

|  | April 1/18 - March 30/19                        |                              | March 31/19 - March 28/20                       |                              | March 29/20 - March 31/21                       |                              |
|--|---|------------------------------|---|------------------------------|---|------------------------------|
|  | 8.03(a), S3.01,<br>S3.03 i)                     | 8.03(b), S3.02,<br>S3.03 ii) | 8.03(a), S3.01,<br>S3.03 i)                     | 8.03(b), S3.02,<br>S3.03 ii) | 8.03(a), S3.01,<br>S3.03 i)                     | 8.03(b), S3.02,<br>S3.03 ii) |
|  | Tier 1  | Tier 2                       | Tier 1  | Tier 2                       | Tier 1  | Tier 2                       |
| <b>ICG Local 669 Supplemental Master Agreement Rates</b>   |   |                              |   |                              |   |                              |
| <b>HOURLY</b>  |   |                              |   |                              |   |                              |
| Director of Photography  | \$96.17   | \$87.63                      | \$99.06   | \$90.26                      | \$102.03  | \$92.96                      |
| Operator   | \$63.92   | \$58.24                      | \$65.84   | \$59.98                      | \$67.81   | \$61.78                      |
| First Assistant  | \$48.02   | \$43.75                      | \$49.46   | \$45.06                      | \$50.94   | \$46.41                      |
| Second Assistant   | \$33.81   | \$30.81                      | \$34.83   | \$31.73                      | \$35.87   | \$32.69                      |
| Stills Photographer 1  | \$56.22   | \$51.23                      | \$57.91   | \$52.76                      | \$59.64   | \$54.34                      |
| Stills Photographer 2  | \$84.33   | \$76.85                      | \$86.87   | \$79.14                      | \$89.46   | \$81.51                      |
| Camera Utility Person  | Negotiable                                      |                              | Negotiable                                      |                              | Negotiable                                      |                              |
| Film Loader  | Negotiable                                      |                              | Negotiable                                      |                              | Negotiable                                      |                              |
| Trainee  | No Less than<br>Provincial Minimum <sup>1</sup> |                              | No Less than<br>Provincial Minimum <sup>1</sup> |                              | No Less than<br>Provincial Minimum <sup>1</sup> |                              |
| Motion Picture Video Coord.  | \$37.60   | \$34.26                      | \$38.73   | \$35.28                      | \$39.89   | \$36.34                      |
| Motion Picture Video Asst. 1   | \$28.24   | \$25.73                      | \$29.09   | \$26.50                      | \$29.96   | \$27.30                      |
| Motion Picture Video Asst. 2   | \$21.21   | \$19.33                      | \$21.85   | \$19.91                      | \$22.51   | \$20.51                      |
| Digital Imaging Technician   | \$48.02   | \$43.75                      | \$49.46   | \$45.06                      | \$50.94   | \$46.41                      |
| Digital Utility Person   | Negotiable                                      |                              | Negotiable                                      |                              | Negotiable                                      |                              |
| Electronic Director of<br>Photography  | \$70.39   | \$64.13                      | \$72.50   | \$66.06                      | \$74.68   | \$68.04                      |
| Electronic Camera Operator   | \$52.77   | \$48.08                      | \$54.35   | \$49.52                      | \$55.98   | \$51.00                      |
| Electronic Camera Assistant  | \$35.19   | \$32.06                      | \$36.24   | \$33.02                      | \$37.33   | \$34.01                      |
| Drone Operator   | Negotiable                                      |                              | Negotiable                                      |                              | Negotiable                                      |                              |
| Drone Camera Operator  | \$63.92   | \$58.24                      | \$65.84   | \$59.98                      | \$67.81   | \$61.78                      |
| Drone Camera Assistant   | \$48.02   | \$43.75                      | \$49.46   | \$45.06                      | \$50.94   | \$46.41                      |
| <b>PUBLICITY</b>   |   |                              |   |                              |   |                              |
| Senior Unit Publicist  | \$36.75   | \$33.48                      | \$37.85   | \$34.48                      | \$38.98   | \$35.51                      |
| Junior Unit Publicist  | \$25.09   | \$22.86                      | \$25.85   | \$23.55                      | \$26.62   | \$24.26                      |
| <b>WEEKLY (Weekly rates are based on 60 guaranteed hours per week which is equivalent to 70 "pay hours")</b> |   |                              |   |                              |   |                              |
| Director of Photography  | \$6,380.50                                      | \$5,813.50                   | \$6,572.30                                      | \$5,987.80                   | \$6,769.70                                      | \$6,167.70                   |
| Operator   | \$4,243.40                                      | \$3,866.10                   | \$4,370.10                                      | \$3,981.60                   | \$4,501.70                                      | \$4,101.30                   |
| First Assistant  | \$3,182.90                                      | \$2,900.10                   | \$3,278.80                                      | \$2,986.90                   | \$3,376.80                                      | \$3,076.50                   |
| Second Assistant   | \$2,246.30                                      | \$2,046.10                   | \$2,313.50                                      | \$2,107.70                   | \$2,382.80                                      | \$2,170.70                   |
| Stills Photographer  | \$3,479.00                                      | \$3,169.60                   | \$3,583.30                                      | \$3,264.80                   | \$3,691.10                                      | \$3,362.80                   |
| Camera Utility Person  | Negotiable                                      |                              | Negotiable                                      |                              | Negotiable                                      |                              |
| Film Loader  | Negotiable                                      |                              | Negotiable                                      |                              | Negotiable                                      |                              |
| Trainee  | No Less than<br>Provincial Minimum <sup>1</sup> |                              | No Less than<br>Provincial Minimum <sup>1</sup> |                              | No Less than<br>Provincial Minimum <sup>1</sup> |                              |
| Motion Picture Video Coord.  | \$2,494.80                                      | \$2,272.90                   | \$2,569.70                                      | \$2,341.50                   | \$2,646.70                                      | \$2,411.50                   |
| Motion Picture Video Asst. 1   | \$1,874.60                                      | \$1,708.00                   | \$1,930.60                                      | \$1,758.40                   | \$1,988.00                                      | \$1,811.60                   |
| Motion Picture Video Asst. 2   | \$1,405.60                                      | \$1,280.30                   | \$1,447.60                                      | \$1,318.80                   | \$1,491.00                                      | \$1,358.70                   |
| Digital Imaging Technician   | \$3,182.90                                      | \$2,900.10                   | \$3,278.80                                      | \$2,986.90                   | \$3,376.80                                      | \$3,076.50                   |
| Digital Utility Person   | Negotiable                                      |                              | Negotiable                                      |                              | Negotiable                                      |                              |
| Electronic Director of<br>Photography  | \$4,669.00                                      | \$4,253.90                   | \$4,809.00                                      | \$4,381.30                   | \$4,953.20                                      | \$4,512.90                   |
| Electronic Camera Operator   | \$3,503.50                                      | \$3,192.00                   | \$3,608.50                                      | \$3,287.90                   | \$3,717.00                                      | \$3,386.60                   |
| Electronic Camera Assistant  | \$2,334.50                                      | \$2,127.30                   | \$2,404.50                                      | \$2,191.00                   | \$2,477.30                                      | \$2,256.80                   |
| Drone Operator   | Negotiable                                      |                              | Negotiable                                      |                              | Negotiable                                      |                              |
| Drone Camera Operator  | \$4,243.40                                      | \$3,866.10                   | \$4,370.10                                      | \$3,981.60                   | \$4,501.70                                      | \$4,101.30                   |
| Drone Camera Assistant   | \$3,182.90                                      | \$2,900.10                   | \$3,278.80                                      | \$2,986.90                   | \$3,376.80                                      | \$3,076.50                   |

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|--|---|---------|---|---------|---|---------|
|  | Tier 1  | Tier 2  | Tier 1  | Tier 2  | Tier 1  | Tier 2  |
| <b>ICG Local 669 Supplemental Master Agreement Rates</b> <i>(continued)</i>  |   |         |   |         |   |         |
| <b>WEEKLY (HOURLY)</b> <i>(Weekly rates are based on 60 guaranteed hours per week which is equivalent to 70 "pay hours")</i>   |   |         |   |         |   |         |
| Director of Photography  | \$91.15   | \$83.05 | \$93.89   | \$85.54 | \$96.71   | \$88.11 |
| Operator   | \$60.62   | \$55.23 | \$62.43   | \$56.88 | \$64.31   | \$58.59 |
| First Assistant  | \$45.47   | \$41.43 | \$46.84   | \$42.67 | \$48.24   | \$43.95 |
| Second Assistant   | \$32.09   | \$29.23 | \$33.05   | \$30.11 | \$34.04   | \$31.01 |
| Stills Photographer  | \$49.70   | \$45.28 | \$51.19   | \$46.64 | \$52.73   | \$48.04 |
| Camera Utility Person  | Negotiable                                      |         | Negotiable                                      |         | Negotiable                                      |         |
| Film Loader  | Negotiable                                      |         | Negotiable                                      |         | Negotiable                                      |         |
| Trainee  | No Less than<br>Provincial Minimum <sup>1</sup> |         | No Less than<br>Provincial Minimum <sup>1</sup> |         | No Less than<br>Provincial Minimum <sup>1</sup> |         |
| Motion Picture Video Coord.  | \$35.64   | \$32.47 | \$36.71   | \$33.45 | \$37.81   | \$34.45 |
| Motion Picture Video Asst. 1   | \$26.78   | \$24.40 | \$27.58   | \$25.12 | \$28.40   | \$25.88 |
| Motion Picture Video Asst. 2   | \$20.08   | \$18.29 | \$20.68   | \$18.84 | \$21.30   | \$19.41 |
| Digital Imaging Technician   | \$45.47   | \$41.43 | \$46.84   | \$42.67 | \$48.24   | \$43.95 |
| Digital Utility Person   | Negotiable                                      |         | Negotiable                                      |         | Negotiable                                      |         |
| Electronic Director of<br>Photography  | \$66.70   | \$60.77 | \$68.70   | \$62.59 | \$70.76   | \$64.47 |
| Electronic Camera Operator   | \$50.05   | \$45.60 | \$51.55   | \$46.97 | \$53.10   | \$48.38 |
| Electronic Camera Assistant  | \$33.35   | \$30.39 | \$34.35   | \$31.30 | \$35.39   | \$32.24 |
| Drone Operator   | Negotiable                                      |         | Negotiable                                      |         | Negotiable                                      |         |
| Drone Camera Operator  | \$60.62   | \$55.23 | \$62.43   | \$56.88 | \$64.31   | \$58.59 |
| Drone Camera Assistant   | \$45.47   | \$41.43 | \$46.84   | \$42.67 | \$48.24   | \$43.95 |
|  |   |         |   |         |   |         |
| <sup>1</sup> The minimum rate for Trainees who have completed sixty (60) cumulative work days as a Trainee shall be one dollar (\$1.00) per hour more than the Provincial Minimum. |   |         |   |         |   |         |