

6. MINIMUM RATES

TIER A: \$2 TO \$3 Million

TIER B: \$1 TO \$2 Million

TIER C: \$500K TO \$1 Million

	Hourly Rates			12 Hour Daily Rates		
	Tier A	Tier B	Tier C	Tier A	Tier B	Tier C
Director of Photography	75.85	64.18	41.41	1,061.96	898.49	579.73
Camera Operator	48.87	41.12	28.99	684.18	575.71	405.90
First Assistant	37.28	31.45	24.88	521.94	440.36	348.27
Digital Imaging Technician	37.28	31.45	24.88	521.94	440.36	348.27
Second Assistant	27.82	23.19	19.33	389.52	324.63	270.55
Digital Loader	27.82	23.19	19.33	389.52	324.63	270.55
Motion Picture Video Coordinator	28.99	25.51	22.45	405.90	357.08	314.28
Motion Picture Video Assistant	27.82	23.19	19.33	389.52	324.63	270.55
Still Photographer	38.20	31.83	24.88	534.76	445.61	348.27
EPK DOP	51.26	42.73	28.99	717.71	598.27	405.90
EPK Operator	38.43	32.04	24.88	538.01	448.55	348.27
Drone Operator (Pilot)	75.85	64.18	41.41	1,061.96	898.49	579.73
Drone Camera Operator	48.87	41.12	28.99	684.18	575.71	405.90
Drone Camera Assistant	37.28	31.45	24.88	521.94	440.36	348.27
Unit Publicist	37.28	31.45	24.88	521.94	440.36	348.27
Trainee	19.29	18.22	16.07	270.02	255.02	225.02

FRINGES:	Tier A	Tier B	Tier C
Pension	3.00%	3.00%	3.00%
H&W	6.00%	5.00%	4.00%
Training	1.00%	1.00%	0.00%
Vacation	4.00%	4.00%	4.00%
TOTAL	14.00%	13.00%	11.00%

Minimum rates as set out in Article 6 are basic minimum scales and nothing in this Agreement shall prevent the Company from paying the Employees a rate higher than these minimum rates, but the Company will not be obligated to pay more than the minimum rates without bargaining with an individual Employee for a higher rate and reaching an agreement to pay that Employee a higher rate.