

**Schedule (A) – WCA Budget Based Tiers 2023 - 2024**

|                                    | FEATURE/LONG FORM RATES |           |           |           | EPISODIC/SERIES RATES |            |            |            |
|------------------------------------|-------------------------|-----------|-----------|-----------|-----------------------|------------|------------|------------|
|                                    | FEATURE A               | FEATURE B | FEATURE C | FEATURE D | EPISODIC A            | EPISODIC B | EPISODIC C | EPISODIC D |
|                                    | Over 20M                | 14-20M    | 8-14M     | 3-8M      | >6M/ep                | 4-6M/ep    | 2-4M/ep    | .8-2M/ep   |
| Director of Photography            | \$125.70                | \$119.41  | \$113.13  | \$103.07  | \$125.70              | \$119.70   | \$116.21   | \$103.07   |
| Camera Operator                    | \$83.54                 | \$79.37   | \$75.19   | \$68.51   | \$83.54               | \$79.59    | \$77.27    | \$68.51    |
| First Assistant                    | \$62.74                 | \$59.60   | \$56.47   | \$51.45   | \$62.74               | \$59.76    | \$58.02    | \$51.45    |
| Second Assistant                   | \$47.24                 | \$44.99   | \$42.74   | \$39.13   | \$47.24               | \$45.11    | \$43.86    | \$39.13    |
| MPV Coordinator                    | \$49.15                 | \$46.69   | \$44.23   | \$40.30   | \$49.15               | \$46.82    | \$45.45    | \$40.30    |
| MPV Assistant                      | \$36.91                 | \$35.07   | \$33.22   | \$30.27   | \$36.91               | \$35.22    | \$34.19    | \$30.27    |
| Stills Photographer 1              | \$68.55                 | \$65.13   | \$61.70   | \$56.22   | \$77.12               | \$73.48    | \$71.34    | \$60.26    |
| Stills Photographer 2 (Note 1)     | N/A                     | N/A       | N/A       | N/A       | \$115.68              | \$110.22   | \$107.01   | \$90.39    |
| Electronic Director of Photography | \$92.01                 | \$87.41   | \$82.81   | \$75.45   | \$92.01               | \$87.61    | \$85.06    | \$75.45    |
| Electronic Camera Operator         | \$68.98                 | \$65.53   | \$62.08   | \$56.56   | \$68.98               | \$65.68    | \$63.76    | \$56.56    |
| Electronic Camera Assistant        | \$45.99                 | \$43.69   | \$41.39   | \$37.71   | \$45.99               | \$43.82    | \$42.55    | \$37.71    |
| Digital Imaging Technician         | \$62.74                 | \$59.60   | \$56.47   | \$51.45   | \$62.74               | \$59.76    | \$58.02    | \$51.45    |
| Camera Utility                     | \$44.19                 | \$41.98   | \$39.77   | \$36.23   | \$44.19               | \$42.10    | \$40.87    | \$36.23    |
| Digital Utility                    | \$44.19                 | \$41.98   | \$39.77   | \$36.23   | \$44.19               | \$42.10    | \$40.87    | \$36.23    |
| Digital Loader                     | \$44.19                 | \$41.98   | \$39.77   | \$36.23   | \$44.19               | \$42.10    | \$40.87    | \$36.23    |
| Phantom Technician                 | \$83.54                 | \$83.54   | \$83.54   | \$83.54   | \$83.54               | \$83.54    | \$83.54    | \$83.54    |
| Remote Head Technician             | \$66.49                 | \$66.49   | \$66.49   | \$66.49   | \$66.49               | \$66.49    | \$66.49    | \$66.49    |
| Drone Operator                     | \$125.70                | \$119.41  | \$113.13  | \$103.07  | \$125.70              | \$119.70   | \$116.21   | \$103.07   |
| Drone Camera Operator              | \$83.54                 | \$79.37   | \$75.19   | \$68.51   | \$83.54               | \$79.59    | \$77.27    | \$68.51    |
| Drone Camera Assistant             | \$62.74                 | \$59.60   | \$56.47   | \$51.45   | \$62.74               | \$59.76    | \$58.02    | \$51.45    |
| Drone Visual Observer              | \$62.74                 | \$59.60   | \$56.47   | \$51.45   | \$62.74               | \$59.76    | \$58.02    | \$51.45    |
| Senior Unit Publicist              | \$62.74                 | \$59.60   | \$56.47   | \$51.45   | \$62.74               | \$59.76    | \$58.02    | \$51.45    |
| Junior Unit Publicist              | \$32.81                 | \$31.17   | \$29.53   | \$26.90   | \$32.81               | \$31.26    | \$30.35    | \$26.90    |
| Teleprompter                       | \$60.00                 | \$60.00   | \$60.00   | \$60.00   | \$60.00               | \$60.00    | \$60.00    | \$60.00    |
| Trainee                            | \$19.96                 | \$19.96   | \$19.96   | \$19.96   | \$19.96               | \$19.96    | \$19.96    | \$19.96    |

**Fringe Rates**

|                |               |               |               |               |               |               |               |               |
|----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| RSP            | 8.50%         | 6.50%         | 5.00%         | 4.50%         | 8.50%         | 6.50%         | 5.00%         | 2.50%         |
| H&W            | 6.00%         | 6.00%         | 6.00%         | 5.50%         | 6.00%         | 6.00%         | 6.00%         | 5.50%         |
| Stat           | 3.00%         | 3.00%         | 3.00%         | 3.00%         | 3.00%         | 3.00%         | 3.00%         | 3.00%         |
| Vacation       | 4.00%         | 4.00%         | 4.00%         | 4.00%         | 4.00%         | 4.00%         | 4.00%         | 4.00%         |
| Training/Admin | 3.50%         | 3.00%         | 3.00%         | 3.00%         | 3.50%         | 3.00%         | 3.00%         | 3.00%         |
| <b>TOTAL</b>   | <b>25.00%</b> | <b>22.50%</b> | <b>21.00%</b> | <b>20.00%</b> | <b>25.00%</b> | <b>22.50%</b> | <b>21.00%</b> | <b>18.00%</b> |

Note 1: Per Article 2.08 (b)iii.

Note 2: Underwater rates are equivalent to "land" rates.

Note 3: A four percent (4%) administration fee is applicable to all non-members without Canadian residency and IATSE members without Canadian residency as per Article 1.24(b).

Minimum rates as set out in Schedule (A) 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.

Weekly rates are based on sixty (60) guaranteed hours per week which is equivalent to seventy (70) "pay hours".