

Schedule (A) – WCA Budget Based Tiers April 1, 2025 – March 31, 2026

| | 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 | \$137.26 | \$130.40 | \$123.54 | \$112.55 | \$137.26 | \$130.71 | \$126.91 | \$112.55 |
| Camera Operator | \$91.23 | \$86.67 | \$82.11 | \$74.81 | \$91.23 | \$86.91 | \$84.38 | \$74.81 |
| First Assistant | \$68.51 | \$65.09 | \$61.66 | \$56.18 | \$68.51 | \$65.26 | \$63.36 | \$56.18 |
| Second Assistant | \$51.59 | \$49.13 | \$46.67 | \$42.73 | \$51.59 | \$49.26 | \$47.90 | \$42.73 |
| MPV Coordinator | \$53.67 | \$50.98 | \$48.30 | \$44.01 | \$53.67 | \$51.12 | \$49.63 | \$44.01 |
| MPV Assistant | \$40.31 | \$38.29 | \$36.28 | \$33.05 | \$40.31 | \$38.46 | \$37.34 | \$33.05 |
| Still Photographer 1 | \$74.86 | \$71.12 | \$67.38 | \$61.39 | \$84.22 | \$80.24 | \$77.90 | \$65.81 |
| Still Photographer 2 (Note 1) | N/A | N/A | N/A | \$98.71 | \$126.33 | \$120.36 | \$116.85 | \$98.71 |
| Electronic Director of Photography | \$100.47 | \$95.45 | \$90.43 | \$82.39 | \$100.47 | \$95.67 | \$92.88 | \$82.39 |
| Electronic Camera Operator | \$75.32 | \$71.56 | \$67.79 | \$61.77 | \$75.32 | \$71.72 | \$69.63 | \$61.77 |
| Electronic Camera Assistant | \$50.22 | \$47.71 | \$45.20 | \$41.18 | \$50.22 | \$47.85 | \$46.46 | \$41.18 |
| Digital Imaging Technician | \$68.51 | \$65.09 | \$61.66 | \$56.18 | \$68.51 | \$65.26 | \$63.36 | \$56.18 |
| Camera Utility | \$48.25 | \$45.84 | \$43.43 | \$39.57 | \$48.25 | \$45.97 | \$44.63 | \$39.57 |
| Digital Utility | \$48.25 | \$45.84 | \$43.43 | \$39.57 | \$48.25 | \$45.97 | \$44.63 | \$39.57 |
| Digital Loader | \$51.59 | \$49.13 | \$46.67 | \$42.73 | \$51.59 | \$49.26 | \$47.90 | \$42.73 |
| Phantom Technician | \$91.23 | \$91.23 | \$91.23 | \$91.23 | \$91.23 | \$91.23 | \$91.23 | \$91.23 |
| Remote Head Technician | \$72.60 | \$72.60 | \$72.60 | \$72.60 | \$72.60 | \$72.60 | \$72.60 | \$72.60 |
| Drone Operator | \$137.26 | \$130.40 | \$123.54 | \$112.55 | \$137.26 | \$130.71 | \$126.91 | \$112.55 |
| Drone Camera Operator | \$91.23 | \$86.67 | \$82.11 | \$74.81 | \$91.23 | \$86.91 | \$84.38 | \$74.81 |
| Drone Camera Assistant | \$68.51 | \$65.09 | \$61.66 | \$56.18 | \$68.51 | \$65.26 | \$63.36 | \$56.18 |
| Drone Visual Observer | \$68.51 | \$65.09 | \$61.66 | \$56.18 | \$68.51 | \$65.26 | \$63.36 | \$56.18 |
| Senior Unit Publicist | \$68.51 | \$65.09 | \$61.66 | \$56.18 | \$68.51 | \$65.26 | \$63.36 | \$56.18 |
| Social Media | \$68.51 | \$65.09 | \$61.66 | \$56.18 | \$68.51 | \$65.26 | \$63.36 | \$56.18 |
| Teleprompter | \$65.52 | \$65.52 | \$65.52 | \$65.52 | \$65.52 | \$65.52 | \$65.52 | \$65.52 |
| Trainee | \$21.80 | \$21.80 | \$21.80 | \$21.80 | \$21.80 | \$21.80 | \$21.80 | \$21.80 |

Fringe Rates

| | | | | | | | | |
|----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| RSP | 9.00% | 7.00% | 6.50% | 6.50% | 9.00% | 7.00% | 6.50% | 6.50% |
| H&W | 6.00% | 6.00% | 5.00% | 4.00% | 6.00% | 6.00% | 5.00% | 3.00% |
| 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% |
| TOTAL | 25.50% | 23.00% | 21.50% | 20.50% | 25.50% | 23.00% | 21.50% | 19.50% |

Note 1: Per Article 2.08 (b)ii.

Note 2: Underwater rates are equivalent to "land" rates per Article 9.08.

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 3.01(g).

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) per Article 9.07.

Note 5: Weekly rates are based on sixty (60) guaranteed hours per week which is equivalent to seventy (70) "pay hours" per Article 9.09.

Minimum rates as set out in Schedule (A) 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.