

# DGC/CMPA Standard Agreement

2026–2028

## Newfoundland and Labrador

Schedule 4

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## NL1.00 REGULAR WORK DAY

### NL1.01 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 Accounting, Art, and Editing 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. No Guild Member shall be required to work more than (20) hours per day.
- (b) The work day commences at the Guild Member's Call time.
- (c) A work day starting on one (1) calendar Day and continuing into the following calendar Day shall be deemed to be one (1) work day, namely the work day on which work started.

### NL1.02 No Split Shifts and No Standby Engagement

There shall be no split shifts on any work day nor any standby engagement of any individual Guild Member.

### NL1.03 Work Week

- (a) The regular work week for any Guild Members shall consist of five (5) consecutive work days out of seven (7) consecutive Days, starting on the first of such five (5) work days, with the remaining sixth (6th) and seventh (7th) consecutive Days as regular Days off (the "Work Week"). Any work week for a Guild Member engaged for a period other than the regular Work Week established by the Producer, shall be deemed to be an irregular work week, will commence on the Member's first work day, and shall require the prior express written consent of the District Council. Notwithstanding the foregoing, once a regular work week has been established the Producer shall maintain the right to establish a separate and distinct work week for a bona fide Second Unit.
- (b) Once any applicable 6th or 7th Day premiums have been incurred per Articles NL2.02 and/or NL2.03, the first five (5) days of the Member's established Work Week immediately thereafter shall revert to straight time for regular hour

### 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) shift the work week forward by adding one (1) or two (2) additional Days off from the regular work week and begin the shifted work week on the following Day,
- (b) shift the work week back:
  - i. by one (1) Day, by changing the seventh (7th) Day of the regular work week to the first (1st) Day of the shifted work week, provided that the sixth (6th) Day of the regular work week is a Day off and the thirty-four (34) hour rest period applies, or
  - ii. by two (2) Days, by making the preceding work week a prorated four (4) Day work week, giving the fifth (5th) Day off, and making the sixth (6th) Day the first (1st) Day of the shifted work week, provided that the thirty-four (34) hour rest period applies.
- (c) Guild Members shall be given no less than three (3) working Days advance notice of the shift. In no event may the Producer shift the work week to avoid paying for an unworked holiday.
- (d) Upon two (2) weeks written notice to the Guild District Council, or with the consent of the affected Guild Members, the work week may be changed from the last week of prep to the first (1st) week of principal photography provided that Guild Members receive one (1) day off.
- (e) In all of the above scenarios, when a Guild Member is approved to work on the one (1) day off, then this day shall be considered a seventh (7th) day. Day one (1) of principal photography would be day one (1) of the work week.

### NL1.05 Daily Calls

- (a) Any change or cancellation of daily Calls, other than for forecasted adverse weather, shall be made ten (10) hours prior to the starting time of Call, or if possible, before the Guild Member leaves work at the end of the preceding work day.
- (b) Due to forecasted adverse weather, the Producer may cancel a daily crew Call up to eight (8) hours prior to the starting time of the Call.
- (c) Subject to the provisions of this Standard Agreement when a Guild Member engaged on a daily basis reports for work as scheduled, or if the Producer fails to provide the minimum notice in this Article NL1.05, the Producer shall pay to the Guild Member not less than one (1) Day's Gross Remuneration.
- (d) All members engaged on a daily basis will be remunerated at one quarter (1/4) of the corresponding weekly contracted rate.

### NL1.06 Fractional Work Week

With the exception of the Director, the Producer shall pay a Guild Member whose assignment starts on other than the first (1st) Day of the established work week or ends on other than the last Day of the established work week one-fifth (1/5th) of their weekly Contracted Rate for each Day worked during the fractional work week, provided that during the preceding or subsequent work week of his assignment such Guild Member completes a full work week. Special provisions with respect to the Director are contained in the Directors Schedule.

**NL1.07 Hiatus Periods**

- (a) 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, 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) Hiatus means a planned, unpaid stoppage of work for a period of three (3) or more work days.
- (c) A hiatus of less than one (1) week will not be imposed for the purpose of avoiding payment for holidays.
- (d) For the purpose of Article NL1.07, 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.

**NL1.08 Flat Deals**

- (a) Flat Deal is an agreement between a Producer and a Guild Member relating to the job classifications set out below:
  - i. Production Manager;
  - ii. First Assistant Director;
  - iii. Second Assistant Director;
  - iv. Location Manager;
  - v. Two (2) highest ranking Guild Members engaged in the Art Department, as determined by job classification;
  - vi. All Editing Department classifications.
  - vii. Production Coordinator
- (b) Article NL2.01 is not applicable, and Articles NL2.02, NL2.03, NL2.04 and NL2.07 are applicable to a Guild Member engaged on a Flat Deal.
- (c) Each Guild Member’s Contract for Services shall clearly state whether Over-scale payments may be credited or offset against the premium provided for in Article NL2.01. Offsetting of Over-scale shall not be allowed to reduce a Guild Member’s Gross Remuneration to less than the minimum Gross Remuneration required by this Agreement. The Contracted Rate will form the basis of all calculations.
- (d) Failure to designate clearly the offset rights in the Contract for Services will mean the loss of any right to credit or offset Over-scale payments.

**NL1.09 Dailies, Production Meetings and Surveys**

- (a) Time spent in attendance at production meetings or surveys shall be considered time worked.
- (b) The Producer need not pay the Guild Member for the time spent at the screening of Dailies unless the Producer or the Director requires the Guild Member to be there. If the Producer or the Director requires the Guild Member to attend the screening of Dailies, the time spent at the screening shall be considered as time worked.

**NL2.00 PREMIUM REMUNERATION**

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**NL2.01 (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) Overtime – Sixth (6th) Day – Production, Accounting, Art and Editing Departments

i. Sixth (6th) Day. 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 sixth (6th) work day in a 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 formula:

DAILY OR WEEKLY RATE 6th Day rate under Article NL2.02 ÷ 8 x 2

ii. Sixth (6th) Day, After Fourteen (14) Hours of work for Production Department

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

DAILY OR WEEKLY RATE 6th Day rate under Article NL2.02 ÷ 8 x 2

iii. Sixth (6th) Day, After Sixteen (16) Hours of work for Accounting, Art, Editing and Production Departments

For all work exceeding Sixteen (16) hours on a sixth (6th) work day in a 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 formula:

DAILY OR WEEKLY RATE 6th Day rate under Article NL2.02 ÷ 8 x 3

(c) Overtime – Seventh (7th) Day – Production, Accounting, Art and Editing Departments

i. Seventh (7th) Day, 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 seventh (7th) work day in a period of a 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 formula:

DAILY OR WEEKLY RATE 7th Day rate under Article NL2.03 ÷ 8 x 2

ii. Seventh (7th) Day, After Fourteen (14) Hours of work for Production Department

For all work exceeding fourteen (14) hours, but less than Sixteen (16) hours, on a seventh (7th) work day in a 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 formula:

DAILY OR WEEKLY RATE 7th Day rate under Article NL2.03 ÷ 8 x 2

iii. Seventh (7th) Day, After Sixteen (16) Hours of work for Accounting, Art & Editing and Production Departments

For all work exceeding sixteen (16) hours on a seventh (7th) work day in a 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 formula:

DAILY OR WEEKLY RATE 7th Day rate under Article NL2.03 ÷ 8 x 3

(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

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

(e) Exceptions

Articles NL2.01 (a) through (d) do not apply to a Guild Member engaged on a Flat Deal basis or to a Director.

**NL2.02 Sixth (6th) Day Rate**

Unless the 7th Day rate applies to a particular work day, a Guild Member who works a sixth (6th) work day in a period of seven (7) consecutive calendar Days shall be paid a sixth (6th) Day rate calculated in accordance with the following formulae:

DAILY RATE Contracted Rate x 1.5  
WEEKLY RATE Contracted Rate ÷ 5 x 1.5

**NL2.03 Seventh (7th) Day Rate**

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

DAILY RATE Contracted Rate x 2  
WEEKLY RATE Contracted Rate ÷ 5 x 2

**NL2.04 Holiday Rate**

Work performed, including travel to and from Nearby and Distant Locations, on a holiday shall be paid a holiday rate calculated in accordance with the following formulae:

DAILY RATE Contracted Rate x 2.5  
WEEKLY RATE Contracted Rate ÷ 5 x 2.5

**NL2.05 Overtime Calculation**

With respect to the calculation of overtime under this Article, overtime shall be calculated for each one (1) hour or portion thereof, based on six (6) minute increments of time worked, including paid meal breaks.

**NL2.06 Statutory Overtime**

The rates set out in this Schedule, in any Contract for Services, in a Flat Deal, and in Article NL2.00 of this Schedule, are deemed to include any statutory entitlement to overtime pay; however this "deeming" provision shall in no way adversely affect the Guild Member's entitlement to or the Producer's obligation to pay premium pay under Article NL2.00 of this Schedule.

**NL2.07 Turnaround or Rest Period**

- (a) Each Guild Member must have a turnaround or rest period between each work day of not less than ten (10) hours free from work.
- (b) When any work day at a Nearby Location is longer than fourteen (14) hours in duration, upon request by a Guild Member, the Producer will make reservations for and provide first class accommodation, subject to availability, or will make arrangements to have the affected Guild Member transported back to the designated pick up/drop off point. Should such requested accommodation not be provided, the rest period shall be eleven (11) hours free from work.
- (c) The minimum rest period for each Guild Member on a regular work week shall be fifty-two (52) consecutive hours free from work. In a four (4) week cycle, the Producer may reduce the weekend turnaround by two (2) hours on two (2) occasions as long as it is increased by two (2) hours for the remaining two (2) weekends, with no less than three (3) working Days notice to the District Council.
- (d) The minimum rest period for each Guild Member on a six (6) Day work week shall be thirty-four (34) consecutive hours free from work.
- (e) In the event of a holiday resulting in a three (3) Day weekend, the minimum rest period for each Guild Member on a four (4) Day work week shall be seventy-six (76) consecutive hours free from work.
- (f) Turnaround or Rest Period Encroachment

For each one (1) hour or portion thereof, based on six (6) minute increments, of encroachment into any applicable turnaround or rest period, in addition to the Guild Member's Contracted Rate, the Producer must pay to each Guild Member thus affected premium pay calculated in accordance with the following formulae:

DAILY RATE Contracted Rate ÷ 8 x 1.5  
WEEKLY RATE Contracted Rate ÷ 40 x 1.5

- (g) The provisions of Article NL2.07 shall not apply to a Director.
- (h) Premium pay under Article NL2.07 must be paid in addition to any other premium pay under Article NL2.00, provided that the premium under those Articles shall in no case exceed three (3) times the pro-rated hourly rate. The premium under these Articles shall in no case exceed three (3) times the Contracted Rate.

**NL2.08 Prior Approval of Producer**

A Producer shall only be obligated to pay premium pay where the Producer or its duly-authorized representative grants approval for the performance of the work which attracts the premium pay.

**NL2.09 Payments**

Where two (2) or more premium rates specified in Article NL2.01, NL2.02, NL2.03, NL2.04 or NL2.07 are applicable, the Producer shall pay to the Guild Member all applicable premiums, provided that the premium under those Articles shall in no case exceed three (3) times the Contracted Rate.

### NL3.00 MEAL BREAKS

#### 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.

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 1/2) 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 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 or equivalent to all Guild Members at no cost.
- (e) Any Guild Member working away from the shooting crew is responsible for determining their own meal period(s). For clarity, such Guild Members shall not incur meal penalties without prior consent of the Producer or duly appointed representative. Notwithstanding the removal of meal penalties, if lunch is not provided, a Guild Member shall be reimbursed up to a daily maximum of twenty-two dollars and fifty cents (\$22.50) 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.

### NL4.00 VACATIONS AND HOLIDAYS

#### NL4.01 Annual Vacation

- (a) The Producer shall pay to each Guild Member, including a Loan-out Corporation, as or in lieu of annual vacation pay four percent (4%) of the Guild Member's Gross Remuneration. Such premium or additional payments shall be paid weekly with the regular remuneration payment.
- (b) Payment for or in lieu of annual vacation or an additional payment shall not be subject to individual negotiation between any Guild Member or Loan-out Corporation and any Producer.
- (c) This provision shall not apply to persons engaged under Core Article 7.11. In lieu of such provisions, the Employment Standards Act of Newfoundland shall govern with respect to vacation pay for those persons engaged under Core Article 7.11.

#### NL4.02 Holidays

The following Days are recognized as paid holidays:

New Year's Day

Good Friday

Victoria Day

Memorial Day/Canada Day

Regatta 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, government.

#### **NL4.03 Unworked Holidays During Regular Work Week**

When a holiday not worked falls within the Guild Member's weekly or longer guaranteed period of engagement, no deductions shall be made from guaranteed remuneration. When such holiday not worked occurs within a partial work week following a Guild Member's period of engagement, or where a Guild Member's period of engagement is a number of Days, such Guild Members who worked the regular work day before and the regular work day after the holiday shall receive one Day's remuneration based on the Contracted daily Rate or one-fifth (1/5th) the Contracted Weekly Rate, as applicable.

#### **NL4.04 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) When two (2) holidays fall on a Guild Member's normal Days off, the Guild Member shall be given four (4) consecutive Days off including the two (2) consecutive normal Days off.
- (c) If the appropriate number of Days off is not provided in lieu of the holidays as required in Article NL4.04 (a) or (b), then the Producer shall pay to the Guild Member one (1) Day's remuneration based on the contracted daily rate or one-fifth (1/5) of the contracted Weekly Rate as applicable for each such Day off not provided.
- (d) The Producer shall designate the Day(s) to be granted as the Day(s) off.

#### **NL4.05 Application to Period Remuneration**

Holidays shall apply against the contracted period of engagement whether worked or not worked except where they fall within a hiatus period.

#### **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 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 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) The designation of the 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.

### **NL5.00 RETIREMENT, HEALTH AND WELFARE PLANS AND ADMINISTRATION AND TRAINING FUND**

#### **NL5.01 Health and Welfare Plan**

##### **(a) Members**

The Producer shall pay to the District Council a percentage, based on the applicable tier level of the Production, as set out in Article NL5.05, of the Guild Member's (excluding Permittees) Gross Remuneration as the Producer's contribution to the Guild's health and welfare plan. Such contributions shall be remitted by the Producer to the Directors Guild of Canada Health and Welfare Plan Trust in accordance with Article NL7.00. It is recognized and agreed that health and welfare contributions are not subject to HST.

##### **(b) Non-Member Equalization**

- i. In order to equalize the payments and deductions in respect of Members of the Guild and non-Members, and in lieu of a health contribution, the Producer shall contribute a percentage, based on the applicable tier level of the Production, as set out in Article NL5.05, of the Gross Remuneration paid to each non-Member Permittee and remit the non-Member equalization payment directly to the District Council every two (2) weeks.
- ii. In circumstances where a Producer or non-Member Permittee is paying into an alternate plan, no non-Member equalization payment(s) shall be required to be paid under Core Article 7.11.

#### **NL5.02 Retirement Contributions**

- (a) The Producer will remit weekly, in Canadian Dollars, to the financial institution designated by the District Council, as or in lieu of a retirement contribution, a percentage of the Guild Member's Gross Remuneration, based on the applicable tier of the Production equal to the percentage of the Gross Remuneration set out in Article NL5.05. The Producer shall provide the District Council with proof of such payments with a complete remittance breakdown.
- (b) The provisions of this Article shall apply only to Guild Members eighteen (18) years of age or over. No Guild Member can contribute to an RRSP after December 31 in the year in which the Guild Member turns seventy-one (71) years of age. Therefore, the Producer will remit directly to the affected Guild Member the applicable retirement contribution should the Guild Member be unable to contribute by law. If the age stipulated in the federal legislation should change, the Article shall be interpreted and amended so as to reflect that change.
- (c) For Permittees, the Producer will remit directly to the Permittee the applicable retirement contribution. The Producer shall provide the District Council with proof of such payments with a complete remittance breakdown.

**NL5.03 Administration and Training Fund**

- (a) The Producer who is a member of the CMPA shall contribute a percentage of the Guild Member’s Gross Remuneration based on the applicable tier of the Production equal to the percentage of Gross Remuneration set out in Article NL5.05. A Producer who is not a member of the CMPA or who is not a member in good standing of the CMPA, shall contribute an amount equal to three percent (3%), and will remit same to the District Council in accordance with Article NL7.00.
- (b) The District Councils and the CMPA are jointly committed to developing training programs that will increase the number of qualified Guild Members who are available to service the film and television industry. To this end, the parties acknowledge the ongoing contribution to training initiatives from monies in the administration and training fund as set out in each District Council Schedule of the Agreement.
- (c) The District Councils and the CMPA will meet at the request of either party to discuss training, including assessment of those areas where increased training is necessary.

**NL5.04 Member’s Check-off**

- (a) Check-Off Authorization

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

- (b) Check-Off Remittance

The Producer must check-off the two percent (2%) administrative dues or charges and the voluntary deductions provided for in Article NL5.04 (a) from the remuneration paid to each Guild Member and any Permittees and remit said monies to the District Council in accordance with Article NL7.00.

- (c) Receipts for Income Tax Purposes

Except for Guild Members who are engaged as Loan-out Corporations, the Producer shall forward to all Guild Members their income tax receipts (T-4 Slips) indicating thereon the amount and type of check-offs paid by the Guild Member in that taxation year. In the case of Guild Members who are engaged as Loan-out Corporations, the Producer shall submit to them a statement of the check-offs paid within thirty (30) Days of completion of Production or post production of the Motion Picture, whichever applies.

- (d) Change in Member’s Check-Off

If the District Council, during the operation of this Agreement, requests a change in the rate of the check-off, the altered rate shall be deducted and remitted as above, provided the District Council bears sole responsibility for obtaining the Member’s authorization to such change.

- (e) Producer’s Liability

Any knowing or intentional failure by the Producer to remit monies collected under this Article NL5.05 shall cause the Producer to be solely responsible and liable for any monies owing.

**NL5.05 DGC NL Fringes**

Effective January 1, 2026

	Vacation Pay	Health & Welfare/ Non-Member Equalization*	Retirement Contribution**	Administration & Training Fund***	Total	CMPA Levy****	CMPA Non- Member Levy****
<b>A</b>	4%	5%	5.5%	2%	16.5%	2%	2.5%
<b>B</b>	4%	5%	5.5%	2%	16.5%	2%	2.5%
<b>C</b>	4%	5%	4%	1%	14%	2%	2.5%
<b>D</b>	4%	5%	2.5%	1%	12.5%	2%	2.5%
<b>E</b>	4%	4%	2%	0.5%	10.5%	2%	2.5%
<b>F</b>	4%	4%	2%	0.5%	10.5%	2%	2.5%

\*Payable in accordance with NL5.01 \*\*Payable in accordance with Article NL5.02 \*\*\*Payable in accordance with NL5.03 \*\*\*\* Payable directly to CMPA as per Article NL6.00.

**Effective January 1, 2027**

	Vacation Pay	Health & Welfare/ Non-Member Equalization*	Retirement Contribution**	Administration & Training Fund***	Total	CMPA Levy****	CMPA Non-Member Levy****
<b>A</b>	4%	5%	6%	2%	17%	2%	2.5%
<b>B</b>	4%	5%	6%	2%	17%	2%	2.5%
<b>C</b>	4%	5%	4.5%	1%	14.5%	2%	2.5%
<b>D</b>	4%	5%	3%	1%	13%	2%	2.5%
<b>E</b>	4%	4%	2.5%	0.5%	11%	2%	2.5%
<b>F</b>	4%	4%	2.5%	0.5%	11%	2%	2.5%

\*Payable in accordance with NL5.01 \*\*Payable in accordance with Article NL5.02 \*\*\*Payable in accordance with NL5.03 \*\*\*\* Payable directly to CMPA as per Article NL6.00

**Effective January 1, 2028**

	Vacation Pay	Health & Welfare/ Non-Member Equalization*	Retirement Contribution**	Administration & Training Fund***	Total	CMPA Levy****	CMPA Non-Member Levy****
<b>A</b>	4%	5%	6.5%	2%	17.5%	2%	2.5%
<b>B</b>	4%	5%	6.5%	2%	17.5%	2%	2.5%
<b>C</b>	4%	5%	5%	1%	15%	2%	2.5%
<b>D</b>	4%	5%	3.5%	1%	13.5%	2%	2.5%
<b>E</b>	4%	4%	3%	0.5%	11.5%	2%	2.5%
<b>F</b>	4%	4%	3%	0.5%	11.5%	2%	2.5%

\*Payable in accordance with NL5.01 \*\*Payable in accordance with Article NL5.02 \*\*\*Payable in accordance with NL5.03 \*\*\*\* Payable directly to CMPA as per Article NL6.00

**NL5.06 Exceptions to Article NL5.00**

The provisions of Articles NL5.01 and NL5.02 shall not apply to persons engaged under Core Article 7.11, except as provided for in the non-Member equalization payment provisions of this Agreement.

**NL6.00 CMPA LEVY**

**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 January 1, 2026, four thousand, eight hundred and twenty dollars (\$4,820) per feature, MFT, Pilot, or part of a Mini-Series or two thousand four hundred and dollars (\$2,400) per New Media Production or Episode of a Series, and
  - ii. from January 1, 2027, 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 January 1, 2028, 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 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.

**NL7.00 GUILD REMITTANCES**

**NL7.01 Guild Remittances**

- (a) In any month in which remuneration is paid to a Guild Member, the Producer must submit to DGC NL twice per month on a current basis all District Council remittances and records of remuneration paid to Guild Members, no later than the fifteenth (15th) Day of each calendar month. At the option of the Producer, all such remittances and records may be submitted on a weekly basis. At the time that remittances are forwarded to District Council, the Producer must forward a list indicating the name of each Guild Member and the amount and description of each remittance.
- (b) That portion of the Gross Remuneration paid to a Guild Member in excess of 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 NL5.03 (Administration and Training Fund).

That portion of the Gross Remuneration paid to a Guild Member in excess of one hundred seventy-five thousand dollars (\$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 NL5.01. (Health and Welfare).

**NL8.00 PRODUCTION INCENTIVES**

**NL8.01 New Television Series Incentives**

- (a) A Producer will access the following incentives for a Pilot and/or the first two (2) seasons of a television Series, provided there is first a mandatory and good faith consideration of DGC Directors for the Pilot and/or provided the Producer engages a DGC Director for at least two thirds (2/3<sup>rd</sup>) of the Episodes of the season in question:

The Producer shall confirm in writing to the District Council their entitlement to access this incentive prior to the commencement of principal photography.

**Effective January 1, 2026**

TIER	RATE	FRINGES
<b>A</b>	Current Year Rates less 5%	Vacation Pay 4% Health & Welfare 5% Retirement 5.5% Administration & Training Fund **1% Total 15.5% CMPA Member Levy** 2% CMPA Non-Member Levy** 2.5%
<b>B</b>	Current Year Rates less 5%	Vacation Pay 4% Health & Welfare 5% Retirement 5.5% Administration & Training Fund **1% Total 15.5% CMPA Levy** * 2% CMPA Non-Member Levy** 2.5%
<b>C</b>	Current Year Rates less 5%	Vacation Pay 4% Health & Welfare 5% Retirement 4% Administration & Training Fund 0% Total 13% CMPA Levy** 2% CMPA Non-Member Levy** 2.5%
<b>D</b>	Current Year Rates less 5%	Vacation Pay 4% Health & Welfare 5% Retirement 2% Administration & Training Fund 0% Total 11% CMPA Levy** 2% CMPA Non-Member Levy** 2.5%
<b>E</b>	Current Year Rates less 5%	Vacation Pay 4% Health & Welfare 4% Retirement 2% Administration & Training Fund 0% Total 10% CMPA Levy** 2% CMPA Non-Member Levy** 2.5%

\* Contact DGC NL for the applicable rate sheets \*\*Payable to the CMPA as per Article NL6.00

\*\*As per LOU No.4, #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 January 1, 2026 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%)."

Effective January 1, 2027

TIER	RATE	FRINGES
<b>A</b>	Current Year Rates less 5%	Vacation Pay 4% Health & Welfare 5% Retirement 6% Administration & Training Fund **1% Total 16% CMPA Member Levy** 2% CMPA Non-Member Levy** 2.5%
<b>B</b>	Current Year Rates less 5%	Vacation Pay 4% Health & Welfare 5% Retirement 6% Administration & Training Fund **1% Total 16% CMPA Levy** * 2% CMPA Non-Member Levy** 2.5%
<b>C</b>	Current Year Rates less 5%	Vacation Pay 4% Health & Welfare 5% Retirement 4.5% Administration & Training Fund 0% Total 13.5% CMPA Levy** 2% CMPA Non-Member Levy** 2.5%
<b>D</b>	Current Year Rates less 5%	Vacation Pay 4% Health & Welfare 5% Retirement 2.5% Administration & Training Fund 0% Total 11.5% CMPA Levy** 2% CMPA Non-Member Levy** 2.5%
<b>E</b>	Current Year Rates less 5%	Vacation Pay 4% Health & Welfare 4% Retirement 2.5% Administration & Training Fund 0% Total 10.5% CMPA Levy** 2% CMPA Non-Member Levy** 2.5%

\* Contact DGC NL for the applicable rate sheets \*\*Payable to the CMPA as per Article NL6.00

\*\*As per LOU No.4, #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 January 1, 2026 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%)."

Effective January 1, 2028

TIER	RATE	FRINGES
<b>A</b>	Current Year Rates less 5%	Vacation Pay 4% Health & Welfare 5% Retirement 6.5% Administration & Training Fund **1% Total 16.5% CMPA Member Levy** 2% CMPA Non-Member Levy** 2.5%
<b>B</b>	Current Year Rates less 5%	Vacation Pay 4% Health & Welfare 5% Retirement 6.5% Administration & Training Fund **1% Total 16.5% CMPA Levy** * 2% CMPA Non-Member Levy** 2.5%

<b>C</b>	Current Year Rates less 5%	Vacation Pay Health & Welfare Retirement Administration & Training Fund Total CMPA Levy** CMPA Non-Member Levy**	4% 5% 5% 0% 14% 2% 2.5%
<b>D</b>	Current Year Rates less 5%	Vacation Pay Health & Welfare Retirement Administration & Training Fund Total CMPA Levy** CMPA Non-Member Levy**	4% 5% 3% 0% 12% 2% 2.5%
<b>E</b>	Current Year Rates less 5%	Vacation Pay Health & Welfare Retirement Administration & Training Fund Total CMPA Levy** CMPA Non-Member Levy**	4% 4% 3% 0% 11% 2% 2.5%

\* Contact DGC NL for the applicable rate sheets \*\*Payable to the CMPA as per Article NL6.00

\*\*As per LOU No.4, # 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 January 1, 2026 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%)."

(b) PRODUCTION ASSISTANT AND TRAINEE NEW TELEVISION SERIES INCENTIVES

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

(c) For one subsequent season of a Television Series that has already qualified for the New Television Series Incentive, the fringe package shall be that applicable to the tier as found in Article NL8.01(a).

**NL8.02 Frequent Filming Bonus**

Producers who will complete a total of three (3) Productions in the jurisdiction of the District Council as a signatory to the relevant DGC/CMPA Standard Agreement in a two (2) year period, engaging a DGC Director, will be eligible to apply for a reduction in fringes equal to one (1) tier, based on a Certified Budget for the third (3rd) Production in this time period. The dates used to determine eligibility for this incentive will be the dates on which the relevant Productions commenced principal photography.

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

This incentive is not applicable to Productions receiving incentives as defined by Core Article NL8.01.

**NL8.03 Off Season Incentive Program**

As part of the Guild's mandate to promote and support off season Production, the Guild agrees that the off season incentive program shall be applicable to all Productions in the District Council that have a start date of principal photography of November 1 with the last date of principal photography being no later than March 31.

The Producer must apply to the District Council for this incentive program, in writing, prior to the commencement of work by any Guild Member. The District Council shall not unreasonably withhold approval of applications which meet the required eligibility criteria.

This incentive will not be considered applicable to Productions already in receipt of incentives as defined under NL8.00.

(a) With regard to the applicable fringes the following will apply:

- 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 – 4%
- ii. Tier D – 4%
- iii. Tier E – 4%

(c) To be eligible for this incentive, the Production must engage DGC Members in the following categories:

- i. Director
- ii. Production Designer or Art Director
- iii. Picture Editor

(d) Production Incentive rate reductions shall not apply to anyone working as Production Assistants or Trainees in any department.

## **NL9.00 TRAVEL AND ACCOMMODATION**

### **NL9.01 Studio Zone**

- (a) The District Council and the Producer shall have the ability to establish production zones in Newfoundland and Labrador within its jurisdiction. Production zone is defined as a fifty kilometre (50 km) radius from City Hall, a recognized municipal building or the Producer's Production office.
- (b) The District Council and the Producer may also agree to establish alternate studio zones on a case-by-case basis.
- (c) When a Guild Member is required to work at a location inside the boundaries of the studio zone, the Producer agrees to provide adequate parking facilities for private vehicles a reasonable walking distance from such location, otherwise a shuttle system will be provided free by the Producer to transport all Guild Members.
- (d) For all work by a Guild Member which requires travel to and from any location within the studio zone other than the "report to" location and post-Production facility, the Producer shall either provide free transportation or, if the Guild Member agrees to use their own vehicle for this purpose, reimbursement shall be made in accordance with Article NL9.06 (c). For the purposes of this Article NL9.01, such locations and post-Production facilities shall be deemed to include, without limitation, editing rooms, cutting rooms, dubbing theatres, music recording studios, labs, optical houses, post-Production related libraries and Motion Picture shooting locations.
- (e) Remote Location

Where the remote location of the "report to" location, or the infrequency of public transportation or the lateness of the hour could affect the Guild Member's safety, the Producer will arrange for safe and convenient transportation from the "report to" location to a safe and convenient location, without cost to the Guild Member.

### **NL9.02 Nearby Location**

- (a) For the purpose of this Schedule only, the boundary for the nearby zone shall be fifty kilometers (50 km) from the edge of the declared studio zone or declared production zone as defined in Article NL9.01 (a) and (b).
- (b) Studio zone working conditions shall prevail on Nearby Locations.
- (c) Work time and travel distance, if applicable, concerning work by any Guild Member on any Nearby Location shall commence when the Guild Member crosses the studio zone boundary and ends at this same point.

Transportation to and from Nearby Locations shall be provided by the Producer. All costs for a taxi, limousine, bus or other transportation which the Guild Member is required by the Producer to use in order to get to and from a Nearby Location shall be paid by the Producer. If the Guild Member is required to use his own personal vehicle for transportation to a Nearby Location or a vehicle is provided by the Producer for use by the Guild Member, the provisions of Article NL9.06 (c) shall apply.

- (d) Should a Producer provide a Guild Member with "courtesy accommodations" within the nearby zone, as defined in Article NL9.02 (a), the Distant Location provisions of Article NL9.03 will not apply.

### **NL9.03 Distant Location**

- (a) Notice

The Producer shall give the District Council 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 District Council, and shall specify the accommodations available at the Distant Location.

- (b) Accommodation and Meals on Distant Location

- i. Guild Members while on Distant Location shall be provided by the Producer with free first (1st) class accommodation equal to the Canadian Automobile Association standards or the American Automobile Association standards. All Guild Members will be entitled to single accommodation, where this is available.
- 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 sixty-two dollars and fifty cents (\$62.50) in Canadian funds per Distant Location day in Canada, or 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 twelve dollars and fifty cents (\$12.50) for breakfast, twenty-two dollars and fifty cents (\$22.50) for lunch, and twenty-seven dollars and fifty cents (\$27.50) for supper in the applicable funds.

- iv. Proper restaurant facilities shall be made available and time consumed in traveling to and from such facilities shall be deemed to be time worked and shall not be included in the meal period.
- v. On Distant Locations where the cost of living is in excess of the above rates, the Producer shall reimburse Guild Members upon receipt of suitable documentation.
- vi. When any work day, at a Distant Location, that falls outside the nearby zone, as defined in Article NL9.02 (a), is fourteen (14) hours in duration or longer, the Producer will make available supplied accommodation to the Guild Member. The Producer will make reservations for and provide first class accommodation and provide a per diem to the Guild Member in accordance with NL9.03 (b) (ii).

(c) Work Time, Travel Time

Time spent traveling to and from Distant Locations, on days on which a Guild Member performs other work, shall be considered time worked and shall be subject to payment in accordance with this Standard Agreement. On any day on which a Guild Member is required only to travel to a Distant Location, the Guild Member shall be paid fifty percent (50%) of the Guild Member's applicable Contracted rate for all travel up to five (5) hours. If the Guild Member is required to travel for greater than five (5) hours, the Guild Member shall be paid for the full day. Travel time shall be calculated in reference to the Production office.

(d) Transportation

All transportation to and from Distant Locations shall be paid in advance by the Producer. Such transportation shall be arranged on scheduled carriers on economy/coach class air flights, first class rail travel or other appropriate transportation such as bus, taxi or limousine where available.

(e) Air Travel

The Producer shall only use aircraft certified for public use by governmental authorities and flown by licensed pilots. Where jet aircraft are not available, the Producer shall make every effort to utilize twin-engine propeller aircraft or helicopter.

(f) Rail Travel

When Guild Members are required to travel overnight by train, the Producer must provide at least lower berth accommodation.

**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) In the event the Producer is unable to provide the required insurance coverage, the Guild Member shall be informed before departure so that the Guild Member may obtain such insurance coverage. The Producer shall reimburse the Guild Member for the cost of the premium paid by the Guild Member to obtain such insurance coverage.
- (c) It shall not be cause for discipline or discharge for a Guild Member in good faith to refuse to travel by airplane or by helicopter, or to travel without sufficient insurance, and such refusal shall not jeopardize future working opportunities.
- (d) Airplane and Helicopter, Underwater and/or Watercraft Insurance

The Producer will provide an additional minimum coverage of two hundred and fifty thousand dollars (\$250,000) of accidental death and dismemberment insurance (not common carrier travel insurance) to any Guild Member required by the Producer to fly in a helicopter or in an aircraft in connection with the Production (other than ordinary travel), such as lining up shots, rehearsals, photography or scouting for locations. The extended insurance coverage will also apply to any Guild Member required by the Producer to work underwater, or travel by watercraft.

**NL9.05 Travel to Studio Zone**

- (a) The Producer shall make suitable financial arrangements to enable the Guild Member to reach the studio zone and should such arrangements include an advance in cash, such advance shall be received by the Guild Member not later than one working Day before the departure to the studio zone. Such an advance may be deducted from the Guild Member's final remuneration cheque.
- (b) Nothing in this Article NL9.05, shall limit the Guild Member from negotiating with the Producer travel arrangements and per diem arrangements in addition to any other remuneration.

**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. 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 NL9.06(d)(ii) 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.

## **NL10.00 LAY-OFF AND TERMINATION**

### **NL10.01 Notice of Lay-off**

(a) Definition

Lay-off means a severance from active engagement which may be temporary or permanent due to a shortage of work, including completion of assignment.

(b) Weekly

The Producer shall give a Guild Member engaged on a weekly basis a minimum of one (1) week's written notice of lay-off or a lump sum equal to one (1) week's Gross Remuneration as severance pay in lieu thereof, or where the Guild Member has been engaged for more than one (1) year, a minimum of two (2) week's written notice of lay-off or severance pay in lieu thereof. The Producer may give notice of lay-off at any time during the week and any such notice need not expire on the last Day of the Guild Member's work week.

(c) The Producer shall pay the severance pay in a lump sum. If the Producer later re-engages the Guild Member, the Guild Member shall not be required to return any portion of the severance pay to the Producer.

(d) Record of Employment

The Producer shall, within seven (7) calendar Days of lay-off, provide the Guild Member, excluding a Loan-out Corporation, with a Record of Employment (ROE).

### **NL 10.02 Termination of Engagement**

(a) Replacement

The Producer agrees that removing a Guild Member from a Motion Picture and substituting another person is undesirable, and shall not be done in any manner contrary to this Agreement.

(b) Replacing Daily Guild Member

A Guild Member engaged on a daily basis shall not be replaced for the purpose of avoiding overtime or turnaround premiums. However, when it is anticipated that such a Member will qualify for overtime or turnaround premiums, and subject to Article NL1.05 (c), the Producer may divide the work day into shifts and may call a substitute daily Guild Member to relieve that daily Guild Member.

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

(d) The Producer may give notice under Article NL10.02 (c)(i) or (iii) at any time during the week and any such notice need not expire on the last Day of the Guild Member's work week.

(e) If the Producer re-engages the Guild Member, the Member shall not be required to return the replacement pay to the Producer.

(f) A Guild Member discharged for just and reasonable cause is not eligible for replacement pay.

## **NL11.00 CREDITS**

### **NL11.01 Credits**

This Schedule contains special credit requirements for different job classifications. The Producer shall adhere to the current film and television industry standard by providing credits on each Motion Picture, subject to any and all applicable network restrictions and/or approvals. Said credit requirements contained herein shall not be considered to have been breached to the extent that adherence to such requirements is beyond the

control of the Producer.

#### **NL11.02 Better Conditions**

The provisions in this Standard Agreement relating to credits are minimum provisions, and any Guild Member shall have the right to negotiate for any credit in excess of minimum.

#### **NL11.03 Screen Credits**

(a) In every place where screen credits must be given, the screen credits shall be written in a size and style of print which is legible and projected on a background which does not diminish the value of the credit. Screen credits shall not appear against a background which consists of an advertising or commercial message.

b) The screen credit for any Guild Member on any Motion Picture, or any copy, version, reprint or re-production thereof, must always be according to his job classification as it appears on his Contract for Services and shall indicate the Guild Member's job classification and his name.

#### **NL11.04 Other Credits**

Every Guild Member is entitled as of right to receive credit on all promotional literature, paid advertisements and publicity where it is customary in the film and television industry to give such credit to the job classification of that Guild Member. In every place where credits on promotional literature, paid advertising or publicity must be given, the credits shall be written in a size and style of print which is legible and shall appear on a background which does not diminish the readability and value of the credits.

#### **NL11.05 Guild Credit**

The Producer shall give screen credit to any District Council on the Motion Picture by displaying the DGC logo on every copy, version, reprint or re-production. The DGC logo shall be displayed on a number of frames to be no less than the number of frames of the display of the logo of any other labour organization. The Producer acknowledges that DGC logo is trade marked in the name of DGC and is the sole property of DGC. DGC shall supply to the Producer the artwork of its logo.

#### **NL11.06 CMPA Credit**

The official CMPA logo should appear on all Motion Pictures and every copy, version, reprint or reproduction thereof. The CMPA shall make available to the Producer the art work of its logo. The Producer acknowledges that the CMPA name and logo are trademarks and the sole property of the CMPA.

#### **NL11.07 Removal or Alteration of Credit**

(a) Every Guild Member shall have the right subject to his sole discretion to refuse to have any credit using his name used in any form or manner by the Producer, which right must be exercised by the Guild Member, through written notice to the Producer, prior to publication of such credit by the Producer.

(b) Every Guild Member shall have the right to replace with a pseudonym any credit to which they are entitled pursuant to his Contract for Services or this Standard Agreement, provided that such pseudonym is in good taste and is not the name of any well-known person, living or dead, and provided that such right of replacement is exercised by the Guild Member, through written notice to the Producer, prior to publication of credit by the Producer.

(c) The DGC shall have the right subject to its sole discretion to refuse to have its name and/or logo used in any form or manner by any Producer, which right must be exercised by the DGC prior to publication of its name and/or logo by the Producer. Notwithstanding anything, the DGC shall have the right to insist upon a public retraction by any Producer who publishes or otherwise uses the name and/or logo of the DGC without the prior express written consent of District Council.

#### **NL11.08 Submission of Proposed Screen Credit Format to the Guild**

The Producer shall submit to the District Council the proposed format for the final screen credits for each Theatrical and Television Motion Picture, before prints are prepared. The District Council shall provide the Producer with written approval or denial of the proposed format for the final screen credits within three (3) business days of its receipt of the same. If the District Council fails to provide the Producer with such response in the allotted time, the District Council will be deemed to have approved the proposed format for the final screen credits as submitted and it shall be precluded from referring any matter in relation to such screen credits to grievance or arbitration.

#### **NL11.09 Credit Grievance**

(a) Any grievance with respect to and concerning any credit to which any Guild Member may be entitled pursuant to this Standard Agreement or any Contract for Services may be referred by either party immediately to an industry arbitrator appointed pursuant to the provisions of Article 10.00 who must determine the matter in accordance with this Standard Agreement and any applicable Contract for Services within fifteen (15) calendar Days of the reference to arbitration. If all parties agree, the arbitrator selection procedure set out in Article 10.10 may be bypassed in favour of the joint appointment of an industry expert. Unless the parties agree otherwise, a jointly appointed industry expert shall be vested with the powers identified in article 10.11.

(b) Without limiting the scope of the arbitrator's decision-making authority pursuant to this Standard Agreement and any applicable Contract for Services, the arbitrator shall have the right in respect of any credit grievance to determine the following:

- i. The kind, size, positioning and length of viewing of any screen credit; and,
- ii. The right of any Guild Member to receive screen credit or other credit and the form, manner and duration of publication; and
- iii. Where two (2) or more Guild Members may have the right to receive credit for the same job classification, which Guild Members shall receive that credit and the form, manner and duration of publication including, without limitation, where screen credit is concerned, the kind, size, positioning and length of viewing of the screen credits.

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

#### **NL12.00 SCREEN CREDIT FOR PRODUCTION DEPARTMENT**

##### **NL12.01 Screen Credit for Production Managers, 1st and 2nd Assistant Directors on Theatrical and Television Motion Pictures**

- (a) The Producer shall accord credit in a "prominent place" on all positive prints of each Theatrical and Television Motion Picture, to the Production Manager, First Assistant Director, and Second Assistant Director rendering their services on such Motion Picture.
- (b) The term "prominent place" means no less than a separate card, or its equivalent in a crawl, shared by no more than three (3) names. The only "technical" credits which may receive a more prominent place shall be those of the Costume Designer, Music Composer, Director of Photography, the Art Director and the Film Editor.
- (c) The order of the names on such card or such crawl shall be the Production Manager in the first (1st) position, First Assistant Director in the second (2nd) position, and the Second Assistant Director in the third (3rd) position and each of such names on the card or crawl shall be of the same size and style of type.
- (d) On a Theatrical or Television Motion Picture photographed in whole or in part in a foreign country on which the Producer engages any Production Manager or Assistant Director subject to this Agreement and any Production Manager or Assistant Director not subject to this Agreement, if the Production Manager, First Assistant Director, or Second Assistant Director subject to this Agreement works on such a Production less than fifty percent (50%) of the shooting Days, he shall receive screen credit, either on a card immediately following the credit accorded to the foreign Production Manager, First Assistant Director, or Second Assistant Director, as the case may be, or with the credits for the Canadian crew.

##### **NL12.02 Screen Credit for Location Managers, Unit Managers and Assistant Production Managers on Theatrical and Television Motion Pictures**

The Producer shall accord credit in the technical credits on all positive prints of each Theatrical and Television Motion Picture, to the Location Manager, Unit Manager and Assistant Production Manager.

##### **NL12.03 Screen Credit for 3rd Assistant Directors, Assistant Location Managers, Production Coordinators, Assistant Production Coordinators, Trainee Production Coordinators and Production Assistants**

- (a) Theatrical Motion Pictures  
On Theatrical Motion Pictures, any Third Assistant Director, Assistant Location Manager, Production Coordinator, Assistant Production Coordinator, and Trainee Production Coordinator assigned for at least one-third (1/3rd) of principal photography, shall receive credit for their job classification. Screen credits for Production Assistants shall be given at the Producer's discretion.
- (b) Television Motion Pictures  
On Television Motion Pictures, the credit for Third Assistant Director, Assistant Location Manager, Production Coordinator, Assistant Production Coordinator, Trainee Production Coordinator and Production Assistant shall be given at the Producer's discretion.

##### **NL12.04 Screen Credit on Other Types of Motion Pictures**

On Documentaries, educationals, game shows, and industrials, Production Department personnel shall be accorded screen credit where it is customary in the motion picture industry to do so and/or if any performing or craft credits are given. If screen credit(s) is so given, then the credit provisions of this Agreement shall apply.

#### **NL13.00 SCREEN CREDITS FOR ART DEPARTMENT**

##### **NL13.01 Screen Credits for Production Designers or for Art Directors as Head of the Department**

On all positive prints of each Theatrical and Television Motion Picture, any person performing the duties as the head of the Art Department, either the Production Designer or the Art Director, as the case may be, must be given by the Producer a head screen credit of at least equal size and prominence to the head credit of the Director of Photography, which screen credit shall appear immediately following or preceding the screen credit given the Director of Photography.

##### **NL13.02 Production Design Credit for Subsequent Use**

When a set design or a realized set is reused, the Production Designer or Art Director responsible for its design will be awarded a screen credit. The form and placement of this credit will be at the discretion of the Producer.

##### **NL13.03 Screen Credits for Art Directors Working Under a Production Designer and for First Assistant Art Directors/Set Designers**

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 must be given a tail screen credit by the Producer.

##### **NL13.04 Screen Credits for Second Assistant Art Directors, Art Department Coordinators, and Third Assistant Art Directors**

- (a) Theatrical Motion Pictures  
On Theatrical Motion Pictures, any Second Assistant Art Director, Art Department Coordinator and Third Assistant Art Director shall receive credit for their job classification.

(b) Television Motion Pictures

On Television Motion Pictures, the credit for Second Assistant Art Director, Art Department Coordinator and Third Assistant Art Director shall be given at the Producer's discretion.

**NL13.05 Screen Credits on Other Types of Motion Pictures**

On Documentaries, educational, game shows, and industrials, Art Department personnel shall be accorded screen credit where it is customary in the motion picture industry to do so and/or if any performing or craft credits are given. If screen credit(s) is so given, then the credit provisions of this Agreement shall apply.

**NL14.00 SCREEN CREDITS FOR EDITING DEPARTMENT**

**NL14.01 Screen Credits for Picture Editors on Theatrical and Television Motion Pictures**

- (a) The Producer shall accord credit in a "prominent" place on all positive prints of each Theatrical and Television Motion Picture to the Editor who edited such Motion Picture. Screen credit for the Picture Editor shall read "Edited by" or "Editor" or "Film Editor".
- (b) The term prominent place means no less than a separate card, or its equivalent in a crawl. The screen credit for the Picture Editor shall not be less than the size and style of type, positioning and length of viewing of the screen credit for the Art Director and the Director of Photography. Screen credit for the Picture Editor will appear in the head credits if the Director of Photography and the Art Director's credits also appear in the head credits. The screen credit for the Art Director and/or Director of Photography may appear first.

**NL14.02 Screen Credits for Editing Department Personnel on Theatrical and Television Motion Pictures**

- (c) On all Theatrical Motion Pictures and Television Motion Pictures over sixty (60) minutes in length, all Editing Department personnel engaged on such Motion Pictures shall receive screen credit for their classification.
- (d) On all Television Motion Pictures sixty (60) minutes or less in length, the Picture Editor shall receive screen credit in accordance with Article NL14.02 and all Sound Editors engaged on such Motion Pictures shall receive screen credit for their classification. The granting of screen credit for all other Editing Department personnel shall be subject to negotiation between each individual Guild Member and the Producer.

**NL14.03 Screen Credits for Editing Department Personnel on all other Motion Pictures**

On all Motion Pictures other than Theatrical and Television Motion Pictures, the granting of screen credit and the size, positioning and length of viewing of the screen credit shall be subject to negotiation between each individual Guild Member and the Producer.

**NL14.04 Publicity**

The Producer shall list the name(s) of the Supervising Editors, Editors and First Assistant Editors when submitting any credits for any person working on the Motion Picture to any trade or other publication for the purpose of reviews and/or publicity.

**NL14.05 Professional Designation**

If any Guild Member has the proper right and authority to include after his name the name or initials of any professional designation, such as "c.f.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.

**NL15.00 MINIMUM STAFFING**

**NL15.01 Minimum Personnel: Directors**

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

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

- (c) Each Director shall be engaged pursuant to a specific term engagement under Core Article 12.04.

**NL15.02 Minimum Personnel: Production Department**

- (a) For the purposes of Article NL15.00, the Production Department shall be deemed to consist of the Production Department, the Assistant Director Department and the Locations Department.
- (b) Except on television Series,
  - i. The Producer will engage in the Production Department at least one (1) Production Manager, one (1) Production Coordinator, and one (1) Assistant Production Coordinator.
  - ii. The Producer will engage in the AD Department at least one (1) First Assistant Director, one (1) Second Assistant Director, one (1) Third Assistant Director, and one (1) Trainee Assistant Director/Fourth AD.
  - iii. The Producer will engage in the Locations Department at least one (1) Unit Manager and/or Location Manager and one (1) Assistant Location Manager.

(c) Television Series

Subject to NL15.02 (d), on a television Series, the Producer will engage at least two (2) First Assistant Directors and two (2) Unit and/or Location Managers, all of whom shall function on a “prep-shoot” basis. The Producer will also engage at least one (1) Production Manager, one (1) Production Coordinator, and one (1) Assistant Production Coordinator and/or Trainee Production Coordinator, one (1) Second Assistant Director, one (1) Third Assistant Director, one (1) Trainee Assistant Director/Fourth AD, and one (1) Assistant Location Manager. A Mini-Series or Series engaging the same Director for all Episodes thereof shall not be required to engage two (2) First Assistant Directors and two (2) Location Managers.

- (d) With respect to the requirement that two (2) Location Managers be engaged on a television Series, if the District Council cannot supply a qualified Location Manager, an Assistant Location Manager may be used in place of one (1) of the Location Managers without being upgraded to the higher category.
- (e) The Producer may request from the District Council a waiver, regarding the crewing of a Location Manager, where a Motion Picture is shooting entirely in a studio under such circumstances that the PM can efficiently perform the duties of a LM without assigning the same to persons who are not LM's.
- (f) With respect to the Production Office, under no circumstances may an Assistant Production Coordinator or a Trainee Production Coordinator work without the supervision of a Production Coordinator.
- (g) Should a Travel Coordinator be required, such may be engaged by the Producer and paid no less than the rate of an Assistant Production Coordinator. A Travel Coordinator shall not be part of the minimum staffing requirements under this Agreement.

**NL15.03 Minimum Personnel: Art Department**

The Producer will engage as department head at least one (1) Production Designer or Art Director in the Art Department. Where the Production Designer is a Permittee, then the minimum personnel requirements for the Art Department shall include a Guild Member Art Director.

**NL15.04** The Producer will engage a Guild Member in each classification set out in Articles NL15.02 and NL15.03 for a minimum of five (5) work days each and every week of principal photography, and where applicable, each and every week of pre-Production.

**NL15.05 Minimum Personnel: Picture and Sound Editing Departments**

(a) Picture Editing

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

(b) Sound Editing

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

(c) Supervising Editor

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

- (d) Minimum personnel requirements for the Picture and Sound Editing Department will be determined by the highest ranking department representative for each department, except Permittees, as determined by job classification.
- (e) The minimum number of personnel specified in NL15.05(a) and (b) may be reduced by written agreement between the Producer and the Editing Department representative provided the agreement is reached prior to the commencement of the Picture or Sound Post Production Period. That agreement shall be filed with the District Council.
- (f) Editor Right to First Assistant Editor

The Producer will engage a qualified First Assistant Editor to work with each Editor, unless the Editor agrees in writing to dispense with the services of a First Assistant Editor. Selection of any First Assistant Editor will be subject to prior consultation between the Producer and the Editor.

**NL15.06 Minimum Personnel: Second Unit**

On a Second Unit shoot, as defined by Core Article 1.47, in addition to the Director assigned to the Second Unit, the Producer will engage at least one (1) First Assistant Director, and one (1) Trainee Assistant Director/Fourth AD in the AD Department and at least one (1) Location Manager in the Locations Department. Beyond this, the minimum personnel will be determined in accordance with Article NL15.08 and provided that the main unit manning is not reduced without the mutual consultation and agreement between the Producer and the affected department heads.

**NL15.07 Varying the Minimum Personnel**

Article NL15.02, NL15.03, or NL15.05 may be varied by written agreement between the District Council and the Producer in the form of a letter of variance. Whenever possible, the highest ranking Guild Member in each department (except a Permittee), shall be consulted in advance with respect to varying personnel requirements in their respective department. For the purposes of this Article, the Production Department shall be deemed to be three (3) departments consisting of Production Managers, Assistant Directors, and Locations personnel.

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

- (a) Subject to Article 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) Where the department head is a Permittee, then the minimum personnel requirements for that department shall be determined through mutual consultation and agreement between the Producer and the highest ranking Guild Member in the department, not by the department head. Rank shall be determined by job classification, and if necessary, by date of engagement.
- (c) On a television Series or any other Production where two (2) or more Guild Members occupy the same classification, the department head shall be selected and rank under Article NL15.08 (b) shall be determined on the basis of which Guild Member was engaged first.
- (d) Where two (2) or more Guild Members occupy the same classification, the Guild Member who is responsible for consultation and agreement with the Producer under Article NL15.08 (a) and NL15.08 (b) in determining minimum personnel requirements shall consult with the other Guild Members in the same classification with respect to those requirements.

**NL15.09** If there is no consultation or agreement under Article NL15.08 (a) or NL15.08 (b), then in addition to the relief available under Core Article 10.00, the department head under Article NL15.08 (a) or the Guild Member under Article NL15.08 may in their sole and unfettered discretion terminate his engagement forthwith, without notice or compensation in lieu thereof. In such a case, termination of the engagement shall be without any liability whatsoever to the department head or Guild Member.

**NL15.10** The Producer will engage a sufficient number of Guild Members so as to ensure that each Guild Member is able to complete his work in an efficient, safe, creative and productive manner and in accordance with the job classifications and descriptions contained herein.

## **NL16.00 POST PRODUCTION**

### **NL16.01 Contracting Out**

Without limiting the generality of Core Article 3.05, the Producer will not contract out any Post Production duties except in accordance with the provisions of article NL16.00. For greater clarity, this article NL16.00 shall only apply to Post Production taking place within the jurisdiction of the District Council and only when the District Council is able to supply competent Guild Members for such work. It is understood that should the District Council not be able to supply competent Guild Members at any tier level the Producer shall not be required to permit such individuals to perform the Post Production duties.

### **NL16.02 Engagement of Post Production House Staff**

Core Articles 3.05 (a), (b), and (c) apply to all Tier A and B Productions, except as provided for in NL16.01.

For tier C, D and E Productions, the Producer shall be at liberty to engage a post production house and its staff in order to perform Post Production duties, provided that:

- i. "staff" is deemed to be full-time and part-time employees of the post house; and
- ii. any Post Production duties beyond those that can be performed by staff will be performed by Guild Members in accordance with the Standard Agreement.

### **NL16.03 Post Production List**

If requested by the District Council, the Producer must provide to the District Council a current list of the names, job classification or title, and date of engagement or assignment of each staff member and Guild Member engaged or assigned to perform any Post Production duties relating to the Motion Picture:

- (a) within two (2) business days after commencement of post production services and,
- (b) at any other time upon request of the District Council.

### **NL16.04 Updated Post Production List**

If requested by the District Council, the Producer must provide to the District Council a revised and updated list forthwith after each Guild Member is engaged or assigned to perform any Post Production duties during the period in which services are provided.

### **NL16.05 Half Day Rate**

A Guild Member may be engaged for Post Production duties for a period up to six (6) consecutive hours on any one day at a minimum rate of fifty-five percent (55%) of the applicable daily rate (rounded to the closest five dollars (\$5.00)). For a Call in excess of six (6) hours the applicable daily rate will apply.

### **NL16.06 Multiple Assignments**

- (a)
  - i. A Sound or Picture Editor engaged in accordance with Article NL16.06 may be assigned more than one (1) Motion Picture only to the extent provided for in Core Article 7.03.
  - ii. A Sound or Picture Editor engaged on a single Contract for Services for more than one (1) Motion Picture must be paid no less than the highest applicable rate.
- (b) An Assistant Sound or Picture Editor may be engaged on a single Contract for Services for more than one Motion Picture pro-rated on the basis of the work performed.

#### **NL16.07 “Favoured Nations”**

The District Council shall be free to negotiate compensation on behalf of its Members in connection with Productions in tiers C, D and E.

#### **NL17.00 APPROVED NL ARBITRATORS**

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**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

#### **NL18.00 WORK PERMITS**

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##### **NL18.01 Permit Fees**

(a) Non-Canadian Permittees

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 District Council, a permit fee of fifty dollars (\$50.00) per Day to a cap of two hundred dollars (\$200.00) per week of engagement.

(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 the District Council, in accordance with the following:

- i. twenty-five dollars (\$25) per week of engagement or portion thereof for other non-Members who do not meet membership criteria or have a membership application pending;
- ii. for non-members who meet membership criteria and have not submitted applications to the Guild shall be subject to ten dollars (\$10) per Day for Production Assistant/Trainee Assistant Director/Fourth AD classifications and one hundred dollars (\$100) per week for all other categories.

#### **NL19.00 HEALTH AND SAFETY**

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**NL19.01** In each province in which the work is performed, the Producer agrees to adhere to the applicable legislation and any safety guidelines developed for the film and television industry with respect to workers' safety.

**BUDGET TIERS**

The tiers apply from January 1, 2026 to December 31, 2028.

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

TIER	2026	2027	2028
A	\$17,593,418 and over	\$18,297,155 and over	\$18,937,555 and over
B	\$10,500,001 - \$17,593,417	\$10,920,001 - \$18,297,154	\$11,302,201 - \$18,937,554
C	\$6,453,023 - \$10,500,000	\$6,711,144 - \$10,920,000	\$6,946,034 - \$11,302,200
D	\$3,500,001 - \$6,453,022	\$3,500,001 - \$6,711,143	\$3,622,501 - \$6,946,033
E			
F	Under \$3,500,000	Under \$3,500,000	Under \$3,622,500

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

TIER	2026	2027	2028
A	\$13,183,538 and over	\$13,710,880 and over	\$14,190,761 and over
B	\$8,468,904 - \$13,183,537	\$8,826,380 - \$13,710,879	\$9,135,303 - \$14,190,760
C	\$4,714,946 - \$8,486,903	\$4,903,544 - \$8,826,379	\$5,075,168 - \$9,135,302
D	\$3,328,869 - \$4,714,945	\$3,462,024 - \$4,903,543	\$3,583,195 - \$5,075,167
E	\$1,743,693 - \$3,328,868	\$1,813,441 - \$3,462,023	\$1,876,911 - \$3,583,194
F	Under \$1,743,692	Under \$1,813,440	Under \$1,876,910

## (c) Mini-Series (per each 2 hours of broadcast time), and New Media Productions (91 minutes and over projected length or per each 2 hours of broadcast time)

TIER	2026	2027	2028
A	\$10,563,734 and over	\$10,986,283 and over	\$11,370,803 and over
B	\$6,594,331 - \$10,563,733	\$6,858,104 - \$10,986,282	\$7,098,138 - \$11,370,802
C	\$4,945,748 - \$6,594,330	\$5,143,578 - \$6,858,103	\$5,323,603 - \$7,098,137
D	\$3,328,869 - \$4,945,747	\$3,462,024 - \$5,143,577	\$3,583,195 - \$5,323,602
E	\$1,743,693 - \$3,328,868	\$1,813,441 - \$3,462,023	\$1,876,911 - \$3,583,194
F	Under \$1,743,692	Under \$1,813,440	Under \$1,876,910

## (d) Television Series – 1/2 hour episodes (includes Pilots, Anthologies, Spinoffs, Episodic TV series, Television Drama Specials, Variety Series &amp; Specials) and New Media Productions (1 to 30 minutes projected length)

TIER	2026	2027	2028
A	\$1,690,197 and over	\$1,757,805 and over	\$1,819,328 and over
B	\$1,055,095 - \$1,690,196	\$1,097,299 - \$1,757,804	\$1,135,704 - \$1,819,327
C	\$725,377 - \$1,055,094	\$754,392 - \$1,097,298	\$780,796 - \$1,135,703
D	\$527,545 - \$725,376	\$548,647 - \$754,391	\$567,850 - \$780,795
E	\$198,148 - \$527,544	\$206,074 - \$548,646	\$213,287 - \$567,849
F	Under \$198,147	Under \$206,073	Under \$213,286

(e) Television Series – 1 hour episodes (includes Pilots, Anthologies, Spinoffs, Episodic TV series Television Drama Specials, Variety Series & Specials) and New Media Productions (31 to 60 minutes in projected length)

TIER	2026	2027	2028
A	\$2,804,192 and over	\$2,916,360 and over	\$3,018,433 and over
B	\$1,895,870 - \$2,804,191	\$1,971,705 - \$2,916,359	\$2,040,715 - \$3,018,432
C	\$1,335,351 - \$1,895,869	\$1,388,765 - \$1,971,704	\$1,437,372 - \$2,040,714
D	\$857,263 - \$1,335,350	\$891,554 - \$1,388,764	\$922,758 - \$1,437,371
E	\$356,664 - \$857,262	\$370,931 - \$891,553	\$383,914 - \$922,757
F	Under \$356,663	Under \$370,930	Under \$383,913

(f) Serial and Strip Programs – 1/2 hour

TIER	2026	2027	2028
A	\$883,512 and over	\$918,852 and over	\$951,012 and over
B	\$675,919 - \$883,511	\$702,956 - \$918,851	\$727,559 - \$951,011
C	\$478,088 - \$675,918	\$497,212 - \$702,955	\$514,614 - \$727,558
D	\$296,745 - \$478,087	\$308,615 - \$497,211	\$319,417 - \$514,613
E	\$174,369 - \$296,744	\$181,344 - \$308,614	\$187,691 - \$319,416
F	Under \$174,368	Under \$181,343	Under \$187,690

(g) Serial and Strip Programs – 1 hour

TIER	2026	2027	2028
A	\$1,767,025 and over	\$1,837,706 and over	\$1,902,026 and over
B	\$1,335,351 - \$1,767,024	\$1,388,765 - \$1,837,705	\$1,437,372 - \$1,902,025
C	\$956,179 - \$1,335,350	\$994,426 - \$1,388,764	\$1,029,231 - \$1,437,371
D	\$379,174 - \$956,178	\$394,341 - \$994,425	\$408,143 - \$1,029,230
E	\$301,183 - \$379,173	\$313,230 - \$394,340	\$324,193 - \$408,142
F	Under \$301,182	Under \$313,229	Under \$324,192

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

TIER	2026	2027	2028
A	\$70,425 and over	\$73,242 and over	\$75,805 and over
B	\$43,960 - \$70,424	\$45,718 - \$73,241	\$47,318 - \$75,804
C	\$30,223 - \$43,959	\$31,432 - \$45,717	\$32,532 - \$47,317
D	\$21,982 - \$30,222	\$22,861 - \$31,431	\$23,66 - \$32,531
E	\$8,255 - \$21,981	\$8,585 - \$22,860	\$8,885 - \$23,660
F	Under \$8,254	Under \$8,584	Under \$8,884

# Rate Sheets **Newfoundland and Labrador**

## 2026 Weekly Rates

The rates for 2026 apply from January 1, 2026 to December 31, 2026.

Production Department	TIER A	TIER B	TIER C	TIER D	TIER E	TIER F
<b>Production Manager</b>	\$4,160.00	\$3,781.00	\$3,589.00	\$3,394.00	\$3,048.00	
<b>Assistant Production Manager/Unit Manager</b>	\$2,886.00	\$2,789.00	\$2,647.00	\$2,472.00	\$2,241.00	
<b>First Assistant Director</b>	\$3,996.00	\$3,696.00	\$3,520.00	\$3,325.00	\$2,979.00	
<b>Second Assistant Director</b>	\$2,817.00	\$2,704.00	\$2,562.00	\$2,424.00	\$2,165.00	
<b>Third Assistant Director</b>	\$2,017.00	\$1,891.00	\$1,804.00	\$1,708.00	\$1,559.00	
<b>Trainee Assistant Director/Fourth Assistant Director</b>	\$1,642.00	\$1,540.00	\$1,469.00	\$1,469.00	\$1,469.00	
<b>Production Assistant</b>	\$1,570.00	\$1,525.00	\$1,469.00	\$1,469.00	\$1,469.00	
<b>Location Manager</b>	\$2,948.00	\$2,789.00	\$2,647.00	\$2,472.00	\$2,241.00	
<b>Assistant Location Manager/Location Scout</b>	\$2,260.00	\$2,151.00	\$2,053.00	\$1,944.00	\$1,743.00	
<b>Trainee Assistant Location Manager</b>	\$1,682.00	\$1,671.00	\$1,558.00	\$1,499.00	\$1,428.00	
<b>Production Coordinator</b>	\$2,715.00	\$2,463.00	\$2,291.00	\$2,165.00	\$2,025.00	
<b>Assistant Production Coordinator/Travel Coordinator</b>	\$2,042.00	\$1,857.00	\$1,767.00	\$1,710.00	\$1,536.00	
<b>Trainee Production Coordinator</b>	\$1,682.00	\$1,671.00	\$1,558.00	\$1,499.00	\$1,428.00	
Art Department	TIER A	TIER B	TIER C	TIER D	TIER E	<b>Negotiable</b>  <b>Tier F Rates Cannot Fall Below Provincial Minimum Wages</b>
<b>Production Designer</b>	\$4,707.00	\$4,369.00	\$4,059.00	\$3,845.00	\$3,450.00	
<b>Art Director (Head)</b>	\$4,078.00	\$3,835.00	\$3,633.00	\$3,450.00	\$3,086.00	
<b>Art Director</b>	\$3,613.00	\$3,342.00	\$3,114.00	\$2,936.00	\$2,646.00	
<b>First Assistant Art Director/Set Designer</b>	\$2,791.00	\$2,531.00	\$2,408.00	\$2,285.00	\$2,036.00	
<b>Second Assistant Art Director</b>	\$2,266.00	\$2,203.00	\$2,100.00	\$1,996.00	\$1,780.00	
<b>Third Assistant Art Director</b>	\$1,824.00	\$1,768.00	\$1,682.00	\$1,603.00	\$1,433.00	
<b>Art Department Coordinator</b>	\$2,266.00	\$2,203.00	\$2,100.00	\$1,996.00	\$1,780.00	
<b>Art Department Production Assistant</b>	\$1,529.00	\$1,388.00	\$1,328.00	\$1,282.00	\$1,210.00	
Picture Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E	
<b>Supervising Picture Editor</b>	\$4,206.00	\$3,760.00	\$3,513.00	\$3,263.00	\$2,837.00	
<b>Picture Editor</b>	\$3,855.00	\$3,507.00	\$3,325.00	\$3,152.00	\$2,819.00	
<b>First Assistant Picture Editor</b>	\$2,343.00	\$2,223.00	\$2,097.00	\$1,989.00	\$1,769.00	
<b>Second Assistant Picture Editor</b>	\$1,760.00	\$1,694.00	\$1,621.00	\$1,466.00	\$1,313.00	
<b>Trainee Assistant Picture Editor</b>	\$1,514.00	\$1,377.00	\$1,311.00	\$1,250.00	\$1,176.00	
Sound Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E	
<b>Supervising Sound Editor</b>	\$4,206.00	\$3,760.00	\$3,513.00	\$3,263.00	\$2,837.00	
<b>Sound Editor</b>	\$3,847.00	\$3,507.00	\$3,325.00	\$3,152.00	\$2,821.00	
<b>First Assistant Sound Editor</b>	\$2,281.00	\$2,223.00	\$2,097.00	\$1,989.00	\$1,769.00	
<b>Second Assistant Sound Editor</b>	\$1,859.00	\$1,804.00	\$1,717.00	\$1,630.00	\$1,452.00	

**2026 Daily Rates**

The rates for 2026 apply from January 1, 2026 to December 31, 2026.

Production Department	TIER A	TIER B	TIER C	TIER D	TIER E	TIER F
<b>Production Manager</b>	\$1,040.00	\$945.25	\$897.25	\$848.50	\$762.00	<b>Negotiable</b>  <b>Tier F Rates Cannot Fall Below Provincial Minimum Wages</b>
<b>Assistant Production Manager/Unit Manager</b>	\$721.50	\$697.25	\$661.75	\$618.00	\$560.25	
<b>First Assistant Director</b>	\$999.00	\$924.00	\$880.00	\$831.25	\$744.75	
<b>Second Assistant Director</b>	\$704.25	\$676.00	\$640.50	\$606.00	\$541.25	
<b>Third Assistant Director</b>	\$504.25	\$472.75	\$451.00	\$427.00	\$389.75	
<b>Trainee Assistant Director/Fourth Assistant Director</b>	\$410.50	\$385.00	\$367.25	\$367.25	\$367.25	
<b>Production Assistant</b>	\$392.50	\$381.25	\$367.25	\$367.25	\$367.25	
<b>Location Manager</b>	\$737.00	\$697.25	\$661.75	\$618.00	\$560.25	
<b>Assistant Location Manager/Location Scout</b>	\$565.00	\$537.75	\$513.25	\$486.00	\$435.75	
<b>Trainee Assistant Location Manager</b>	\$420.50	\$417.75	\$389.50	\$374.75	\$357.00	
<b>Production Coordinator</b>	\$678.75	\$615.75	\$572.75	\$541.25	\$506.25	
<b>Assistant Production Coordinator/Travel Coordinator</b>	\$510.50	\$464.25	\$441.75	\$427.50	\$384.00	
<b>Trainee Production Coordinator</b>	\$420.50	\$417.75	\$389.50	\$374.75	\$357.00	
<b>Art Department</b>	<b>TIER A</b>	<b>TIER B</b>	<b>TIER C</b>	<b>TIER D</b>	<b>TIER E</b>	
<b>Production Designer</b>	\$1,176.75	\$1,092.25	\$1,014.75	\$961.25	\$862.50	
<b>Art Director (Head)</b>	\$1,019.50	\$958.75	\$908.25	\$862.50	\$771.50	
<b>Art Director</b>	\$903.25	\$835.50	\$778.50	\$734.00	\$661.50	
<b>First Assistant Art Director/Set Designer</b>	\$697.75	\$632.75	\$602.00	\$571.25	\$509.00	
<b>Second Assistant Art Director</b>	\$566.50	\$550.75	\$525.00	\$499.00	\$445.00	
<b>Third Assistant Art Director</b>	\$456.00	\$442.00	\$420.50	\$400.75	\$358.25	
<b>Art Department Coordinator</b>	\$566.50	\$550.75	\$525.00	\$499.00	\$445.00	
<b>Art Department Production Assistant</b>	\$382.25	\$347.00	\$332.00	\$320.50	\$302.50	
<b>Picture Editing Department</b>	<b>TIER A</b>	<b>TIER B</b>	<b>TIER C</b>	<b>TIER D</b>	<b>TIER E</b>	
<b>Supervising Picture Editor</b>	\$1,051.50	\$940.00	\$878.25	\$815.75	\$709.25	
<b>Picture Editor</b>	\$963.75	\$876.75	\$831.25	\$788.00	\$704.75	
<b>First Assistant Picture Editor</b>	\$585.75	\$555.75	\$524.25	\$497.25	\$442.25	
<b>Second Assistant Picture Editor</b>	\$440.00	\$423.50	\$405.25	\$366.50	\$328.25	
<b>Trainee Assistant Picture Editor</b>	\$378.50	\$344.25	\$327.75	\$312.50	\$294.00	
<b>Sound Editing Department</b>	<b>TIER A</b>	<b>TIER B</b>	<b>TIER C</b>	<b>TIER D</b>	<b>TIER E</b>	
<b>Supervising Sound Editor</b>	\$1,051.50	\$940.00	\$878.25	\$815.75	\$709.25	
<b>Sound Editor</b>	\$961.75	\$876.75	\$831.25	\$788.00	\$705.25	
<b>First Assistant Sound Editor</b>	\$570.25	\$555.75	\$524.25	\$497.25	\$442.25	
<b>Second Assistant Sound Editor</b>	\$464.75	\$451.00	\$429.25	\$407.50	\$363.00	

**2026 Accounting Department Rates**

The minimum rates for 2026 apply from January 1, 2026 to December 31, 2026.

Classification	Tier A Features & TV Series		Tier B TV Series Tier B Features Tier A MFT		Tier C TV Series Tier C Features Tier B MFT		Tier D TV Series Tier D Features Tier C MFT		Tier E TV Series Tier E Features Tier D & E MFT		Tier F
	Weekly	Daily	Weekly	Daily	Weekly	Daily	Weekly	Daily	Weekly	Daily	
<b>Production Accountant</b>	\$3,819.00	\$954.75	\$3,469.00	\$867.25	\$3,125.00	\$781.25	\$2,661.00	\$665.25	\$2,177.00	\$544.25	All minimum rates negotiable. Cannot be less than the Provincial minimum wage. See mandatory fringe package.
<b>First Assistant Accountant (General)</b>	\$2,986.00	\$746.50	\$2,631.00	\$657.75	\$2,308.00	\$577.00	\$1,960.00	\$490.00	\$1,589.00	\$397.25	
<b>First Assistant Accountant (Payroll)</b>	\$2,986.00	\$746.50	\$2,631.00	\$657.75	\$2,308.00	\$577.00	\$1,960.00	\$490.00	\$1,589.00	\$397.25	
<b>Second Assistant Accountant</b>	\$1,825.00	\$456.25	\$1,587.00	\$396.75	\$1,386.00	\$346.50	\$1,233.00	\$308.25	\$1,224.00	\$306.00	
<b>Third Assistant Accountant</b>	\$1,540.00	\$385.00	\$1,273.00	\$318.25	\$1,224.00	\$306.00	\$1,224.00	\$306.00	\$1,224.00	\$306.00	
<b>Trainee Assistant Accountant</b>	\$1,448.00	\$362.00	\$1,238.00	\$309.50	\$1,224.00	\$306.00	\$1,224.00	\$306.00	\$1,224.00	\$306.00	

**2027 Weekly Rates**

The rates for 2027 apply from January 1, 2027 to December 31, 2027.

Production Department	TIER A	TIER B	TIER C	TIER D	TIER E	TIER F
<b>Production Manager</b>	\$4,326.00	\$3,932.00	\$3,733.00	\$3,530.00	\$3,170.00	
<b>Assistant Production Manager/Unit Manager</b>	\$3,001.00	\$2,901.00	\$2,753.00	\$2,571.00	\$2,331.00	
<b>First Assistant Director</b>	\$4,156.00	\$3,844.00	\$3,661.00	\$3,458.00	\$3,098.00	
<b>Second Assistant Director</b>	\$2,930.00	\$2,812.00	\$2,664.00	\$2,521.00	\$2,252.00	
<b>Third Assistant Director</b>	\$2,098.00	\$1,967.00	\$1,876.00	\$1,776.00	\$1,621.00	
<b>Trainee Assistant Director/Fourth Assistant Director</b>	\$1,708.00	\$1,602.00	\$1,528.00	\$1,528.00	\$1,528.00	
<b>Production Assistant</b>	\$1,633.00	\$1,586.00	\$1,528.00	\$1,528.00	\$1,528.00	
<b>Location Manager</b>	\$3,066.00	\$2,901.00	\$2,753.00	\$2,571.00	\$2,331.00	
<b>Assistant Location Manager/Location Scout</b>	\$2,350.00	\$2,237.00	\$2,135.00	\$2,022.00	\$1,813.00	
<b>Trainee Assistant Location Manager</b>	\$1,749.00	\$1,738.00	\$1,620.00	\$1,559.00	\$1,485.00	
<b>Production Coordinator</b>	\$2,824.00	\$2,562.00	\$2,383.00	\$2,252.00	\$2,106.00	
<b>Assistant Production Coordinator/ Travel Coordinator</b>	\$2,124.00	\$1,931.00	\$1,838.00	\$1,778.00	\$1,597.00	
<b>Trainee Production Coordinator</b>	\$1,749.00	\$1,738.00	\$1,620.00	\$1,559.00	\$1,485.00	
Art Department	TIER A	TIER B	TIER C	TIER D	TIER E	Negotiable  Tier F Rates Cannot Fall Below Provincial Minimum Wages
<b>Production Designer</b>	\$4,895.00	\$4,544.00	\$4,221.00	\$3,999.00	\$3,588.00	
<b>Art Director (Head)</b>	\$4,241.00	\$3,988.00	\$3,778.00	\$3,588.00	\$3,209.00	
<b>Art Director</b>	\$3,758.00	\$3,476.00	\$3,239.00	\$3,053.00	\$2,752.00	
<b>First Assistant Art Director/Set Designer</b>	\$2,903.00	\$2,632.00	\$2,504.00	\$2,376.00	\$2,117.00	
<b>Second Assistant Art Director</b>	\$2,357.00	\$2,291.00	\$2,184.00	\$2,076.00	\$1,851.00	
<b>Third Assistant Art Director</b>	\$1,897.00	\$1,839.00	\$1,749.00	\$1,667.00	\$1,490.00	
<b>Art Department Coordinator</b>	\$2,357.00	\$2,291.00	\$2,184.00	\$2,076.00	\$1,851.00	
<b>Art Department Production Assistant</b>	\$1,590.00	\$1,444.00	\$1,381.00	\$1,333.00	\$1,258.00	
Picture Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E	
<b>Supervising Picture Editor</b>	\$4,374.00	\$3,910.00	\$3,654.00	\$3,394.00	\$2,950.00	
<b>Picture Editor</b>	\$4,009.00	\$3,647.00	\$3,458.00	\$3,278.00	\$2,932.00	
<b>First Assistant Picture Editor</b>	\$2,437.00	\$2,312.00	\$2,181.00	\$2,069.00	\$1,840.00	
<b>Second Assistant Picture Editor</b>	\$1,830.00	\$1,762.00	\$1,686.00	\$1,525.00	\$1,366.00	
<b>Trainee Assistant Picture Editor</b>	\$1,575.00	\$1,432.00	\$1,363.00	\$1,300.00	\$1,223.00	
Sound Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E	
<b>Supervising Sound Editor</b>	\$4,374.00	\$3,910.00	\$3,654.00	\$3,394.00	\$2,950.00	
<b>Sound Editor</b>	\$4,001.00	\$3,647.00	\$3,458.00	\$3,278.00	\$2,934.00	
<b>First Assistant Sound Editor</b>	\$2,372.00	\$2,312.00	\$2,181.00	\$2,069.00	\$1,840.00	
<b>Second Assistant Sound Editor</b>	\$1,933.00	\$1,876.00	\$1,786.00	\$1,695.00	\$1,510.00	

**2027 Daily Rates**

The rates for 2027 apply from January 1, 2027 to December 31, 2027.

Production Department	TIER A	TIER B	TIER C	TIER D	TIER E	TIER F
<b>Production Manager</b>	\$1,081.50	\$983.00	\$933.25	\$882.50	\$792.50	<b>Negotiable</b> <b>Tier F Rates</b> <b>Cannot Fall</b> <b>Below</b> <b>Provincial</b> <b>Minimum</b> <b>Wages</b>
<b>Assistant Production Manager/Unit Manager</b>	\$750.25	\$725.25	\$688.25	\$642.75	\$582.75	
<b>First Assistant Director</b>	\$1,039.00	\$961.00	\$915.25	\$864.50	\$774.50	
<b>Second Assistant Director</b>	\$732.50	\$703.00	\$666.00	\$630.25	\$563.00	
<b>Third Assistant Director</b>	\$524.50	\$491.75	\$469.00	\$444.00	\$405.25	
<b>Trainee Assistant Director/Fourth Assistant Director</b>	\$427.00	\$400.50	\$382.00	\$382.00	\$382.00	
<b>Production Assistant</b>	\$408.25	\$396.50	\$382.00	\$382.00	\$382.00	
<b>Location Manager</b>	\$766.50	\$725.25	\$688.25	\$642.75	\$582.75	
<b>Assistant Location Manager/Location Scout</b>	\$587.50	\$559.25	\$533.75	\$505.50	\$453.25	
<b>Trainee Assistant Location Manager</b>	\$437.25	\$434.50	\$405.00	\$389.75	\$371.25	
<b>Production Coordinator</b>	\$706.00	\$640.50	\$595.75	\$563.00	\$526.50	
<b>Assistant Production Coordinator/ Travel Coordinator</b>	\$531.00	\$482.75	\$459.50	\$444.50	\$399.25	
<b>Trainee Production Coordinator</b>	\$437.25	\$434.50	\$405.00	\$389.75	\$371.25	
Art Department	TIER A	TIER B	TIER C	TIER D	TIER E	
<b>Production Designer</b>	\$1,223.75	\$1,136.00	\$1,055.25	\$999.75	\$897.00	
<b>Art Director (Head)</b>	\$1,060.25	\$997.00	\$944.50	\$897.00	\$802.25	
<b>Art Director</b>	\$939.50	\$869.00	\$809.75	\$763.25	\$688.00	
<b>First Assistant Art Director/Set Designer</b>	\$725.75	\$658.00	\$626.00	\$594.00	\$529.25	
<b>Second Assistant Art Director</b>	\$589.25	\$572.75	\$546.00	\$519.00	\$462.75	
<b>Third Assistant Art Director</b>	\$474.25	\$459.75	\$437.25	\$416.75	\$372.50	
<b>Art Department Coordinator</b>	\$589.25	\$572.75	\$546.00	\$519.00	\$462.75	
<b>Art Department Production Assistant</b>	\$397.50	\$361.00	\$345.25	\$333.25	\$314.50	
Picture Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E	
<b>Supervising Picture Editor</b>	\$1,093.50	\$977.50	\$913.50	\$848.50	\$737.50	
<b>Picture Editor</b>	\$1,002.25	\$911.75	\$864.50	\$819.50	\$733.00	
<b>First Assistant Picture Editor</b>	\$609.26	\$578.00	\$545.25	\$517.25	\$460.00	
<b>Second Assistant Picture Editor</b>	\$457.50	\$440.50	\$421.50	\$381.25	\$341.50	
<b>Trainee Assistant Picture Editor</b>	\$393.75	\$358.00	\$340.75	\$325.00	\$305.75	
Sound Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E	
<b>Supervising Sound Editor</b>	\$1,093.50	\$977.50	\$913.50	\$848.50	\$737.50	
<b>Sound Editor</b>	\$1,000.25	\$911.75	\$864.50	\$819.50	\$733.50	
<b>First Assistant Sound Editor</b>	\$593.00	\$578.00	\$545.25	\$517.25	\$460.00	
<b>Second Assistant Sound Editor</b>	\$483.25	\$469.00	\$446.50	\$423.75	\$377.50	

**2027 Accounting Department Rates**

The minimum rates for 2027 apply from January 1, 2027 to December 31, 2027.

Classification	Tier A Features & TV Series		Tier B TV Series Tier B Features Tier A MFT		Tier C TV Series Tier C Features Tier B MFT		Tier D TV Series Tier D Features Tier C MFT		Tier E TV Series Tier E Features Tier D & E MFT		Tier F
	Weekly	Daily	Weekly	Daily	Weekly	Daily	Weekly	Daily	Weekly	Daily	
<b>Production Accountant</b>	\$3,972.00	\$993.00	\$3,608.00	\$902.00	\$3,250.00	\$812.50	\$2,767.00	\$691.75	\$2,264.00	\$566.00	All minimum rates negotiable. Cannot be less than the Provincial minimum wage. See mandatory fringe package.
<b>First Assistant Accountant (General)</b>	\$3,105.00	\$776.25	\$2,736.00	\$684.00	\$2,400.00	\$600.00	\$2,038.00	\$509.50	\$1,653.00	\$413.25	
<b>First Assistant Accountant (Payroll)</b>	\$3,105.00	\$776.25	\$2,736.00	\$684.00	\$2,400.00	\$600.00	\$2,038.00	\$509.50	\$1,653.00	\$413.25	
<b>Second Assistant Accountant</b>	\$1,898.00	\$474.50	\$1,650.00	\$412.50	\$1,441.00	\$360.25	\$1,282.00	\$320.50	\$1,273.00	\$318.25	
<b>Third Assistant Accountant</b>	\$1,602.00	\$400.50	\$1,324.00	\$331.00	\$1,273.00	\$318.25	\$1,273.00	\$318.25	\$1,273.00	\$318.25	
<b>Trainee Assistant Accountant</b>	\$1,506.00	\$376.50	\$1,288.00	\$322.00	\$1,273.00	\$318.25	\$1,273.00	\$318.25	\$1,273.00	\$318.25	

**2028 Weekly Rates**

The rates for 2028 apply from January 1, 2028 to December 31, 2028.

Production Department	TIER A	TIER B	TIER C	TIER D	TIER E	TIER F
<b>Production Manager</b>	\$4,477.00	\$4,070.00	\$3,864.00	\$3,654.00	\$3,281.00	<b>Negotiable</b> <b>Tier F Rates</b> <b>Cannot Fall</b> <b>Below</b> <b>Provincial</b> <b>Minimum</b> <b>Wages</b>
<b>Assistant Production Manager/Unit Manager</b>	\$3,106.00	\$3,003.00	\$2,849.00	\$2,661.00	\$2,413.00	
<b>First Assistant Director</b>	\$4,301.00	\$3,979.00	\$3,789.00	\$3,579.00	\$3,206.00	
<b>Second Assistant Director</b>	\$3,033.00	\$2,910.00	\$2,757.00	\$2,609.00	\$2,331.00	
<b>Third Assistant Director</b>	\$2,171.00	\$2,036.00	\$1,942.00	\$1,889.00	\$1,678.00	
<b>Trainee Assistant Director/Fourth Assistant Director</b>	\$1,768.00	\$1,658.00	\$1,581.00	\$1,581.00	\$1,581.00	
<b>Production Assistant</b>	\$1,690.00	\$1,642.00	\$1,581.00	\$1,581.00	\$1,581.00	
<b>Location Manager</b>	\$3,173.00	\$3,003.00	\$2,849.00	\$2,661.00	\$2,413.00	
<b>Assistant Location Manager/Location Scout</b>	\$2,432.00	\$2,315.00	\$2,210.00	\$2,093.00	\$1,876.00	
<b>Trainee Assistant Location Manager</b>	\$1,810.00	\$1,799.00	\$1,677.00	\$1,614.00	\$1,537.00	
<b>Production Coordinator</b>	\$2,923.00	\$2,652.00	\$2,466.00	\$2,331.00	\$2,180.00	
<b>Assistant Production Coordinator/ Travel Coordinator</b>	\$2,198.00	\$1,999.00	\$1,902.00	\$1,840.00	\$1,653.00	
<b>Trainee Production Coordinator</b>	\$1,810.00	\$1,799.00	\$1,677.00	\$1,614.00	\$1,537.00	
Art Department	TIER A	TIER B	TIER C	TIER D	TIER E	
<b>Production Designer</b>	\$5,066.00	\$4,703.00	\$4,369.00	\$4,139.00	\$3,714.00	
<b>Art Director (Head)</b>	\$4,389.00	\$4,128.00	\$3,910.00	\$3,714.00	\$3,321.00	
<b>Art Director</b>	\$3,890.00	\$3,598.00	\$3,352.00	\$3,160.00	\$2,848.00	
<b>First Assistant Art Director/Set Designer</b>	\$3,005.00	\$2,724.00	\$2,592.00	\$2,459.00	\$2,191.00	
<b>Second Assistant Art Director</b>	\$2,439.00	\$2,371.00	\$2,260.00	\$2,149.00	\$1,916.00	
<b>Third Assistant Art Director</b>	\$1,963.00	\$1,903.00	\$1,810.00	\$1,725.00	\$1,542.00	
<b>Art Department Coordinator</b>	\$2,439.00	\$2,371.00	\$2,260.00	\$2,149.00	\$1,916.00	
<b>Art Department Production Assistant</b>	\$1,646.00	\$1,495.00	\$1,429.00	\$1,380.00	\$1,302.00	
Picture Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E	
<b>Supervising Picture Editor</b>	\$4,527.00	\$4,047.00	\$3,782.00	\$3,513.00	\$3,053.00	
<b>Picture Editor</b>	\$4,149.00	\$3,775.00	\$3,579.00	\$3,393.00	\$3,035.00	
<b>First Assistant Picture Editor</b>	\$2,522.00	\$2,393.00	\$2,257.00	\$2,141.00	\$1,904.00	
<b>Second Assistant Picture Editor</b>	\$1,894.00	\$1,824.00	\$1,745.00	\$1,578.00	\$1,413.00	
<b>Trainee Assistant Picture Editor</b>	\$1,630.00	\$1,482.00	\$1,411.00	\$1,345.00	\$1,266.00	
Sound Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E	
<b>Supervising Sound Editor</b>	\$4,527.00	\$4,047.00	\$3,782.00	\$3,513.00	\$3,053.00	
<b>Sound Editor</b>	\$4,141.00	\$3,775.00	\$3,579.00	\$3,393.00	\$3,037.00	
<b>First Assistant Sound Editor</b>	\$2,455.00	\$2,393.00	\$2,257.00	\$2,141.00	\$1,904.00	
<b>Second Assistant Sound Editor</b>	\$2,001.00	\$1,942.00	\$1,849.00	\$1,754.00	\$1,563.00	

**2028 Daily Rates**

The Rates for 2028 apply from January 1, 2028 to December 31, 2028.

Production Department	TIER A	TIER B	TIER C	TIER D	TIER E	TIER F	
<b>Production Manager</b>	\$1,119.25	\$1,017.50	\$966.00	\$913.50	\$820.25		
<b>Assistant Production Manager/Unit Manager</b>	\$776.59	\$750.75	\$712.25	\$665.25	\$603.25		
<b>First Assistant Director</b>	\$1,075.25	\$994.75	\$947.25	\$894.75	\$801.50		
<b>Second Assistant Director</b>	\$758.25	\$727.50	\$689.25	\$652.25	\$582.75		
<b>Third Assistant Director</b>	\$542.75	\$509.00	\$485.50	\$459.50	\$419.50		
<b>Trainee Assistant Director/Fourth Assistant Director</b>	\$442.00	\$414.50	\$395.25	\$395.25	\$395.25		
<b>Production Assistant</b>	\$422.50	\$410.50	\$395.25	\$395.25	\$395.25		
<b>Location Manager</b>	\$793.25	\$750.50	\$712.25	\$665.25	\$603.25		
<b>Assistant Location Manager/Location Scout</b>	\$608.00	\$578.75	\$552.50	\$523.25	\$469.00		
<b>Trainee Assistant Location Manager</b>	\$452.75	\$449.75	\$419.25	\$403.50	\$384.25		
<b>Production Coordinator</b>	\$730.75	\$663.00	\$616.50	\$582.75	\$545.00		
<b>Assistant Production Coordinator/ Travel Coordinator</b>	\$549.50	\$499.75	\$475.50	\$460.00	\$413.25		
<b>Trainee Production Coordinator</b>	\$452.75	\$449.75	\$419.25	\$403.50	\$384.25		
Art Department	TIER A	TIER B	TIER C	TIER D	TIER E		<b>Negotiable</b>  <b>Tier F Rates Cannot Fall Below Provincial Minimum Wages</b>
<b>Production Designer</b>	\$1,266.50	\$1,175.75	\$1,092.25	\$1,034.75	\$928.50		
<b>Art Director (Head)</b>	\$1,097.25	\$1,032.00	\$977.50	\$928.50	\$830.25		
<b>Art Director</b>	\$972.50	\$899.50	\$838.00	\$790.00	\$712.00		
<b>First Assistant Art Director/Set Designer</b>	\$751.25	\$681.00	\$648.00	\$614.75	\$547.75		
<b>Second Assistant Art Director</b>	\$609.75	\$592.75	\$565.00	\$537.25	\$479.00		
<b>Third Assistant Art Director</b>	\$490.75	\$475.75	\$452.50	\$431.25	\$385.50		
<b>Art Department Coordinator</b>	\$609.75	\$592.75	\$565.00	\$537.25	\$479.00		
<b>Art Department Production Assistant</b>	\$411.50	\$373.75	\$357.25	\$345.00	\$325.50		
Picture Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E		
<b>Supervising Picture Editor</b>	\$1,131.75	\$1,011.75	\$945.50	\$878.25	\$763.25		
<b>Picture Editor</b>	\$1,037.25	\$943.75	\$894.75	\$848.25	\$758.75		
<b>First Assistant Picture Editor</b>	\$630.50	\$598.25	\$564.25	\$535.25	\$476.00		
<b>Second Assistant Picture Editor</b>	\$473.50	\$456.00	\$436.25	\$394.50	\$353.50		
<b>Trainee Assistant Picture Editor</b>	\$407.50	\$370.50	\$352.75	\$336.50	\$316.50		
Sound Editing Department	TIER A	TIER B	TIER C	TIER D	TIER E		
<b>Supervising Sound Editor</b>	\$1,131.75	\$1,011.75	\$945.50	\$878.25	\$763.25		
<b>Sound Editor</b>	\$1,035.25	\$943.75	\$894.75	\$848.25	\$759.25		
<b>First Assistant Sound Editor</b>	\$613.75	\$598.25	\$564.25	\$535.25	\$476.00		
<b>Second Assistant Sound Editor</b>	\$500.25	\$485.50	\$462.25	\$438.50	\$390.75		

**2028 Accounting Department Rates**

The minimum rates for 2028 apply from January 1, 2028 to December 31, 2028.

Classification	Tier A Features & TV Series		Tier B TV Series Tier B Features Tier A MFT		Tier C TV Series Tier C Features Tier B MFT		Tier D TV Series Tier D Features Tier C MFT		Tier E TV Series Tier E Features Tier D & E MFT		Tier F
	Weekly	Daily	Weekly	Daily	Weekly	Daily	Weekly	Daily	Weekly	Daily	
<b>Production Accountant</b>	\$4,111.00	\$1,027.75	\$3,734.00	\$933.50	\$3,364.00	\$841.00	\$2,864.00	\$716.00	\$2,343.00	\$585.75	All minimum rates negotiable. Cannot be less than the Provincial minimum wage. See mandatory fringe package.
<b>First Assistant Accountant (General)</b>	\$3,214.00	\$803.50	\$2,832.00	\$708.00	\$2,484.00	\$621.00	\$2,109.00	\$527.25	\$1,711.00	\$427.75	
<b>First Assistant Accountant (Payroll)</b>	\$3,214.00	\$803.50	\$2,832.00	\$708.00	\$2,484.00	\$621.00	\$2,109.00	\$527.25	\$1,711.00	\$427.75	
<b>Second Assistant Accountant</b>	\$1,964.00	\$491.00	\$1,708.00	\$427.00	\$1,491.00	\$372.75	\$1,327.00	\$331.75	\$1,318.00	\$329.50	
<b>Third Assistant Accountant</b>	\$1,658.00	\$414.50	\$1,370.00	\$342.50	\$1,318.00	\$329.50	\$1,318.00	\$329.50	\$1,318.00	\$329.50	
<b>Trainee Assistant Accountant</b>	\$1,559.00	\$389.75	\$1,333.00	\$333.25	\$1,318.00	\$329.50	\$1,318.00	\$329.50	\$1,318.00	\$329.50	

# Letters of Understanding **Newfoundland and Labrador**

## **NO. 1 Training and Development**

The parties agree that training and development is an important priority and that it is necessary to continue to develop qualified Guild Members in Newfoundland and Labrador.

The parties agree that having an adequate number of qualified Members in each category, in Newfoundland and Labrador, benefits the District Council and Producers equally.

As such, the parties agree to work together with the appropriate Provincial Governments, Government agencies, academic or vocational institutions, or any relevant industry stakeholder, and to share the costs and facilitate initiatives aimed at the training and retention of qualified Members in Newfoundland and Labrador.

The parties agree to meet semi-annually or more frequently when appropriate to discuss the status of said initiatives.

Canadian Media  
Producers Association



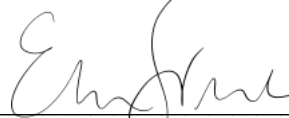
per \_\_\_\_\_  
Vice-President National Industrial Relations and Counsel

Directors Guild of Canada



per \_\_\_\_\_  
President

Directors Guild of Canada  
Newfoundland and Labrador District Council



per \_\_\_\_\_  
Chair

# Letters of Understanding **Newfoundland and Labrador**

## **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, plus a one-half percent (1/2%) administration and training fund payment to the Guild.

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.

Canadian Media  
Producers Association



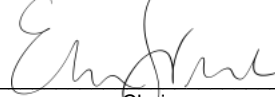
Per \_\_\_\_\_  
Vice-President, National Industrial Relations and Counsel

Directors Guild Of Canada



Per \_\_\_\_\_  
President

Directors Guild Of Canada  
Newfoundland and Labrador District Council



Per \_\_\_\_\_  
Chair

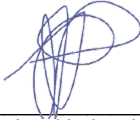
# Letters of Understanding **Newfoundland and Labrador**

## NO. 3 JURISDICTION

With respect to Accounting Department classifications, this Agreement applies to all such classifications subject to the following conditions:

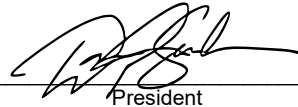
- a. Where the Producer engages an individual in the Accounting Department who is a non-Guild Member, then the Producer may do so but only in circumstances when:
  - i. the individual is a member in good standing of IATSE 709;
  - ii. the individual elects representation by IATSE 709;
  - iii. the Production is signatory to both the IATSE 709 agreement and the Standard Agreement; and
  - iv. work permit applications are not required in such circumstances.
- b. Notwithstanding the minimum rates provided in the Agreement, the terms and conditions of engagement for individuals working in Accounting Department classifications on a Production signatory to both IATSE 709 and the Standard Agreement shall be applied in a consistent manner such that individuals shall be paid the greater of the applicable remuneration provided in the IATSE 709 and the Standard Agreement.
- c. Benefits will be provided in accordance with the IATSE 709 or the Standard Agreement in respect of which the individual is affiliated.
- d. These provisions do not apply to individuals engaged under Article 7.11 of the Core Agreement.
- 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.

Canadian Media  
Producers Association



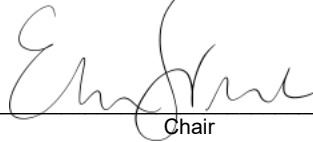
per \_\_\_\_\_  
Vice-President, National Industrial Relations and Counsel

Directors Guild of Canada



per \_\_\_\_\_  
President

Directors Guild of Canada  
Newfoundland and Labrador District Council



per \_\_\_\_\_  
Chair

# Letters of Understanding **Newfoundland and Labrador**

## **NO. 4 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 January 1, 2026 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%).

Canadian Media Directors Guild Of Canada  
Producers Association



Per \_\_\_\_\_  
Vice-President, National Industrial Relations and Counsel



Per \_\_\_\_\_  
President

Directors Guild Of Canada  
Newfoundland and Labrador District Council



Per \_\_\_\_\_  
Chair

# Fringe Chart 2026-2028 Newfoundland and Labrador

Effective January 1, 2026:

	VACATION PAY	HEALTH & WELFARE/ NON-MEMBER EQUALIZATION <sup>1</sup>	RETIREMENT PAY	ADMIN & TRAIN. FUND	PERMIT FEES	MEMBER CHECK-OFF	TOTAL DGC	CMPA LEVY 2%
	<i>Payable by Producer to Member</i>	<i>Payable by Producer to DGC H&amp;W Trust Fund</i>	<i>Payable by Producer to Member</i>	<i>Payable by Producer to District Council</i>	<i>Deduct from Permittee OR Payable by Producer &amp; Remit to District Council</i>	<i>Deduct from Member &amp; Remit to District Council</i>		<i>Payable directly to CMPA per Article AT6.01</i>
<b>GUILD MEMBERS (except as below)</b>	All Tiers 4%	Tier A – 5% Tier B – 5% Tier C – 5% Tier D – 5% Tier E – 4% Tier F – 4%	Tier A – 5.5% Tier B – 5.5% Tier C – 4% Tier D – 2.5% Tier E – 2% Tier F – 2%	Tiers A – 2% Tier B – 2% Tier C – 1% Tier D – 1% Tier E – 0.5% Tier F – 0.5%	Not Applicable	2%	Tier A – 16.5% Tier B – 16.5% Tier C – 14% Tier D – 12.5% Tier E – 10.5% Tier F – 10.5%	CMPA Member – 2%  CMPA Non-Member – 2.5%
<b>Non-Canadian PERMITEES Excluding DGA, U.S. IATSE</b>	All Tiers 4%	Tier A – 5% Tier B – 5% Tier C – 5% Tier D – 5% Tier E – 4% Tier F – 4%	Tier A – 5.5% Tier B – 5.5% Tier C – 4% Tier D – 2.5% Tier E – 2% Tier F – 2%	Tiers A – 2% Tier B – 2% Tier C – 1% Tier D – 1% Tier E – 0.5% Tier F – 0.5%	\$50.00/Day – to a max of \$200.00 p/w	2%	Tier A – 16.5% Tier B – 16.5% Tier C – 14% Tier D – 12.5% Tier E – 10.5% Tier F – 10.5%	CMPA Member – 2%  CMPA Non-Member – 2.5%
<b>Non-Canadian PERMITEES DGA, U.S. IATSE</b>	Not Applicable	Not Applicable	Not Applicable	Tiers A – 2% Tier B – 2% Tier C – 1% Tier D – 1% Tier E – 0.5% Tier F – 0.5%	\$50.00/Day to a max of \$200.00 p/w	Not Applicable	Tiers A – 2% Tier B – 2% Tier C – 1% Tier D – 1% Tier E – 0.5% Tier F – 0.5%	CMPA Member – 2%  CMPA Non-Member – 2.5%
<b>Canadian/ Permanent Resident PERMITEES</b>	All Tiers 4%	Tier A – 5% Tier B – 5% Tier C – 5% Tier D – 5% Tier E – 4% Tier F – 4%	Tier A – 5.5% Tier B – 5.5% Tier C – 4% Tier D – 2.5% Tier E – 2% Tier F – 2%	Tiers A – 2% Tier B – 2% Tier C – 1% Tier D – 1% Tier E – 0.5% Tier F – 0.5%	All Tiers \$25/week (Not eligible for or pending Membership) \$10/day (Membership eligible- PA/TAD) \$100/week (Membership eligible-Other Categories)	2%	Tier A – 16.5% Tier B – 16.5% Tier C – 14% Tier D – 12.5% Tier E – 10.5% Tier F – 10.5%	CMPA Member – 2%  CMPA Non-Member – 2.5%

Gross Remuneration Core article 1.26 of the 2026-2028 DGC/CMPA Standard Agreement means the total compensation Producer owes to a Guild Member/Permittee/Loan-out Corporation/Contractor for work or services INCLUDING minimum rate plus over-scale, if any, work premiums, vacation and statutory holiday pay or additional compensation in lieu thereof, and the Director's rights acquisition fees, Series Bonus and royalties, but EXCLUDING insurance and retirement contribution, and monies paid for vehicle and equipment rentals, and expenses (eg. Per diem or travel).

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

Effective January 1, 2027:

	VACATION PAY	HEALTH & WELFARE/ NON-MEMBER EQUALIZATION <sup>1</sup>	RETIREMENT PAY	ADMIN & TRAIN. FUND	PERMIT FEES	MEMBER CHECK-OFF	TOTAL DGC	CMPA LEVY 2%
	<i>Payable by Producer to Member</i>	<i>Payable by Producer to DGC H&amp;W Trust Fund</i>	<i>Payable by Producer to Member</i>	<i>Payable by Producer to District Council</i>	<i>Deduct from Permittee OR Payable by Producer &amp; Remit to District Council</i>	<i>Deduct from Member &amp; Remit to District Council</i>		<i>Payable directly to CMPA per Article AT6.01</i>
<b>GUILD MEMBERS (except as below)</b>	All Tiers 4%	Tier A – 5% Tier B – 5% Tier C – 5% Tier D – 5% Tier E – 4% Tier F – 4%	Tier A – 6% Tier B – 6% Tier C – 4.5% Tier D – 3% Tier E – 2.5% Tier F – 2.5%	Tiers A – 2% Tier B – 2% Tier C – 1% Tier D – 1% Tier E – 0.5% Tier F – 0.5%	Not Applicable	2%	Tier A – 17% Tier B – 17% Tier C – 14.5% Tier D – 13% Tier E – 11% Tier F – 11%	CMPA Member – 2%  CMPA Non-Member – 2.5%
<b>Non-Canadian PERMITEES Excluding DGA, U.S. IATSE</b>	All Tiers 4%	Tier A – 5% Tier B – 5% Tier C – 5% Tier D – 5% Tier E – 4% Tier F – 4%	Tier A – 6% Tier B – 6% Tier C – 4.5% Tier D – 3% Tier E – 2.5% Tier F – 2.5%	Tiers A – 2% Tier B – 2% Tier C – 1% Tier D – 1% Tier E – 0.5% Tier F – 0.5%	\$50.00/Day – to a max of \$200.00 p/w	2%	Tier A – 17% Tier B – 17% Tier C – 14.5% Tier D – 13% Tier E – 11% Tier F – 11%	CMPA Member – 2%  CMPA Non-Member – 2.5%
<b>Non-Canadian PERMITEES DGA, U.S. IATSE</b>	Not Applicable	Not Applicable	Not Applicable	Tiers A – 2% Tier B – 2% Tier C – 1% Tier D – 1% Tier E – 0.5% Tier F – 0.5%	\$50.00/Day to a max of \$200.00 p/w	Not Applicable	Tiers A – 2% Tier B – 2% Tier C – 1% Tier D – 1% Tier E – 0.5% Tier F – 0.5%	CMPA Member – 2%  CMPA Non-Member – 2.5%
<b>Canadian/ Permanent Resident PERMITEES</b>	All Tiers 4%	Tier A – 5% Tier B – 5% Tier C – 5% Tier D – 5% Tier E – 4% Tier F – 4%	Tier A – 6% Tier B – 6% Tier C – 4.5% Tier D – 3% Tier E – 2.5% Tier F – 2.5%	Tiers A – 2% Tier B – 2% Tier C – 1% Tier D – 1% Tier E – 0.5% Tier F – 0.5%	All Tiers \$25/week (Not eligible for or pending Membership) \$10/day (Membership eligible-PA/TAD) \$100/week (Membership eligible-Other Categories)	2%	Tier A – 17% Tier B – 17% Tier C – 14.5% Tier D – 13% Tier E – 11% Tier F – 11%	CMPA Member – 2%  CMPA Non-Member – 2.5%

Gross Remuneration Core article 1.26 of the 2026-2028 DGC/CMPA Standard Agreement means the total compensation Producer owes to a Guild Member/Permittee/Loan-out Corporation/Contractor for work or services INCLUDING minimum rate plus over-scale, if any, work premiums, vacation and statutory holiday pay or additional compensation in lieu thereof, and the Director's rights acquisition fees, Series Bonus and royalties, but EXCLUDING insurance and retirement contribution, and monies paid for vehicle and equipment rentals, and expenses (eg. Per diem or travel).

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

Effective January 1, 2028:

	VACATION PAY	HEALTH & WELFARE/ NON-MEMBER EQUALIZATION <sup>1</sup>	RETIREMENT PAY	ADMIN & TRAIN. FUND	PERMIT FEES	MEMBER CHECK-OFF	TOTAL DGC	CMPA LEVY 2%
	<i>Payable by Producer to Member</i>	<i>Payable by Producer to DGC H&amp;W Trust Fund</i>	<i>Payable by Producer to Member</i>	<i>Payable by Producer to District Council</i>	<i>Deduct from Permittee OR Payable by Producer &amp; Remit to District Council</i>	<i>Deduct from Member &amp; Remit to District Council</i>		<i>Payable directly to CMPA per Article AT6.01</i>
<b>GUILD MEMBERS (except as below)</b>	All Tiers 4%	Tier A – 5% Tier B – 5% Tier C – 5% Tier D – 5% Tier E – 4% Tier F – 4%	Tier A – 6.5% Tier B – 6.5% Tier C – 5% Tier D – 3.5% Tier E – 3% Tier F – 3%	Tiers A – 2% Tier B – 2% Tier C – 1% Tier D – 1% Tier E – 0.5% Tier F – 0.5%	Not Applicable	2%	Tier A – 17.5% Tier B – 17.5% Tier C – 15% Tier D – 13.5% Tier E – 11.5% Tier F – 11.5%	CMPA Member – 2%  CMPA Non-Member – 2.5%
<b>Non-Canadian PERMITEES Excluding DGA, U.S. IATSE</b>	All Tiers 4%	Tier A – 5% Tier B – 5% Tier C – 5% Tier D – 5% Tier E – 4% Tier F – 4%	Tier A – 6.5% Tier B – 6.5% Tier C – 5% Tier D – 3.5% Tier E – 3% Tier F – 3%	Tiers A – 2% Tier B – 2% Tier C – 1% Tier D – 1% Tier E – 0.5% Tier F – 0.5%	\$50.00/Day – to a max of \$200.00 p/w	2%	Tier A – 17.5% Tier B – 17.5% Tier C – 15% Tier D – 13.5% Tier E – 11.5% Tier F – 11.5%	CMPA Member – 2%  CMPA Non-Member – 2.5%
<b>Non-Canadian PERMITEES DGA, U.S. IATSE</b>	Not Applicable	Not Applicable	Not Applicable	Tiers A – 2% Tier B – 2% Tier C – 1% Tier D – 1% Tier E – 0.5% Tier F – 0.5%	\$50.00/Day to a max of \$200.00 p/w	Not Applicable	Tiers A – 2% Tier B – 2% Tier C – 1% Tier D – 1% Tier E – 0.5% Tier F – 0.5%	CMPA Member – 2%  CMPA Non-Member – 2.5%
<b>Canadian/ Permanent Resident PERMITEES</b>	All Tiers 4%	Tier A – 5% Tier B – 5% Tier C – 5% Tier D – 5% Tier E – 4% Tier F – 4%	Tier A – 6.5% Tier B – 6.5% Tier C – 5% Tier D – 3.5% Tier E – 3% Tier F – 3%	Tiers A – 2% Tier B – 2% Tier C – 1% Tier D – 1% Tier E – 0.5% Tier F – 0.5%	All Tiers \$25/week (Not eligible for or pending Membership) \$10/day (Membership eligible-PA/TAD) \$100/week (Membership eligible-Other Categories)	2%	Tier A – 17.5% Tier B – 17.5% Tier C – 15% Tier D – 13.5% Tier E – 11.5% Tier F – 11.5%	CMPA Member – 2%  CMPA Non-Member – 2.5%

Gross Remuneration Core article 1.26 of the 2026-2028 DGC/CMPA Standard Agreement means the total compensation Producer owes to a Guild Member/Permittee/Loan-out Corporation/Contractor for work or services INCLUDING minimum rate plus over-scale, if any, work premiums, vacation and statutory holiday pay or additional compensation in lieu thereof, and the Director's rights acquisition fees, Series Bonus and royalties, but EXCLUDING insurance and retirement contribution, and monies paid for vehicle and equipment rentals, and expenses (eg. Per diem or travel).

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

# Work Permit Application for Canadian Citizens and Permanent Residents

## Newfoundland and Labrador

I hereby apply for a work permit from the DGC Newfoundland and Labrador Council (the "District Council") subject to the terms below and of the 2026-2028 DGC/CMPA Standard Agreement to which the District Council is a party (the "Collective Agreement"). I hereby of my own free will authorize, designate, and choose the District Council to negotiate, bargain collectively for minimum terms and conditions of engagement, and present and discuss grievances with the Producer as my exclusive collective bargaining agent and representative.

If the District Council accepts this application, I agree to be bound by and observe the Collective Agreement, the District Council's Constitution, by-laws, working conditions, rules, regulations, orders, the trust agreement and plan rules of the Directors Guild of Canada Health and Welfare Plan Trust (the "H&W Plan") as they now exist or may hereafter be amended, and decisions of the District Council's executive board, committees, its membership and/or the Trustees (the "Trustees") of the H&W Plan.

I declare and affirm that I am either a Canadian Citizen or a person granted permanent resident status by the Government of Canada. I base my application of the following facts, which I declare and affirm to be true:

I, \_\_\_\_\_, wish to be engaged by \_\_\_\_\_ as a  
 \_\_\_\_\_  
 \_\_\_\_\_, on the Motion Picture currently known as and entitled:

" \_\_\_\_\_ " on episode number(s) \_\_\_\_\_ (if applicable)

(A COPY OF THE APPLICANT'S RESUME MUST BE ATTACHED TO THIS APPLICATION.) Start Date: \_\_\_\_\_

I declare and affirm that I am a member in good standing of the following union(s): \_\_\_\_\_. I understand that I may be required to present documented proof of my membership in that union.

I am a resident of Canada, and a member in good standing of the DGA and the DGC. I request that my engagement be subject to the terms and conditions of the DGA's Basic Agreement. I agree to the DGC NL administration charge of 2% and Guild assessments, if any, being deducted from my Gross Remuneration and remitted by the Producer to the DGC NL, in accordance with Core articles 7.08 and 7.10 of the 2026 – 2028 DGC/CMPA Standard Agreement.

OR

I request that my engagement be subject to the terms and conditions of the 2026-2028 DGC/CMPA Standard Agreement and I agree to the DGC NL administration charge of 2% being deducted from my Gross Remuneration and remitted by the Producer to DGC NL on a weekly basis in accordance with article NL5.04 of the 2026-2028 DGC/CMPA Standard Agreement

IN CONSIDERATION OF RECEIVING A PERMIT TO WORK, I AUTHORIZE THE FOLLOWING ACTIONS AND AGREE THAT:

- (a) The Producer will deduct from my Gross Remuneration the District Council administration charge of 2% and a permit fee subject to article NL18.01 (b) of the DGC NL Schedule, plus GST, and will remit the same to the District Council weekly.
- (b) An equalization payment of a percentage based on the Tier of the Production, as set out in article NL5.05, of my Gross Remuneration will be remitted by the Producer, except as provided for in article NL5.01(b)(ii), to the District Council.
- (c) Any required Producer contributions to the District Council's group retirement savings plan (the "RRSP") will be paid to me directly, not to the RRSP, as part of my Gross Remuneration.
- (d) I am not entitled to, waive all rights to, and will not receive any benefits from the RRSP nor any health, life, dental or related benefits from the H&W Plan, and the delivery of those benefits is strictly governed by the applicable plan documents and trust agreement.
- (e) I hereby waive, release, and forever discharge any claims in respect of the H&W Plan and the RRSP ("Claims") which I may have against the Trustees of the H&W Plan, the Directors Guild of Canada or any of its District Councils, the District Council and its members, the Producer and the CMPA or any of the officers, directors, employees or agents of any of them.
- (f) I will not commence any legal proceedings before any court, labour board, arbitrator, administrative tribunal or other body whatsoever, in respect of Claims, monies remitted as equalization payments by the Producer, or deducted from my Gross Remuneration, which have been applied to District Council administration and permit fees or otherwise used in the District Council's discretion, and any benefits from or contributions to the H&W Plan or the RRSP.
- (g) Should any declaration above prove to be false, the District Council may unilaterally refuse to grant me a permit or may revoke such permit without notice once granted.

DATED AT \_\_\_\_\_, THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 20\_\_\_\_  
 PRINT NAME \_\_\_\_\_ PHONE # (INCLUDE CELL) \_\_\_\_\_  
 ADDRESS \_\_\_\_\_  
 SIGNATURE OF APPLICANT \_\_\_\_\_ DATE OF BIRTH \_\_\_\_\_  
 SIGNATURE OF PRODUCER \_\_\_\_\_

The District Council confirms that the above named person is permitted to work, at the sole discretion of the District Council on all or part of the motion picture currently known as and entitled: " \_\_\_\_\_ "

AUTHORIZED BY \_\_\_\_\_

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

# Work Permit Application for Non-Canadians **Newfoundland and Labrador**

I hereby apply for a work permit from the DGC Newfoundland and Labrador Regional Council (the "District Council") subject to the terms below and of the 2026-2028 DGC/CMPA Standard Agreement to which the District Council is a party (the "Collective Agreement"). I hereby of my own free will authorize, designate, and choose the District Council to negotiate, bargain collectively for minimum terms and conditions of engagement, and present and discuss grievances with the Producer as my exclusive collective bargaining agent and representative.

If the District Council accepts this application, I agree to be bound by and observe the Collective Agreement, the District Council's Constitution, by-laws, working conditions, rules, regulations, orders, the trust agreement and plan rules of the Directors Guild of Canada Health and Welfare Plan Trust (the "H&W Plan") as they now exist or may hereafter be amended, and decisions of the District Council's executive board, committees, its membership and/or the Trustees (the "Trustees") of the H&W Plan. I base my application for a work permit on the following facts which I affirm to be true:

I, \_\_\_\_\_, wish to be engaged by \_\_\_\_\_ as a  
(Print Name of Production Company)  
\_\_\_\_\_ on the Motion Picture currently known as and entitled:  
" \_\_\_\_\_ " on episode number(s) \_\_\_\_\_ (if applicable)

(A COPY OF THE APPLICANT'S RESUME MUST BE ATTACHED TO THIS APPLICATION.) Start Date: \_\_\_\_\_

## I DECLARE AND AFFIRM THAT:

- I am a member in good standing of the Directors Guild of America, Inc. (the "DGA") and request that my engagement be subject to the current DGA collective bargaining agreement; OR
- I am a member in good standing of any local in the United States of America of the labour organization named the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada ("U.S. I.A.T.S.E.") and request that my engagement be subject to the current collective bargaining agreement of Local (please complete) of U.S. IATSE; OR
- I am not a member in good standing of either the DGA or U.S. I.A.T.S.E. and request that my engagement be subject to the terms and conditions of the 2026 – 2028 DGC/CMPA Standard Agreement.

I understand that the Guild may require me to present documented proof of coverage and of my membership in the DGA or U.S. I.A.T.S.E. if I so elect to be engaged subject to the terms and conditions of the collective bargaining agreement of such organization. In that regard, I also understand and agree that I shall neither be subject to the grievance and arbitration procedures provided in the collective agreement of the District Council nor have recourse to the bond held by the District Council.

## IN CONSIDERATION OF RECEIVING A PERMIT TO WORK, I AUTHORIZE THE FOLLOWING ACTIONS AND AGREE THAT:

- (a) The Producer will deduct from my Gross Remuneration the District Council administration charge of 2% and a permit fee of \$50.00 per day to a cap of \$200.00 per week of my engagement, plus GST, and will remit the same to the District Council weekly.
- (b) An equalization payment of a percentage based on the Tier of the Production, as set out in article NL5.05, of my Gross Remuneration will be remitted by the Producer, except as provided for in article NL5.01(b)(ii), to the District Council.
- (c) Any required Producer contributions to the District Council's group retirement savings plan (the "RRSP") will be paid to me directly, not to the RRSP, as part of my Gross Remuneration.
- (d) I am not entitled to, waive all rights to, and will not receive any benefits from the RRSP nor any health, life, dental or related benefits from the H&W Plan, and the delivery of those benefits is strictly governed by the applicable plan documents and trust agreement.
- (e) I hereby waive, release, and forever discharge any claims in respect of the H&W Plan and the RRSP ("Claims") which I may have against the Trustees of the H&W Plan, the Directors Guild of Canada or any of its District Councils, the District Council and its members, the Producer and the CMPA or any of the officers, directors, employees or agents of any of them.
- (f) I will not commence any legal proceedings before any court, labour board, arbitrator, administrative tribunal or other body whatsoever, in respect of Claims, monies remitted as equalization payments by the Producer, or deducted from my Gross Remuneration, which have been applied to District Council administration and permit fees or otherwise used in the District Council's discretion, and any benefits from or contributions to the H&W Plan or the RRSP.
- (g) Should any declaration above prove to be false, the District Council may unilaterally refuse to grant me a permit or may revoke such permit without notice once granted.

DATED AT \_\_\_\_\_ THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 20\_\_\_\_

PRINT NAME \_\_\_\_\_ PHONE # (INCLUDE CELL) \_\_\_\_\_

ADDRESS \_\_\_\_\_

SIGNATURE OF APPLICANT \_\_\_\_\_ DATE OF BIRTH \_\_\_\_\_

SIGNATURE OF PRODUCER \_\_\_\_\_

The District Council confirms that the above named person is permitted to work, at the sole discretion of the District Council on all or part of the motion picture currently known as and entitled: " \_\_\_\_\_ "

AUTHORIZED BY \_\_\_\_\_

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

DGC Newfoundland and Labrador SCHEDULE 8 **STANDARD CONTRACT FOR SERVICES**

GUILD MEMBER: \_\_\_\_\_  
 (Print Name – No Loanout Company)

SIN #: \_\_\_\_\_

---

LOANOUT COMPANY: \_\_\_\_\_  
 (Print Name Of Loanout Company)

GST/HST: \_\_\_\_\_

---

TEL # (H): \_\_\_\_\_ CELL #: \_\_\_\_\_

E-MAIL: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY/POSTAL CODE: \_\_\_\_\_

---

MOTION PICTURE TITLE: \_\_\_\_\_

ENGAGED IN PROVINCE OF: \_\_\_\_\_

ENGAGED FOR: \_\_\_\_\_  Main Unit OR  Second Unit

TIER LEVEL:  A  B  C  D  E  F

---

START DATE: Day \_\_\_\_\_ Month \_\_\_\_\_ Year \_\_\_\_\_

RATE (SPECIFY DOLLAR AMOUNT): \_\_\_\_\_

TYPE OF ENGAGEMENT:  WEEKLY  DAILY  8 HR CALL

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OTHER TERMS (e.g. Vehicle, Cell Phone Rental, Kit Rental, Per Diem, etc.)  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

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**OTHER WEEKLY OPTIONS:**

FLAT DEAL per Core Article 1.25 & NL1.08\

MEMBER TO INITIAL AGREEMENT HERE:

*Flat Deal Only*

SPECIFIC TERM Finish Date Day \_\_\_\_\_ Month \_\_\_\_\_ Year \_\_\_\_\_  
 (ie PAY OR PLAY)

- GUILD MEMBER  PERMITTEE
- PRODUCTION DEPARTMENT**
- Second Unit Director  Production Coordinator  
 Production Manager  Asst Production Coordinator/Travel Coordinator  
 Asst Production Manager/Unit Manager  
 Trainee Production Coordinator
- ASSISTANT DIRECTORS**
- First  Second  Third  TAD/Fourth AD
- LOCATION DEPARTMENT**
- Location Manager  Assistant Location Manager/Location Scout  
 Trainee Assistant Location Manager
- ACCOUNTING DEPARTMENT**
- Production Accountant  
 First Assistant Accountant - General  
 First Assistant Accountant - Payroll  
 Second Assistant Accountant  
 Third Assistant Accountant/Clerk  
 Trainee Assistant Accountant
- ART DEPARTMENT**
- Production Designer  
 Art Director (Head)  
 Art Director  
 First Assistant Art Director/Set Designer  
 Second Assistant Art Director  
 Art Department Coordinator  
 Third Assistant Art Director  
 Art Department Production Assistant
- PICTURE EDITING DEPARTMENT**
- Supervising Picture Editor  
 Picture Editor  
 First Assistant Picture Editor  
 Second Assistant Picture Editor  
 Trainee Assistant Picture Editor
- SOUND EDITING DEPARTMENT**
- Supervising Sound Editor  
 Sound Editor  
 First Assistant Sound Editor  
 Second Assistant Sound Editor
- OTHER**
- Production Assistant (Specify) \_\_\_\_\_  
 Other: \_\_\_\_\_

**ACCOUNTING DEPT., PRODUCTION MANAGERS & ASSISTANT PRODUCTION MANAGERS**

You will be entrusted with detailed information respecting the Producer's business, the disclosure of which would be harmful to the Producer's interest and as such agree to keep all such information confidential. You acknowledge and agree that the right to maintain such detailed information constitutes a property right, which the Producer is entitled to protect. Accordingly, you will not without prior written consent of the Producer, during the term of this Agreement and subsequent to its termination, copy by any means, disclose, directly or indirectly, to any third party any confidential information relating to the Producer.

Undersigned hereby authorizes Signatory Producer to check off or deduct 2% of Gross Remuneration in accordance with Article 6.02 and permit fees in accordance with Article 7.08, and remit same to the District Council weekly. This engagement is subject to the provisions of and must provide no less than the terms and conditions of the 2026- 2028 DGC/CMPA Standard Agreement. All of the provisions of the Standard Agreement and any individual contract between a Guild Member and the Producer shall be deemed to be incorporated into this Contract for Services as if set forth in full herein in writing.

**ACCEPTED AND AGREED**

\_\_\_\_\_  
 Signature of Guild Member OR Loanout's Authorized Rep

\_\_\_\_\_  
 Print Name of Guild Member OR Loanout's Authorized Rep

\_\_\_\_\_  
 Date

\_\_\_\_\_  
 Print Name of Producer (Company)

\_\_\_\_\_  
 Signature of Producer's (Company's) Authorized Rep

\_\_\_\_\_  
 Print Name of Producer's (Company's) Authorized Rep

\*Producer's Authorized Rep includes Executive Producer, Producer, Supervising Producer, Associate Producer or Line Producer or a person performing any of those functions, but EXCLUDES A GUILD MEMBER WHO IS ENGAGED UNDER THE STANDARD AGREEMENT (Core Article 12.09)