

CMPA/DGC Standard Agreement 2025 Negotiations Highlights

This document highlights the changes to the DGC/CMPA Standard Agreement agreed to by the parties as a result of 2025 negotiations. Please note that this list is not exhaustive. For all agreed to changes to the Standard Agreement please review the parties' Memorandum of Agreement.

Term and Rate Increases:

- Three-year term expiring December 31, 2028
- General rate increase for Directors:
 - 3%/3%/3% for Theatrical, Television Series, Anthologies, TV Movies, Mini-Series, Pilots and Spinoffs, TV Drama Specials, New Media Productions, Derivatives and Second Unit Directors
 - 2%/2%/1.5% for Variety, Strip Programs, Serial Programs
- General rate increase for all other District Council Schedules:
 - 5%/4%/3.5%, with the exception of the positions noted in Appendix "A"
- Increases in retirement contributions in the Ontario, Alberta, Saskatchewan, Maritimes and Newfoundland Schedules (all Tiers):
 - 0.5% increase effective January 1, 2027; and
 - 0.5% increase effective January 1, 2028
- Increases in retirement contributions in the Manitoba Schedule at Tiers D, E and F only:
 - 0.5% increase on the Effective Date of the Agreement
 - 0.5% increase effective January 1, 2027; and
 - 0.5% increase effective January 1, 2028.

Tier Increases:

- General Tier increase for all Tiers (excluding Theatrical Motion Pictures Tiers, which are addressed below):
 - 5%/4%/3.5
- Theatrical Motion Pictures (includes "Features") Tier increases:
 - On the Effective Date of the Agreement, Tier E will no longer be applicable and all other Tiers will increase as follows:

TIER	
A	\$16,755,636 \$17,593,418 - and over

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

- Effective January 1, 2027, 4% increase at Tiers A, B, C and the upper limit of D only
- Effective January 1, 2028, 3.5% increase at Tiers A, B, C, D and F

Amendments to the Core Agreement

- Introduce a new Letter of Understanding applicable to Productions qualifying as Canadian content under CAVCO. Eligible Productions must engage a DGC Director or DGC Directors for two thirds of the Episodes of the Series, and cannot also be accessing the Series Incentive, Frequent Filming or Off-Season Incentive under the Agreement. The new LOU amends the definition of “Budget” under the Agreement to exclude:
 - the cost of completion bonds, and verifiable financing costs with recognized lenders, including but not limited to interest reserves, completion guarantees and financing fees (e.g. bank fees, legal fees, certification fees, etc.)
 - Increased costs of health and safety protocols implemented in response to an applicable government declared public health emergency
- Specify that when a Television Motion Picture is initially exhibited with and without commercials or advertisements, the calculation of the length of the production shall be based on the total broadcast time exclusive of commercials or advertisements
- Introduce a new Letter of Understanding implementing an Indigenous Productions Committee that will be established to discuss Indigenous Productions and that has a mandate to organize a summit between Indigenous Producers and Indigenous Guild Members within the first year of the Agreement
- Add requirements that Producers shall provide the Guild with published versions of production and post-production schedules, and, upon request, a list of other crew showing their names and job classifications
- Add cell phones, computers, printers, tables and subscription software as examples of equipment that Guild Members may agree to furnish subject to rental rates to be negotiated between the Producer and Guild Member

- Clarify that Location Production Assistants prepare and maintain protective coverings and will not be required to move portable toilet units requiring a motor vehicle
- Change the Assistant Picture Editor/First Assistant VFX Editor position to “Second Assistant Picture Editor” (2PE) and delete the current 11.35(b) (including the rate) regarding preparation for projection of physical film dailies with a corresponding increase of \$75/week to the remaining 2PE rate at Tiers A, B and C only
- Specify that a Guild Member may refuse to work more than 17 hours without penalty and such refusal shall not constitute a breach of the Agreement
- In accordance with the Producer’s existing health and safety obligations, specify that a Producer will comply with any applicable health and safety legislation regarding working alone
- Introduce a Generative Artificial Intelligence (GAI) Sideletter acknowledging the need to address the potential impact of the use of GAI on the engagement of Guild Members and specifying that
 - To the extent a Guild Member uses GAI, the Guild Member will be required to adhere to the Producer’s policies
 - Producers retain the right to require that a Guild Member obtain the Producer’s consent before using GAI and the right to reject the use of GAI
 - The duties customarily assigned to Guild Members under the Agreement must be assigned to a person and GAI does not constitute a person
 - The CMPA and the DGC agree to meet regularly to discuss material directed by a Guild Member used to train GAI, and the current and intended use of GAI in production
- Amend the Documentaries Sideletter to specify that if a District Council Schedule’s Tier E fringe package doesn’t include admin and training contributions, the Producer will be required to add a 0.5% fringe towards admin and training

Amendments to the Directors Schedule

- Confirm that a Producer may use the following credits which include the word “Director”: “Animation Director”, “Casting Director”, or a corporate staff title that relates to the individuals ongoing employment (e.g. Director of Business Affairs)
- Reduce the minimum fees and associated guaranteed period for a 2-hour Tier D Television Movie as follows:
 - 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
- Amend the payment instalments when a Director is engaged to direct four (4) or more episodes of a series shot as a single block as follows:
 - Ten percent (10%) on signing;

- 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
- 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
- Clarify and amend the Director's guaranteed days provision as follows:
 - 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
 - If the same Director is engaged for three (3) or more Episodes of the Television Series, the default consecutive day obligations under the Agreement do not apply
- Clarify that the Producer shall accommodate a Director's request for suitable private space to care for an infant as required by applicable human rights legislation
- Specify that a Director shall not be denied transportation to/from set on a shoot day upon a reasonable request related to bona fide health and safety concerns
- Clarify that a Director's minimum time allowance for preparation of the Director's cut shall not commence until after the assemblage of sequences of the Motion Picture is completed by the Picture Editor
- Specify that any changes or reductions to the Director's cut minimum time allowances should be reported to the District Council and the Director prior to the engagement of the director (if known)
- Require that the Producer shall provide the Director with a tentative post production schedule, and upon request, provide the District Council with up-to-date information regarding the post production schedule when abridging the Director's cutting period due to delivery date requirements for a Television Motion Picture
- Clarify that, with respect to television, the Producer shall ensure the Picture Editor has the appropriate time to create the assembly after the close of principal photography so that the Director's cut can commence
- Clarify that the Director's right to be present and to consult during post production may be in-person or virtual. If in-person, the Director won't be required to attend at a residential non-professional workplace. If virtual, appropriate live streaming software must be used.
- Increase the additional prep or shoot days a Producer is entitled to for the minimum guaranteed fee on the first Episode of a Series from one (1) to two (2) days
- Increase the Directors Series Bonus payments during the term of the Agreement by 6%/5%/4%

- Include a new Sideletter regarding the Director Observer placement initiative. The placement remains at the Producer's discretion and the stipend paid to the Observer will be reimbursed by the DGC. A Producer continues to be permitted to engage a non-Guild Member as a Director Observer.

All District Council Schedules

- Add prep weeks to the Producer's ability to shift the work week by specifying that a Producer may shift the work week once every 3 prep and shooting weeks
- Increase the maximum hiatus period from 1 week for each 8 week production period to 1 week for each 6 weeks of production
- Increase the time period during which, if a Guild Member is discharged for just and reasonable cause or replaced, the Guild Member's credit is at the discretion of the Producer from 1/3 to 1/2 of the work days assigned to their job classification
- Increase the meal penalty from \$20 per delayed meal to \$20 per half hour of delayed meal (daily maximum of \$40 remains status quo)
- Increase per diem for breakfast from \$10.00 to \$12.50, lunch from \$20.00 to \$22.50 and dinner from \$25.00 to \$27.50
- Specify that, with regards to minimum staffing, a Producer will be required to further consult with the department head in the event of any change which could materially impact personnel requirements, such as scheduling of additional units, or shoot days with enlarged numbers of crew, cast members or background performers

Ontario Schedule Amendments

- Amend the requirements when a Guild Member agrees to use their own vehicle for Production purposes as follows:
 - Flat rate option: Add a \$40 per day flat rate for SUVs, pick-up trucks and mini vans (all other vehicles stay at \$35 per day) and clarify that a negotiated gas allowance may be paid in lieu of reimbursement of gas expenses; or
 - Kilometrage option: Increase the rate from \$0.42 per KM to \$0.55 per KM
 - Specify that If a producer does not elect either one of the above options, the Producer shall pay the flat daily rate (current requirement to pay the higher of the two)
- Amend the post-production workforce development trainee program (Tier A Productions) as follows:
 - Specify that the workforce development post production trainee position does not apply to Pilots

- Increase the trainee's engagement period from 6 to 7 weeks (or the post-production period, if shorter)
- Specify that the minimum day for Guild Members working in the Post-Production Department shall be 12 hours (see Appendix A for new Post Production Supervisor and Post Production Coordinator rates for Tier A and B Productions)
- If Victoria Day, Canada Day or Civic Holiday fall on a Monday or a Friday, add an option for the Producer to switch a Friday holiday to the immediately following Monday, and a Monday holiday to the immediately preceding Friday, with the actual Day of the holiday worked and paid for at the Contracted Rate
- Increase the cap for health and welfare contributions that are not subject to any further deduction or payment from \$125,000 to \$175,000
- Increase the retirement contributions applicable to the Television Series and Pilot incentive by 0.5% effective January 1, 2027, and 0.5% effective January 1, 2028
- Specify that a Motion Graphic Designer or an Art Department Coordinator shall be given a tail screen credit
- Remove language allowing a four hour call for a Location PA engaged for driving a commercial production vehicle where a Guild Member has been on duty in excess of the time allowed under the Highway Traffic Act, but clarify that an eight hour call may be used for Location PAs
- Amend the permit fees for non-Canadians to be payable throughout production, and not just from the commence of principal photography onwards
- Specify that the DGC Ontario does not represent Sustainability Coordinators
- Introduce a new workforce development Trainee Assistant Accountant on Tier A Productions, excluding Pilots, for the lesser of six (6) weeks or the duration of the production period

Alberta Schedule Amendments

- If Victoria Day, Canada Day or Civic Holiday fall on a Monday or a Friday, add an option for the Producer to switch a Friday holiday to the immediately following Monday, and a Monday holiday to the immediately preceding Friday, with the actual Day of the holiday worked and paid for at the Contracted Rate
- Remove the obligation that a Producer must issue one (1) week replacement pay to a Guild engaged for ten (10) or fewer days. A Guild Member engaged for ten (10) or fewer days shall now only be entitled to payment of the balance of the current work week if engaged on a weekly basis

- Increase Guild Remittance caps that are not subject to any further deduction or payment for health and welfare contributions, from \$125,000 to \$175,000 and specify that this cap applies on a per 12-month period per Production or per Television Series cycle basis
- Increase per diem for breakfast from \$10.00 to \$12.50, lunch from \$20.00 to \$22.50, dinner from \$25.00 to \$27.50, and in a resort/remote location increase per diem from \$75.00 per day to \$82.50 per day
- Amend the requirements when a Guild Member agrees to use their own vehicle for Production purposes as follows:
 - Consolidate requirements for all locations;
 - Flat rate option: Producer must pay either \$35.00 per day, \$40 per day for an SUV, pick-up truck or mini-van, or \$45.00 for a 4X4, plus either a gas allowance or reimbursement;
 - Kilometrage option: \$0.55 per kilometre; and
 - If a producer does not elect either one of the above options, the Producer shall pay the flat daily rate
- Clarify that a Guild Member shall be paid all rental or leasing costs when the Guild Member is required by the Producer to lease or rent a vehicle
- Increase the retirement contributions applicable to the New Series Incentive/Television Series and Pilot incentive by 0.5% effective January 1, 2027, and 0.5% effective January 1, 2028
- Introduce a new Letter of Understanding implementing a workforce development trainee position in a department to be determined by the Producer on a Tier A Production, excluding Pilots, for the lesser of six (6) weeks or the period of principal photography

Saskatchewan Schedule Amendments

- If Victoria Day, Canada Day or Saskatchewan Day fall on a Monday or a Friday, add an option for the Producer to switch a Friday holiday to the immediately following Monday, and a Monday holiday to the immediately preceding Friday, with the actual Day of the holiday worked and paid for at the Contracted Rate
- Remove the obligation that a Producer must issue one (1) week replacement pay to a Guild engaged for ten (10) or fewer days. A Guild Member engaged for ten (10) or fewer days shall now only be entitled to payment of the balance of the current work week if engaged on a weekly basis
- Increase Guild Remittance caps that are not subject to any further deduction or payment for health and welfare contributions, from \$125,000 to \$175,000 and specify that this cap applies on a per 12-month period per Production or per Television Series cycle basis
- Increase per diem for breakfast from \$10.00 to \$12.50, lunch from \$20.00 to \$22.50 and dinner from \$25.00 to \$27.50.

- Increase the retirement contributions applicable to the New Series Incentive/Television Series and Pilot incentive by 0.5% effective January 1, 2027, and 0.5% effective January 1, 2028
- Amend the off-season incentive program such that the reduction to the admin and training fund on a Tier E production is not reduced to 0%, and remains at 1%, and the minimum rate discounts are reduced from 8% to 5% at Tier D and from 10% to 5% at Tier E.
- Specify that a Producer may engage any individual to fill the position of Sustainability Coordinator, Clearance Coordinator and Visual Effects Supervisor/First Assistant VFX Supervisor, but should that individual be a Guild Member, they will be engaged pursuant to the Agreement and all remuneration shall be negotiable between the Guild Member and the Producer
- Introduce a Fact-Based/Lifestyle/Docu-Drama Production Letter of Understanding as currently exists in the Ontario, Maritimes and Newfoundland Schedules. The LOU specifies that there shall be no minimum rate applicable, and a Producer can engage a non-Guild Member to perform any duties in relation to a Fact Based/Lifestyle/Docu-Drama Production

Manitoba Schedule Amendments

- If Victoria Day or Canada Day fall on a Monday or a Friday, add an option for the Producer to switch a Friday holiday to the immediately following Monday, and a Monday holiday to the immediately preceding Friday, with the actual Day of the holiday worked and paid for at the Contracted Rate
- Revise the holiday provisions in a manner consistent with applicable Manitoba statutory holiday obligations
- Remove the obligation that a Producer must issue one (1) week replacement pay to a Guild engaged for ten (10) or fewer days. A Guild Member engaged for ten (10) or fewer days shall now only be entitled to payment of the balance of the current work week if engaged on a weekly basis
- Increase Guild Remittance caps that are not subject to any further deduction or payment for health and welfare, members' check-off, and admin and training contributions, from \$125,000 to \$175,000 and specify that the cap applies per 12-month period per Production or per Television Series cycle basis
- Increase per diem for breakfast from \$10.00 to \$12.50, lunch from \$20.00 to \$22.50 and dinner from \$25.00 to \$27.50
- Amend the requirements when a Guild Member agrees to use their own vehicle for Production purposes as follows:
 - Flat rate option: Add a \$40 per day flat rate for SUVs, pick-up trucks and mini vans (all other vehicles stay at \$35 per day) and clarify that a negotiated gas allowance may be paid in lieu of reimbursement of gas expenses; or

- Kilometrage option: Increase the rate from \$0.45 per KM to \$0.55 per KM
- Specify that If a producer does not elect either one of the above options, the Producer shall pay the flat daily rate (current requirement to pay the higher of the two)
- Increase the retirement contributions applicable to Tier C, D and E Productions under the New Series Incentive/Television Series and Pilot incentive by 0.5% effective on the Effective Date, 0.5% effective January 1, 2027, and 0.5% effective January 1, 2028
- Specify that a Producer may engage any individual to fill the position of Sustainability Coordinator, but should that individual be a Guild Member, they will be engaged pursuant to the Agreement and all remuneration shall be negotiable between the Guild Member and the Producer
- Introduce a Fact-Based/Lifestyle/Docu-Drama Production Letter of Understanding as currently exists in the Ontario, Maritimes and Newfoundland Schedules. The LOU specifies that there shall be no minimum rate applicable, and a Producer can engage a non-Guild Member to perform any duties in relation to a Fact Based/Lifestyle/Docu-Drama Production

Martimes Schedule Amendments

- If Heritage Day (Nova Scotia), Islander Day (Prince Edward Island), Victoria Day, Canada Day or Civic Holiday fall on a Monday or a Friday, add the option for the Producer to switch a Friday holiday to the immediately following Monday, and a Monday holiday to the immediately preceding Friday, with the actual Day of the holiday worked and paid for at the Contracted Rate
- Remove the obligation that a Producer must issue one (1) week replacement pay to a Guild engaged for ten (10) or fewer days. A Guild Member engaged for ten (10) or fewer days shall now only be entitled to payment of the balance of the current work week if engaged on a weekly basis
- Increase Guild Remittance caps that are not subject to any further deduction or payment:
 - For health and welfare contributions, from \$125,000 to \$175,000 and specify that the cap is applicable per 12-month period per Production or per Television Series cycle basis
 - For administration and training contributions, from \$50,000 to \$60,000 on a per Production or per Television Series cycle basis
- Increase per diem for breakfast from \$10.00 to \$12.50, lunch from \$20.00 to \$22.50 and dinner from \$25.00 to \$27.50.
- Amend the requirements when a Guild Member agrees to use their own vehicle for Production purposes as follows:
 - Flat rate option: Add a \$40 per day flat rate for SUVs, pick-up trucks and mini vans (all other vehicles stay at \$35 per day) and clarify that a negotiated gas allowance may be paid in lieu of reimbursement of gas expenses; or
 - Kilometrage option: Increase the rate from \$0.42 per KM to \$0.55 per KM

- Specify that If a producer does not elect either one of the above options, the Producer shall pay the flat daily rate (current requirement to pay the higher of the two)
- Increase the retirement contributions applicable to the New Series Incentive/Television Series and Pilot incentive by 0.5% effective January 1, 2027, and 0.5% effective January 1, 2028
- Clarify the boundaries of the Halifax studio zone in a manner consistent with existing practices
- Introduce a new Letter of Understanding implementing a workforce development trainee position in post-production on a Tier A Production doing post in the Maritimes, excluding Pilots, for the lesser of six (6) weeks or the duration of the post-production period
- Specify that a Producer may engage any individual to fill the position of Sustainability Coordinator, but should that individual be a Guild Member, they will be engaged pursuant to the Agreement and all remuneration shall be negotiable between the Guild Member and the Producer
- Remove language specifying that permit fees shall not be applicable to Production Assistants and Trainee Assistant Directors who do not meet membership criteria
- Remove the Letter of Understanding regarding work permits specific to Accountants resident in Nova Scotia, PEI and New Brunswick who were permitted under the previous Atlantic District Council Schedule between January 1, 2019, to December 31, 2022

Newfoundland & Labrador Schedule Amendments

- If Victoria Day, Canada Day or Regatta Day fall on a Monday or a Friday, add an option for the Producer to switch a Friday holiday to the immediately following Monday, and a Monday holiday to the immediately preceding Friday, with the actual Day of the holiday worked and paid for at the Contracted Rate
- Remove the obligation that a Producer must issue one (1) week replacement pay to a Guild engaged for ten (10) or fewer days. A Guild Member engaged for ten (10) or fewer days shall now only be entitled to payment of the balance of the current work week if engaged on a weekly basis
- Increase Guild Remittance caps that are not subject to any further deduction or payment:
 - For health and welfare contributions, from \$125,000 to \$175,000 and specify that the cap is applicable per 12-month period per Production or per Television Series cycle basis
 - For administration and training fund contributions, from \$50,000 to \$60,000 on a per Production or per Television Series cycle basis
- Increase per diem for breakfast from \$10.00 to \$12.50, lunch from \$20.00 to \$22.50 and dinner from \$25.00 to \$27.50.
- Amend the requirements when a Guild Member agrees to use their own vehicle for Production purposes as follows:

- Flat rate option: Add a \$40 per day flat rate for SUVs, pick-up trucks and mini vans (all other vehicles stay at \$35 per day) and clarify that a negotiated gas allowance may be paid in lieu of reimbursement of gas expenses; or
- Kilometrage option: Increase the rate from \$0.42 per KM to \$0.55 per KM
- Specify that if a producer does not elect either one of the above options, the Producer shall pay the flat daily rate (current requirement to pay the higher of the two)
- Increase the retirement contributions applicable to the New Series Incentive/Television Series and Pilot incentive by 0.5% effective January 1, 2027, and 0.5% effective January 1, 2028
- Specify that a Producer may engage any individual to fill the position of Sustainability Coordinator, but should that individual be a Guild Member, they will be engaged pursuant to the Agreement and all remuneration shall be negotiable between the Guild Member and the Producer
- Remove language specifying that permit fees shall not be applicable to Production Assistants and Trainee Assistant Directors who do not meet membership criteria
- Amend the overtime pay calculations for work exceeding sixteen (16) hours in the first five (5) days of the work week in the Accounting, Art, Editing and Production Departments such that it is to be calculated as follows: $\text{Contracted Rate} \div 8 \times 2.5$
- Specify that the obligation that a Producer provide travel insurance in accordance with the Agreement if the Guild Member is required to travel by air transportation anywhere or by any mode of transportation to a Distant Location applies whenever Guild Members are being travelled outside of Canada
- Introduce a new Newfoundland & Labrador Committee that will meet semi-annually to discuss matters arising from Productions signatory to the Schedule
- For the term of the renewal agreement, the admin and training contribution for Tier A and B Productions accessing the New Television Series Incentive shall be 1%

Appendix "A"- Province Specific Position Increases

The following positions in the applicable year(s) and Tiers are subject to the following increases:

Ontario Schedule

1. 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

2. 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

3. 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

4. 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

5. Production Accountant

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

Alberta Schedule

1. 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.

2. 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.

3. 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.

4. 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.

5. 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.

Saskatchewan Schedule

1. 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.

2. 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.

3. 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.

Manitoba Schedule

1. 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.

2. 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.

3. 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.

Maritimes Schedule

1. 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.

2. 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.

3. 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.

Newfoundland Schedule

- 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.