Schedule (A) – WCA Budget Based Tiers 2024 – 2025

A B C D S-14M 3-8M 3-8M 5-6M/ep 2-4M/ep 3-56M/ep 3-131.98 3-125.38 3-118.78 3-108.23 3-131.98 3-125.68 3-120.02 3-131.98 3-125.68 3-120.02 3-131.98 3-125.69 3-125.68 3-125.68 3-125.69 3-125.68 3-125.69 3-125.68 3-125.68 3-125.68 3-125.68 3-125.68 3-125.68 3-125.68 3-125.69 3-125.68 3-125.		FEATURE/LONG FORM RATES					EF	PISODIC/SERIES RATES		
Director of Photography										EPISODIC D
Samera Operator \$87.72 \$83.33 \$78.95 \$71.93 \$87.72 \$83.57 \$81.14 \$1 \$1 \$1 \$1 \$1 \$1 \$1		Over 20M	14-20M	8-14M	3-8M		>6M/ep	4-6M/ep	2-4M/ep	.8-2M/ep
First Assistant	Director of Photography	\$131.98	\$125.38	\$118.78	\$108.23		<mark>\$131.98</mark>	\$125.68	\$122.02	\$108.23
Second Assistant	Camera Operator	\$87.72	\$83.33	\$78.95	\$71.93		<mark>\$87.72</mark>	\$83.57	\$81.14	\$71.93
MPV Coordinator \$51.60 \$49.02 \$46.44 \$42.31 MPV Assistant \$38.76 \$36.82 \$34.88 \$31.78 Still Photographer 1 \$71.98 \$68.38 \$64.78 \$59.03 Still Photographer 2 (Note 1) N/A N/A N/A N/A N/A Electronic Director of Photography \$96.61 \$91.78 \$86.95 \$79.22 Electronic Camera Operator \$72.43 \$68.81 \$65.18 \$59.39 Electronic Camera Assistant \$48.29 \$45.88 \$43.46 \$39.60 Digital Imaging Technician \$65.88 \$62.58 \$59.29 \$54.02 Camera Utility \$46.40 \$44.08 \$41.76 \$38.05 Digital Loader \$46.40 \$44.08 \$41.76 \$38.05 Phantom Technician \$87.72 \$87.72 \$87.72 \$87.72 Remote Head Technician \$69.81 \$69.81 \$69.81 \$69.81 \$69.81 Drone Camera Operator \$131.98 \$125.38 \$118.78 \$10.23 <t< td=""><td>First Assistant</td><td>\$65.88</td><td>\$62.58</td><td>\$59.29</td><td>\$54.02</td><td></td><td>\$65.88</td><td>\$62.75</td><td>\$60.92</td><td>\$54.02</td></t<>	First Assistant	\$65.88	\$62.58	\$59.29	\$54.02		\$65.88	\$62.75	\$60.92	\$54.02
MPV Assistant \$38.76 \$36.82 \$34.88 \$31.78 Still Photographer 1 \$71.98 \$68.38 \$64.78 \$59.03 Still Photographer 2 (Note 1) N/A N/A N/A N/A Electronic Director of Photography \$96.61 \$91.78 \$86.95 \$79.22 Electronic Camera Operator \$72.43 \$68.81 \$65.18 \$59.39 Electronic Camera Assistant \$48.29 \$45.88 \$43.46 \$39.60 Digital Imaging Technician \$65.88 \$62.58 \$59.29 \$54.02 Camera Utility \$46.40 \$44.08 \$41.76 \$38.05 Digital Loader \$46.40 \$44.08 \$41.76 \$38.05 Phantom Technician \$69.81 \$69.81 \$69.81 \$69.81 \$69.81 Brone Operator \$131.98 \$125.38 \$118.78 \$108.23 Drone Camera Operator \$87.72 \$87.72 \$87.72 \$87.72 Brone Camera Assistant \$65.88 \$62.58 \$59.29 \$54.02	Second Assistant	\$49.60	\$47.24	\$44.87	\$41.09		<mark>\$49.60</mark>	\$47.37	\$46.05	\$41.09
Still Photographer 1 \$71.98 \$68.38 \$64.78 \$59.03 Still Photographer 2 (Note 1) N/A N/A N/A N/A N/A Electronic Director of Photography \$96.61 \$91.78 \$86.95 \$79.22 \$96.61 \$91.99 \$89.31 \$121.47 \$115.73 \$112.36 \$121.47 \$115.73 \$112.36 \$121.47 \$115.73 \$112.36 \$121.47 \$115.73 \$112.36 \$121.47 \$115.73 \$112.36 \$121.47 \$115.73 \$112.36 \$122.02 \$122	MPV Coordinator	\$51.60	\$49.02	\$46.44	\$42.31		<mark>\$51.60</mark>	\$49.16	\$47.72	\$42.31
Still Photographer 2 (Note 1) N/A N/A N/A N/A N/A N/A Section Director of Photography \$96.61 \$91.78 \$86.95 \$79.22 \$96.61 \$91.99 \$89.31 \$12.36 \$12.43 \$88.81 \$65.18 \$59.39 \$72.43 \$68.96 \$66.95 \$12.43 \$68.96 \$66.95 \$12.43 \$68.96 \$66.95 \$12.43 \$68.96 \$66.95 \$12.43 \$68.96 \$66.95 \$12.43 \$68.96 \$66.95 \$12.43 \$68.96 \$66.95 \$12.43 \$68.96 \$66.95 \$12.43 \$68.96 \$66.95 \$12.43 \$68.96 \$66.95 \$12.44 \$12.44 \$12.44 \$12.44 \$12.44 \$12.43 \$68.96 \$66.95 \$12.44 \$	MPV Assistant	\$38.76	\$36.82	\$34.88	\$31.78		\$38.76	\$36.98	\$35.90	\$31.78
Section Sect	Still Photographer 1	\$71.98	\$68.38	\$64.78	\$59.03		<mark>\$80.98</mark>	\$77.15	\$74.91	\$63.27
Section Sect	Still Photographer 2 (Note 1)	N/A	N/A	N/A	N/A		<mark>\$121.47</mark>	\$115.73	\$112.36	\$94.91
Section Sect	Electronic Director of Photography	\$96.61	\$91.78	\$86.95	\$79.22		\$96.61	\$91.99	\$89.31	\$79.22
Digital Imaging Technician \$65.88 \$62.58 \$59.29 \$54.02 Camera Utility \$46.40 \$44.08 \$41.76 \$38.05 Digital Utility \$46.40 \$44.08 \$41.76 \$38.05 Digital Loader \$46.40 \$44.08 \$41.76 \$38.05 Phantom Technician \$87.72 \$87.72 \$87.72 \$87.72 Remote Head Technician \$69.81 \$69.81 \$69.81 \$69.81 Drone Operator \$131.98 \$125.38 \$118.78 \$108.23 Drone Camera Operator \$87.72 \$83.33 \$78.95 \$71.93 Drone Camera Assistant \$65.88 \$62.58 \$59.29 \$54.02 Drone Visual Observer \$65.88 \$62.58 \$59.29 \$54.02 Senior Unit Publicist \$65.88 \$62.58 \$59.29 \$54.02 Social Media \$65.88 \$62.58 \$59.29 \$54.02 Teleprompter \$63.00 \$63.00 \$63.00 \$63.00 \$63.00 \$63.00 Trainee \$20.96 \$20.9	Electronic Camera Operator	\$72.43	\$68.81	\$65.18	\$59.39		\$72.43	\$68.96	\$66.95	\$59.39
Camera Utility \$46.40 \$44.08 \$41.76 \$38.05 Digital Utility \$46.40 \$44.08 \$41.76 \$38.05 Phantom Technician \$46.40 \$44.08 \$41.76 \$38.05 Phantom Technician \$87.72 \$87.72 \$87.72 \$87.72 Remote Head Technician \$69.81	Electronic Camera Assistant	\$48.29	\$45.88	\$43.46	\$39.60		<mark>\$48.29</mark>	\$46.01	\$44.67	\$39.60
Digital Utility \$46.40 \$44.08 \$41.76 \$38.05 Digital Loader \$46.40 \$44.08 \$41.76 \$38.05 Phantom Technician \$87.72 \$87.72 \$87.72 \$87.72 Remote Head Technician \$69.81 \$69.81 \$69.81 \$69.81 Drone Operator \$131.98 \$125.38 \$118.78 \$108.23 Drone Camera Operator \$87.72 \$83.33 \$78.95 \$71.93 Drone Camera Assistant \$65.88 \$62.58 \$59.29 \$54.02 Drone Visual Observer \$65.88 \$62.58 \$59.29 \$54.02 Senior Unit Publicist \$65.88 \$62.58 \$59.29 \$54.02 Social Media \$65.88 \$62.58 \$59.29 \$54.02 Teleprompter \$63.00 \$63.00 \$63.00 \$63.00 \$65.88 \$62.75 \$60.92 \$65.88 \$62.75 \$60.92 \$65.88 \$62.75 \$60.92 \$65.88 \$62.75 \$60.92 \$65.88 \$62.75 \$60.92 \$65.88 <td< td=""><td>Digital Imaging Technician</td><td>\$65.88</td><td>\$62.58</td><td>\$59.29</td><td>\$54.02</td><td></td><td>\$65.88</td><td>\$62.75</td><td>\$60.92</td><td>\$54.02</td></td<>	Digital Imaging Technician	\$65.88	\$62.58	\$59.29	\$54.02		\$65.88	\$62.75	\$60.92	\$54.02
Digital Loader \$46.40 \$44.08 \$41.76 \$38.05 Phantom Technician \$87.72	Camera Utility	\$46.40	\$44.08	\$41.76	\$38.05		<mark>\$46.40</mark>	\$44.20	\$42.91	\$38.05
Phantom Technician	Digital Utility	\$46.40	\$44.08	\$41.76	\$38.05		<mark>\$46.40</mark>	\$44.20	\$42.91	\$38.05
Remote Head Technician \$69.81	Digital Loader	\$46.40	\$44.08	\$41.76	\$38.05		<mark>\$46.40</mark>	\$44.20	\$42.91	\$38.05
Drone Operator \$131.98 \$125.38 \$118.78 \$108.23 Drone Camera Operator \$87.72 \$83.33 \$78.95 \$71.93 Drone Camera Assistant \$65.88 \$62.58 \$59.29 \$54.02 Drone Visual Observer \$65.88 \$62.58 \$59.29 \$54.02 Senior Unit Publicist \$65.88 \$62.58 \$59.29 \$54.02 Social Media \$65.88 \$62.58 \$59.29 \$54.02 Teleprompter \$63.00 \$63.00 \$63.00 \$65.88 \$62.75 \$60.92 \$65.88 Trainee \$20.96 \$20.	Phantom Technician	\$87.72	\$87.72	\$87.72	\$87.72		<mark>\$87.72</mark>	\$87.72	\$87.72	\$87.72
Drone Camera Operator \$87.72 \$83.33 \$78.95 \$71.93 Drone Camera Assistant \$65.88 \$62.58 \$59.29 \$54.02 Drone Visual Observer \$65.88 \$62.58 \$59.29 \$54.02 Senior Unit Publicist \$65.88 \$62.58 \$59.29 \$54.02 Social Media \$65.88 \$62.58 \$59.29 \$54.02 Teleprompter \$63.00 \$63.00 \$63.00 \$65.88 \$62.75 \$60.92 \$65.88 Trainee \$20.96	Remote Head Technician	\$69.81	\$69.81	\$69.81	\$69.81		\$69.81	\$69.81	\$69.81	\$69.81
Drone Camera Assistant \$65.88 \$62.58 \$59.29 \$54.02 Drone Visual Observer \$65.88 \$62.58 \$59.29 \$54.02 Senior Unit Publicist \$65.88 \$62.58 \$59.29 \$54.02 Social Media \$65.88 \$62.58 \$59.29 \$54.02 Teleprompter \$63.00 \$63.00 \$63.00 \$65.88 \$62.75 \$60.92 \$65.88 Trainee \$65.88 \$62.58 \$59.29 \$54.02 \$65.88 \$62.75 \$60.92 \$65.88 \$62.75 \$60.92 \$65.88 \$62.75 \$60.92 \$65.88 \$62.75 \$60.92 \$65.88 \$62.75 \$60.92 \$65.88 \$62.75 \$60.92 \$65.88 \$62.75 \$60.92 \$65.88 \$62.75 \$60.92 \$65.88 \$62.75 \$60.92 \$65.88 \$62.75 \$60.92 \$65.88 \$62.75 \$60.92 \$65.88 \$62.75 \$60.92 \$65.88 \$62.75 \$60.92 \$65.88 \$62.09 \$63.00 \$63.00 \$63.00 \$63.00 <	Drone Operator	\$131.98	\$125.38	\$118.78	\$108.23		<mark>\$131.98</mark>	\$125.68	\$122.02	\$108.23
Drone Visual Observer \$65.88 \$62.58 \$59.29 \$54.02 Senior Unit Publicist \$65.88 \$62.58 \$59.29 \$54.02 Social Media \$65.88 \$62.58 \$59.29 \$54.02 Teleprompter \$63.00 \$20.96 \$20.	Drone Camera Operator	\$87.72	\$83.33	\$78.95	\$71.93		<mark>\$87.72</mark>	\$83.57	\$81.14	\$71.93
Senior Unit Publicist \$65.88 \$62.58 \$59.29 \$54.02 Social Media \$65.88 \$62.58 \$59.29 \$54.02 Teleprompter \$63.00	Drone Camera Assistant	\$65.88	\$62.58	\$59.29	\$54.02		\$65.88	\$62.75	\$60.92	\$54.02
Social Media \$65.88 \$62.58 \$59.29 \$54.02 Teleprompter \$63.00	Drone Visual Observer	\$65.88	\$62.58	\$59.29	\$54.02		<mark>\$65.88</mark>	\$62.75	\$60.92	\$54.02
Teleprompter \$63.00 \$	Senior Unit Publicist	\$65.88	\$62.58	\$59.29	\$54.02		\$65.88	\$62.75	\$60.92	\$54.02
Trainee \$20.96	Social Media	\$65.88	\$62.58	\$59.29	\$54.02		<mark>\$65.88</mark>	\$62.75	\$60.92	\$54.02
Fringe Rates RSP 8.50% 6.50% 6.00% 8.50% 6.50% 6.00% 6.00% 6.50% 6.50% 6.00% 6.00% 6.50% 6.50% 6.00% 6.50% <td>Teleprompter</td> <td>\$63.00</td> <td>\$63.00</td> <td></td> <td>\$63.00</td> <td></td> <td><mark>\$63.00</mark></td> <td>\$63.00</td> <td>\$63.00</td> <td>\$63.00</td>	Teleprompter	\$63.00	\$63.00		\$63.00		<mark>\$63.00</mark>	\$63.00	\$63.00	\$63.00
RSP 8.50% 6.50% 6.00% 6.00% 8.50% 6.50% 6.00% 6.	Trainee	\$20.96	\$20.96	\$20.96	\$20.96		<mark>\$20.96</mark>	\$20.96	\$20.96	\$20.96
	Fringe Rates									
H&W 6.00% 6.00% 5.00% 4.00% 6.00% 6.00% 5.00% 3		8.50%	6.50%	6.00%	6.00%		<mark>8.5</mark> 0%	6.50%	6.00%	6.00%
	H&W	6.00%	6.00%	5.00%	4.00%	1	<mark>6.00%</mark>	6.00%	5.00%	3.00%
Stat 3.00% 3	Stat	3.00%	3.00%	3.00%	3.00%		3.00%	3.00%	3.00%	3.00%
	Vacation	4.00%					4.00%			4.00%
Training/Admin 3.50% 3.0	Training/Admin	3.50%	3.00%	3.00%	3.00%	1	<mark>3.5</mark> 0%	3.00%	3.00%	3.00%
TOTAL 25.00% 22.50% 21.00% 20.00% 25.00% 22.50% 21.00% 19	TOTAL	25.00%	22.50%	21.00%	20.00%		25.00%	22.50%	21.00%	19.00%

Note 1: Per Article 2.08 (b)iii.

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".

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

Note 3: An additional 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).

Note 4: A Tech Rate bump shall be no less than a flat of \$200 per day in addition to the Employee's hourly wage for a lightweight Gimbal remote head on a weight-bearing body harness with a payload of less than 35 lbs (17.5 kgs).