

April 5, 2026 – April 4, 2027 LBA RATE SHEET

7. 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	\$85.79	\$72.58	\$46.83	\$1,200.99	\$1,016.16	\$655.66
Camera Operator	\$55.27	\$46.51	\$32.79	\$773.85	\$651.11	\$459.06
First Assistant	\$42.16	\$35.57	\$28.13	\$590.27	\$498.03	\$393.88
Digital Imaging Technician	\$42.16	\$35.57	\$28.13	\$590.27	\$498.03	\$393.88
Second Assistant	\$31.77	\$26.48	\$22.07	\$444.82	\$370.71	\$308.96
Digital Loader	\$31.77	\$26.48	\$22.07	\$444.82	\$370.71	\$308.96
Motion Picture Video Coordinator	\$32.79	\$28.85	\$25.39	\$459.06	\$403.84	\$355.44
Motion Picture Video Assistant	\$31.47	\$26.22	\$21.86	\$440.54	\$367.15	\$305.99
Still Photographer	\$43.20	\$36.00	\$28.13	\$604.80	\$503.98	\$393.88
EPK DOP	\$57.98	\$48.33	\$32.79	\$811.71	\$676.63	\$459.06
EPK Operator	\$43.46	\$36.24	\$28.13	\$608.47	\$507.30	\$393.88
Drone Operator	\$85.79	\$72.58	\$46.83	\$1,201.05	\$1,016.16	\$655.66
Drone Camera Operator	\$55.27	\$46.51	\$32.79	\$773.79	\$651.11	\$459.06
Drone Camera Assistant	\$42.16	\$35.57	\$28.13	\$590.27	\$498.03	\$393.88
Drone Visual Observer	\$42.16	\$35.57	\$28.13	\$590.30	\$498.03	\$393.88
Unit Publicist	\$42.16	\$35.57	\$28.13	\$590.30	\$498.03	\$393.88
Social Media	\$42.16	\$35.57	\$28.13	\$590.27	\$498.03	\$393.88
Teleprompter	\$65.88	\$65.88	\$65.88	\$922.35	\$922.35	\$922.35
Trainee	\$21.81	\$20.60	\$18.55	\$305.39	\$288.42	\$259.69
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 7 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.
- c. **Statutory Holiday Pay:** Employees will be entitled to Statutory Holiday Pay based on the applicable provincial employment standards.
- d. 12-hour daily rates are based on twelve (12) guaranteed hours per week which is equivalent to fourteen (14) "pay hours".