

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	\$83.29	\$70.47	\$45.47	\$1,166.01	\$986.57	\$636.56
Camera Operator	\$53.66	\$45.15	\$31.84	\$751.31	\$632.15	\$445.69
First Assistant	\$40.93	\$34.54	\$27.32	\$573.08	\$483.53	\$382.41
Digital Imaging Technician	\$40.93	\$34.54	\$27.32	\$573.08	\$483.53	\$382.41
Second Assistant	\$30.85	\$25.71	\$21.43	\$431.86	\$359.91	\$299.96
Digital Loader	\$30.85	\$25.71	\$21.43	\$431.86	\$359.91	\$299.96
Motion Picture Video Coordinator	\$31.84	\$28.01	\$24.65	\$445.69	\$392.08	\$345.09
Motion Picture Video Assistant	\$30.55	\$25.46	\$21.22	\$427.71	\$356.45	\$297.07
Still Photographer	\$41.94	\$34.95	\$27.32	\$587.19	\$489.30	\$382.41
EPK DOP	\$56.29	\$46.92	\$31.84	\$788.06	\$656.92	\$445.69
EPK Operator	\$42.20	\$35.18	\$27.32	\$590.75	\$492.52	\$382.41
Drone Operator	\$83.29	\$70.47	\$45.47	\$1,166.06	\$986.57	\$636.56
Drone Camera Operator	\$53.66	\$45.15	\$31.84	\$751.25	\$632.15	\$445.69
Drone Camera Assistant	\$40.93	\$34.54	\$27.32	\$573.08	\$483.53	\$382.41
Drone Visual Observer	\$40.94	\$34.54	\$27.32	\$573.11	\$483.53	\$382.41
Unit Publicist	\$40.94	\$34.54	\$27.32	\$573.11	\$483.53	\$382.41
Social Media	\$40.93	\$34.54	\$27.32	\$573.08	\$483.53	\$382.41
Teleprompter	\$63.96	\$63.96	\$63.96	\$895.48	\$895.48	\$895.48
Trainee	\$21.18	\$20.00	\$18.01	\$296.49	\$280.02	\$252.13

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 Employer from paying the Employees a rate higher than these minimum rates, but the Employer 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.