

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	\$80.47	\$68.09	\$43.93	\$1,126.63	\$953.20	\$615.03
Camera Operator	\$51.85	\$43.63	\$30.76	\$725.84	\$610.77	\$430.62
First Assistant	\$39.55	\$33.37	\$26.39	\$553.73	\$467.18	\$369.48
Digital Imaging Technician	\$39.55	\$33.37	\$26.39	\$553.73	\$467.18	\$369.48
Second Assistant	\$29.80	\$24.84	\$20.70	\$417.26	\$347.74	\$289.81
Digital Loader	\$29.52	\$24.60	\$20.50	\$413.25	\$344.40	\$287.03
Motion Picture Video Coordinator	\$30.76	\$27.06	\$23.82	\$430.62	\$378.82	\$333.42
Motion Picture Video Assistant	\$29.52	\$24.60	\$20.50	\$413.25	\$344.40	\$287.03
Still Photographer	\$40.52	\$33.77	\$26.39	\$567.33	\$472.75	\$369.48
EPK DOP	\$54.39	\$45.34	\$30.76	\$761.42	\$634.70	\$430.62
EPK Operator	\$40.77	\$33.99	\$26.39	\$570.77	\$475.86	\$369.48
Drone Operator	\$80.47	\$68.09	\$43.93	\$1,126.63	\$953.20	\$615.03
Drone Camera Operator	\$51.85	\$43.63	\$30.76	\$725.84	\$610.77	\$430.62
Drone Camera Assistant	\$39.55	\$33.37	\$26.39	\$553.73	\$467.18	\$369.48
Drone Visual Observer	\$39.55	\$33.37	\$26.39	\$553.73	\$467.18	\$369.48
Unit Publicist	\$39.55	\$33.37	\$26.39	\$553.73	\$467.18	\$369.48
Social Media	\$39.55	\$33.37	\$26.39	\$553.73	\$467.18	\$369.48
Teleprompter	\$61.80	\$61.80	\$61.80	\$865.20	\$865.20	\$865.20
Trainee	\$20.46	\$19.32	\$17.40	\$286.46	\$270.55	\$243.60

FRINGES:	Tier A	Tier B	Tier C
RSP	6.00%	5.00%	4.00%
H&W	4.00%	4.00%	3.00%
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.