**

This Memorandum of Agreement reflects the complete understanding reached between the Parties. As soon as practicable and subject to ratification as per the practices of the Parties and the Negotiation Protocol, this Memorandum of Agreement (and any Appendices) will be reduced to formal contract language, where necessary, for inclusion into the 2026-2028 Agreement.

All of the provisions of the Agreement between the Parties expiring December 31, 2025 are renewed and/or modified effective the later of the date of full ratification of the Agreement or January 1, 2026 (the “Effective Date”) subject to the following:

**1. DGC Proposals**

a. The Parties agree to the following General Rate Increase for the Directors Schedule across all Tiers:

(i) Rates under Article 16.00 Theatrical, 17.01 Anthologies, Made for Television Movies, Mini-Series, Pilots, Spinoffs and Television Drama Specials, 17.02 Television Series, 18.02 Minimum Rates for New Media Productions, 18.04 Minimum Rates for Derivative and Other Productions, and 20.00 Minimum Rates for Second Unit Directors: 3% increase effective on the Effective Date; 3% increase effective on January 1, 2027; 3% increase effective on January 1, 2028 across all Tiers (for clarity, this excludes Tiers E and F):

(ii) Rates under Article 17.03 Variety Series and Variety Specials, 17.04 Strip Programs, 17.05 Serial Programs: 2% increase effective on the Effective Date; 2% increase effective on January 1, 2027; 1.5% increase effective on January 1, 2028 across all Tiers (for clarity, this excludes Tiers E and F):

b. The Parties agree to the following General Rate Increase in the Ontario, Alberta, Saskatchewan, Manitoba, Maritimes and Newfoundland Schedules across all Tiers (A, B, C, D and E): 5% increase effective on the Effective Date; 4% increase January 1, 2027; 3.5% increase effective on January 1, 2028 across all Tiers, with the exception of the positions subject to specific prescribed increases noted below in this Memorandum of Agreement.

c. The Parties agree to increase retirement contributions by 0.5% effective January 1, 2027 and to increase retirement contributions by 0.5% effective January 1, 2028 across all District Council Schedules and across all Tiers, excluding the Manitoba District Council Schedule. For the Manitoba District Council Schedule, the Parties agree to increase retirement contributions for Tiers D, E and F only by 0.5% on the Effective Date, 0.5% effective January 1, 2027, and 0.5% effective January 1, 2028.

d. The Parties agree to make the following modifications to the Standard Agreement in accordance with the DGC’s Proposals (including DGC Revisions and CMPA Counter Proposals):

**(i) Core Agreement**

A) **DGC Core Proposal #3 – 2.07** – Amend Article 2.07 as follows in accordance with DGC Revision #1 to DGC Core Proposal #3 (September 19, 2025):

**Core 2.07                      Territorial Jurisdiction and Application of this Agreement**

(f) When a Guild Member is transferred to a “second jurisdiction”, the local holiday provisions of that jurisdiction shall govern and not those of the first jurisdiction in which the Guild Member was engaged, **except for Christmas Day and New Year’s Day, which shall continue to be observed and compensated.**

B) **DGC Core Proposal #4** – The Parties agree to refer DGC Core Proposal #4 to the Consultation Committee.

C) **DGC Core Proposal #6 – 7.12** – Amend Article 7.12 as follows in accordance with DGC Counter Proposal #2 to DGC Core Proposal #6 (October 27, 2025):

**Core 7.12                      No Requirements to Furnish Services or Equipment**

(a) – (b) STET

(c) Where a Guild Member agrees to furnish equipment (**which may include cell phones, computers, printers, tablets, subscription software, etc.**), a vehicle, material, or working space, the Producer will pay the Guild Member such rental rates as are agreed upon and such agreed upon amounts shall be paid separate and apart from the Gross Remuneration otherwise payable to Guild Members provided these arrangements are set out in the Guild Member’s Contract for Services.

(d) STET

(e) Safety Equipment – Where the nature of the work so requires, the Producer shall supply the Guild Member with all the necessary tools, protective devices and apparel at the Producer’s expense. **Where applicable provincial regulations require the provision of winter tires on rental vehicles, the Producer shall provide winter tires on production rental vehicles assigned for use by a Guild Member.**

D) **DGC Core Proposal #7 – 9.03** – Amend Article 9.03 as follows in accordance with DGC Counter Proposal #2 to DGC Proposal #7 (October 22, 2025):

**9.03      Producer Information**

The Producer shall provide the Guild with all necessary information relating to the following matters for all Guild Members on a current basis:

(a) A list of Guild Members and, upon request, a list of other crew showing their names and job classifications;

(b) Engagements, discharges, terminations, resignations, retirements, work-related injuries and deaths;

(c) Daily Call sheet, specifying the place and hour of the start of work each work day; and

**(d) Published versions of production and post-production schedules.**

E) **DGC Core Proposal #9 - 11.08** – Amend Core Article 11.08 as follows in accordance with CMPA Counter Proposal #1 to DGC Core Proposal #9 (September 17, 2025), with the agreed-upon correction to (c)(iv)and(v):

**11.08 Production Manager (PM)**

(a) STET

(b) The Production Manager, under the supervision of the Producer, is required to manage ~~coordinate~~, facilitate and oversee the preparation of the Production unit or units (to the extent herein provided) assigned to the Guild Member all off-set logistics, day-to-Day Production decisions, locations, budget schedules and personnel.

(c) Subject to Article 12.09, among the duties which the Producer must assign to the Production Manager is the management ~~coordination~~ of or participation in the following, which include:

- i. Prepare script breakdown and preliminary shooting schedule;
- ii. Prepare or manage ~~coordinate~~ the preparation of the Budget;
- iii. Manage ~~Coordinate~~ preliminary search and survey of all locations and the completion of arrangements for same;
- iv. Assist in the preparation of the Production to ensure continuing efficiency;
- v. ~~Coordinate~~ Manage completion of the Production report for each day's work, showing work covered and the status of the Production, and arrange for the distribution of that report in line with the Producer's requirements;
- vi. Manage ~~Coordinate~~ arrangements for the transportation and housing of cast, crew and staff;
- vii. Manage ~~Coordinate~~ the securing of releases and negotiations for locations;
- viii. Coordinate the engaging of all Production unit personnel;

ix. Maintain a liaison with local authorities regarding locations and the operation of the Motion Picture;

x. Obtain authorization of overtime for cast and crew; and

xi. ~~Manage~~ Coordinate and prepare, in conjunction with the Production Accountant, the weekly cost report.

(d) STET

F) **DGC Core Proposal #10 - 11.10** – Amend Core Article 11.10 as follows in accordance with CMPA Counter Proposal #1 to DGC Core Proposal #10 (September 17, 2025):

**11.10 Unit Manager (UM)**

The Unit Manager is engaged by the Producer in consultation with the Production Manager. Under no circumstances may a Unit Manager work without the supervision of a Production Manager. A Unit Manager is the PM's representative on the shooting set. The Unit Manager assists in the ~~management~~ coordination of the shooting set. The Unit Manager supervises the daily logistics of the shooting set in consultation with the Production Manager, Production Coordinator, Assistant Directors, Location Department, Transportation Department and the Art Department.

G) **DGC Core Proposal #12 – 11.19** – Amend Article 11.19 as follows in accordance with DGC Counter Proposal #2 to DGC Core Proposal #12 (October 22, 2025):

**Core 11.19 Location Production Assistant (Location PA)**

(a) STET

(b) The Location PA's duty is to assist the Assistant Location Manager in the performance of the functions and duties as outlined in Article 11.17. In addition and without limitation such duties include: prepare the locations department vehicle; prepare the film locations with signage and prepare and/or maintain all protective coverings; ensure the equipment base areas, additional make-up & hair stations, background holding areas, washrooms, greenrooms and lunch areas are prepared; maintain a clean working environment; perform crowd and traffic control except where this work is customarily performed by police officers or by security personnel of a facility at which the photography takes place and which requires security personnel under its location agreement; and, distribute film notification letters and collect signatures if required by the location permit. Notwithstanding the above-described duties, ~~the Location PA~~ Locations Personnel will not be required to perform bio or medical cleaning, nor the moving of portable toilet units requiring a motor vehicle.

H) **DGC Core Proposal #13 – 11.20** – Amend Article 11.20 as follows in accordance with CMPA Counter Proposal #2 to DGC Core Proposal #13 (October 24, 2025):

**11.20 Location Support Personnel (LSP)**

(a) The LSP is engaged by Producer in consultation with the Location Manager to assist the location department.

(b) The LSP's duties are primarily coning, lettering, ~~and~~ assisting in the monitoring of Production equipment **and access points to set, and assisting with the maintenance of location protective coverings. The LSP may also provide other assistance with the maintenance of locations under the supervision of a Location Production Assistant (LPA).** For clarity, the primary function of an LSP is not to guard or patrol for the purpose of protecting persons or property.

I) **DGC Core Proposal #17 - 11.28** – Amend Core Article 11.28 as follows in accordance with CMPA Counter Proposal #1 to DGC Core Proposal #17 (September 17, 2025):

**11.28 Second Assistant Art Director (2AR)**

(a) STET

(b) A Second Assistant Art Director may be assigned duties which include drafting, drawing floor-plans, measuring, surveying, photographing locations, **research (including assembling visual research materials)**, model making and graphic design. The 2AR may create original artwork under the supervision of the 1AR.

(c) STET

J) **DGC Core Proposal #18 – 11.34 and 11.35** – Amend Article 11.34 and 11.35 as follows in accordance with DGC Counter Proposal #1 to DGC Core Proposal #18 (September 19, 2025):

**Core 11.34                      First Assistant Picture Editor (1PE)/First Assistant VFX Editor (1VFXE)**

(a) STET

(b) Duties include, but are not limited to:

- i. Liaise with production, transfer and visual fx houses;
- ii. Provide the PE with dailies in a technically correct and organized format. Motion Pictures requiring dailies to be transcoded by the Editing Department may engage either a 1PE or ~~APE~~ **2PE** to perform that function along with their other duties;
- iii. Rough assembly of scenes, including VFX, as the schedule permits;
- iv. Source temp sound effects and temp music;
- v. Organize the production of outputs as required;
- vi. Provide EDLs for picture and sound post production and create final outputs as required; and
- viii. Coordinate all paperwork and supervise **2PE**APEs and Trainees.

**Core 11.35                      Second Assistant Picture Editor (A2PE)/Second Assistant VFX Editor (A2VFXE)**

(a) The **Second** Assistant Picture Editor will assist the 1PE(s) while learning the craft of 1PE.

~~(b) For every shooting day for which film is sent to a lab and where the duties of an Assistant Picture Editor include assisting in the prepping and projection of print Dailies and may also include organizing edge coding, filing of trims and other such duties, the Assistant Picture Editor will be upgraded to no less than the applicable rate as set out in the applicable District Council Schedule.~~

***Note: The Parties agree to increase the 2PE rate by the general wage increase plus \$75/week on the Effective Date of the Agreement for Tiers A, B and C.***

K) **DGC Core Proposal #22** – The Parties agree to refer DGC Core Proposal #22 to the Consultation Committee.

L) **DGC Core Proposal #24 - 16.02** – Amend Core Article 16.02 as follows in accordance with CMPA Counter Proposal #1 to DGC Core Proposal #24 (September 17, 2025):

16.02 Guild Member Prerogative

(a) STET

(b) A Guild Member may refuse to work more than eighteen ~~(18)~~ **seventeen (17)** consecutive hours without penalty and such refusal shall not constitute a breach of this agreement or the Guild Member's Contract for Services.

M) **DGC Core Proposal #25 – 16.07** – Amend Core Article 16.07 as follows in accordance with CMPA Counter Proposal #1 to DGC Core Proposal #25 (October 20, 2025):

**16.07 Working Conditions**

(a) STET

(b) STET

(c) **In accordance with the Producer's obligations under Core Article 16.01, the Producer shall comply with any applicable health and safety legislation regarding a Guild Member working alone.**

N) **DGC Core Proposal #26 – [NEW] Letter of Understanding** – Amend the Core Agreement to include the following new Letter of Understanding as follows in accordance with DGC Counter Proposal #1 to DGC Core Proposal #26 (October 29, 2025):

**LOU NO. XX Generative Artificial Intelligence**

**During the negotiations for the 2026-2028 Agreement, the parties discussed the use of Generative Artificial Intelligence ('GAI') in the production of Motion Pictures. The parties acknowledged that definitions of GAI may vary, but agreed that the term generally refers to a subset of artificial intelligence that learns patterns from data and produces content based on**

those patterns (e.g., ChatGPT4, MidJourney, Dall-E2). It does not include ‘traditional AI’ technologies programmed to perform specific functions, such as those already used during all stages of Motion Picture production (e.g., CGI and VFX).

The parties acknowledge the importance of the human contributions of Guild Members in Motion Pictures and the need to address the potential impact of the use of GAI on the engagement of Guild Members.

The parties re-affirm the unique function and participation of Directors in accordance with Article DR1.00. Further, a Producer's decision to utilize GAI in connection with creative elements will be subject to consultation between the Producer and the Guild Member, consistent with the requirements of the Standard Agreement. To the extent a Guild Member uses GAI, the parties confirm that the Guild Member will be required to adhere to the Producer's policies (e.g., policies related to ethics, privacy, security, copyrightability or other protection of intellectual property rights). In any event, the Producer retains the right to require that a Guild Member obtain consent before using GAI and the right to reject the use of GAI that could adversely affect the copyrightability or exploitation of the work or create other risks or liabilities for the Producer. The Producer agrees that the duties customarily assigned to Guild Members as referenced in, among other provisions, Core Article 11 of the Standard Agreement, must be assigned to a person covered by the Standard Agreement, and the Producer acknowledges that GAI does not constitute a person.

Given the potential impact on the motion picture industry and Guild Members, the CMPA agrees to meet regularly with the Guild during the term of the [dates of agreement] Standard Agreement as follows: (1) to discuss appropriate remuneration, if any, with respect to material directed by Guild Members that is used to train a GAI system for the purpose of creating new Motion Picture content; and (2) on a semi-annual basis, to discuss the current and intended uses of GAI in Motion Picture production.

The parties recognize that this Sideletter is being negotiated at a time when the use of GAI is in the process of exploration, experimentation, and innovation. Therefore, this Sideletter expires on [expiry date of agreement], unless the parties mutually agree to an extension.

The CMPA and the DGC agree to meet six (6) months in advance of the expiration date of this Agreement to begin negotiations regarding this Letter of Understanding No. XX.

O) DGC Core Proposal #27 – Schedule 16 Documentaries – Amend Schedule 16 as follows in accordance with DGC Revision #1 to DGC Core Proposal #27 (October 22, 2025):

#### **Schedule 16 Documentaries**

With respect to each Guild Member (including but not limited to a Director) who is engaged to work in a Guild category on a Documentary, the Producer must engage such Guild Member subject to the terms of this Agreement, except as is provided herein.

There shall be no minimum rate applicable to the services provided by the Guild Member and the rate of remuneration shall be subject to negotiation between the Guild Member and the Producer.

Regardless of the Budget of the Production, the fringe package applicable to that Guild Member is the applicable package for Tier E, **plus a one-half percent (0.5%) Administration and Training Fund payment to the Guild where this is not already included in the Council fringe package.**

Subject to the terms herein, the “monetary” provisions of the Agreement shall not be applicable to the Guild Member and the “non- monetary” provisions shall be applicable. For greater clarity, any and all monetary terms, including but not limited to a Director Rights Acquisition Fee are negotiable between the Guild Member and the Producer.

For greater clarity, the “reservation of rights” provisions in Article DR25.00 and the “ISAN” provisions in Article DR24.00 are applicable to the Director of a Documentary.

Nothing in this letter nor in the Agreement shall prevent the Producer from engaging a non-Guild Member to perform any duties in relation to a Documentary.

P) **DGC Core Housekeeping Proposal** – Amend the Core Agreement as follows in accordance with DGC Core Housekeeping Proposal (September 15, 2025):

- Amend the Table of Contents to correctly reflect the header of Core Article 11.18: Trainee **Assistant** Location Manager (TAL)
- Add (LS) behind Location Scout in Core Article 11.17(c):

**Core 11.17 Assistant Location Manager (ALM)**

(a) STET

(b) STET

(c) An ALM may also be engaged and/or credited as a Location Scout **(LS)**.

- Correct spelling of remuneration (from renumeration) and acquisition in Core Article 13.06(b)

**Core 13.06**

(b) For Directors, with respect to the “guaranteed” periods of engagement set out in Article 12.04, the Producer is obligated to “pay or play” and shall either engage the Director for the entire period in question and pay the Director all Gross ~~Remuneration~~ **Remuneration** and expenses to which the Director is entitled under this Agreement for that period as those expenses and ~~renumeration~~ **remuneration** fall due, or in the event that the Director is replaced, pay the Director all Gross ~~Remuneration~~ **Remuneration** and expenses in accordance with the provisions of this article 13.00, less a prorated portion of the Director’s Rights Acquisition Fee commensurate with the number of days remaining in the Director’s guaranteed period not yet worked by the Director at the time

of the Director's termination. For clarity, such prorated payment of the Director's Rights Acquisition ~~Acquisition~~ **Acquisition** Fee shall entitle the Producer to all uses provided for by the Applicable Rights Acquisition Fee pursuant to Article DR19.00.

Q) **Term of the Agreement** – The Parties agree to amend Article 21.00 as follows:

#### **21.00 TERM OF AGREEMENT**

##### **21.01 Term**

The term of this Agreement shall be from ~~January 1, 2023~~ **[the later of the date of full ratification of the Agreement or January 1, 2026]** to ~~December 31, 2025~~ **December 31, 2028**.

##### **21.02 Application of Agreement**

This Agreement is effective from ~~January 1, 2023~~ **[the later of the date of full ratification of the Agreement or January 1, 2026]** and applies to all Productions that commence principal photography on or after that date.

#### **(ii) Directors Schedule**

A) **DGC Directors Proposal #1 - DR4.01** – Amend the DR4.01 as follows in accordance with CMPA Counter Proposal #1 to DGC Directors Proposal #1 (September 17, 2025):

##### **DR4.01**

(a) Prior to the engagement of a Director the Producer shall inform the Director of the following information in relation to the Motion Picture:

- i. the names of artistic and creative personnel already engaged;
- ii. all stock material contemplated to be used;
- iii. any rights of script approval or cast approval contractually reserved to any person other than the Producer;
- iv. the type of Motion Picture (e.g Theatrical release, MFT, etc), the medium (film, tape, etc), and the proposed number of shooting Days;
- v. the top sheet (summary) of any Theatrical Budget or a television pattern Budget (as the case may be) which has been established and any limitations thereof, if any (see also DR4.03 and DR4.04);
- vi. the story on which the Motion Picture is based and the script, if any exists;
- vii. the name of the Producer(s) with final cutting authority; and,
- viii. the **tentative post production schedule, the** projected delivery date and broadcast date, if known.

(b) STET

B) **DGC Directors Proposal #4 – DR7.01 and DR7.03** – Amend Article DR7.01 and DR7.03 as follows in accordance with CMPA Counter Proposal #4 to DGC Directors Proposal #4 (October 28, 2025):

DR7.01 The Producer will provide the Director with a private office at the studio, and a private facility on the set or immediately adjacent thereto at the studio but not at the same time. On Nearby or Distant Locations where private facilities are provided to others on the set or immediately adjacent thereto, a private facility shall also be provided the Director on the set or immediately adjacent thereto. **Upon receiving a request from a Director for suitable private space to care for an infant, the Producer shall accommodate the Director’s request as required by applicable human rights legislation.**

DR7.03 **A Director shall not be denied transportation to and/or from set on a shoot day upon a reasonable request related to bona fide health and safety concerns.** The Producer shall use its best efforts to provide reasonable parking space at no charge for the Director while rendering services in pre- Production, Production and post-Production covered by this Agreement.

C) **DGC Directors Proposal #5 - DR8.01** – Amend DR8.01 as follows in accordance with CMPA Counter Proposal #1 to DGC Directors Proposal #5 (September 17, 2025):

**DR8.01**

Consistent with the orderly progress of photography, the Director shall see the Dailies of each Day’s photography at a reasonable time. No one shall be ~~present at the screenings of~~ **given access to** such Dailies except those persons designated by the Producer or the Director and all such persons shall have a reasonable purpose for attending such Dailies. ~~The Editor assigned to the Motion Picture shall be present at all such screenings, if available.~~

D) **DGC Directors Proposal #6 – DR9.04** – Amend DR9.04 as follows in accordance with CMPA Counter Proposal #1 to DGC Directors Proposal #6 (September 17, 2025):

**DR9.04 Minimum Time Allowance**

The Director shall be allowed at least the following minimum time allowances for the preparation of the Director’s cut:

(a) STET

(b) STET

(c) STET

(d) ~~If the assemblage of sequences of the Motion Picture is not completed at the close of principal photography, then t~~The above minimum time allowances shall not commence to run until after such assemblage is completed **by the Picture Editor**, unless delay in the completion of the assembly of the Motion Picture ~~beyond the close of principal photography~~ is caused by the Director.

E) **DGC Directors Proposal #7 – DR9.05** – Amend DR9.05 as follows in accordance DGC Counter #2 to DGC Directors Proposal #7 (October 29, 2025):

**DR9.05 Delivery Date for Television Motion Picture**

Notwithstanding any other provision of this Agreement, with respect to Television Motion Pictures, the Director’s editing privileges may not be exercised where the preparation of any Television Motion Picture for a projected delivery date does not permit the expenditure of any or all of the time which would be required by the exercise of the Director’s cutting rights. In such circumstances, the Producer will notify the District Council **and provide the District Council with up to date information regarding the post production schedule upon request.** Any changes or reductions to the minimum time allowances ~~must be~~ **should be** reported to the Director and the District Council prior to the **engagement of the Director (if known), but, in any event, must be reported prior to** commencement of the editing process.

F) **DGC Directors Proposal #7 – DR9.05** – The Parties agree to refer the time allowance for Directors’ Cuts to the Consultation Committee.

G) **DGC Directors Proposal #8 - DR9.08** – Amend DR9.08 as follows in accordance with CMPA Counter Proposal #1 to DGC Directors Proposal #8 (September 17, 2025):

**DR9.08 Preparation of Director’s Cut**

The Director shall prepare the Director’s cut of the Motion Picture for presentation to the Producer and to the person designated in the Director’s Contract for Services as having final cutting authority, in the ordinary course of business, over the Motion Picture.

The Director shall diligently and continuously render services in connection with the preparation of the Director’s cut and shall remain reasonably available on the premises during such period. In pursuance thereof, the following procedure shall be followed:

(a) STET

(b) With respect to television, the Producer shall **ensure that the Picture Editor has the appropriate time to** ~~cause the sequences to be~~ **create the** ~~assembled and made available for viewing by the Director promptly~~ after the close of principal photography so that the Director’s cut can ~~be commenced immediately.~~ The Editor will make no further changes except under the Director’s instructions until the completion of the Director’s cut.

H) **DGC Directors Proposal #9 – DR9.11** – Amend DR9.11 as follows in accordance with DGC Counter Proposal #2 to DGC Directors Proposal #9 (October 27, 2025):

**DR9.11 Right to be Present and to Consult**

The Director shall have the right, subject only to the Director’s availability to be present at all times and to consult with the Producer and, where practicably possible, to participate in all

creative decisions throughout the entire post production period in connection with the Motion Picture.

The Director must be notified of the date, time and place of each post-production operation, **which may be in-person or virtual. Directors will not be required to attend in-person at residential non-professional workplaces. If work is being done remotely, appropriate live streaming software must be used.** The Director shall be afforded a reasonable opportunity, subject to the Director's availability to screen and discuss the last version of the Motion Picture before negative cutting, digital mastering or dubbing, whichever occurs first.

The Producer will implement any reasonable and practical suggestions, if any, given by the Director as a result of exercising the Director's reasonable opportunity to screen and discuss the last version of the Motion Picture before negative cutting, digital mastering or dubbing.

I) **DGC Directors Proposal #10 - DR11.05** – Amend DR11.05 as follows in accordance with CMPA Counter Proposal #1 to DGC Directors Proposal #10 (September 17, 2025):

**DR11.05 Publicity**

In any formal publicity released by the Producer, whenever the name of the Motion Picture is mentioned, the name of the Director, when known, shall also be mentioned. The foregoing shall not apply if the publicity relates to a television Series ~~and the person or persons mentioned rendered services in connection with the entire Series~~ and the Episodes thereof were directed by more than one (1) Director.

J) **DGC Directors Proposal #15 - DR17.10** – Amend DR17.10 as follows in accordance with DGC Directors Proposal #15 (September 15, 2025):

**DR17.10 Series With or Without a Pilot**

(a) STET

(b) STET

(c) The payment of either of the above fees shall entitle the Producer to ~~one (1)~~ **two (2)** additional prep or shooting days per one-half (1/2) hours of said first Episode.

K) **DGC Directors Proposal #16 – DR17.13** – Amend DR17.13 as follows in accordance with DGC Directors Proposal #16 (September 15, 2025):

**DR17.13 Series Bonus**

(a) If an open-ended television Series is sold subsequent to the Production of a Pilot, spin-off or in any of the forms set forth in Articles DR17.10(a) or (b) above, or if such television Series is based on a Theatrical Motion Picture, then the Director of the Pilot or spin-off or of the Motion Picture introducing the character(s) shall be entitled to an additional aggregate Series bonus for each Production year as follows:

Length of Television Motion Picture	Series Bonus		
	2023 <del>6</del>	2024 <del>7</del>	2025 <del>8</del>
One-Half (1/2) hour	<del>\$1,324.00</del> <b><u>\$1489.00</u></b>	<del>\$1,364.00</del> <b><u>\$1563.00</u></b>	<del>\$1,405.00</del> <b><u>\$1626.00</u></b>
One (1) hour	<del>\$2,648.00</del> <b><u>\$2978.00</u></b>	<del>\$2,727.00</del> <b><u>\$3127.00</u></b>	<del>\$2,809.00</del> <b><u>\$3252.00</u></b>
Ninety (90) minutes or longer	<del>\$3,972.00</del> <b><u>\$4465.00</u></b>	<del>\$4,091.00</del> <b><u>\$4688.00</u></b>	<del>\$4,212.00</del> <b><u>\$4876.00</u></b>

Payment is to be made within five (5) days after firm order for Production. The Series bonus may not be bought out.

(b) STET

L) **DGC Directors Proposal #21 – [NEW] Lou No. XX** – Amend the Directors Schedule to include a new LOU as follows in accordance with DGC Counter Proposal #1 to DGC Directors Proposal #21 (September 19, 2025):

**Directors Letter of Understanding No. XX\*NEW**  
**DGC Director Observer Initiative**

**For the purposes of this sideletter, the term ‘Observer’ is understood as being the same as ‘shadow’.**

1. **It has become increasingly common for there to be Director Observers on DGC/CPMA signatory Productions as a way of connecting independent filmmakers with the professional industry and for more experienced filmmakers to level up both in skills and connections with creatives and decision makers.**
2. **Producers often receive solicitations from individuals and/or organizations for Director Observer placements. There is an inherent challenge in determining which candidates have the appropriate level of experience to be an Observer on a Production and in managing the ensuing placement.**
3. **To assist with these challenges, the DGC National Directors Division has developed the DGC Director Observer Initiative to enable CPMA Producers to discover new talent and invest in the future of the industry. Along with facilitating selection and onboarding, the DGC will reimburse a stipend for the DGC Director Observer, to be advanced via the Production’s payroll, thereby ensuring that workplace safety insurance is in place.**
4. **The DGC acknowledges that Director Observer placements are at the discretion of the Production.**
5. **The CPMA agrees to encourage the prioritization of DGC Directors for Observer placements on Canadian signatory Productions via the [DGC Directors Observer Initiative](#).**

6. The CMPA and the DGC agree to review data regularly at Consultation Committee meetings to monitor the prioritization of DGC Directors for Observer roles on signatory Productions.
7. For clarity, this sideletter does not prohibit the Producer from bringing in non-Guild Members for Director Observer placements as long as the DGC is notified in advance.

M) **DGC Directors Housekeeping Proposals (b)-(f)** – Amend the Directors Schedule as follows in accordance with DGC Directors Housekeeping Proposals (b)-(f) (September 15, 2025):

**DR17.01**

For Anthologies, **Made for Television Movies\***, Mini-Series, Pilots, spinoffs, and Television Drama Specials, the minimum rates for Directors shall be as follows and read in concert with DR17.07(b):

(a) STET

(b) STET

(c) Tier C

\*See DR19.03 ~~(b)~~ **(a)** for applicable Rights Acquisition Fees details

(d) Tier D

\*See DR19.03 ~~(b)~~ **(a)** for applicable Rights Acquisition Fees details

(e) Tier E

i. Made for Television Movies

\*See DR19.03 ~~(e)~~ **(b)** for applicable Rights Acquisition Fees details

ii. Anthologies, Mini-Series, Pilots, spinoffs, and Television Drama Special

\*See DR19.03 ~~(e)~~ **(b)** for applicable Rights Acquisition Fees details

(f) Tier F

\*See DR19.03 ~~(e)~~ **(b)** for applicable Rights Acquisition Fees details

**DR17.02**

For Television Series, the minimum rates and additional use fee for Directors shall be:

(a) STET

(b) STET

(c) Tier C

\*See DR19.03 ~~(b)~~ **(a)** for applicable Rights Acquisition Fees details

(d) Tier D

\*See DR19.03 ~~(b)~~ **(a)** for applicable Rights Acquisition Fees details

(e) Tier E

\*See DR19.03 ~~(e)~~ **(b)** for applicable Rights Acquisition Fees details

(f) Tier F

\*See DR19.03 ~~(c)~~ **(b)** for applicable Rights Acquisition Fees details

### **DR17.03**

For Variety Series and Variety Specials, the minimum rates and additional use fee for Directors shall be:

a) STET

b) STET

c) Tier C

\*See DR19.03 ~~(b)~~ **(a)** for applicable Rights Acquisition Fees details

d) Tier D

**\*See DR19.03 (a) for applicable Rights Acquisition Fees details**

e) Tier E

\*See DR19.03 ~~(c)~~ **(b)** for applicable Rights Acquisition Fees details

f) Tier F

\*See DR19.03 ~~(c)~~ **(b)** for applicable Rights Acquisition Fees details

### **DR22.02 Cancellation of the Motion Picture**

When a Theatrical Motion Picture, a Television Motion Picture or a New Media Production longer than ninety (90) minutes is cancelled and the Contract for Services of the Director is terminated under the force majeure provisions of this Agreement, then if the Motion Picture Production is re-commenced within twelve (12) months of the termination of the Director's Contract for Services, the Director shall be reinstated as Director of the Motion Picture and the Director's Contract for Services shall be deemed to be in full force and effect for the entire Production period of the re-commenced Motion Picture. The Producer shall give to the Director ten (10) working days notice of its intention to re-commence the Motion Picture. Within two (2) days of the date of the receipt of such written notice the Director shall advise the Producer in writing if ~~he is~~ **they are** available for work. If the Director advises the Producer that ~~he is~~ **they are** not available for work, the Director's Contract for Services shall remain terminated and the Producer may engage another Director subject to the other terms, conditions, and provisions of this Agreement. Where the Director advises that they are available, then the Director shall be entitled to begin work at once and again receive the Director's compensation under the Director's Contract for Services.

DR24.01~~0~~ ISAN

N) **DGC Directors Housekeeping Proposals (g)** – The Parties agree to review DGC Housekeeping Proposal (g) in the editing of the Agreement.

**(iii) Ontario Schedule**

A) **DGC Ontario Proposal #1 – ON1.01** – Amend ON1.01 as follows in accordance with DGC Ontario Proposal #1 (September 15, 2025):

**ON1.01 Work Day**

(a) Except for the Director or a Guild Member engaged on a Flat Deal basis, the work day shall be twelve (12) hours, including paid meal breaks, for Art, **Picture Editing, Sound Editing, Post Production** and Accounting Department classifications, and fourteen (14) hours, including paid meal breaks, for Production Department classifications in a twenty-four (24) hour period. The work day for a Director, or a Guild Member engaged on a Flat Deal basis, shall be a twenty-four (24) hour period.

(b) STET

(c) STET

B) **DGC Ontario Proposal #3 – ON3.01** – Amend ON3.01 as follows in accordance with CMPA Counter Proposal #1 to DGC Ontario Proposal #3 (September 17, 2025):

**ON3.01 Meal Breaks/Meal Penalty**

(a) 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 paid meal break and eight (8) consecutive hours without a second paid meal break, failing which, each affected Guild Member will receive an additional twenty dollars (\$20.00) per **half hour of delayed meal break** to a maximum of forty dollars (\$40.00) per Day.

If the Guild Member is given a non-deductible meal appropriate to the time of Day prior to the general crew call, then the first paid meal break may be six (6) hours following the general crew call.

On a reasonable and bona fide basis, the Producer shall have the right to complete a shot in progress to a maximum of fifteen (15) 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.

(b) Time on meal breaks shall be considered time worked.

(c) The Producer shall provide to each Guild Member craft services of coffee, tea, water, and other beverages throughout the work day.

(d) 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 to all Guild Members at no cost.

(e) Any Guild Member working away from the shooting crew is responsible for determining their own meal periods. For clarity, such Guild Member shall not incur meal penalties. Notwithstanding the removal of meal penalties, if lunch is not provided, a Guild Member shall be reimbursed up to a daily maximum of \$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.

C) **DGC Ontario Proposal #7 – ON7.01** – Amend ON7.01 as follows in accordance with DGC Counter Proposal #1 to DGC Ontario Proposal #7 (October 22, 2025):

**ON7.01 Guild Remittances**

(a) STET

(b) That portion of the Gross Remuneration paid to a Guild Member in excess of one hundred and fifty thousand dollars (\$150,000) in Canadian funds for Guild Members' check-off (see Article ON5.06) and ~~one hundred and twenty-five thousand dollars (\$125,000)~~ **one hundred and seventy-five thousand dollars (\$175,000)** in Canadian funds for health and welfare contributions (see Article ON5.02) and non-Member equalization (see Article ON5.03), shall not be subject to any further deduction or payment, as the case may be. In the case of Article ON5.05 (Administration and Training Fund), the cap will be fifty thousand dollars (\$50,000). The caps listed in this Article shall be calculated on a per Production or per television Series cycle basis, with the exception of health and welfare contributions, which shall be calculated on a per 12-month period per Production or per television Series cycle basis.

D) **DGC Ontario Proposal #8 – ON8.01** – Amend ON8.01 to increase the retirement contributions in the Television Series and Pilot Incentive by 0.5% effective January 1, 2027, and 0.5% effective January 1, 2028 in accordance with CMPA Counter Proposal #2 to DGC Ontario Proposal #8 (October 24, 2025).

E) **DGC Ontario Proposal #9 – ON9.03** – Amend ON9.03 as follows in accordance with CMPA Counter Proposal #3 to DGC Ontario Proposal #9 (October 29, 2025):

**ON9.03 Distant Location**

(a) Notice

~~(b)~~ The Producer shall give the Guild and the Guild Members affected a minimum of forty-eight (48) hours written notice of departure to any Distant Location, including means of transportation acceptable to the Guild, and shall specify the accommodations available at the Distant Location.

**(b)** Accommodation and Meals on Distant Location

i. STET

ii. The Producer shall pay in advance **via cash, accounts payable cheque, direct deposit, e-transfer or pre-paid credit card** to each Guild Member a per diem allowance of fifteen dollars (\$15.00) in Canadian funds per Distant Location day in Canada, or fifteen dollars (\$15.00) in U.S. funds per Distant Location day in the U.S. or elsewhere in the world to cover miscellaneous expenses.

iii. In addition, the Producer shall pay to each Guild Member in advance **via cash, accounts payable cheque, direct deposit, e-transfer or pre-paid credit card** a per diem allowance of ~~fifty-five dollars (\$55.00)~~ **sixty-two dollars and fifty cents (\$62.50)** in Canadian funds per Distant Location day in Canada, or ~~fifty-five dollars (\$55.00)~~ **sixty-two dollars and fifty cents (\$62.50)** in U.S. funds per Distant Location day in the U.S. or elsewhere in the world to cover meal costs. However, if certain meals are provided by the Producer on Distant Location, the per diem meal allowance may be reduced by ~~ten dollars (\$10.00)~~ **twelve dollars and fifty cents (\$12.50)** for breakfast, ~~twenty dollars (\$20.00)~~ **twenty-two dollars and fifty cents (\$22.50)** for lunch, and ~~twenty-five dollars (\$25.00)~~ **twenty-seven dollars and fifty cents (\$27.50)** for supper in the applicable funds.

iv. STET

v. STET

vi. STET

(c) –(f): STET

F) **DGC Ontario Proposal #12 – ON13.02** – Amend ON13.02 as follows in accordance with DGC Ontario Proposal #12 (September 15, 2025):

**ON13.02**                      **Screen Credits for Art Directors Working Under a Production Designer, ~~and for First Assistant Art Directors/Set Designers/Graphic Designers/Motion Graphic Designers, and Art Department Coordinators~~**

On all positive prints of each Theatrical and Television Motion Picture, any person performing duties as an Art Director working under a Production Designer, ~~or as a First Assistant Art Director/Set Designer/Graphic Designer/~~**Motion Graphic Designer or an Art Dept. Coordinator** must be given a tail screen credit by the Producer.

G) **DGC Ontario Proposal #14 – ON15.02** – Amend the Ontario Schedule as follows in accordance with DGC Counter #1 to DGC Ontario Proposal #14 (October 22, 2025):

**ON15.02 Minimum Personnel: Production Department**

(a)-(e) STET

(f) Four Hour Call

A Guild Member may be engaged on a maximum four (4) hour Call for securing signatures for a location permit ~~or for driving commercial production vehicles where a Guild Member has been on duty in excess of the time allowed under the Highway Traffic Act.~~ The Guild Member will receive no less than forty percent (40%) of the Location PA (LPA) daily rate. Hours in excess of the four (4) hour Call will be calculated as regular overtime based on the daily rate for a Location PA.

***Note: The parties will add an eight hour call for LPAs in the rate chart in accordance with the formula in ON15.02(e).***

H) **DGC Ontario Proposal #18 – ON15.09** – Amend the Ontario Schedule as follows in accordance with DGC Counter #1 to DGC Ontario Proposal #18 (October 22, 2025):

**ON15.09 Determination of Minimum Personnel Requirements**

(a) Subject to Article ON15.09(b), the minimum personnel requirements for 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. **Further consultation with the department head will be required in the event of any change which could materially impact personnel requirements, such as the scheduling of additional units (Second Unit or tandem units), or shoot days with enlarged numbers of crew, cast members, or background performers, etc.** Where no agreement has been reached or when the District Council believes the staffing is insufficient, the matter will be decided in accordance with Core Article 10.00, and if required, will be dealt with as an interest arbitration thereunder.

(b) – (d) STET

I) **DGC Ontario Proposal #19 – ON18.01** – Amend ON18.01 as follows in accordance with DGC Counter Proposal #2 to DGC Ontario Proposal #19 (October 29, 2025):

**ON18.01 Permit Fees**

(a) Non-Canadian Permittees

i. For each non-Canadian Permittee, the Producer agrees to deduct from that non-Canadian Permittee's Gross Remuneration and remit or pay directly to the DGC Ontario, a permit fee of fifty dollars (\$50.00) per day to a cap of two hundred dollars (\$200.00) per week of engagement, ~~payable from principal photography.~~

ii. STET

(b) STET

J) **DGC Ontario Proposal #22 – Letter of Understanding No. 1** – Amend Letter of Understanding No.1 as follows in accordance with CMPA Counter Proposal #2 to DGC Ontario Proposal #22 (October 20, 2025):

**NO. 1 THE DGC ONTARIO JURISDICTION**

1. Subject to the terms set out below, the DGC Ontario represents all of the classifications set out in Core Article 11.00.

2. For the life of the Agreement, the DGC Ontario does not represent Production Coordinators, **Sustainability Coordinators**, Assistant Production Coordinators and Trainee Production Coordinators;

3. With respect to a particular classification which has never been represented by District under this Agreement or any prior Guild Basic Agreement, and notwithstanding Core Article 7.00 (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. Technical Coordinator
- b. Clearance Coordinator
- c. Storyboard Artist (Live Action **Productions**)
- d. Studio Manager
- e. VFX Supervisors and 1<sup>st</sup> Asst. VFX Supervisors

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.

***Note: The Parties also agree to refer the discussion of VFX Artists and Sound Re-Recording Mixers to the Consultation Committee.***

K) **DGC Ontario Proposal 24 – Letter of Understanding No. 4** – Amend Letter of Understanding No. 4 as follows in accordance with CMPA Counter Proposal #2 to DGC Ontario Proposal #24 (October 28, 2025):

**NO. 4 WORKFORCE DEVELOPMENT IN POST PRODUCTION**

The parties signatory to this Agreement acknowledge that there is a need to develop the workforce in Picture Editing, Sound Editing and Post Production Supervision/Coordination. It is agreed that a Producer for a Tier A Production, **excluding Pilots**, doing post in Ontario during the term of the Standard Agreement will engage a trainee position from one of the three post

production streams for the lesser of ~~six (6)~~ **seven (7)** weeks or the duration of the post production period.

L) **DGC Ontario Proposal #25 – [NEW] Letter of Understanding No.5** – Amend the Ontario Schedule to include the following new Letter of Understanding in accordance with CMPA Counter Proposal #2 to DGC Ontario Proposal #25 (October 28, 2025):

**NO. 5 WORKFORCE DEVELOPMENT**

**The parties signatory to this Agreement acknowledge that there is a need to develop the workforce in Accounting. It is agreed that a Producer for a Tier A Production, excluding Pilots, that is doing the majority of principal photography in Ontario will engage one (1) Trainee Assistant Accountant for the lesser of:**

**(i) six (6) weeks; or**

**(ii) the duration of the production period, and at least one (1) week each of prep and wrap.**

M) **DGC Ontario Rates** – Amend the Ontario Rates Schedule for the following positions in the applicable year(s) and Tiers noted below in accordance with CMPA Counter Proposal #4 to DGC Ontario Rates Proposal (October 29, 2025):

I. APM/UM

- Increase the Tier D rate to match the 2AD in Tier D on the Effective Date of the Agreement
- Increase the Tier E rate to match the 2AD in Tier E on the Effective Date of the Agreement

II. Post Production Supervisor

- Add a new Tier A weekly rate at \$2900 per week on the Effective Date of the Agreement.
- Add a new Tier B weekly rate at \$2600 per week on the Effective Date of the Agreement.
- The daily rate to be calculated by dividing the weekly rate by 5

III. Post Production Coordinator

- Add a new Tier A weekly rate at \$2000 per week on the Effective Date of the Agreement.
- Add a new Tier B weekly rate at \$1750 per week on the Effective Date of the Agreement.
- The daily rate to be calculated by dividing the weekly rate by 5

IV. The Parties agree to refer Post Production rates to the Consultation Committee.

V. Sound Editing (excluding Trainee Assistant Sound Editor)

- 6% increase effective on the Effective Date of the Agreement across all Tiers
- 5% increase on Year 2 of the Agreement across all Tiers
- 4.5% increase on Year 3 of the Agreement across all Tiers

VI. Production Accountant

- 8% increase effective on the Effective Date of the Agreement across all Tiers, with the general wage increase applicable in subsequent years.

N) **DGC Ontario Housekeeping Proposal** – Amend the Ontario Schedule as follows in accordance with DGC Ontario Housekeeping Proposal (September 15, 2025):

- Correction of (a) and (b) in ON9.03 as follows:

(a) Notice

~~(b)~~The Producer shall give the Guild and the Guild Members affected a minimum of forty-eight (48) hours written notice of departure to any Distant Location, including means of transportation acceptable to the Guild, and shall specify the accommodations available at the Distant Location.

**(b)** Accommodation and Meals on Distant Location

- Remove Rick MacDowell as an Arbitrator listed under ON17.01

**(iv) Alberta Schedule**

A) **DGC Alberta Proposal #1 - AB1.06** – Amend AB1.06 as follows in accordance with CMPA Counter Proposal #1 to DGC Alberta Proposal #1 (September 17, 2025):

**AB1.06 Meals**

(a) STET

(b) Meal Period/Meal Penalty

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 paid meal break and eight (8) consecutive hours without a second paid meal break, failing which, each affected Guild Member will receive an additional twenty dollars (\$20.00) per **half hour of delayed meal break** to a maximum of forty dollars (\$40.00) per Day.

If the Guild Member is given both:

- A non-deductible meal appropriate to the time of Day, prior to the general crew call, and
- A substantial snack no more than two and one half (2½) hours before the first 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 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 fifteen (15) 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 meal break and provided that there is no reduction in the paid meal break.

(c) – (e): STET

B) **DGC Alberta Proposal #5 – AB5.06** – Amend AB5.06 as follows in accordance with DGC Counter Proposal #1 to DGC Alberta Proposal #5 (October 22, 2025):

**AB5.06 Guild Remittances**

That portion of the Gross Remuneration paid to a Guild Member in excess of one hundred ~~seventy~~ ~~twenty-five~~ thousand dollars (~~\$125,000~~**175,000**) Canadian funds on a **per 12-month period** 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 AB5.01 (Health and Welfare).

C) **DGC Alberta Proposal #6 – AB7.02** – Amend AB7.02 as follows in accordance with CMPA Counter Proposal #3 to DGC Alberta Proposal #6 (October 29, 2025):

**AB7.02 Travel**

Where the Guild Member is required to travel to a Distant Location or a Nearby Location beyond the studio zone, then:

(a) STET

(b) The Guild Member shall be paid:

i. STET

ii. A flat daily rate of ~~no less than thirty five dollars (\$35.00) for an automobile or no less than forty five dollars (\$45.00) for a 4x4 vehicle, together with all gas expenses incurred for work related purposes, may be individually negotiated with a Guild Member as part of the individual's Contract for Services, or;~~

iii. ~~All rental or leasing costs, where the Guild Member is required by the Producer to lease or rent a vehicle.~~

iv. A per diem allowance of ~~seventy dollars (\$70.00)~~ **seventy-seven dollars and fifty cents (\$77.50)** 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 **via cash, accounts payable cheque, direct deposit, e-transfer or pre-paid credit card**. However, if meals are provided at the expense of the Producer, the per diem allowance may be reduced in the following manner:

Breakfast	<del>\$10.00</del> <b>\$12.50</b>
Lunch	<del>\$20.00</del> <b>\$22.50</b>
Dinner	<del>\$25.00</del> <b>\$27.50</b>

Misc. \$15.00

Each Guild Member shall be entitled to single room accommodation where it is reasonably available.

(c) STET

d) In Resort/Remote Locations, the Guild Member shall be paid in advance via cash, accounts payable cheque, direct deposit, e-transfer or pre-paid credit card a per diem allowance not less than ~~seventy-five dollars (\$75.00)~~ **eighty-two dollars and fifty cents (\$82.50)** per day. However lunch, if provided at the expense of the Producer, may be deducted from the per diem allowance in the following manner: Lunch – ~~twenty dollars (\$20.00)~~ **twenty-two dollars and fifty cents (\$22.50)**.

The Company agrees that when meals and extras of the above noted standards are NOT available at the total allowance cost, then the Producer will pay the difference to each Guild Member.

(e)-(f): STET

D) **DGC Alberta Proposal #7 – AB7.08** – Amend AB7.08 as follows in accordance with DGC Counter Proposal #2 to DGC Alberta Proposal #7 (October 28, 2025):

*Note the parties agrees to delete the current (ii) and (ii) in Article AB7.02 and move the same to Article AB7.08*

**AB7.08 Use of Personal Vehicle**

(a) STET

(b) STET

(c) Each Guild Member who agrees to use their own vehicle for Production business shall be entitled to a reimbursement ~~minimum allowance of forty five cents (\$0.45) per kilometre~~ for each kilometre driven in the service of the Producer. The Producer reserves the right to authenticate reimbursement submissions before payment.

(d) With respect to the minimum reimbursement as required under Article AB7.08(c), the Producer must pay either:

i. A flat rate of thirty-five dollars (\$35.00) per Day, or forty dollars (\$40.00) per Day for an SUV, pick-up truck or mini-van, or no less than forty-five dollars (\$45.00) for a 4x4 vehicle, plus either a gas allowance (as negotiated between the Producer and the Guild Member) or reimbursement of all gas expenses incurred for work related purposes, or

ii. Fifty-five cents (\$0.55) per kilometre.

The Producer shall elect either option (i) or (ii). That election shall apply for the duration of the Guild Member's engagement and shall be specified in the Guild

**Member's Contract for Services. Where no election is made or no rate is specified, then the Producer shall pay the rate under Article AB7.08(d)(i).**

~~(d)~~(e) The Producer may provide the Guild Member with a vehicle and pay its operating costs and need not rent the Guild Member's vehicle.

**(f) The Guild Member shall be paid all rental or leasing costs (including insurance and fuel) where the Guild Member is required by the Producer to lease or rent a vehicle.**

E) **DGC Alberta Proposal #9 – AB8.01** – Amend AB8.01 to increase the retirement contributions in the New Series Incentive by 0.5% effective January 1, 2027, and 0.5% effective January 1, 2028 in accordance with CMPA Counter Proposal #2 to DGC Alberta Proposal #9 (October 28, 2025).

F) **DGC Alberta Proposal #12 – AB16.03** – Amend AB16.03 as follows in accordance with DGC Counter #1 to DGC Alberta Proposal #12 (October 22, 2025):

**AB16.03 Order of Engagement**

(a)-(c) STET

(d) Determination of Minimum Personnel Requirements

The minimum personnel requirements for 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. **Further consultation with the department head will be required in the event of any change which could materially impact personnel requirements, such as the scheduling of additional units (Second Unit or tandem units), or shoot days with enlarged numbers of crew, cast members, or background performers, etc.** Where no agreement has been reached or when the District Council believes the staffing is insufficient the matter will be decided in accordance with Core Article 10.00 and, if required, will be dealt with as an interest arbitration thereunder.

G) **DGC Alberta Proposal #13 – AB17.01** – Amend AB17.01 as follows in accordance with CMPA Counter Proposal #1 to DGC Alberta Proposal #13 (October 2, 2025):

**AB17.01** The following individuals shall be selected as an arbitrator to whom a grievance maybe referred for arbitration:

Andy Sim

Tom Jolliffe

Bill McFetridge

Deborah Howes

**Dev Chankasingh**

H) **DGC Alberta Proposal #16 – [NEW] Letter of Understanding No. 4** – Amend the Alberta Schedule to include the following new Letter of Understanding No. 4 as follows in accordance with CMPA Counter Proposal #1 to DGC Alberta Proposal #16 (October 28, 2025):

**No. 4 Alberta Workforce Development**

**The parties signatory to this Agreement acknowledge there is a need to develop the production workforce in Alberta. It is agreed that a Producer for a Tier A Production, excluding Pilots, doing the majority of principal photography in Alberta will engage one (1) trainee in a department to be determined at the discretion of the Producer for the lesser of six (6) weeks or the period of principal photography. For clarity, order of engagement in accordance with AB16.03 shall not apply.**

I) **DGC Alberta Rates Proposal** - Amend the Alberta Rates Schedule for the following positions in the applicable year(s) and Tiers noted below in accordance with CMPA Counter Proposal #4 to DGC Alberta Rates Proposal (October 30, 2025):

I. Production Coordinator

- Tiers A and B: 8% increase effective on the Effective Date of the Agreement, with the general wage increase applicable in subsequent years.
- Tiers C and D: 7% increase effective on the Effective Date of the Agreement, with the general wage increase applicable in subsequent years.
- Tier E: 5.5% increase effective on the Effective Date of the Agreement, with the general wage increase applicable in subsequent years.

II. Second Assistant Director

- Tier A: 8% increase effective on the Effective Date of the Agreement, with the general wage increase applicable in subsequent years.
- Tier B: 6% increase effective on the Effective Date of the Agreement, with the general wage increase applicable in subsequent years.
- Tier C: 5.5% increase effective on the Effective Date of the Agreement, with the general wage increase applicable in subsequent years.
- Tier D and E: 6% increase effective on the Effective Date of the Agreement, with the general wage increase applicable in subsequent years.

III. Art Department Coordinator

- Tiers A and B: 16% increase effective on the Effective Date of the Agreement, with the general wage increase applicable in subsequent years.
- Tiers C, D and E: 8% increase effective on the Effective Date of the Agreement, with the general wage increase applicable in subsequent years.

IV. Second Assistant Art Director

- Tiers A and B: 16% increase effective on the Effective Date of the Agreement, with the general wage increase applicable in subsequent years.

V. Art Director, First Assistant Art Director

- Tiers A and B: 8% increase effective on the Effective Date of the Agreement, with the general wage increase applicable in subsequent years.

**(v) Saskatchewan Schedule**

A) **DGC Saskatchewan Proposal #2 – SK1.05** – Amend SK1.05 as follows in accordance with CMPA Counter Proposal #1 to DGC Saskatchewan Proposal #2 (September 17, 2025):

**SK1.05 Meals**

(a) STET

(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) **per half hour of delayed meal break** 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) – (f): STET

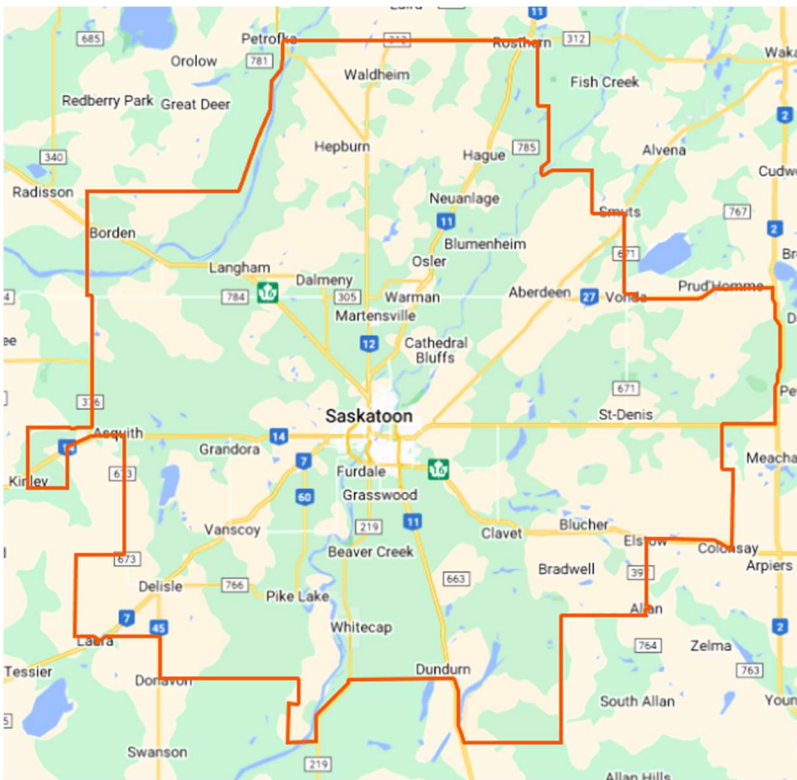
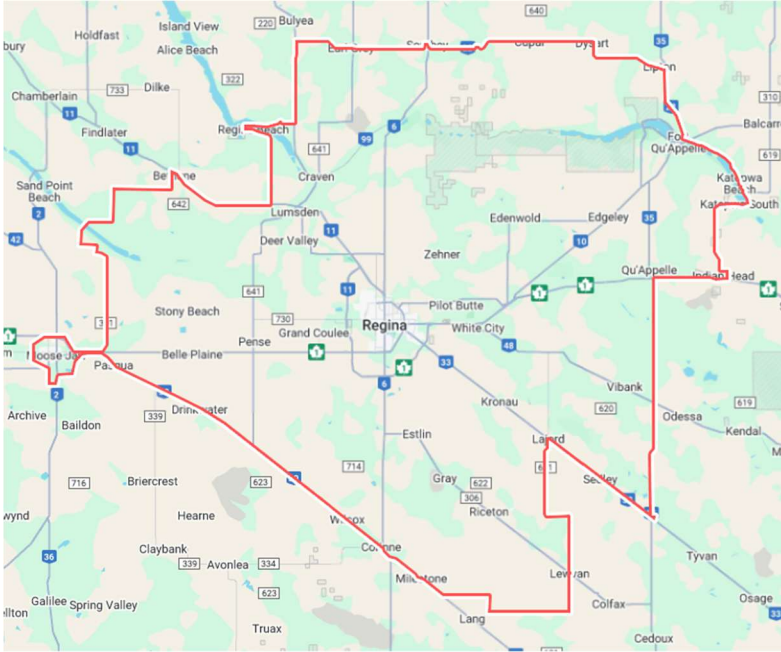
B) **DGC Saskatchewan Proposal #7 – SK6.01** – Amend SK6.01 as follows in accordance with DGC Counter Proposal #1 to DGC Saskatchewan Proposal #7 (October 22, 2025):

**SK6.01 Guild Remittances**

That portion of the Gross Remuneration paid to a Guild Member in excess of one hundred ~~twenty five~~ **seventy** thousand dollars (~~\$125,000~~ **175,000**) Canadian funds on a **per 12-month period** 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).

C) **DGC Saskatchewan Proposal #8 – SK8.00** – Amend the Studio Zone Map as follows in accordance with DGC Saskatchewan Proposal #8 (September 15, 2025):



D) **DGC Saskatchewan Proposal #9 – SK8.02** – Amend SK8.02 as follows in accordance with CMPA Counter Proposal #3 to DGC Saskatchewan Proposal #9 (October 29, 2025):

**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. STET

ii. STET

iii. A per diem allowance of one hundred and ~~forty-five~~ **sixty-two** dollars **and fifty cents** (~~\$155.00~~) **(\$162.50)** 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	<del>ten dollars (\$10.00)</del> <b>twelve dollars and fifty cents (\$12.50)</b>
Lunch	<del>twenty dollars (\$20.00)</del> <b>twenty-two dollars and fifty cents (\$22.50)</b>
Dinner	<del>twenty-five dollars (\$25.00)</del> <b>twenty-seven dollars and fifty cents (\$27.50)</b>
Misc.	fifteen dollars (\$15.00)
Accommodation	eighty-five dollars (\$85.00)

**Guild Members while on Distant Location shall be provided by the Producer with free accommodation equal to that provided to members of other Unions.**

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 forty-five dollars (\$155.00) the Producer will pay the additional costs.~~

(b)-(c): STET

E) **DGC Saskatchewan Proposal #10 – SK9.01** – Amend SK9.01 to increase the retirement contributions in the Two Season Television Series and Pilot Incentive by 0.5% effective January 1, 2027, and 0.5% effective January 1, 2028 in accordance with CMPA Counter Proposal #2 to DGC Saskatchewan Proposal #10 (October 28, 2025).

F) **DGC Saskatchewan Proposal #11 – SK9.03** – Amend SK9.03 as follows in accordance with DGC Revision #1 to DGC Saskatchewan Proposal #11 (October 22, 2025):

### **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%~~5%
- iii. Tier E – ~~10%~~5%

(c) – (d) STET

G) **DGC Saskatchewan Proposal #12 – SK12.01** – Remove SK12.01 from the Saskatchewan Schedule as follows in accordance with DGC Saskatchewan Proposal #12 (September 15, 2025):

~~SK12.01 Director~~

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

H) **DGC Saskatchewan Proposal #13 - SK15.01 and SK15.03** – Amend SK15.01 and add a new SK15.03 as follows in accordance with DGC Saskatchewan Proposal #13 (September 15, 2025), but changing the reference of “c.f.e” to “c.c.e”:

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. **Screen credit for the Picture Editor shall read “Edited by” or “Editor” or “Film Editor”;**
- (b) STET
- (c) STET

**SK15.03 – Professional Designations**

**If any Guild Member has the proper right and authority to include after their name the name or initials of any professional designation, such as “c.c.e.”, for example, the Producer shall include the name or initials of any such proper professional designation after the name of such Guild Member in all screen or other credits given by the Producer to such Guild Member.**

I) **DGC Saskatchewan Proposal #14 – SK16.09** – Amend SK16.09 as follows in accordance with CMPA Counter Proposal #2 to DGC Saskatchewan Proposal #14 (October 27, 2025):

**SK16.09 Engagement of Production Assistants**

(a) STET

(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) STET

**(d) The Producer will comply with applicable legislation as it relates to flagpersons, signallers, and directing traffic.**

**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) For a Permittee who is normally a resident in Canada and engaged in a Production Assistant classification, five dollars (\$5.00) per Day of engagement; and**

~~(c)(d)~~ 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.

J) **DGC Saskatchewan Proposal #15 – SK16.10** – Amend SK16.10 as follows in accordance with DGC Counter #1 to DGC Saskatchewan Proposal #15 (October 22, 2025):

**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. **Further consultation with the department head will be required in the event of any change which could materially impact personnel requirements, such as the scheduling of additional units (Second Unit or tandem units), or shoot days with enlarged numbers of crew, cast members, or background performers, etc.**

(b)-(e) STET

K) **DGC Saskatchewan Proposal #16 – Letter of Understanding No. 1** – Amend Letter of Understanding No. 1 as follows in accordance with CMPA Counter Proposal #2 to DGC Saskatchewan Proposal #16: LOU No. 1 Jurisdiction (October 24, 2025):

**No. 1                      Jurisdiction**

1. STET

2. STET

3. STET

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~~ **Clearance Coordinator**
- (b) ~~Assistant Unit Manager~~ **Visual Effects Supervisor & First Assistant VFX Supervisor**
- (c) ~~Supervising Picture Editor/Sound Editor~~
- (d) ~~First Assistant Sound Editor~~
- (e) ~~Second Assistant Sound Editor~~
- (c) Sustainability Coordinator**

5. STET

6. STET

L) **DGC Saskatchewan Proposal #17 – [NEW] Letter of Understanding No. 2** – Amend the Saskatchewan Schedule to include the following new Letter of Understanding in accordance with CMPA Counter Proposal #1 to DGC Saskatchewan Proposal #17 (September 17, 2025):

**LOU NO. 2 FACT BASED/LIFESTYLE/DOCU-DRAMA PRODUCTION**

**With respect to each Guild Member (including but not limited to a Director) who is engaged to work in a Guild category on a Fact Based/Lifestyle/Docu-Drama Production, the Producer must engage such Guild Member subject to the terms of this Agreement, except as is provided herein.**

**There shall be no minimum rate applicable to the services provided by the Guild Member and the rate of remuneration shall be subject to negotiation between the Guild Member and the Producer.**

**Regardless of the Budget of the Production, the fringe package applicable to that Guild Member is the applicable package for a tier E Production.**

**Subject to the terms herein, the “monetary” provisions of the Agreement shall not be applicable to the Guild Member and the “non- monetary” provisions shall be applicable. For greater clarity, any and all monetary terms, including but not limited to a Director rights acquisition fee are negotiable between the Guild Member and the Producer.**

**For greater clarity, the “reservation of rights” provisions Article DR25.00 and the “ISAN” provision Article DR24.00 are applicable to the Director of a Fact based/Lifestyle/Docu-Drama Production.**

**Nothing in the Schedule nor in the Agreement shall prevent the Producer from engaging a non-Guild Member to perform any duties in relation to a Fact Based/Lifestyle/Docu-Drama Production.**

M) **DGC Saskatchewan Rates** - Amend the Saskatchewan Rates Schedule for the following positions in the applicable year(s) and Tiers noted below in accordance with CMPA Counter Proposal #4 to DGC Saskatchewan Rates Proposal (October 30, 2025):

I) Production Coordinator

- Tiers A, B, C, D and E: 8% increase effective on the Effective Date of the Agreement, with the general wage increase applicable in subsequent years.

II) Location Manager

- Tiers A, B, C and D: 8% increase effective on the Effective Date of the Agreement, with the general wage increase applicable in subsequent years.
- Tier E: 6% increase effective on the Effective Date of the Agreement, with the general wage increase applicable in subsequent years.

III) Production Assistants

- Tiers A, B, C, D and E: 8% increase effective on the Effective Date of the Agreement, with the general wage increase applicable in subsequent years.

**(f) Manitoba Schedule**

A) **DGC Manitoba Proposal #3 – MB3.01** – Amend MB3.01 as follows in accordance with CMPA Counter Proposal #1 to DGC Manitoba Proposal #3 (September 17, 2025):

**MB3.01 Meal Breaks**

(a) 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) per **half hour of delayed meal break** to a maximum of forty dollars (\$40.00) per Day.

***[balance of article status quo]***

(b)-(e): STET

B) **DGC Manitoba Proposal #5 – MB5.02** – Amend MB5.02 as follows in accordance with CMPA Counter Proposal #1 to DGC Manitoba Proposal #5 (September 17, 2025):

**MB5.02 Holidays**

The following Days are recognized as paid holidays:

New Year's Day  
 Louis Riel Day  
 Good Friday  
 Victoria Day  
 Canada Day  
 Labour Day  
 National Day for Truth and Reconciliation  
 Thanksgiving Day  
 Remembrance Day  
 Christmas Day  
**Boxing Day,**

and any other Day declared a holiday by the federal, provincial, or municipal (local) government, and any additional holiday which a Producer grants to any other labour organization on the same Production.

Remembrance Day is covered by the Remembrance Day Act (R80). Guild Members who work on this Day must be paid two (2) times their regular rate. Guild Members who do not work on Remembrance Day do not have to be paid for that Day. Boxing Day shall be treated in the same manner as Remembrance Day.

**MB5.04 Holidays Falling on Days Off**

(a) When a holiday, ~~other than National Day for Truth and Reconciliation,~~ falls on a Guild Member's normal Day off, the Guild Member shall be given a Day off on either the work day before or the work day after the holiday.

(b) – (d) STET

C) **DGC Manitoba Proposal #8 – MB9.01** – Amend MB9.01 as follows in accordance with DGC Counter Proposal #1 to DGC Manitoba Proposal #8 (October 22, 2025):

**MB9.01 Guild Remittances**

(a) STET

(b) That portion of the Gross Remuneration paid to a Guild Member in excess of one hundred ~~seventy~~ ~~twenty-five~~ thousand dollars (~~\$125,000~~ **175,000**) Canadian funds on a per 12-month period per Production or per television Series cycle basis, as the case may be, shall not be subject to any further deduction or payment, as the case may be, with respect to the following Guild remittances:

- i. Members' check-off (see Article MB6.05)
- ii. Administration and training fund (see Article MB6.04)
- iii. Health and welfare contributions (see Article MB6.02)

D) **DGC Manitoba Proposal #9 – SK9.01** – Amend MB10.01 to increase the retirement contributions in the New Series Incentive for Tiers D, E, and F only by 0.5% effective on the Effective Date of the Agreement; 0.5% effective January 1, 2027, and 0.5% effective January 1, 2028 in accordance with CMPA Counter Proposal #2 to DGC Manitoba Proposal #10 (October 28, 2025).

E) **DGC Manitoba Proposal #10 – MB11.03** – Amend MB11.03 as follows in accordance with CMPA Counter Proposal #3 to DGC Manitoba Proposal #10 (October 29, 2025):

**MB11.03 Distant Location**

(a): *Status quo.*

(b) Accommodation and Meals on Distant Location

i. *Status quo.*

ii. The Producer shall pay in advance to each Guild Member a per diem allowance of fifteen dollars (\$15.00) in Canadian funds per Distant Location Day in Canada, or fifteen dollars (\$15.00) in U.S. funds per Distant Location Day in the U.S. or elsewhere in the world to cover miscellaneous expenses via cash, accounts payable cheque, direct deposit, e-transfer or pre-paid credit card.

iii. In addition, the Producer shall pay to each Guild Member in advance a per diem allowance of ~~fifty-five dollars (\$55.00)~~ sixty-two dollars and fifty cents (\$62.50) in Canadian funds per Day on Distant Location in Canada, or ~~fifty-five dollars (\$55.00)~~ sixty-two dollars and fifty cents (\$62.50) in U.S. funds per Day on Distant Location in the U.S. or elsewhere in the world to cover meal costs via cash, accounts payable cheque, direct deposit, e-transfer or pre-paid credit card.

However, if certain meals are provided by the Producer on Distant Location, the per diem meal allowance may be reduced by ~~ten dollars (\$10.00)~~ twelve dollars and fifty cents (\$12.50) for breakfast, ~~twenty dollars (\$20.00)~~ twenty-two dollars and fifty cents (\$22.50) for lunch, and ~~twenty-five dollars (\$25.00)~~ twenty-seven dollars and fifty cents (\$27.50) for supper in the applicable funds.

iv. STET

v. STET

(c) –(e): STET

F) **DGC Manitoba Proposal #11 – MB11.06** – Amend MB11.06 as follows in accordance with CMPA Counter Proposal #1 to DGC Manitoba Proposal #11 (October 24, 2025):

**MB11.06 Use of Personal Vehicle**

(a) Ownership of a vehicle shall not be a condition of engagement. It shall not be a violation of this Agreement for a Guild Member to refuse to use their own vehicle for work-related purposes.

(b) Each Guild Member agreeing to use their own vehicle for work-related purposes shall arrange for adequate insurance coverage for business and/or commercial purposes before using such personal vehicle for such purposes and shall provide evidence of such coverage, if requested. Such insurance coverage shall be at the expense of the Guild Member.

(c) Each Guild Member agreeing to use their own vehicle for work-related purposes shall be entitled to a reimbursement for each kilometre driven in the service of the Producer. The Producer reserves the right to authenticate the reimbursement submissions before payment.

(d) With respect to the minimum reimbursement as required under Article MB11.06 (c), the Producer must pay either:

i. ~~forty-five (45)~~ forty-five (\$0.55) cents per kilometre, or

ii. a flat rate of thirty five dollars (\$35.00) per Day, or forty dollars (\$40.00) per day for an SUV, pick-up truck or mini-van, together with either a gas allowance (as negotiated between the Producer and the Guild Member) or reimbursement of all gas expenses incurred for work related purposes.

The Producer shall elect either option (i) or (ii). That election shall apply for the duration of the Guild Member's engagement and shall be specified in the Guild Member's Contract for Services. Where no election is made or no rate is specified, then the Producer shall pay the rate under Article MB11.06(d)(ii) ~~higher total amount~~ to the Guild Member.

(e) The above reimbursement shall be paid to each Guild Member weekly with the regular remuneration payment.

(f) The Producer may elect to provide the Guild Member with a vehicle and pay the operating costs and need not rent the personal vehicle of any Guild Member.

G) **DGC Manitoba Proposal #14 – MB16.17** – Amend MB16.17 as follows in accordance with DGC Counter Proposal #1 to DGC Manitoba Proposal #14 (October 22, 2025):

**MB16.17 Determination of Minimum Personnel Requirements**

(a) Subject to Article MB16.17 (b) the minimum personnel requirements for 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. Further consultation with the department head will be required in the event of any change which could materially impact personnel requirements, such as the scheduling of additional units (Second Unit or tandem units), or shoot days with enlarged numbers of crew, cast members, or background performers, etc.

(b)-(d) STET

H) **DGC Manitoba Proposal #15 – MB17.01** – Amend MB17.01 as follows in accordance with CMPA Counter Proposal #1 to DGC Manitoba Proposal #15 (September 22, 2025):

**MB17.01 Approved List of Arbitrators**

The following individuals shall be selected as an arbitrator to whom a grievance may be referred for arbitration:

Kristin Gibson  
Blair Graham  
Karine Pelletier  
Colin Robinson

I) **DGC Manitoba Proposal #16 – Letter of Understanding No.1** – Amend Letter of Understanding No.1 as follows in accordance with CMPA Counter Proposal #1 to DGC Manitoba Proposal #16 (October 24, 2025):

**No. 1 Jurisdiction**

1-2 STET

**3. The Producer may engage any individual to fill the position of Sustainability Coordinator, however, should that individual be a Guild Member, then the Producer will only engage that individual pursuant to this Agreement. For clarity, there shall be no minimum rate applicable to the services provided by the Guild Member and all remuneration shall be subject to negotiation between the Guild Member and the Producer.**

J) **DGC Manitoba Proposal #17 – [NEW] Letter of Understanding No. 2** – Amend the Manitoba Schedule to include the following new Letter of Understanding in accordance with CMPA Counter Proposal #1 to DGC Manitoba Proposal #17 (September 17, 2025):

**LOU NO. 2 FACT BASED/LIFESTYLE/DOCU-DRAMA PRODUCTION**

**With respect to each Guild Member (including but not limited to a Director) who is engaged to work in a Guild category on a Fact Based/Lifestyle/Docu-Drama Production, the Producer must engage such Guild Member subject to the terms of this Agreement, except as is provided herein.**

**There shall be no minimum rate applicable to the services provided by the Guild Member and the rate of remuneration shall be subject to negotiation between the Guild Member and the Producer.**

**Regardless of the Budget of the Production, the fringe package applicable to that Guild Member is the applicable package for a tier E Production.**

**Subject to the terms herein, the “monetary” provisions of the Agreement shall not be applicable to the Guild Member and the “non- monetary” provisions shall be applicable. For greater clarity, any and all monetary terms, including but not limited to a Director rights acquisition fee are negotiable between the Guild Member and the Producer.**

**For greater clarity, the “reservation of rights” provisions Article DR25.00 and the “ISAN” provision Article DR24.00 are applicable to the Director of a Fact based/Lifestyle/Docu-Drama Production.**

**Nothing in the Schedule nor in the Agreement shall prevent the Producer from engaging a non-Guild Member to perform any duties in relation to a Fact Based/Lifestyle/Docu-Drama Production.**

K) **DGC Manitoba Rates Proposal** - Amend the Manitoba Rates Schedule for the following positions in the applicable year(s) and Tiers noted below in accordance with CMPA Counter Proposal #4 to DGC Manitoba Rates Proposal (October 30, 2025):

a) Trainee Assistant Director

- Tier A: 7.5% increase effective on the Effective Date of the Agreement, with the general wage increase applicable in subsequent years.

- Tier B: 6% increase effective on the Effective Date of the Agreement, with the general wage increase applicable in subsequent years.
- Tier C: 7% increase effective on the Effective Date of the Agreement, with the general wage increase applicable in subsequent years.
- Tier D: 8% increase effective on the Effective Date of the Agreement, with the general wage increase applicable in subsequent years.
- Tier E: 7% increase effective on the Effective Date of the Agreement, with the general wage increase applicable in subsequent years.

b) Production Coordinator

- Tiers A, B, C, D and E: 8% increase effective on the Effective Date of the Agreement, with the general wage increase applicable in subsequent years.

c) Location Manager

- Tiers A, B and C: 8% increase effective on the Effective Date of the Agreement, with the general wage increase applicable in subsequent years.
- Tiers D and E: 6% increase effective on the Effective Date of the Agreement, with the general wage increase applicable in subsequent years.

L) **DGC Manitoba Housekeeping Proposal** – Amend the Manitoba Schedule as follows in accordance with DGC Manitoba Housekeeping Proposal (September 15, 2025):

- Remove MB1.05 from the Manitoba Schedule as follows:

~~MB1.05 Pay Day~~

~~Core Article 14.02 shall apply as written with the sole exception that Guild Members in the Manitoba District Council shall be paid no later than the fifth (5th) work day following the week worked.~~

**(vii) Maritimes Schedule**

A) **DGC Maritimes Proposal #4 – MT3.01** – Amend MT3.01 as follows in accordance with CMPA Counter Proposal #1 to DGC Maritimes Proposal #4 (September 17, 2025):

**MT3.01 Meal Breaks/Meal Penalty**

(a) 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 dollars (\$20.00) per **half hour of delayed meal break** to a maximum of forty dollars (\$40.00) per day.

***[balance of article status quo]***

(b)-(e): STET

B) **DGC Maritimes Proposal #7 – MT7.01** – Amend MT7.01 as follows in accordance with CMPA Counter Proposal #3 to DGC Maritimes Proposal #7 (October 27, 2025):

**MT7.01 Guild Remittances**

(a) STET

(b) That portion of the Gross Remuneration paid to a Guild Member in excess of ~~fifty thousand dollars (\$50,000)~~ **sixty thousand dollars (\$60,000)** 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 MT5.03 (Administration and Training Fund).

That portion of the Gross Remuneration paid to a Guild Member in excess of one hundred ~~twenty five~~ **seventy-five** thousand dollars (~~\$125,000~~**\$175,000**) Canadian funds on a **per 12-month period** 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 MT5.01. (Health and Welfare).

C) **DGC Maritimes Proposal #8 – MT8.01** – Amend MT8.01 to increase the retirement contributions in the New Television Series Incentives by 0.5% effective January 1, 2027, and 0.5% effective January 1, 2028 in accordance with CMPA Counter Proposal #2 to DGC Maritimes Proposal #8 (October 28, 2025).

D) **DGC Maritimes Proposal #9 – MT9.01** – Amend MT9.01 as follows in accordance with CMPA Counter Proposal #1 to DGC Maritimes Proposal #9 (October 20, 2025):

**MT9.01 Studio Zone**

(a) Studio zone in Nova Scotia is described as an area that is within a fifty kilometre (50 km) radius around the city of Halifax. The boundaries of the studio zone are defined as follows:

- i. Exit 6, Hubbards, on Highway 103 to the South **west at the intersection of Mill Lake 1 Rd. at Route 3**
- ii. Exit 3, Mount Uniacke, on Highway 101 to the West, **which for clarity, includes Mount Uniacke Studio**
- iii. Exit 7, Enfield, on Highway 102 to the North
- iv. Exit 20, Porter’s Lake, on Highway 107 to the **NorthEast**
- v. **Fox Point Front Rd, on Highway 329 to the south**
- vi. **Seaforth and east of Route 207 and Shore Rd to the southeast**

(b) - (f) STET

E) **DGC Maritimes Proposal #10 – MT9.03** – Amend MT9.03 as follows in accordance with CMPA Counter Proposal #3 to DGC Maritimes Proposal #10 (October 29, 2025):

**MT9.03 Distant Location**

(a): STET

(b) Accommodation and Meals on Distant Location

i. STET

ii. The Producer shall pay in advance **via cash, accounts payable cheque, direct deposit, e-transfer or pre-paid credit card** to each Guild Member a per diem allowance of fifteen dollars (\$15.00) in Canadian funds per Distant Location day in Canada, or fifteen dollars (\$15.00) in U.S. funds per Distant Location Day in the U.S. or elsewhere in the world to cover miscellaneous expenses.

iii. In addition, the Producer shall pay to each Guild Member in advance **via cash, accounts payable cheque, direct deposit, e-transfer or pre-paid credit card** a per diem allowance of ~~five dollars (\$55.00)~~ **sixty-two dollars and fifty cents (\$62.50)** in Canadian funds per Distant Location day in Canada, or ~~five dollars (\$55.00)~~ **sixty-two dollars and fifty cents (\$62.50)** in U.S. funds per Distant Location Day in the U.S. or elsewhere in the world to cover meal costs. However, if certain meals are provided by the Producer on Distant Location, the per diem meal allowance may be reduced by ~~ten dollars (\$10.00)~~ **twelve dollars and fifty cents (\$12.50)** for breakfast, ~~twenty dollars (\$20.00)~~ **twenty-two dollars and fifty cents (\$22.50)** for lunch, and ~~twenty-five dollars (\$25.00)~~ **twenty-seven dollars and fifty cents (\$27.50)** for supper in the applicable funds.

iv. STET

v. STET

vi. STET

(c) – (f): STET

F) **DGC Maritimes Proposal #11 – MT9.06** – Amend MT9.06 as follows in accordance with CMPA Counter Proposal #1 to DGC Maritimes Proposal #11 (October 24, 2025):

**MT9.06 Use of Personal Vehicles**

(a) Ownership of a vehicle shall not be a condition of engagement. It shall not be a violation of this Standard Agreement for a Guild Member to refuse to use his own vehicle for work-related purposes.

(b) Each Guild Member agreeing to use their own vehicle for work-related purposes shall arrange for adequate insurance coverage for business and/or commercial purposes before using such personal vehicle for such purposes and shall provide evidence of such coverage, if requested. Such insurance coverage shall be at the expense of the Guild Member.

(c) Each Guild Member agreeing to use their own vehicle for work-related purposes shall be entitled to a reimbursement for each kilometre driven in the service of the Producer. The Producer reserves the right to authenticate the reimbursement submissions before payment.

(d) With respect to the minimum reimbursement as required under Article MT9.06 (c), the Producer must pay either:

i. ~~forty two cents (\$0.42)~~ **fifty-five cents (\$0.55)** per kilometre, or

ii. a flat rate of thirty five dollars (\$35.00) per Day, **or forty dollars (\$40.00) per Day for an SUV, pick-up truck or mini-van,** plus **either a gas allowance (as negotiated between the Producer and the Guild Member) or reimbursement of** all gas expenses incurred for work related purposes

iii. The Producer shall elect either option (i) or (ii). That election shall apply for the duration of the Guild Member's engagement and shall be specified in the Guild Member's Contract for Services. Where no election is made or no rate is specified, then the Producer shall pay the **rate under Article MT9.06(d)(ii)** ~~higher total amount~~ to the Guild Member.

(e) The above reimbursement shall be paid to each Guild Member weekly with the regular remuneration payment.

(f) The Producer may elect to provide the Guild Member with a vehicle and pay its operating costs and need not rent the personal vehicle of any Guild Member.

G) **DGC Maritimes Proposal #14 – MT15.08** – Amend MT15.08 as follows in accordance with DGC Counter Proposal #1 to DGC Maritimes Proposal #14 (October 22, 2025):

**MT15.08 Determination of Minimum Personnel Requirements**

(a) Subject to Article MT15.08 (b), the minimum personnel requirements for 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. **Further consultation with the department head will be required in the event of any change which could materially impact personnel requirements, such as the scheduling of additional units (Second Unit or tandem units), or shoot days with enlarged numbers of crew, cast members, or background performers, etc.** Where no agreement has been reached or when the District Council believes the staffing is insufficient the matter will be decided in accordance with Article 10.00, and if required, will be dealt with as an interest arbitration thereunder.

(b)-(d) STET

H) **DGC Maritimes Proposal #16 – MT18.01** – Amend MT18.01 as follows in accordance with DGC Maritimes Proposal #16 (September 15, 2025):

**MT18.01(b) Permit Fees**

(a) STET

(b) Canadian Permittees

For each Canadian Permittee engaged in a District Council classification, the Producer agrees to deduct from that Canadian Permittee’s Gross Remuneration and remit or pay directly to District Council, in accordance with the following:

- ~~i. no permit fees for Production Assistants and Trainee Assistant Directors who do not meet membership criteria;~~
- ii. STET (to become **i STET**)
- iii. STET (to become **ii STET**)

I) **DGC Maritimes Proposal #18 – Letter of Understanding No. 3** – Amend Letter of Understanding No. 3 as follows in accordance with CMPA Counter Proposal #1 to Maritimes Proposal #18 (October 24, 2025)

**~~NO. 3 Accounting Department~~**

~~The following terms continue to apply to Accountants who are resident in Nova Scotia, PEI and New Brunswick who were permitted on a production under the Atlantic Schedule of the Standard Agreement between January 1, 2019 and December 31, 2022 for an Accounting classification other than Trainee Assistant Accountant: t non-Guild persons;~~

~~(a) — Notwithstanding any other provision of the Standard Agreement, work permits granted pursuant to this article shall not be subject to a work permit fee;~~

~~(b) — Where a Permittee is granted a permit pursuant to this LOU, the minimum rates and fringes prescribed in the Standard Agreement shall not apply to such individual;~~

~~(c) — All rates and terms for such Permittees shall be fully negotiable.~~

~~(d) — For clarity, no fringes shall be payable for such Permittees, unless, and as, negotiated between the Permittee and the Producer.~~

### **No. 3 Jurisdiction**

**The Producer may engage any individual to fill the position of Sustainability Coordinator, however, should that individual be a Guild Member, then the Producer will only engage that individual pursuant to this Agreement. For clarity, there shall be no minimum rate applicable to the services provided by the Guild Member and all remuneration shall be subject to negotiation between the Guild Member and the Producer.**

J) **DGC Maritimes Proposal #19 – [NEW] Letter of Understanding No. 4** – Amend the Maritimes Schedule to include the following new Letter of Understanding No.4 in accordance with CMPA Counter Proposal #1 to DGC Maritimes Proposal #19 (October 28, 2025):

#### **NO. 4 WORKFORCE DEVELOPMENT IN POST PRODUCTION**

**The parties signatory to this Agreement acknowledge that there is a need to develop the workforce in Post Production. It is agreed that a Producer for a Tier A Production, excluding Pilots, doing post in PEI, Nova Scotia or New Brunswick during the term of the Standard Agreement will engage a trainee position from a post production stream for the lesser of six (6) weeks or the duration of the post production period.**

K) **DGC Maritimes Rates Proposal** - Amend the Maritimes Rates Schedule for the following positions in the applicable year(s) and Tiers noted below in accordance with CMPA Counter Proposal #4 to DGC Maritimes Rates Proposal (October 30, 2025):

I) Fourth Assistant Director

- Tiers A, B, C, D and E: 8% increase effective on the Effective Date of the Agreement, with the general wage increase applicable in subsequent years.

II) Production Coordinator

- Tiers A, B, C, D and E: 8% increase effective on the Effective Date of the Agreement, with the general wage increase applicable in subsequent years.

III) Location Manager

- Tiers A, B and C: 8% increase effective on the Effective Date of the Agreement, with the general wage increase applicable in subsequent years.
- Tier D: 6.5% increase effective on the Effective Date of the Agreement, with the general wage increase applicable in subsequent years.
- Tier E: 6% increase effective on the Effective Date of the Agreement, with the general wage increase applicable in subsequent years.

L) **DGC Maritimes Housekeeping Proposal** – Amend the Maritimes Schedule with the following housekeeping proposals in accordance with CMPA Counter Proposal #1 to DGC Maritimes Housekeeping Proposal (October 27, 2025):

~~Trainee Assistant Director~~/**Fourth Assistant Director**

**Art Department Trainee/Art Department Production Assistant**

**Second Assistant Picture Editor** ~~per 11.35b~~

~~Assistant Picture Editor~~

Third Assistant Account/**Accounting Clerk**

**“Summary of Permit Fees & Fringes 2026-2028 Maritimes Schedule 2”**

**(viii) Newfoundland Schedule**

A) **DGC Newfoundland Proposal #1 – NL2.01** – Amend NL2.01 as follows in accordance with CMPA Counter Proposal #1 to DGC Newfoundland Proposal #1 (September 27, 2025):

**NL2.01 Overtime**

(a) Overtime – First (1st) Five (5) Days – Production, Art, & Editing Departments

i. First (1st) Five (5) Days, After Twelve (12) Hours of work for Accounting, Art and Editing

For all work exceeding twelve (12) 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 premium pay for each one (1) hour or portion thereof of time worked, calculated in accordance with the following formulae:

DAILY RATE Contracted Rate ÷ 8 x 1.5

WEEKLY RATE Contracted Rate ÷ 40 x 1.5

ii. First (1st) Five (5) Days, After Fourteen (14) Hours of work for Production Department

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 premium pay for each one (1) hour or portion thereof of time worked, calculated in accordance with the following formulae:

DAILY RATE Contracted Rate ÷ 8 x 1.5

WEEKLY RATE Contracted Rate ÷ 40 x 1.5

iii. First (1st) Five (5) Days, After Sixteen (16) Hours of work for Accounting, Art, Editing, and Production Departments

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 premium pay for each one (1) hour or portion thereof of time worked, calculated in accordance with the following formulae:

DAILY RATE Contracted Rate ÷ 8 x 2.5

WEEKLY RATE Contracted Rate ÷ 40 x 2.5

(b) STET

(c) STET

(d) Overtime – Holiday – Production, Accounting, Art and Editing Departments

i. Holiday, After Twelve (12) Hours of work for Accounting, Art and Editing

For all work exceeding twelve (12) hours, but less than Sixteen (16) hours on a holiday, the Producer must pay to each Guild Member premium pay for each one (1) hour or portion thereof of time worked, calculated in accordance with the following formula:

DAILY OR WEEKLY RATE Holiday rate under Article NL2.04 ÷ 8 x 1.5

ii. Holiday, After Fourteen (14) Hours of work for Production Department

For all work exceeding fourteen (14) hours, but less than Sixteen (16) hours on a holiday, the Producer must pay to each Guild Member premium pay for each one (1) hour or portion thereof of time worked, calculated in accordance with the following formula:

DAILY OR WEEKLY RATE Holiday rate under Article NL2.04 ÷ 8 x 1.5

(e) Exceptions

Article ~~AT~~NL2.01(a)-(d) do not apply to a Guild Member engaged on a Flat Deal basis or to a Director.

iii. Holiday, After Sixteen (16) Hours of work for Accounting, Art, Editing, and Production Departments

For all work exceeding Sixteen (16) hours on a holiday, the Producer must pay to each Guild Member premium pay for each one (1) hour or portion thereof of time worked, calculated in accordance with the following formula:

DAILY OR WEEKLY RATE Holiday rate under Article NL2.04 ÷ 8 x 2.5

**B) DGC Newfoundland Proposal #3 – NL3.01** – Amend NL3.01 as follows in accordance with CMPA Counter Proposal #1 to DGC Newfoundland Proposal #3 (September 27, 2025):

**NL3.01 Meal Breaks/Meal Penalty**

(a) 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 dollars (\$20.00) per **half hour of delayed meal break** to a maximum of forty dollars (\$40.00) per day.

***[balance of article status quo]***

(b)-(e): STET

C) **DGC Newfoundland Proposal #6 – NL7.01** – Amend NL7.01 as follows in accordance with CMPA Counter Proposal #2 to DGC Newfoundland Proposal #6 (October 27, 2025):

**NL7.01 Guild Remittances**

(a) STET

(b) That portion of the Gross Remuneration paid to a Guild Member in excess of ~~fifty thousand dollars (\$50,000)~~ **sixty thousand dollars (\$60,000)** 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 MT5.03 (Administration and Training Fund).

That portion of the Gross Remuneration paid to a Guild Member in excess of one hundred ~~twenty five~~ **seventy-five** thousand dollars (~~\$125,000~~ **\$175,000**) Canadian funds on a **per 12-month period** 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 MT5.01. (Health and Welfare).

D) **DGC Newfoundland Proposal #7 – NL8.01** – Amend NL8.01 to increase the retirement contributions in the New Television Series Incentives by 0.5% effective January 1, 2027, and 0.5% effective January 1, 2028 in accordance with CMPA Counter Proposal #2 to DGC Newfoundland Proposal #7 (October 28, 2025).

E) **DGC Newfoundland Proposal #9 – NL9.03** – Amend NL9.03 as follows in accordance with CMPA Counter Proposal #3 to DGC Newfoundland Proposal #9 (October 29, 2025):

**NL9.03 Distant Location**

(a): STET

(b) Accommodation and Meals on Distant Location

i. STET

ii. The Producer shall pay in advance **via cash, accounts payable cheque, direct deposit, e-transfer or pre-paid credit card** to each Guild Member a per diem allowance of fifteen dollars (\$15.00) in Canadian funds per Distant Location day in Canada, or fifteen dollars (\$15.00) in U.S. funds per Distant Location Day in the U.S. or elsewhere in the world to cover miscellaneous expenses.

iii. In addition, the Producer shall pay to each Guild Member in advance **via cash, accounts payable cheque, direct deposit, e-transfer or pre-paid credit card** a per diem allowance of ~~five dollars (\$55.00)~~ **sixty-two dollars (\$62.50)** in Canadian funds per Distant Location day in Canada, or ~~five dollars (\$55.00)~~ **sixty-two dollars (\$62.50)** in U.S. funds per Distant Location Day in the U.S. or elsewhere in the world to cover meal costs. However, if certain meals are provided by the Producer on Distant Location, the per diem meal allowance may be reduced by ~~ten dollars (\$10.00)~~ **twelve dollars and fifty cents (\$12.50)** for breakfast, ~~twenty dollars and (\$20.00)~~ **twenty-two dollars and fifty cents (\$22.50)** for lunch, and ~~twenty-five dollars (\$25.00)~~ **twenty-seven dollars and fifty cents (\$27.50)** for supper in the applicable funds.

iv. STET

v. STET

vi. STET

(c) – (f): STET

F) **DGC Newfoundland Proposal #10 – NL9.04** – Amend NL9.04 as follows in accordance with CMPA Counter Proposal #1 to DGC Newfoundland Proposal #10 (October 24, 2025):

#### **NL9.04 Travel Insurance**

(a) The Producer shall provide accidental death and dismemberment insurance with a benefit in a sum not less than two hundred and fifty thousand dollars (\$250,000) for the benefit of the Guild Member's designated beneficiary when the Guild Member is required to travel by air transportation anywhere or by any mode of transportation to a Distant Location which for this purpose shall be defined to be greater than five hundred kilometres (500 km) **and/or outside of Canada.**

(b)-(d) STET

G) **DGC Newfoundland Proposal #11 – NL9.06** – Amend NL9.06 as follows in accordance with CMPA Counter Proposal #1 to DGC Newfoundland Proposal #11 (October 24, 2025):

#### **NL9.06 Use of Personal Vehicles**

(a) Ownership of a vehicle shall not be a condition of engagement. It shall not be a violation of this Standard Agreement for a Guild Member to refuse to use his own vehicle for work-related purposes.

(b) Each Guild Member agreeing to use their own vehicle for work-related purposes shall arrange for adequate insurance coverage for business and/or commercial purposes before using such personal vehicle for such purposes and shall provide evidence of such coverage, if requested. Such insurance coverage shall be at the expense of the Guild Member.

(c) Each Guild Member agreeing to use their own vehicle for work-related purposes shall be entitled to a reimbursement for each kilometre driven in the service of the Producer. The Producer reserves the right to authenticate the reimbursement submissions before payment.

(d) With respect to the minimum reimbursement as required under Article NL9.06 (c), the Producer must pay either:

i. ~~forty two cents (\$0.42)~~ **fifty-five (\$0.55)** per kilometre, or

ii. a flat rate of thirty five dollars (\$35.00) per Day, **or forty dollars (\$40.00) per Day for an SUV, pick-up truck or mini-van**, plus **either a gas allowance (as negotiated between the Producer and the Guild Member) or reimbursement of** all gas expenses incurred for work related purposes

iii. The Producer shall elect either option (i) or (ii). That election shall apply for the duration of the Guild Member's engagement and shall be specified in the Guild Member's Contract for Services. Where no election is made or no rate is specified, then the Producer shall pay the **rate under Article NL9.06(d)(ii)** ~~higher total amount~~ to the Guild Member.

(e) The above reimbursement shall be paid to each Guild Member weekly with the regular remuneration payment.

(f) The Producer may elect to provide the Guild Member with a vehicle and pay its operating costs and need not rent the personal vehicle of any Guild Member.

H) **DGC Newfoundland Proposal #12 – NL15.08** – Amend NL15.08 as follows in accordance with DGC Counter Proposal #1 to DGC Newfoundland Proposal #12 (October 22, 2025):

#### **NL15.08 Determination of Minimum Personnel Requirements**

(a) Subject to Article ~~AT~~**NL15.08** (b), the minimum personnel requirements for 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. **Further consultation with the department head will be required in the event of any change which could materially impact personnel requirements, such as the scheduling of additional units (Second Unit or tandem units), or shoot days with enlarged numbers of crew, cast members, or background performers, etc.** Where no agreement has been reached or when the District Council believes the staffing is insufficient the matter will be decided in accordance with Article 10.00, and if required, will be dealt with as an interest arbitration thereunder.

(b)-(d) STET

I) **DGC Newfoundland Proposal #15 – NL17.00 – Amend NL17.01** as follows in accordance with CMPA Counter Proposal #1 to DGC Newfoundland & Labrador Proposal #15 (October 15, 2025):

**NL17.01** The following individuals shall be selected as an arbitrator to whom a grievance may be referred to for arbitration:

James C. Oakley  
Sheilagh M. Murphy  
Chris Peddigrew  
**Morgan Cooper**

J) **DGC Newfoundland Proposal #16 – NL18.01** - Amend NL18.01 as follows in accordance with DGC Newfoundland Proposal #16 (September 15, 2025):

**NL18.01(b) Permit Fees**

(a) STET

(b) Canadian Permittees

For each Canadian Permittee engaged in a District Council classification, the Producer agrees to deduct from that Canadian Permittee's Gross Remuneration and remit or pay directly to District Council, in accordance with the following:

- i. ~~no permit fees for Production Assistants and Trainee Assistant Directors who do not meet membership criteria;~~
- ii. STET (to become **i STET**)
- iii. STET (to become **ii STET**)

K) **DGC Newfoundland Proposal #18 – Letter of Understanding No. 3** – Amend Letter of Understanding No. 3 as follows in accordance with CMPA Counter Proposal #1 to DGC Newfoundland Proposal #18 (October 24, 2025):

**No. 3 Jurisdiction**

(a)-(d) STET

**(e) The Producer may engage any individual to fill the position of Sustainability Coordinator, however, should that individual be a Guild Member, then the Producer will only engage that individual pursuant to this Agreement. For clarity, there shall be no minimum rate applicable to the services provided by the Guild Member and all remuneration shall be subject to negotiation between the Guild Member and the Producer.**

L) **DGC Newfoundland & Labrador Committee** - Amend the Newfoundland Schedule to include the following new Letter of Understanding in accordance with CMPA Counter #2 (October 29, 2025):

**LOU No. XX Newfoundland & Labrador Committee**

**1. The DGC and the CMPA agree to strike a Newfoundland & Labrador Committee to discuss matters arising from Productions signatory to the Newfoundland & Labrador District Council Schedule.**

**2. The committee will be comprised of equal members and staff of the DGC and the CMPA, as well as other industry stakeholders that may be invited to participate, as appropriate and mutually agreed upon.**

**3. The committee shall meet semi-annually in a manner to be determined by the committee.**

**4. The DGC and the CMPA shall each bear its own costs associated with the operation of the committee.**

**5. In recognition of the parties' mutual intentions to engage meaningfully to increase training opportunities for Newfoundland residents, the parties agree that for the period between [Effective Date of Agreement] and December 31, 2028 the DGC Admin & Training contribution for Tier A & B productions accessing the New Television Series Incentives (NL8.01) shall be one percent (1%).**

M) **DGC Newfoundland Rates Proposal** - Amend the Newfoundland Rates Schedule for the following positions in the applicable year(s) and Tiers noted below in accordance with CMPA Counter Proposal #4 to DGC Newfoundland Rates Proposal (October 30, 2025):

I) Production Assistants, Trainees/Fourth Assistant Director and Art Department PA: 8% increase effective on the effective date of the Agreement across all Tiers, with the general wage increase applicable in subsequent years.

N) **DGC Newfoundland Housekeeping Proposal** – Amend the Newfoundland Schedule as follows with the following housekeeping proposals:

- The Parties will review the fringe summary chart in editing to ensure the chart reflects the provisions of the Agreement;
- NL2.10 will be removed from the Agreement as follows:

NL2.10 NL Payday

~~Further to Core Article 14.02, the District Council will allow Guild Members to be paid no later than the fifth (5th) work day following the week worked.~~

## 2. CMPA Proposals

a. The Parties agree to the following Tier increases for all Tiers (A, B, C, D, E, F) in the Agreement: 5% increase effective on the Effective Date; 4% increase effective January 1, 2027; 3.5% increase effective January 1, 2028, with the exception that Tiers for Theatrical Motion Pictures shall be as noted below in paragraph 2b. of this Memorandum of Agreement.

b. (i) On the Effective Date of the Agreement, the Parties agree to increase the Tiers for Theatrical Motion Pictures (includes “Features”) as follows:

TIER			
A	\$16,755,636 <b>\$17,593,418</b>	-	and over
B	\$8,007,402 <b>\$10,500,001</b>	-	\$16,755,635 <b>\$17,593,417</b>
C	\$4,898,645 <b>\$6,453,023</b>	-	\$8,007,401 <b>\$10,500,000</b>
D	\$3,500,001 <del>170,351</del>	-	\$4,898,644 <b>\$6,453,022</b>
E	\$1,800,549	-	\$3,170,350 <b>Not Applicable</b>
F	Under		\$1,800,548 <b>\$3,500,000</b>

(ii) Effective January 1, 2027, the Parties agree to a 4% Tier increase for Theatrical Motion Pictures (includes “Features”) at Tiers A, B, C and the upper limit of D only.

(iii) Effective January 1, 2028, the Parties agree to a 3.5% Tier increase for Theatrical Motion Pictures (includes “Features”) at Tiers A, B, C, D and F (for clarity Tier E is no longer applicable as of the Effective Date, in accordance with (i), above).

c. The Parties agree to make the following modifications to the Standard Agreement in accordance with the CMPA’s Proposals (including CMPA Revisions and DGC Counter Proposals):

### **(i) Core Agreement**

A) **CMPA Core Proposal #1 – [NEW] Letter of Understanding** – Amend the Core Agreement to include the following new Letter of Understanding in accordance with CMPA Revised Proposal #3 to CMPA Core Proposal #1 (October 29, 2025):

#### **[NEW] LOU NO. XX Re Core Article 1.06 Budget**

**For the term of the [dates of the Agreement] Standard Agreement, the definition of “Budget” in Core Article 1.06 shall be amended to exclude the following for Productions that qualify as**

**Canadian content under the requirements of the Canadian Audio-Visual Certification Office (CAVCO):**

**(a) the cost of completion bonds, and verifiable financing costs with recognized lenders, including but not limited to:**

**(i) interest reserves;**

**(ii) completion guarantees; and**

**(iii) financing fees (e.g. bank fees, legal fees, certification fees, etc.);**

**(b) the increased costs of health and safety protocols implemented in response to an applicable government declared public health emergency, such as the COVID-19 pandemic, including, but not limited to, the costs associated with:**

**(i) health screening (including testing, health assessment surveys and temperature checks);**

**(ii) salaries of compliance monitor(s) and consultants, performing primarily declared public health emergency-related duties;**

**(iii) declared public health emergency-related cleaning costs in excess of ordinary or usual cleaning costs;**

**(iv) costs of lodging and per diem for workers who are required to isolate or self-quarantine; and**

**(v) notwithstanding, and without limiting the application of Core Article 1.06(a), any contingency required by a bank or bond company for the specific purpose of covering costs related to the declared public health emergency.**

**To be eligible for this Letter of Understanding, the Production, excluding official treaty co-productions, must engage a DGC Director or DGC Directors for at least two thirds (2/3) of the Episodes of a Series.**

**When a Producer excludes the above costs from its Budget, it must provide budget account details for the excluded costs to the District Council, together with the budget information required by Core Article 9.02 and evidence from the interim financier, the bond company or the Production's third-party accountant.**

**In no event shall these exclusions cause the Tier level of a Production to drop by more than one level, nor shall they cause any reduction to a Director's fee which is based on a percentage of the total budget.**

**If a Production is accessing the Series Incentive/New Business Development Plan, the Frequent Filming Bonus or the Off-Season Incentive Program it is not eligible for this Letter of Understanding.**

**Unless the parties agree otherwise in writing, this Letter of Understanding will sunset on [expiry date of the agreement]. Notwithstanding the foregoing, the terms of any Bargaining Authorization and Voluntary Recognition Agreement signed prior to [expiry date of the agreement] will remain in force.**

B) **CMPA Core Proposal #5 – Core 14.11** – Amend Core 14.11 as follows in accordance with DGC Counter Proposal #1 to CMPA Core Proposal #5 (October 20, 2025):

**14.11 Approved Guarantors**

(a) –(c) STET

(d) A list of approved production guarantors and a list of approved distribution guarantors shall be updated on a regular basis and shall be available from the District Council and CMPA offices. **Each District Council shall provide to the CMPA a current list of approved production guarantors and approved distribution guarantors upon request.**

C) **CMPA Core Proposal #6 - Core 18.11** – Amend Core Article 18.11(a) as follows in accordance with CMPA Core Proposal #6 (September 15, 2025):

**18.11 Budget Calculations**

**(a) Broadcast Length**

The calculation of the length of a Television Motion Picture is based on the total broadcast time. **For clarity, when a Television Motion Picture is initially exhibited with and without commercials or advertisements, the calculation of the length shall be based on the total broadcast time exclusive of commercials or advertisements.**

D) **CMPA Core Proposal #8 - [NEW] Letter of Understanding No. X Indigenous Production Committee** – Amend the Core Agreement to include a new Letter of Understanding as follows in accordance with CMPA Core Proposal #8 (September 15, 2025), but changing the committee name to “Indigenous Production Committee”:

**Letter of Understanding Core Agreement**

**NO. [X] Indigenous Production Committee**

**The CMPA and each District Council (collectively the “Parties”) agree as follows:**

**1. The Parties shall establish a committee to discuss Indigenous Productions that shall have its first meeting within the first three months of the Agreement. The mandate of the committee**

**shall include organizing a summit between Indigenous Producers and Indigenous Guild Members within the first year of the Agreement.**

**2. The committee shall be comprised of members and staff of the District Councils and the Association, including Indigenous Producers and Indigenous Guild Members.**

**(ii) Directors Schedule**

A) **CMPA Directors Proposal #1 – DR11.01** – Amend DR11.01 as follows in accordance with CMPA Revised Proposal #1 to CMPA Directors Proposal #1 (October 28, 2025):

**DR11.01 Restriction on Use of Word “Director”**

(a) STET

(b) The Producer shall not grant to any individual, other than the Guild Member assigned the title and functions of Director in the Director’s Contract for Services, any screen or other form of credit which includes the word “Director”, “Direction”, or any derivation thereof, except “Art Director”, “Music Director”, “Director of Photography”, or “Stage Director”, **“Animation Director”, “Casting Director”, or corporate staff titles in the tail credits which relate to an individual’s ongoing employment, e.g. Director of Business Affairs for a studio or parent company.**

B) **CMPA Directors Proposal #2 — DR17.01 (d)** – The Parties agree to the following revised rates for 2-hour Tier D Television Movies:

- Minimum base rate: \$69,489.00
- Minimum Obligatory Rights Acquisition Fee @ 110% of base rate: \$76,438.00
- Guaranteed period for prep and shoot: 39 days

C) **CMPA Directors Proposal #3 - DR14.02** – Amend DR14.02 as follows in accordance with DGC Counter Proposal #1 to CMPA Directors Proposal #3 (September 17, 2025):

**DR14.02 Payments**

A Director shall be paid in instalments as follows:

(a) One-third (1/3) on commencement of prep;

(b) One-third (1/3) on commencement of principal photography; and

(c) One-third (1/3) on the later of completion of principal photography or delivery of the Director’s cut.

**(d) When a Director is engaged to direct four (4) or more Episodes of a Series being shot as a single block, the Director shall be paid in instalments of the aggregate Gross Remuneration for all Episodes the Director is engaged to direct, as follows:**

**(i) Ten percent (10%) on signing;**

**(ii) Sixty percent (60%) in pro-rated bi-weekly payments during the period commencing at the commencement of prep for the Episodes directed by the Director and ending upon the completion of principal photography for all Episodes directed by the Director; and**

**(iii) Thirty percent (30%) in equal instalments calculated by dividing the remaining aggregate payment (i.e., 30%) by the number of Episodes the Director is engaged to direct in the block with one instalment due upon the delivery of the Director's cut for each respective Episode.**

D) **CMPA Directors Proposal #4 – DR17.09** – Amend DR17.09 as follows in accordance with DGC Counter Proposal #2 to CMPA Directors Proposal #4 (October 24, 2025):

**DR17.09 Guaranteed Days (Shooting/Prep Time)**

(a) Total guaranteed Days shown are the maximum allowed for the applicable rate.

(b) Unless otherwise mutually agreed by the Producer and the Director in advance of the engagement, for a Television Series governed by DR17.02 in order to avoid incurring additional days under DR17.08:

i. for a ½ hour Episode the Producer must apply the 10 guaranteed days of engagement (prep/shoot) over a period of 20 consecutive work days. Days must be scheduled in advance and are subject to change based on availability; and

ii. for a 1-hour length Episode the Producer must apply the 18 guaranteed days of engagement (prep/shoot) over a period of 36 consecutive work days. Days must be scheduled in advance and are subject to change based on availability.

**(c) For clarity, days off, vacation, approved leaves of absence, holidays, and hiatus periods are not considered work days. Additionally, subject to the Director's availability, a Director may choose to attend incidental creative meetings on up to two (2) days in advance of their contracted prep period for not more than two (2) hours per day, and these will not be considered work days.**

**(d) DR17.09(b) shall not apply:**

**i. to a treaty co-production;**

**ii. if the same Director is engaged for three (3) or more Episodes of the Television Series;**

(c) **iii.** If the Director is working in another ongoing **paid** capacity on the Production, DR17.09(b) shall not apply.

**(iii) Ontario Schedule**

A) **CMPA Ontario Proposal #1 - ON1.04** – Amend ON1.04 as follows in accordance with DGC Counter Proposal #1 to CMPA Ontario Proposal #1 (September 17, 2025):

**ON1.04 Shifting the Work Week**

Once every three (3) **prep and** 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)-(e) STET

B) **CMPA Ontario Proposal #2 - ON1.07** – Amend ON1.07 as follows in accordance with DGC Counter Proposal #1 to CMPA Ontario Proposal #2 (September 17, 2025):

**ON1.07 Hiatus Periods**

(a) The Producer shall be entitled to impose a maximum hiatus period equal to one (1) week for each ~~eight (8)~~ **six (6)** weeks of the production period, provided that the Producer gives fourteen (14) calendar Days written notice of the hiatus to the District Council and each Guild Member, subject to events of force majeure.

(b)-(e) STET

C) **CMPA Ontario Proposal #5 – ON4.05** – Amend ON4.05 as follows in accordance with CMPA Revised Proposal #1 to CMPA Ontario Proposal #5 (September 19, 2025):

**ON4.05 Holidays Falling ~~Mid-~~ During the Week**

(a) If a holiday excluding Christmas Day, Boxing Day, Good Friday, and New Year's Day falls on the second (2nd), third (3rd) or fourth (4th) work 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 or LSPs (see Article ON20.07(b)), who shall be paid the holiday rate as per Article ON 2.04 for any work done on the actual calendar day of the holiday.

**(b) If Victoria Day, Canada Day or Civic Holiday fall on a Monday or a Friday, the Producer may switch a Friday holiday to the immediately following Monday as the observed Day of the**

**holiday, and a Monday holiday to the immediately preceding Friday as the observed Day of the holiday, and the actual Day of the holiday shall be worked and paid for at the Contracted Rate.**

**(c) Any The** designation of the ~~first (1st) or fifth (5th) day of the work week~~ **holiday under ON4.05 (a) and (b)** 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.

D) **CMPA Ontario Proposal #8 – ON9.06** – Amend ON9.06 as follows in accordance with CMPA Revised Proposal #2 to CMPA Ontario Proposal #8 (October 22, 2025):

**ON9.06 Use of Personal Vehicles**

(a)-(c): *Status quo.*

(d) With respect to the minimum reimbursement as required under Article ON9.06(c), the Producer must pay either:

- i. ~~forty-two (42)~~ **fifty-five (\$0.55)** cents per kilometre, or
- ii. a flat rate of thirty-five dollars (\$35.00) per Day, **or forty dollars (\$40.00) per day for an SUV, pick-up truck or mini-van, plus either a gas allowance (as negotiated between the Producer and the Guild Member) or reimbursement of** all gas expenses incurred for work related purposes.

The Producer shall elect either option (i) or (ii). That election shall apply for the duration of the Guild Member's engagement and shall be specified in the Guild Member's Contract for Services. Where no election is made or no rate is specified, then the Producer shall pay ~~the higher total amount~~ **the rate under Article ON9.06(d)(ii)** to the Guild Member.

E) **CMPA Ontario Proposal #10 - ON11.10** – Amend ON11.10 as follows in accordance with CMPA Ontario Proposal #10 (September 15, 2025):

**ON11.10 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)~~ **one-half (1/2)** of the work days assigned to their job classification will be at Producer's discretion.

F) **CMPA Ontario Proposal #14 - LOU No 4. Workforce Development in Post Production** – Amend LOU No. 4 as follows in accordance with CMPA Ontario Proposal #14 (September 15, 2025):

**NO. 4 WORKFORCE DEVELOPMENT IN POST PRODUCTION**

The parties signatory to this Agreement acknowledge that there is a need to develop the workforce in Picture Editing, Sound Editing and Post Production Supervision/Coordination. It is

agreed that a Producer for a Tier A Production, excluding Pilots, *[Balance of Article subject to DGC Ontario Proposal #24]*.

G) **CMPA Ontario Housekeeping Proposal** – Amend ON6.01 as follows in accordance with CMPA Ontario Housekeeping Proposal (September 15, 2025):

**ON6.01 CMPA Levy**

(a) Upon request, the CMPA will provide to the DGC Ontario a list of CMPA members in good standing.

(b) 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 to two percent (2%) of all Gross Remuneration paid to Guild Members to a maximum of:

**(i) from [Effective Dates of Year 1 of the Agreement], Four Thousand Eight Hundred and Twenty Dollars (\$4,820) ~~Seven Hundred and Fifty Dollars (\$4,750)~~ per feature, MFT, Pilot or part of a Mini-Series, or Two Thousand Four Hundred Dollars (\$2,400) ~~Three Hundred and Seventy Five Dollars (\$2,375)~~ per New Media Production or Episode of a Series, and**

**(ii) from [Effective Dates of Year 2 of the Agreement], Four Thousand Eight Hundred and Ninety Dollars (\$4,890) per feature, MFT, Pilot or part of a Mini-Series, or Two Thousand Four Hundred and Twenty-Five Dollars (\$2,425) per New Media Production or Episode of a Series, and**

**(iii) on or after [Start Date of Year 3 of the Agreement], Four Thousand Nine Hundred and Sixty Dollars (\$4,960) per feature, MFT, Pilot or part of a Mini-Series, or Two Thousand Four Hundred and Fifty Dollars (\$2,450) per New Media Production or Episode of a Series**

to be remitted at the same time as other payments to Guild Members. The CMPA confirms its right to modify the CMPA levy at any point at its sole discretion. This Article may not be reduced, waived or otherwise varied without the CMPA's express written agreement.

(c) 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 one half percent (2.5%) of all Gross Remuneration paid to Guild Members, to be remitted at the same time as other payments to Guild Members. The CMPA confirms its right to modify the CMPA levy at any point at its sole discretion. This Article may not be reduced, waived or otherwise varied without the CMPA's written agreement.

**(iv) Alberta Schedule**

A) **CMPA Alberta Proposal #2 - AB2.02** – Amend AB2.02 as follows in accordance with DGC Counter Proposal #1 to CMPA Alberta Proposal #2 (September 17, 2025):

**AB2.02 Shifting the Work Week**

Once every three (3) **prep and** 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)-(f) STET

B) **CMPA Alberta Proposal #3 - AB2.04**– Amend AB2.04 as follows in accordance with DGC Counter Proposal #1 to CMPA Alberta Proposal #3 (September 17, 2025):

**AB2.04 Hiatus Periods**

(a) The Producer shall be entitled to impose a maximum hiatus period equal to one (1) week for each ~~eight (8)~~ **six (6)** weeks of the Production Period. Notification of the declaration of a hiatus, cancellation of a previously declared hiatus, or rescheduling of a previously declared hiatus requires two (2) weeks notice from the Producer.

(b)-(f) STET

C) **CMPA Alberta Proposal #4 – AB4.03** – Amend AB4.03 as follows in accordance with DGC Counter Proposal #1 to CMPA Alberta Proposal #4 (October 20, 2025):

**AB4.03 Holiday on a Work Day**

**(a)** If a holiday excluding National Day for Truth and Reconciliation, Christmas Day, Boxing Day, Good Friday, and New Years Day falls on the second (2nd), third (3rd) or fourth (4th) work 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 AB3.06 for any work done on the actual calendar day of the holiday.

**(b)** **If Victoria Day, Canada Day, or Civic Holiday fall on a Monday or a Friday, the Producer may switch a Friday holiday to the immediately following Monday as the observed Day of the holiday, and a Monday holiday to the immediately preceding Friday as the observed Day of the holiday, and the actual Day of the holiday shall be worked and paid for at the Contracted Rate.**

**(c)** ~~Any~~ **The** designation of the first (1st) or fifth (5th) day of the Work Week **holiday under AB4.03 (a) and (b)** 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.

D) **CMPA Alberta Proposal #10 – AB9.01** – Amend AB9.01 as follows in accordance with CMPA Revised Proposal #1 to CMPA Alberta Proposal #10 (October 22, 2025):

### **AB9.01 Replacement Pay**

(a): Status quo

(b)

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 and is replaced;

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 and is replaced.

~~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.iii. five (5) ten (10) or fewer days, the balance of the current work week when the Guild Member is engaged on a weekly basis.~~

(d)-(e): STET

E) **CMPA Alberta Proposal #11 - AB10.03** – Amend AB10.03 as follows in accordance with CMPA Alberta Proposal #11 (September 15, 2025):

#### **AB10.03 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)~~ **one-half (1/2)** of the work days assigned to their job classification will be at the Producer's discretion.

F) **CMPA Alberta Housekeeping Proposal** – Amend AB6.01 as follows in accordance with CMPA Alberta Housekeeping Proposal (September 15, 2025):

#### **AB6.01 CMPA Levy**

(a) Upon request, the CMPA will provide to the District Council a list of CMPA members in good standing.

(b) 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:

**(i) from [Effective Dates of Year 1 of the Agreement], four thousand eight hundred and twenty dollars (\$4,820)**~~seven hundred and fifty dollars (\$4,750)~~ per feature, MFT, Pilot or part of a Mini-Series, or two thousand **four hundred dollars (\$2,400)**~~three hundred and seventy five dollars (\$2,375)~~ per New Media Production or Episode of a Series, **and**

**(ii) from [Effective Dates of Year 2 of the Agreement], four thousand eight hundred and ninety dollars (\$4,890) per feature, MFT, Pilot or part of a Mini-Series, or two thousand four hundred and twenty-five Dollars (\$2,425) per New Media Production or Episode of a Series, and**

**(iii) on or after [Start Date of Year 3 of the Agreement], four thousand nine hundred and sixty dollars (\$4,960) per feature, MFT, Pilot or part of a Mini-Series, or two thousand four hundred and fifty dollars (\$2,450) 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.

(c) 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 one half percent (2.5%) of all Gross Remuneration paid to Guild Members, to be remitted at the same time as other payments 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.

#### **(v) Saskatchewan Schedule**

A) **CMPA Saskatchewan Proposal #2 - SK2.02** – Amend SK2.02 as follows in accordance with DGC Counter Proposal #1 to CMPA Saskatchewan Proposal #2 (September 17, 2025):

##### **SK2.02 Shifting the Work Week**

Once every three (3) **prep and** 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)-(e) STET

B) **CMPA Saskatchewan Proposal #3 – SK4.03** – Amend SK4.03 as follows in accordance with DGC Counter Proposal #1 to CMPA Saskatchewan Proposal #3 (October 20, 2025):

##### **SK4.03 Statutory or Proclaimed Holidays on Work Day**

**(a)** 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.

**(b) If Victoria Day, Canada Day, or Saskatchewan Day fall on a Monday or a Friday, the Producer may switch a Friday holiday to the immediately following Monday as the observed Day of the holiday, and a Monday holiday to the immediately preceding Friday as the observed Day of the holiday, and the actual Day of the holiday shall be worked and paid for at the Contracted Rate.**

**(c) Any The designation of the first (1st) or fifth (5th) day of the Work Week holiday under SK4.03 (a) and (b) 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.**

C) **CMPA Saskatchewan Proposal #8 – SK10.02** – Amend SK10.02 as follows in accordance with CMPA Revised Proposal #1 to CMPA Saskatchewan Proposal #8 (October 22, 2025):

**SK10.02 Replacement**

(a)-(b): *Status quo*

(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)~~ **ten (10)** or fewer days, the balance of the current work week when the Guild Member is engaged on a weekly basis.

(d)-(f): STET

D) **CMPA Saskatchewan Proposal #9 - SK11.02** – Amend SK11.02 as follows in accordance with CMPA Saskatchewan Proposal #9 (September 15, 2025):

### **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)~~ **one-half (1/2)** of the work days assigned to their job classification will be at the Producer's discretion.

E) **CMPA Saskatchewan Proposal #12 - [NEW] SKX.XX** – Amend the Saskatchewan Schedule to include a new article SKX.XX as follows in accordance with DGC Counter Proposal #1 to CMPA Saskatchewan Proposal #12 (September 17, 2025):

#### **SKX.XX Hiatus Periods**

**(a) Hiatus means a planned, unpaid stoppage of work for a period of three (3) or more work days.**

**(b) For the purposes of Article SKX.XX, the Production period will be calculated from the opening of the Production office to the completion date of the Contract for Services of the Sound Editor or the Production Accountant, whichever is later.**

**(c) The Producer shall be entitled to impose a maximum hiatus period equal to one (1) week for each six (6) weeks of the Production Period. Notification of declaration of a hiatus, cancellation of a previously declared hiatus, or rescheduling of a previously declared hiatus requires fourteen (14) Days notice from the Producer.**

**(d) Should there be a change in hiatus scheduling from that which is published at the time of the Guild Member's individual deal memo being executed, there shall be no penalty or consequence to the Guild Member should they not be able to accommodate such change requested by the Producer.**

**(e) A hiatus of less than one (1) week will not be imposed for the purpose of avoiding payment for holidays.**

**(f) The three (3) statutory holidays at Christmas are not worked/not paid except where the Christmas break is fourteen (14) or fewer consecutive Days.**

F) **CMPA Saskatchewan Housekeeping Proposal** – Amend SK7.01 as follows in accordance with CMPA Saskatchewan Housekeeping Proposal (September 15, 2025):

#### **SK7.01 CMPA Levy**

(a) Upon request, the CMPA will provide to the District Council a list of CMPA members in good standing.

(b) 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:

(i) from [Effective Dates of Year 1 of the Agreement], four thousand **eight hundred and twenty dollars (\$4,820)** ~~seven hundred and fifty dollars (\$4,750)~~ per feature, MFT, Pilot or part of a Mini-Series, or two thousand **four hundred dollars (\$2,400)** ~~three hundred and seventy five dollars (\$2,375)~~ per New Media Production or Episode of a Series, and

(ii) from [Effective Dates of Year 2 of the Agreement], four thousand eight hundred and ninety dollars (\$4,890) per feature, MFT, Pilot or part of a Mini-Series, or two thousand four hundred and twenty-five Dollars (\$2,425) per New Media Production or Episode of a Series, and

(iii) on or after [Start Date of Year 3 of the Agreement], four thousand nine hundred and sixty dollars (\$4,960) per feature, MFT, Pilot or part of a Mini-Series, or two thousand four hundred and fifty dollars (\$2,450) 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.

(c) 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.

#### **(vi) Manitoba Schedule**

A) **CMPA Manitoba Proposal #1 - MB1.07** - Amend MB1.07 as follows in accordance with DGC Counter Proposal #1 to CMPA Manitoba Proposal #1 (September 17, 2025):

##### **MB1.07            Shifting the Work Week**

Once every three (3) **prep and** 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)-(e) STET

B) **CMPA Manitoba Proposal #2 - MB1.09** – Amend MB1.09 as follows in accordance with DGC Counter Proposal #1 to CMPA Manitoba Proposal #2 (September 17, 2025):

### **MB1.09 Hiatus Periods**

- (a) The Producer shall be entitled to impose a maximum hiatus period equal to one (1) week for each ~~eight (8)~~ **six (6)** weeks of the Production, provided that the Producer gives fourteen (14) Days written notice of the hiatus to the District Council and each Guild Member.

C) **CMPA Manitoba Proposal #4 – MB5.06** – Amend MB5.06 as follows in accordance with DGC Counterproposal #1 to CMPA Manitoba Proposal #4 (October 20, 2025):

### **MB5.06 Vacations and Holidays**

**(a)** If a holiday, excluding National Day for Truth and Reconciliation, Christmas Day, Boxing Day, Good Friday, and New Year’s Day, falls on the second (2nd), third (3rd) or fourth (4th) work 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 MB.204 for any work done on the actual calendar day of the holiday.

**(b) If Victoria Day or Canada Day fall on a Monday or a Friday, the Producer may switch a Friday holiday to the immediately following Monday as the observed Day of the holiday, and a Monday holiday to the immediately preceding Friday as the observed Day of the holiday, and the actual Day of the holiday shall be worked and paid for at the Contracted Rate.**

**(c) Any The designation of the first (1st) or fifth (5th) day of the Work Week holiday under MB5.06 (a) and (b) 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.**

D) **CMPA Manitoba Proposal #5 – MB8.02** – Amend MB8.02 as follows in accordance with CMPA Revised Proposal #1 to CMPA Manitoba Proposal #5 (October 22, 2025):

### **MB8.02 Termination of Engagement**

(a) A Producer shall not discharge or otherwise terminate a weekly Guild Member who has worked more than a total of ~~five (5)~~ **ten (10)** days prior to the end of the work week, without just and reasonable cause. A Producer shall promptly give the District Council notice in writing of such action and the reason(s) for the action. If the District Council believes the action to be unjustified, the District Council may submit the matter as a grievance under this Agreement. An arbitrator shall have the power to order reinstatement of the Guild Member with or without full compensation, to award damages in lieu of reinstatement, or to sustain the discharge.

(b)-(c): *Status quo*

(d) 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,~~ **ten (10) or fewer days, the balance of the current work week** where the Guild Member is engaged on a weekly basis;

(e)-(f): STET

E) **CMPA Manitoba Proposal #9 - MB13.11** – Amend MB13.11 as follows in accordance with CMPA Manitoba Proposal #9 (September 15, 2025):

**MB13.11 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)~~ **one-half (1/2)** of the work days assigned to their job classification will be at the Producer's discretion.

F)  **CMPA Manitoba Housekeeping Proposal** – Amend MB7.01 as follows in accordance with CMPA Manitoba Housekeeping Proposal (September 15, 2025):

**MB7.01 CMPA Levy**

(a) Upon request, the CMPA will provide to the District Council a list of CMPA members in good standing.

(b) 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:

**(i) from [Effective Dates of Year 1 of the Agreement], four thousand eight hundred and twenty dollars (\$4,820) ~~seven hundred and fifty dollars (\$4,750)~~ per feature, MFT, Pilot or part of a Mini-Series, or two thousand four hundred dollars (\$2,400) ~~three hundred and seventy five dollars (\$2,375)~~ per New Media Production or Episode of a Series, and**

**(ii) from [Effective Dates of Year 2 of the Agreement], four thousand eight hundred and ninety dollars (\$4,890) per feature, MFT, Pilot or part of a Mini-Series, or two thousand**

**four hundred and twenty-five Dollars (\$2,425) per New Media Production or Episode of a Series, and**

**(iii) on or after [Start Date of Year 3 of the Agreement], four thousand nine hundred and sixty dollars (\$4,960) per feature, MFT, Pilot or part of a Mini-Series, or two thousand four hundred and fifty dollars (\$2,450) per New Media Production or Episode of a Series**

to be remitted at the same time as other payments 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.

(c) 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 one half percent (2.5%) of all Gross Remuneration paid to Guild Members, to be remitted at the same time as other payments 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.

**(vii) Maritimes Schedule**

A) **CMPA Maritimes Proposal #1 - MT1.04** – Amend MT1.04 as follows in accordance with DGC Counter Proposal #1 to CMPA Maritimes Proposal #1 (September 17, 2025):

**MT1.04            Shifting the Work Week**

Once every three (3) **prep and** 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)-(e) STET

B) **CMPA Maritimes Proposal #2 - MT1.07** – Amend MT1.07 as follows in accordance with DGC Counter Proposal #1 to CMPA Maritimes Proposal #2 (September 17, 2025):

**MT1.07 Hiatus Periods**

(a) The Producer shall be entitled to impose a maximum hiatus period equal to one (1) week for each ~~eight (8)~~ **six (6)** weeks of the production period, provided that the Producer gives fourteen (14) calendar Days written notice of the hiatus to the District Council and each Guild Member subject to events of force majeure.

(b)-(d) STET

C) **CMPA Maritimes Proposal #4 – MT4.06** – Amend MT4.06 as follows in accordance with DGC Counterproposal #1 to CMPA Maritimes Proposal #4 (October 20, 2025)

**MT4.06 Holiday on a Work Day**

**(a)** If a holiday, excluding National Day for Truth and Reconciliation, Christmas Day, Boxing Day, Good Friday, and New Year’s Day, falls on the second (2nd), third (3rd) or fourth (4th) work 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 MT2.01(d) for any work done on the actual calendar day of the holiday.

**(b) If Heritage Day (Nova Scotia), Islander Day (Prince Edward Island), Victoria Day, Canada Day or Civic Holiday fall on a Monday or a Friday, the Producer may switch a Friday holiday to the immediately following Monday as the observed Day of the holiday, and a Monday holiday to the immediately preceding Friday as the observed Day of the holiday, and the actual Day of the holiday shall be worked and paid for at the Contracted Rate.**

**(c) Any The designation of the first (1st) or fifth (5th) day of the Work Week holiday under MT4.06 (a) and (b) 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.**

D)  **CMPA Maritimes Proposal #10 – MT10.02** – Amend MT10.02 as follows in accordance with CMPA Revised Proposal #1 to CMPA Maritimes Proposal #10 (October 22, 2025):

**MT10.02 Termination of Engagement**

(a)-(b): *Status quo.*

(c) 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) week’s 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)~~ **ten (10)** or fewer days, the balance of the current work week when the Guild Member is engaged on a weekly basis.

(d)-(f): STET

E) **CMPA Maritimes Proposal #11 - MT11.10** – Amend MT11.10 as follows in accordance with CMPA Maritimes Proposal #11 (September 15, 2025):

**MT11.10 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)~~ **one-half (1/2)** of the work days assigned to their job classification will be at the Producer's discretion.

F) **CMPA Maritimes Housekeeping Proposal** – Amend MT6.01 as follows in accordance with CMPA Maritimes Housekeeping Proposal (September 15, 2025):

**MT6.01 CMPA Levy**

(a) Upon request, the CMPA will provide to District Council a list of CMPA members in good standing.

(b) 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:

**(i) from [Effective Dates of Year 1 of the Agreement], four thousand eight hundred and twenty dollars (\$4,820) ~~seven hundred and fifty dollars (\$4,750)~~ per feature, MFT, Pilot or part of a Mini-Series, or two thousand four hundred dollars (\$2,400) ~~three hundred and seventy five dollars (\$2,375)~~ per New Media Production or Episode of a Series, and**

**(ii) from [Effective Dates of Year 2 of the Agreement], four thousand eight hundred and ninety dollars (\$4,890) per feature, MFT, Pilot or part of a Mini-Series, or two thousand four hundred and twenty-five Dollars (\$2,425) per New Media Production or Episode of a Series, and**

**(iii) on or after [Start Date of Year 3 of the Agreement], four thousand nine hundred and sixty dollars (\$4,960) per feature, MFT, Pilot or part of a Mini-Series, or two thousand four hundred and fifty dollars (\$2,450) 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.

(c) 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 one half percent (2.5%) of all Gross Remuneration paid to Guild Members, to be remitted at the same time as other payments 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.

**(viii) Newfoundland Schedule**

A) **CMPA Newfoundland Proposal #1 – NL1.04** – Amend NL1.04 as follows in accordance with DGC Counter Proposal #1 to CMPA Newfoundland Proposal #1 (October 20, 2025):

**NL1.04 Shifting the Work Week**

Once every three (3) prep and 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)-(e) STET

B) **CMPA Newfoundland Proposal #2 – NL1.07** – Amend NL1.07 as follows in accordance with DGC Counter Proposal #1 to CMPA Newfoundland Proposal #2 (October 20, 2025):

**NL1.07 Hiatus Periods**

(a) The Producer shall be entitled to impose a maximum hiatus period equal to one (1) week for each ~~eight (8)~~ six (6) weeks of the Production, provided that the Producer gives fourteen (14) Days written notice of the hiatus to the District Council and each Guild Member.

(b)-(d) STET

C) **CMPA Newfoundland Proposal #4 – NL4.06** – Amend NL4.06 as follows in accordance with DGC Counter Proposal #1 to CMPA Newfoundland Proposal #4 (October 20, 2025):

**NL4.06 Holiday on a Work Day**

**(a)** If a holiday, excluding National Day for Truth and Reconciliation, Christmas Day, Boxing Day, Good Friday, and New Year's Day, falls on the second (2nd), third (3rd) or fourth (4th) work 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 NL2.01(d) for any work done on the actual calendar day of the holiday.

**(b)** If Victoria Day, Canada Day or Regatta Day fall on a Monday or a Friday, the Producer may switch a Friday holiday to the immediately following Monday as the observed Day of the holiday, and a Monday holiday to the immediately preceding Friday as the observed Day of the holiday.

**and the actual Day of the holiday shall be worked and paid for at the Contracted Rate.**

**(c) Any The** designation of the ~~first (1st) or fifth (5th) day of the Work Week~~ **holiday under NL4.06 (a) and (b)** 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.

D) **CMPA Newfoundland Proposal #10 – NL10.02** – Amend NL10.02 as follows in accordance with CMPA Revised Proposal #1 to CMPA Newfoundland Proposal #10 (October 22, 2025):

**NL10.02 Termination of Engagement**

(a)-(b): *Status quo.*

(c) 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) week's 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)~~ **ten (10)** or fewer days, the balance of the current work week when the Guild Member is engaged on a weekly basis.

(d)-(f): STET

E) **CMPA Newfoundland Proposal #11 – NL11.10** – Amend NL11.10 as follows in accordance with CMPA Proposal #11 (September 15, 2025):

**NL11.10 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)~~ **one-half (1/2)** of the work days assigned to their job classification will be at the Producer's discretion.

F) **CMPA Newfoundland Housekeeping** - Amend NL6.01 as follows in accordance with CMPA Newfoundland Housekeeping Proposal (September 15, 2025):

**NL6.01 CMPA Levy**

(a) Upon request, the CMPA will provide to District Council a list of CMPA members in good standing.

(b) 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:

**(i) from [Effective Dates of Year 1 of the Agreement], four thousand eight hundred and twenty dollars (\$4,820) ~~seven hundred and fifty dollars (\$4,750)~~ per feature, MFT, Pilot or part of a Mini-Series, or two thousand four hundred dollars (\$2,400) ~~three hundred and seventy five dollars (\$2,375)~~ per New Media Production or Episode of a Series, and**

**(ii) from [Effective Dates of Year 2 of the Agreement], four thousand eight hundred and ninety dollars (\$4,890) per feature, MFT, Pilot or part of a Mini-Series, or two thousand four hundred and twenty-five Dollars (\$2,425) per New Media Production or Episode of a Series, and**

**(iii) on or after [Start Date of Year 3 of the Agreement], four thousand nine hundred and sixty dollars (\$4,960) per feature, MFT, Pilot or part of a Mini-Series, or two thousand four hundred and fifty dollars (\$2,450) 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.

(c) 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 one half percent (2.5%) of all Gross Remuneration paid to Guild Members, to be remitted at the same time as other payments 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.

**All Corresponding Changes** – *The Parties agree to make all corresponding changes necessary to give effect to the agreed to Proposals listed herein.*

This Memorandum of Agreement may be executed in counterparts, each of which shall be deemed to be an original, but all of which, taken together, shall constitute one and the same agreement. The Parties agree that the execution and exchange of the counterparts of this Memorandum of Agreement electronically, including by electronic transmission, is enforceable as if the counterparts were executed in original ink copies.

Entered into this 10<sup>th</sup> day of November, 2025.

**For DGC National Directors Division:**

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**For DGC – Ontario District Council:**

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**For DGC – Alberta District Council:**

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**For - DGC - Maritimes District Council:**

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**For DGC – Newfoundland & Labrador District Council:**

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**For DGC - Manitoba District Council:**

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**For DGC – Saskatchewan District Council:**

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**For CMPA:**

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