

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

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

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

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

SCHEDULE 1 Scale Rates

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

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

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

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

ELECTRIC***

Any individual working within the 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.