

# SCHEDULE 1

## Scale Rates

For the period of March 31, 2024 – April 5, 2025

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

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

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

## SCHEDULE 1 Scale Rates

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

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

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

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

### **ELECTRIC\*\*\***

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

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

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

### **First Aid:**

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

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

### **Short Term Upgrades:**

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

### **Rates for Third and Subsequent Seasons of Canadian Television Series:**

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

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

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