

6. a) 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	\$78.13	\$66.10	\$42.65	\$1,093.82	\$925.44	\$597.12
Camera Operator	\$50.34	\$42.36	\$29.86	\$704.70	\$592.98	\$418.08
First Assistant	\$38.40	\$32.40	\$25.62	\$537.60	\$453.57	\$358.72
Digital Imaging Technician	\$38.40	\$32.40	\$25.62	\$537.60	\$453.57	\$358.72
Second Assistant	\$28.94	\$24.12	\$20.10	\$405.11	\$337.61	\$281.37
Digital Loader	\$28.66	\$23.88	\$19.90	\$401.21	\$334.37	\$278.67
Motion Picture Video Coordinator	\$29.86	\$26.27	\$23.12	\$418.08	\$367.79	\$323.71
Motion Picture Video Assistant	\$28.66	\$23.88	\$19.90	\$401.21	\$334.37	\$278.67
Still Photographer	\$39.34	\$32.78	\$25.62	\$550.81	\$458.98	\$358.72
EPK DOP	\$52.80	\$44.02	\$29.86	\$739.24	\$616.22	\$418.08
EPK Operator	\$39.58	\$33.00	\$25.62	\$554.15	\$462.00	\$358.72
Drone Operator	\$78.13	\$66.10	\$42.65	\$1,093.82	\$925.44	\$597.12
Drone Camera Operator	\$50.34	\$42.36	\$29.86	\$704.70	\$592.98	\$418.08
Drone Camera Assistant	\$38.40	\$32.40	\$25.62	\$537.60	\$453.57	\$358.72
Drone Visual Observer	\$38.40	\$32.40	\$25.62	\$537.60	\$453.57	\$358.72
Unit Publicist	\$38.40	\$32.40	\$25.62	\$537.60	\$453.57	\$358.72
Teleprompter	\$60.00	\$60.00	\$60.00	\$840.00	\$840.00	\$840.00
Trainee	\$19.87	\$18.76	\$16.55	\$278.12	\$262.67	\$231.77

FRINGES:	Tier A	Tier B	Tier C
RSP	4.00%	4.00%	3.00%
H&W	6.00%	5.00%	4.00%
Training/Admin	1.00%	1.00%	0.00%
Vacation	4.00%	4.00%	4.00%
TOTAL	15.00%	14.00%	11.00%

b) 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.

c) **Statutory Holiday Pay:** Employees will be entitled to Statutory Holiday Pay based on the applicable provincial employment standards.