

**6. a) MINIMUM RATES**

TIER A: \$2 TO \$3 Million

TIER B: \$1 TO \$2 Million	Hourly Rates			12 Hour Daily Rates		
TIER C: \$500K TO \$1 Million	Tier A	Tier B	Tier C	Tier A	Tier B	Tier C
<b>Director of Photography</b>	\$80.47	\$68.09	\$43.93	\$1,126.63	\$953.20	\$615.03
<b>Camera Operator</b>	\$51.85	\$43.63	\$30.76	\$725.84	\$610.77	\$430.62
<b>First Assistant</b>	\$39.55	\$33.37	\$26.39	\$553.73	\$467.18	\$369.48
<b>Digital Imaging Technician</b>	\$39.55	\$33.37	\$26.39	\$553.73	\$467.18	\$369.48
<b>Second Assistant</b>	\$29.80	\$24.84	\$20.70	\$417.26	\$347.74	\$289.81
<b>Digital Loader</b>	\$29.52	\$24.60	\$20.50	\$413.25	\$344.40	\$287.03
<b>Motion Picture Video Coordinator</b>	\$30.76	\$27.06	\$23.82	\$430.62	\$378.82	\$333.42
<b>Motion Picture Video Assistant</b>	\$29.52	\$24.60	\$20.50	\$413.25	\$344.40	\$287.03
<b>Still Photographer</b>	\$40.52	\$33.77	\$26.39	\$567.33	\$472.75	\$369.48
<b>EPK DOP</b>	\$54.39	\$45.34	\$30.76	\$761.42	\$634.70	\$430.62
<b>EPK Operator</b>	\$40.77	\$33.99	\$26.39	\$570.77	\$475.86	\$369.48
<b>Drone Operator</b>	\$80.47	\$68.09	\$43.93	\$1,126.63	\$953.20	\$615.03
<b>Drone Camera Operator</b>	\$51.85	\$43.63	\$30.76	\$725.84	\$610.77	\$430.62
<b>Drone Camera Assistant</b>	\$39.55	\$33.37	\$26.39	\$553.73	\$467.18	\$369.48
<b>Drone Visual Observer</b>	\$39.55	\$33.37	\$26.39	\$553.73	\$467.18	\$369.48
<b>Unit Publicist</b>	\$39.55	\$33.37	\$26.39	\$553.73	\$467.18	\$369.48
<b>Social Media</b>	\$39.55	\$33.37	\$26.39	\$553.73	\$467.18	\$369.48
<b>Teleprompter</b>	\$61.80	\$61.80	\$61.80	\$865.20	\$865.20	\$865.20
<b>Trainee</b>	\$20.46	\$19.32	\$17.40	\$286.46	\$270.55	\$243.60

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

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.