

LABOUR & PERFORMERS

UNIONS & GUILDS



ACTRA TORONTO PERFORMERS

(Alliance of Canadian Cinema, Television & Radio Artists)
625 Church Street, Toronto, ON M4Y 2G1

Contact: Brian Topp or Eda Zimler

T (416) 928-2278

F (416) 928-0429

E info@actratontoronto.com

W www.actratontoronto.com



ACTRA, the CFTPA (Canadian Film and Television Production Association) and the APFTQ (L'Association des Producteurs de Film et Télévision du Québec) regularly negotiate an Independent Production Agreement (IPA) which covers performers in independent film and television production. The most current version of the IPA came into effect on January 1, 2004 and will expire on December 31, 2006.

ACTRA covers all performers, including but not limited to actors, background performers, choreographers, dancers, singers, puppeteers, stunt coordinators, and stunt performers. In the Toronto area there are over 10,000 ACTRA performer members.

NOTE: In the event of any discrepancy between the following information and the actual text of the Independent Production Agreement, the IPA will be regarded as correct.

MINIMUM DAILY FEES (CANADIAN FUNDS) Effective: January 1, 2005 - December 31, 2005.

ON CAMERA PERFORMERS/8 HOUR DAY	Daily	Hourly	O/T	Weekly
Principal Actor	554.75	69.50	104.00	2,357.25
Singers etc.	415.75	52.00	78.00	1,766.75
Actors etc	374.50	47.00	70.25	1,591.25
Variety Principal	831.75	104.00	156.00	3,536.00
Chorus Performer	539.00	67.50	101.25	2,293.00
Stunt Coordinator	721.25	90.00	105.25	n/a
Stunt Actor	831.75	104.00	156.00	n/a
Qualified Background Performers	Daily	Hourly	OT	Weekly
Stand in	169.00	21.00	31.75	760.00
General Background and Pho	160.50	20.00	30.00	n/a
Special Skill	214.50	27.00	40.25	n/a

***N.B.:** All background performers are under ACTRA's jurisdiction. The first 25 background performer roles of each day will receive the rates outlined above. ACTRA members shall be given preference of engagement for the first 25 roles. Additional background performers shall be paid: Period 1 & 2 @ \$9.00; Period 3 @ \$9.25 per hour.

USE RIGHTS FOR ALL PROGRAMS

Upon payment of the minimum daily fee to a performer, the producer is entitled to one of the following "Declared Uses" of the program:

TYPE OF PROGRAM	BASIC USE OF ENTITLEMENT
(a) Theatrical	Worldwide theatrical use for period of the copyright of the program
(b) Free Television	One domestic run in Canada
(c) Pay - TV	One (1) year use in Canada
(d) Cable TV	Three (3) years use in Canada
(e) Compact Devices	Two (2) years use in Canada
(f) Educational TV	Three (3) years use in Canada

Each of the above includes worldwide non-theatrical use. At the time of contracting of performers, the producer must declare the intended use of the program. A producer may purchase additional use rights for his/her production by one of the following three methods:

- (a) Residual Payments (b) Prepayment Option, or (c) A non-refundable Advance Option

LABOUR & PERFORMERS

UNIONS & GUILDS

ACTRA – Continued

PREPAYMENT OPTION

The most commonly used method is the Pre-payment Option. The producer may acquire unrestricted Use Rights in all media, throughout the world for a period of Four (4) consecutive years, from the date of first exploitation release in any residual market, for 130% of Net Fees for Theatrical Productions and 105% of Net Fees for Television and other productions. The producer shall declare and specify the prepayment in the individual contract of the performer. The prepayments must be paid to performers at the time of production.

ADVANCE OPTION

The producer may pay, at the time of production, one of the following percentages of Net Fees as a Non-Refundable Advance against the following Use Fees based on performer participation in Distributors' Gross Revenue:

Options	Non-Refundable Advance (% of Net Fees)	Participation in Distributors' Gross Revenue
1.	100	3.6%
2.	75	4.6%
3.	50	5.6%
4.	25	6.6%

The only circumstances which will allow a producer to select option #4, and therefore make a 25% Advance payment, is if there is only one exclusively Canadian pre-sale in one media, as of the first day of principal photography, and which pre-sale must include one of the Declared Uses.

Definition of a performer net fee is "...the total compensation paid to a performer for camera and recording days."

Please refer to Part B of ACTRA's Independent Production Agreement for more detailed and precise information.

SPAN OF WORK

Drop / Pick Up:	Performer may be booked for any number of scheduled shooting days, with any number of non-scheduled non-paid days in between.
Work Day:	8 hours. The 9th to the 12th hour is at 1 1/2x. Beyond the 12th hour the rate is at 2x.
6th Day:	1 1/2 x contracted daily, hourly and overtime rates
7th Day:	2x contracted daily, hourly and overtime rates
Meals:	Not later than 5 hours from call. Infringement is at 2x the hourly rate, paid hour units. The meal period may be postponed to the end of the 6th hour if the producer provides a substantial snack (with hot and cold beverages), and time to consume the snack prior to the 5th hour. If required by the exigencies of production, the unpaid meal break may be extended by 1/2 hour. There shall be a 1/2 hour meal period for every 4 hours of overtime worked.
Turnaround:	11 hour rest period between work days (12 hrs for minors). Any infringement is at 2x contracted hourly rate.
Holidays:	No additional charge. (see Government Information - Statutory Holidays)
Night Differential:	No additional charge. Requirements for notice to performer of scheduled night work.
Penalties:	Payable in quarter hour units. The maximum compounding effect of the application of overtime and penalty payments shall not exceed 3x the performer's contracted hourly rate.

LABOUR & PERFORMERS

UNIONS & GUILDS

ACTRA – Continued

Travel Time:	Payable in quarter hour units at the hourly rate if beyond 40 kilometer (25 mile) radius of Toronto city centre.
Boundaries:	If a Canadian production is to go on location outside Canada, all terms and conditions of the IPA applies, which includes and is not limited to accommodations and per diems.
Per Diem:	\$65.00 per day plus hotel, calculated on basis of: Breakfast \$15.00, Lunch \$20.00, & Dinner \$30.00
Holdover on Location:	No payment other than incurred expenses (e.g. per diem) is paid to performers held on a distant location during production “down days.” “Down days” are the normal one-day or two-day weekly rest period. However, if a performer is required to be on location by the producer prior to or following a contracted day of work the performer shall be paid 50% of the contracted daily fee for the first 2 days and 100% of the contracted daily fee for each subsequent day.
Rehearsals / Reading Sessions:	Minimum 2 hour call. These fees are not subject to pre-payment and residual payments.
Wardrobe Fitting:	Min. payment of \$69.50 per hr. or performer’s contracted hourly rate, whichever is greater for min. of 2 hrs.
Time for Make-up Hair & Wardrobe:	A maximum of 15 minutes is given immediately prior to production call for Make Up, Hair and Wardrobe at 1/4 of the performer’s applicable straight time rate. Time in excess of 15 minutes is calculated as part of the regular 8-hour day..
Recall:	The minimum call for performers looping his/her own on-camera performance is 2 hours.
Work Permits:	Resident: \$130.00 for 1st week, \$65 for each subsequent week per episode/production for principal performers. Other Categories (except background performers): \$105.00 for 1st week, \$45.00 for each subsequent week per episode/production. Non-Canadian: \$225.00 for 1st week, \$175 for each subsequent week of a production/episode for a principal performer.
Fringes:	11% of gross fees for all performers including Use fees for Insurance and Retirement Benefits. For producers who are members of the Producers Association, the administration fee is a total of 1% of performer’s gross fee per production to a total maximum of \$1,500.00. If the gross performers’ fees in respect of a production exceeds \$2,000,000.00, the maximum will be \$3,000.00 per production excluding series. Non-member producers’ administration fee is a total of 4% of the performers’ gross fee, no maximum. All producers also pay an administration of 0.5% of gross fees paid to all performers to the ACTRA Performers’ Rights Society to a maximum contribution of \$1,500.00.
Bond:	A minimum of the value of 2x the weekly performer payroll. Not less than \$25,000.00. Actual amount is determined by local representative prior to shooting and is based on overall talent payroll and fringe. A bond will be required for post production work.

MINORS

A special situation arises when minors are engaged in the workplace. All parties involved in production are dedicated to ensuring a safe environment for all performers, with extra care given to the proper health, education, morals, and safety of minors. The term “minor” refers to performers under the age of eighteen (18) years. The term “parent” shall include the minor’s legal guardian. Although special provisions apply to minors, they are still subject to the minimum terms and conditions stipulated elsewhere in the Collective Agreement.

UNIONS & GUILDS

ACTRA – Continued

Conditions of Engagement

The producer shall advise the minor's parent(s) at the time of engagement of the complete terms and conditions of the employment, including, but not limited to, studio, location, estimated hours, hazardous work and special abilities required. The producer shall furnish the parents with a script, plus all revisions, prior to shooting.

The producer is required to provide special notification of night shoots (i.e. between 1900h and 0600h) and/or performances where a minor is asked to perform activity with a level of physical proficiency or other physical skill superior to that of the average minor.

No Minor shall be required to work in a situation that places the Minor in clear and present danger to life and limb. When a Minor is required to perform work requiring superior physical skill, ACTRA consent must be given prior to the contracting of the Minor.

In case of night shoots, 36 hours notice shall be provided to the parent(s). If less than 36 hours notice is provided, such notice shall be provided to minor's parent and ACTRA.

Parental Responsibilities

The parent shall familiarize him/herself with the requirements of the role as described in the script or otherwise disclosed to the parent. The parent shall be given a copy of Appendices 14 and 15 of the Collective Agreement. Appendix 14 and, if applicable, Appendix 15 shall be completed and delivered to ACTRA and the producer after a Booking by the producer, but prior to the delivery of a contract to the parent, or in the case of a minor engaged in the background performer categories, prior to the commencement of work.

The parent shall disclose, in writing, any medical history or condition or any attitudinal or psychological condition of which the parent is aware which might foreseeably interfere with or impact on, the minor's ability to carry out the role for which the minor is being considered.

For minors 6 years of age and older, the parent shall execute and deliver, with the contract, an Emergency Medical Authorization enabling the producer to obtain emergency medical treatment for the minor in the event the parent cannot be located immediately when such treatment is required.

Work Day & Meal Periods

The work day shall not exceed 8 consecutive hours, excluding meal periods.

For minors under 12 years of age, overtime is forbidden.

For minors aged 12 to 15, a maximum of 2 hours per day overtime may be permitted, provided that in the event a minor is required to work a cumulative maximum of 4 hours of overtime three consecutive days, the minor shall not be required to work any overtime on the immediately following day, unless the parent consents. Such minors shall be given rest periods of not less than 12 hours between the end of one work day and the beginning of the next work day.

For minors under age of 12, there shall be a rest period of not less than 12 hours between the time the minor arrives at his home (or place of accommodation) and the time that the minor leaves for the set for the next call.

When the producer is required to provide transportation, best efforts shall be made for minors to leave the set within 30 minutes of the end of the minor's working day. The producer shall ensure that transportation home (or place of accommodation) is provided for any minor wrapped after dark.

Minimum Call

The minimum call for a minor under the age of 12 shall be four hours. The minimum fee for such four hours be one-half the minimum daily fees. Where the call extends beyond four hours, the call shall automatically revert to an eight hour call.

UNIONS & GUILDS

Time Before Camera or Rehearsal

ACTRA – Continued

Minors shall not be continually required before the camera or under lights for longer periods of time during a work session than specified below. Breaks shall be taken away from the set when and wherever possible.

2 years & under	15 consecutive mins.	(minimum break 20 mins.)
3 - 5 years	30 consecutive mins.	(minimum break 15 mins.)
6 - 11 years	45 consecutive mins.	(minimum break 10 mins.)
12 - 15 years	60 consecutive mins.	(minimum break 10 mins.)

Presence of Parent

A parent of a minor under 16 years of age must be present at all times when a minor is on set and must accompany the minor to and from the set or location, and shall have the right to accompany the minor on hair, make-up, and wardrobe calls, if the space can accommodate the parent, and provided the parent is not disruptive.

A parent of a minor shall have the right to be present at all times when their child is working. The parent shall advise the producer if and when he or she will be present. When the parent is not present, a responsible chaperon (not less than 21 years of age) shall be appointed by the parent(s) to assume full supervision of the minor for the duration of the engagement.

The appointment of the minor's chaperon (Appendix 15 of the Collective Agreement) shall be completed in triplicate copies provided to the producer, one copy to ACTRA and one to be retained by the parent(s).

The parent(s) or guardian shall not interfere with the Production unless interference is required to ensure the minor's safety.

The producer shall bear the travel expenses and per diem of one parent accompanying a minor to a Distant Location. The amounts of such travel expenses and per diem shall be equivalent to those paid to a performer under the Collective Agreement. With respect to performers aged 16 and 17 who are living with a parent, such performer shall have the right to travel to a Distant Location with a mutually agreed to chaperon provided by the producer, unless the performer's parent(s) consents in writing to such performer travelling alone.

Dangerous Work

No minor shall be required to work in a situation that places him/her in clear and present danger to life or limb, or if the minor or parent believes the minor is in such a situation. Where a minor is engaged to perform subject matter which the producer knows, or ought reasonably to know could be of psychologically damaging nature to the minor, a psychologist or therapist properly accredited by the applicable Provincial Ministry shall be hired by the producer to guide and assist the minor to handle the emotional and mental stress of such subject matter. The producer shall be required to carry out the psychologist or therapist's recommendations, which may include such psychologist or therapist being present on set.

Tutoring

Where a minor who normally attends school is required to work during school time, the parent, unless the producer undertakes to do so, shall consult the minor's school principal or regular teacher prior to commencement of work. The producer shall institute the measures for tutoring that the minor's principal or teacher propose. The cost of the tutor will be borne by the producer.

Where a minor is engaged in a Production, such that he/she is required to miss at least three (2) days of regular school in a given school week, or at least (5) days of regular school in a school year over the course of a Production, the producer agrees to employ a tutor to be present during the minor's work day from the first day of such engagement.

In the event that at the time of contracting, the production schedule is such that the producer is not required to employ a tutor, but the production schedule is subsequently changed such that the minor is required to miss school, then the producer shall be obligated to employ a tutor.

Tutors will be properly qualified. ACTRA shall advise the parent(s) to consult with the minor's school and secure regular school assignments and books, which will be used by the minor and the tutor.

When tutoring is required, the minor shall have access to the tutor during the work day when the minor is not required to work.

UNIONS & GUILDS

ACTRA – Continued

Minors Coordinator

One individual on each set or location will be designated by the producer to coordinate all matters relating to the welfare and comfort of minors. Parents will be notified of the name of the minors coordinator, who shall have the welfare and comfort of the minors as his/her primary responsibility. A coordinator may not double as a tutor, unless all minors are being tutored at the same time.

Time of Calls

Auditions, interviews, individual voice and photographic tests, fittings, wardrobe tests, make-up tests and photographic conferences for minors shall be after school hours. Calls for actual production shall not be so limited. Minors shall not be required to work beyond 2300h without the consent of the Parent.

Food

The producer recognizes the special nutritional requirements of minors and shall provide them with a selection of milk, juices and healthy snacks. All minors shall be fed meals on evening shoots.

STUNTS AND RISK PERFORMANCE

Stunt Categories

A **stunt performer** is a performer who is specially trained and knowledgeable in the engineering of and the performance of stunt work, relating to a performance which would be considered dangerous if not performed by a performer with special training.

A **stunt actor** is a stunt performer who is engaged to enact a character (which may include up to ten words) and who performs work.

A **stunt double** is a stunt performer who only performs the physical double for the character that the performer was assigned to double.

The contracted fee for a **stunt performer** or stunt double shall be exclusive of any performance in a residual category, such as principal actor or actor etc. If the stunt performer, in addition to performing the stunt, also enacts the role of the “character”

A **stunt coordinator** is responsible for the creation and engineering of stunts and the engagement of stunt performers. The stunt coordinator must be a member of ACTRA and be an experienced and qualified stunt performer.

Risk performance is the undertaking of any action by a performer (other than a stunt performer engaged to perform a stunt or stunts) which action could be considered dangerous and beyond the performer’s general experience or the placing of the performer in a position, which would normally be considered hazardous. Performers shall not as a rule be required to undertake risk performances. Whenever possible, producers shall engage qualified stunt performers to undertake such work. Where it is not possible to engage a qualified stunt performer and other performers are called upon to undertake a risk performance they may negotiate an additional fee, which shall not be less than the fee for a stunt performer or refuse to perform the risk performance, but such performers shall be paid fully for the engagement.

Safety Guidelines

Productions shall adhere to all applicable safety guidelines issued by the applicable Provincial Government Ministries. The producer further agrees to cooperate in disseminating such guidelines and adhering to future addenda and/or changes implemented by such Ministries.

Insurance for Stunt Performers

The producer is obligated to provide that its General Liability Insurance policy covers stunt performers and coordinators.

UNIONS & GUILDS



AFM, LOCAL 149
TORONTO MUSICIANS ASSOCIATION
15 Gervais Dr., #500, Toronto, ON M3C 1Y8
Contact: Bill Skolinik x235, Megan Thomas x227

T (416) 421-1020
F (416) 421-7011
E info@torontomusicians.org

SUMMARY OF FEES/TERMS

to record music for Canadian Films pursuant to AFM'S CANADIAN CONTENT PRODUCTION RULES

FEES - BASIC RECORDING SESSION

3 hour minimum call – side musician's minimum fee @ \$300.00, leader or (single musician) @ 100% extra ... may be extended in 1 1/2 hour units @ pro rata up to a 5 hour call when booked as a Basic Session. Limit of two (2) Basic Sessions per day. (A minimum 1 hr. meal break between sessions which is in addition to normal breaks @ 10 minutes per session hour.)

When 10-19 musicians are engaged, a playing member of the orchestra (other than the leader) shall be appointed as the contractor and be paid @ 50% above the side musicians' fee. For 20 or more musicians, the playing contractor to be paid @ 100% extra. (This term subject to future amendments).

'Doubling' (when required) calculated on the side musicians' fee @

1st dbl.	@ 30% extra
2nd dbl.	@ 15% additional
3rd dbl.	@ 15% additional

Fees for additional doubling subject to negotiations between the Musician the Leader and the Signatory Producer for an additional amount acceptable to all parties. (Final amount(s) to be stated on contracts).

Unscheduled Overtime – in 15 minute units @ pro rata plus 50% (\$37.50 per quarter hour)

Pension Payments – For all services performed under this Agreement the Producers shall contribute ten percent (10%) over and above all minimum fees as outlined in this Agreement to the AFM-EPW Fund Canada.

The Basic Recording Session (as detailed herein) to apply as follows:

- (a) for each 'Scoring Session' wherein up to thirty (30) minutes of music may be recorded within the three (3) hour minimum call with an additional five (5) minutes of music permitted per hour thereafter, or,
- (b) for each episode (within a series) which requires specific recorded music, or,
- (c) for a 'Theme Music Session' wherein up to three (3) minutes of music may be recorded and utilized for each episode in the series as theme music for programming openings/closings and intros/extros to commercials, or,
- (d) for a 'Format Music Session' wherein up to ten (10) minutes of music may be recorded and utilized for each episode in the series as programming themes (as provided in (c)) plus stings, cues, and segues;

UNIONS & GUILDS

AFM, LOCAL 149 – Continued

PROVIDED FURTHER

that for (c) & (d) and in addition to the 'Basic Session Fee' a 'Synchronization Fee' shall be paid to each musician on the session, for the total number of episodes within a series, produced for a single broadcast season... as follows;

- (i) for a Theme Music Session - \$25 per episode see part (c)
- (ii) for a Format Music Session - \$50 per episode see part (d)

Basic Sideline (filming) Session

For 'on set' or 'on location' filming of musician(s)' image(s) while portraying an instrumental performance (with or without vocal impersonation).

Fees – Basic Sideline Session – 6 hour minimum call – may be extended in hour units up to an eight hour call when originally confirming (booking) the musician(s).

Side Musician - \$25.00 per half hour unit. Leader (or Single Musician) @100% extra

Unscheduled Overtime – in 15 minute units @ pro rata plus 50% extra (\$18.75 per quarter hour)

Maximum to a 10 hour day of actual work time, wherein a meal break of no less than one hour to be provided upon completion of no more than 5 hours of a sideline session (Note: this meal break is in addition to normal breaks of 10 minutes per session hour). In the event the musician's instrumental performance is recorded during any part of a sideline session; the basic session fees and terms as provided herein, shall also be applicable and/or payable as follows:

Fees – Basic Sideline and Recording Session

In the event that members' sideline performances include live instrumental playing, and the instrumental performance (audio) is recorded for any purposes whatsoever – basic recording fees and terms to apply plus a premium of 25% (extra payment) for the actual time utilized for recording and filming of members. (e.g. minimum 3 hour call fees and terms etc., to apply even though recording of instrumental performance may only take place for a short portion of the 3 hour (minimum) time period and the remaining time utilized for filming only.)

Music Preparation:

All prevailing music preparation fees as detailed in AFM's current film agreements (i.e. TV Film and/or Theatrical Motion Pictures) to be increased by 35%;

Provided further that for use in a TV series for a single broadcast season, additional fees shall be payable and calculated on the total amount of music prep services contained/utilized in each episode as follows;

- up to 10 minutes of music @\$50 per episode
- up to 20 minutes of music @\$75 per episode
- up to 30 minutes of music @\$100 per episode

UNIONS & GUILDS

AFM, LOCAL 149 – Continued

General Terms:

1. Only the services of members in good standing of Locals of the American Federation of Musicians of the United States and Canada shall be used for the performance of any work within a classification covered by this Agreement.
2. Extra percentages applicable to leader/contractor/doubling etc., to be inclusive of all session fees.
3. All services to be contracted under AFM forms as provided by the AFM and/or its Local.
4. The contract(s) must specify the name of film and/or episodic series; identify each episode within a series and its anticipated broadcast season.
5. 'Theme' or 'Format' music shall not be utilized for 'scoring music' as it is generally understood within the industry.
6. Minimum 'scoring' requirements for episodic series – terms of AFM Television Film Labour Agreement, to apply.
7. TV 'variety shows' in the form of specials, weekly series, daily strips, etcetera, are not eligible for production herein – see AFM/CBC Agreement or AFM/Television Videotape Agreement.
8. We have been advised by the Toronto Musicians' Association (TMA) that, in keeping with past and current practices, 'all' media recording engagements within TMA's jurisdiction are subject to a contract filing/handling fee. The amount payable (by the producer) is calculated @ 10% of the total scale fee payable to 'one' (non-doubling) side musician. This additional amount to be included, with the payments and/or contracts required herein.

For further clarification or additional information please contact AFM's Canadian Office (416) 391-5161.

LABOUR & PERFORMERS

UNIONS & GUILDS



DIRECTORS GUILD OF CANADA - Ontario

DGC Ontario District Council
890 Yonge St., 9th Floor, Toronto, ON M4W 3P4

Contact: *Ron Haney, Chief Executive Officer & Executive Director*
Ann Marie Sluga, Chief Operating Officer

T (416) 925-8200

F (416) 925-8400

E rhoney@dgcodc.ca

W www.dgcodc.ca

TIER LEVELS DEFINED

Type of Motion Picture	Budget Range in Canadian Funds (Total Budget)	Tier	Administration and Training Fund (%)	Vacation Pay (%)	Retirement Contribution (%)	Health and Welfare (%)	CFTPA Levy* (%)	Total (%)
Theatrical Motion Pictures	\$9,160,000 and over	A	1.5	6	6	3	1	17.5
(includes "Features")	\$5,100,000 - \$9,159,999	B	1.5	6	6	3	1	17.5
	\$3,120,000 - \$5,099,999	C	1	4	5.5	3	1	14.5
	\$1,820,000 - \$3,119,999	D	1	4	4	2	1	12
	Under \$1,820,000	E	1	4	4	2	1	12
Made For Television (MFT) Movies	\$6,240,000 and over	A	1.5	6	6	3	1	17.5
(includes "Television Motion Pictures", "Direct to Video")	\$4,680,000 - \$6,239,999	B	1.5	6	6	3	1	17.5
	\$2,600,000 - \$4,679,999	C	1	4	5.5	3	1	14.5
	\$1,820,000 - \$2,599,999	D	1	4	4	2	1	12
	Under \$1,820,000	E	1	4	4	2	1	12
Mini-Series	\$5,500,000 and over	A	1.5	6	6	3	1	17.5
(Per each 2 hours of broadcast time)	\$4,000,000 - \$5,499,999	B	1.5	6	6	3	1	17.5
	\$3,000,000 - \$3,999,999	C	1	4	5.5	3	1	14.5
	\$2,000,000 - \$2,999,999	D	1	4	4	2	1	12
	Under \$2,000,000	E	1	4	4	2	1	12
Television Series **	\$880,000 and over	A	1.5	6	6	3	1	17.5
(1/2 hour episode)	\$640,000 - \$879,999	B	1.5	6	6	3	1	17.5
(includes "Anthologies", "Episodic Television Series", "Serials", "Variety Series")	\$440,000 - \$639,999	C	1	4	5.5	3	1	14.5
	\$320,000 - \$439,999	D	1	4	4	2	1	12
	Under \$320,000	E	1	4	4	2	1	12
Television Series**	\$1,460,000 and over	A	1.5	6	6	3	1	17.5
(1 hour episode)	\$1,150,000 - \$1,459,999	B	1.5	6	6	3	1	17.5
(includes "Anthologies", "Episodic Television Series", "Serials", "Variety Series")	\$810,000 - \$1,149,999	C	1	4	5.5	3	1	14.5
	\$520,000 - \$809,999	D	1	4	4	2	1	12
	Under \$520,000	E	1	4	4	2	1	12
Television Specials	\$920,000 and over	A	1.5	6	6	3	1	17.5
(1/2 hour)	\$690,000 - \$919,999	B	1.5	6	6	3	1	17.5
(includes "Pilots", "Spinoffs", "Television Drama Specials", "Variety Specials")	\$520,000 - \$689,999	C	1	4	5.5	3	1	14.5
	\$410,000 - \$519,999	D	1	4	4	2	1	12
	Under \$410,000	E	1	4	4	2	1	12
Television Specials	\$1,720,000 and over	A	1.5	6	6	3	1	17.5
(1 hour)	\$1,090,000 - \$1,719,999	B	1.5	6	6	3	1	17.5
(includes "Pilots", "Spinoffs", "Television Drama Specials", "Variety Specials")	\$890,000 - \$1,089,999	C	1	4	5.5	3	1	14.5
	\$780,000 - \$889,999	D	1	4	4	2	1	12
	Under \$780,000	E	1	4	4	2	1	12
Strip Programs	\$460,000 and over	A	1.5	6	6	3	1	17.5
(1/2 hour)	\$410,000 - \$459,999	B	1.5	6	6	3	1	17.5
	\$290,000 - \$409,999	C	1	4	5.5	3	1	14.5
	\$180,000 - \$289,999	D	1	4	4	2	1	12
	Under \$180,000	E	1	4	4	2	1	12
Strip Programs	\$920,000 and over	A	1.5	6	6	3	1	17.5
(1 hour)	\$810,000 - \$919,999	B	1.5	6	6	3	1	17.5
	\$580,000 - \$809,999	C	1	4	5.5	3	1	14.5
	\$230,000 - \$579,999	D	1	4	4	2	1	12
	Under \$230,000	E	1	4	4	2	1	12

*Payable directly to the CFTPA as per Article ON6.00

**see Standard Agreement Article ON8.00 for TV Series and Pilots Discount Fringe Package

LABOUR & PERFORMERS

UNIONS & GUILDS

DIRECTORS GUILD OF CANADA – Continued

DR16.00, 17.00, 19.00: The rates for 2005 apply from January 3, 2005 until the expiration of this Agreement.

R16.00: MINIMUM RATES FOR DIRECTORS FOR THEATRICAL MOTION PICTURES

	Tier A Weekly Rate	Tier B Weekly Rate	Tier C Weekly Rate	Tier D Weekly Rate	Tier E Weekly Rate
Guaranteed Period	16 Weeks	15 Weeks	14 Weeks	10 Weeks	8 Weeks
Prep and Shooting	\$9,195.00	\$8,290.00	\$7,705.00	\$6,550.00	\$5,245.00

DR17.00: MINIMUM RATES FOR DIRECTORS FOR ANTHOLOGIES, MADE FOR TV MOVIES, MINI-SERIES, PILOTS, SPINOFFS AND DRAMA SPECIALS

Length	Guaranteed Days Prep/Shooting	Tier A	Tier B	Tier C	Tier D	Tier E
_ hour	10 days	\$13,985.00	\$12,615.00	\$11,030.00	\$9,375.00	\$7,505.00
1 hour	20 days	\$27,970.00	\$25,210.00	\$22,065.00	\$18,760.00	\$15,005.00
1_ hours	30 days	\$55,045.00	\$49,620.00	\$43,420.00	\$36,910.00	\$29,530.00
2 hours	45 days	\$82,565.00	\$74,430.00	\$65,125.00	\$55,355.00	\$44,285.00

MINIMUM RATES FOR DIRECTORS FOR TV SERIES

Length	Guaranteed Days Prep/Shooting	Tier A	Tier B	Tier C	Tier D	Tier E
_ hour	10 days	\$11,365.00	\$10,250.00	\$8,975.00	\$7,625.00	\$6,100.00
1 hour	18 days	\$23,605.00	\$21,275.00	\$18,610.00	\$15,825.00	\$12,660.00
1_ hours	28 days	\$35,395.00	\$31,910.00	\$28,225.00	\$23,735.00	\$18,985.00
2 hours	38 days	\$47,200.00	\$42,545.00	\$37,235.00	\$31,645.00	\$25,320.00

Please refer to the Standard Agreement for Director rates for Variety Series and Specials and Strip Programs.

ADDITIONAL DAYS:

DR16.02 The minimum daily rate for additional days worked beyond the Director's guaranteed period or for daily engagement, where permissible, shall be one-fourth (1/4) of the weekly rate payable for the particular type of Motion Picture.

DR19.00: The rates for 2005 apply from January 3, 2005 until the expiration of this Agreement.

LABOUR & PERFORMERS

UNIONS & GUILDS

DIRECTORS GUILD OF CANADA – Continued

MINIMUM RATES FOR SECOND UNIT DIRECTORS

Prep days shall be paid at 1/8th of the Weekly Rate Per day.

Production Type	Tier A		Tier B		Tier C		Tier D		Tier E	
	Weekly Rate	Daily Rate	Weekly Rate	Daily Rate	Weekly Rate	Daily Rate	Weekly Rate	Daily Rate	Weekly Rate	Daily Rate
Theatrical Motion Picture	\$9,195.00	\$2,300.00	\$8,290.00	\$2,075.00	\$7,290.00	\$1,815.00	\$6,175.00	\$1,545.00	\$4,940.00	\$1,235.00
Television Motion Picture	\$6,410.00	\$1,605.00	\$5,775.00	\$1,445.00	\$5,060.00	\$1,265.00	\$4,300.00	\$1,075.00	\$3,445.00	\$865.00

RIGHTS ACQUISITION FEES (RAF) FOR ADDITIONAL USE – DIRECTORS

DR18.02 The Producer may acquire unrestricted worldwide rights in perpetuity for additional use beyond the use acquired under Article DR16.01 with respect to Theatrical Motion Pictures or the single use selected under Article DR17.01 with respect to Television Motion Pictures, only after payment in full of the following percentages of the applicable Directors minimum rate no later than the due date specified. If not paid by the due date, then the applicable rate shall be increased by 3%.

THEATRICAL MOTION PICTURES:

	RAF Period	Prepayment %	Due Date
All Television Use	In Perpetuity	40%	At time of production
All Television Use	Years 1-5	25%	At time of production
	Year 6 of Use	5%	Prior to date of use
	Year 7 of Use	5%	Prior to date of use
	Year 8 of Use	5%	Prior to date of use
	Year 9 of Use	5%	Prior to date of use
	Year 10 of Use	5%	Prior to date of use
	Total	50%	
Compact Devices	North America in Perpetuity	30%	Prior to date of use
Compact Devices	World (excluding North America) in Perpetuity	30%	Prior to date of use
	Total	60%	
Compact Devices	Worldwide in Perpetuity	50%	Prior to date of use
All Television Use and Compact Devices	In Perpetuity	90%	At time of Production

LABOUR & PERFORMERS

UNIONS & GUILDS

DIRECTORS GUILD OF CANADA – Continued

TELEVISION MOTION PICTURES (EXCLUDING STRIP PROGRAMS):

	RAF Period	Prepayment %	Due Date
All Television Use	In Perpetuity	75%	At time of production
All Television Use	Years 1-5	55%	At time of production
	Year 6 of Use	6%	Prior to date of use
	Year 7 of Use	6%	Prior to date of use
	Year 8 of Use	6%	Prior to date of use
	Year 9 of Use	6%	Prior to date of use
	Year 10 of Use	6%	Prior to date of use
	Total	85%	
Compact Devices	North America in Perpetuity	30%	Prior to date of use
Compact Devices	World (excluding North America) in Perpetuity	30%	Prior to date of use
	Total	60%	
Compact Devices	Worldwide in Perpetuity	50%	Prior to date of use
All Television Use and Compact Devices	Worldwide in Perpetuity	110%	At time of production
Theatrical Use – Non Canadian Production	In Perpetuity	40%	Prior to date of use
Theatrical Use – Canadian Productions	In Perpetuity	20%	Prior to date of use

ACQUISITION OF ADDITIONAL USE AFTER PRODUCTION

If the Producer does not purchase a rights acquisition fee under article DR18.02(b)(i) prior to the applicable first use, such rights acquisition fee shall be subject to the payment of an additional amount equal to 20% of the applicable Director's minimum rate prior to date of use. (DR18.04)

Please refer to the Standard Agreement for Rights Acquisition Fees for Strip Programs.

LABOUR & PERFORMERS

UNIONS & GUILDS

DIRECTORS GUILD OF CANADA – Continued

MINIMUM RATES FOR PRODUCTION DEPARTMENT FOR THEATRICAL AND TELEVISION MOTION PICTURES Production Department - 2005 Rates

The rates for 2005 apply from January 3, 2005 until the expiration of this Agreement.

Classification	Tier A		Tier B		Tier C		Tier D		Tier E	
	Weekly	Daily	Weekly	Daily	Weekly	Daily	Weekly	Daily	Weekly	Daily
2005										
Production Manager	\$3,075.00	\$770.00	\$2,770.00	\$695.00	\$2,425.00	\$610.00	\$2,065.00	\$520.00	\$1,655.00	\$415.00
Assistant Production Manager / Unit Manager	\$2,160.00	\$540.00	\$1,945.00	\$490.00	\$1,670.00	\$420.00	\$1,445.00	\$365.00	\$1,160.00	\$290.00
1st Assistant Director	\$2,955.00	\$740.00	\$2,670.00	\$670.00	\$2,335.00	\$585.00	\$1,985.00	\$500.00	\$1,595.00	\$400.00
2nd Assistant Director	\$2,130.00	\$535.00	\$1,930.00	\$485.00	\$1,685.00	\$425.00	\$1,435.00	\$360.00	\$1,150.00	\$290.00
3rd Assistant Director	\$1,290.00	\$325.00	\$1,165.00	\$295.00	\$1,015.00	\$255.00	\$870.00	\$220.00	\$695.00	\$175.00
Trainee Assistant Director	\$955.00	N/A	\$875.00	N/A	\$765.00	N/A	\$660.00	N/A	\$630.00	N/A
Set Production Assistant	\$925.00	\$235.00	\$840.00	\$210.00	\$730.00	\$185.00	\$625.00	\$160.00	\$620.00	\$155.00
2nd Set Production Asst (8 hour shift)	N/A	\$130.00	N/A	\$120.00	N/A	\$105.00	N/A	\$90.00	N/A	\$85.00
Location Manager	\$2,240.00	\$560.00	\$2,015.00	\$505.00	\$1,775.00	\$445.00	\$1,510.00	\$380.00	\$1,205.00	\$310.00
Assistant Location Manager / Locations Scout	\$1,290.00	\$325.00	\$1,165.00	\$295.00	\$1,015.00	\$255.00	\$870.00	\$220.00	\$695.00	\$175.00
Location Production Assistant	\$925.00	\$235.00	\$840.00	\$210.00	\$730.00	\$185.00	\$625.00	\$160.00	\$620.00	\$155.00
2nd Location PA (8 hour shift)	N/A	\$130.00	N/A	\$120.00	N/A	\$105.00	N/A	\$90.00	N/A	\$85.00

LABOUR & PERFORMERS

UNIONS & GUILDS

DIRECTORS GUILD OF CANADA – Continued

MINIMUM RATES FOR ART DEPARTMENT FOR THEATRICAL AND TELEVISION MOTION PICTURES

Art Department - 2005 Rates

The rates for 2005 apply from January 3, 2005 until the expiration of this Agreement.

Classification	Tier A		Tier B		Tier C		Tier D		Tier E	
	Weekly	Daily	Weekly	Daily	Weekly	Daily	Weekly	Daily	Weekly	Daily
2005										
Production Designer	\$3,745.00	\$940.00	\$3,460.00	\$865.00	\$3,025.00	\$760.00	\$2,570.00	\$645.00	\$2,060.00	\$515.00
Art Director (Head of Department)	\$3,295.00	\$825.00	\$3,040.00	\$760.00	\$2,670.00	\$670.00	\$2,265.00	\$570.00	\$1,815.00	\$455.00
Art Director	\$2,485.00	\$625.00	\$2,285.00	\$575.00	\$2,005.00	\$505.00	\$1,710.00	\$430.00	\$1,375.00	\$345.00
1st Assistant Art Director / Set Designer	\$1,850.00	\$465.00	\$1,705.00	\$430.00	\$1,490.00	\$375.00	\$1,270.00	\$320.00	\$1,015.00	\$255.00
2nd Assistant Art Director	\$1,490.00	\$375.00	\$1,385.00	\$350.00	\$1,200.00	\$300.00	\$1,020.00	\$255.00	\$820.00	\$205.00
Art Department Trainee (PA)	\$840.00	\$210.00	\$775.00	\$195.00	\$675.00	\$170.00	\$580.00	\$145.00	\$510.00	\$130.00

MINIMUM RATES FOR ACCOUNTING DEPARTMENT FOR THEATRICAL MOTION PICTURES AND TELEVISION MOTION PICTURES

2005 Rates – Accounting Department

The rates for 2005 apply from January 3, 2005 until the expiration of this Agreement.

Classification	Tier A TV Series Tier A Features		Tier B TV Series Tier B Features Tier A MFT		Tier C Series Tier C Features Tier B MFT		Tier D Series Tier D Features Tier C MFT		Tier E Series Tier E Features Tier D & E MFT	
	Weekly	Daily	Weekly	Daily	Weekly	Daily	Weekly	Daily	Weekly	Daily
2005										
Production Accountant	\$2,390.00	\$600.00	\$2,170.00	\$545.00	\$1,955.00	\$490.00	\$1,665.00	\$420.00	\$1,335.00	\$335.00
1st Assistant Accountant (General)	\$1,850.00	\$465.00	\$1,630.00	\$410.00	\$1,430.00	\$360.00	\$1,215.00	\$305.00	\$975.00	\$245.00
1st Assistant Accountant (Payroll)	\$1,630.00	\$410.00	\$1,500.00	\$375.00	\$1,320.00	\$330.00	\$1,125.00	\$285.00	\$900.00	\$225.00
2nd Assistant Accountant	\$1,065.00	\$270.00	\$975.00	\$245.00	\$860.00	\$215.00	\$730.00	\$185.00	\$590.00	\$150.00
3rd Assistant Accountant	\$875.00	\$220.00	\$760.00	\$190.00	\$710.00	\$180.00	\$610.00	\$155.00	\$510.00	\$130.00
Trainee Assistant Accountant	\$710.00	\$180.00	\$655.00	\$165.00	\$605.00	\$155.00	\$510.00	\$130.00	\$510.00	\$130.00

**Note: Fringes are calculated on the basis of the Production's Tier.

***Note: The Agreement shall apply to Post Production Accountants only by mutual consent. This Agreement does not provide for a minimum rate for Post Production Accountants but Tier E fringes apply regardless of the tier. ON15.06(a) and ON15.06(b)(ii)

LABOUR & PERFORMERS

UNIONS & GUILDS

DIRECTORS GUILD OF CANADA – Continued

Picture Editing Department 2005 Rates – Theatrical Motion Pictures, Made for Television Movies, Mini-Series Picture Editing

The rates for 2005 apply from January 3, 2005 until the expiration of this Agreement.

Classification	Tier A		Tier B		Tier C		Tier D		Tier E	
	Weekly	Daily	Weekly	Daily	Weekly	Daily	Weekly	Daily	Weekly	Daily
Supervising Picture Editor	\$3,165.00	\$795.00	\$2,920.00	\$730.00	\$2,545.00	\$640.00	\$2,170.00	\$545.00	\$1,735.00	\$435.00
Picture Editor / Editor	\$2,900.00	\$725.00	\$2,675.00	\$670.00	\$2,355.00	\$590.00	\$1,995.00	\$500.00	\$1,600.00	\$400.00
1st Assistant Picture Editor	\$1,870.00	\$470.00	\$1,720.00	\$430.00	\$1,505.00	\$380.00	\$1,285.00	\$325.00	\$1,030.00	\$260.00
2nd Assistant Picture Editor	\$1,245.00	\$315.00	\$1,155.00	\$290.00	\$1,005.00	\$255.00	\$860.00	\$215.00	\$690.00	\$175.00
Trainee Assistant Editor / Post Production Assistant	\$780.00	\$195.00	\$700.00	\$175.00	\$675.00	\$170.00	\$580.00	\$145.00	\$510.00	\$130.00

Picture Editing Department – Anthologies, Pilots, Spinoffs, Strip Programs, TV Drama Series, TV Series, Variety Specials, Variety Series

Classification	Tier A		Tier B		Tier C		Tier D		Tier E	
	Weekly	Daily	Weekly	Daily	Weekly	Daily	Weekly	Daily	Weekly	Daily
Supervising Picture Editor	\$2,890.00	\$725.00	\$2,670.00	\$670.00	\$2,340.00	\$585.00	\$1,985.00	\$500.00	\$1,595.00	\$400.00
Picture Editor / Editor	\$2,535.00	\$635.00	\$2,355.00	\$590.00	\$2,055.00	\$515.00	\$1,740.00	\$435.00	\$1,400.00	\$350.00
1st Assistant Picture Editor	\$1,710.00	\$430.00	\$1,580.00	\$395.00	\$1,385.00	\$350.00	\$1,175.00	\$295.00	\$940.00	\$235.00
2nd Assistant Picture Editor	\$1,170.00	\$295.00	\$1,080.00	\$270.00	\$945.00	\$240.00	\$810.00	\$205.00	\$645.00	\$165.00
Trainee Assistant Editor/Post Production Assistant	\$780.00	\$195.00	\$700.00	\$175.00	\$675.00	\$170.00	\$580.00	\$145.00	\$510.00	\$130.00

LABOUR & PERFORMERS

UNIONS & GUILDS

DIRECTORS GUILD OF CANADA – Continued

2005 Rates Sound Editing Department – Theatrical Motion Pictures, Made for Television Movies, Mini-Series

The rates for 2005 apply from January 3, 2005 until the expiration of this Agreement.

Classification	Tier A		Tier B		Tier C		Tier D		Tier E	
	Weekly	Daily	Weekly	Daily	Weekly	Daily	Weekly	Daily	Weekly	Daily
Supervising Sound Editor	\$2,730.00	\$685.00	\$2,525.00	\$635.00	\$1,960.00	\$490.00	\$1,670.00	\$420.00	\$1,340.00	\$335.00
Sound Editor / Editor	\$2,500.00	\$625.00	\$2,315.00	\$580.00	\$1,810.00	\$455.00	\$1,540.00	\$385.00	\$1,230.00	\$310.00
1st Assistant Sound Editor	\$1,615.00	\$405.00	\$1,490.00	\$375.00	\$1,160.00	\$290.00	\$985.00	\$250.00	\$795.00	\$200.00
2nd Assistant Sound Editor	\$1,080.00	\$270.00	\$995.00	\$250.00	\$775.00	\$195.00	\$660.00	\$165.00	\$535.00	\$135.00
Trainee Assistant Editor/Post Production Assistant	\$675.00	\$170.00	\$610.00	\$155.00	\$525.00	\$135.00	\$510.00	\$130.00	\$510.00	\$130.00

2005 Rates Sound Editing Department – Anthologies, Pilots, Spinoffs, Strip Programs, TV Drama Series, TV Series, Variety Specials, Variety Series

Classification	Tier A		Tier B		Tier C		Tier D		Tier E	
	Weekly	Daily	Weekly	Daily	Weekly	Daily	Weekly	Daily	Weekly	Daily
Supervising Sound Editor	\$2,490.00	\$625.00	\$2,310.00	\$580.00	\$1,800.00	\$445.00	\$1,530.00	\$385.00	\$1,225.00	\$310.00
Sound Editor / Editor	\$2,195.00	\$550.00	\$2,030.00	\$510.00	\$1,585.00	\$400.00	\$1,350.00	\$340.00	\$1,080.00	\$270.00
1st Assistant Sound Editor	\$1,480.00	\$370.00	\$1,365.00	\$345.00	\$1,070.00	\$270.00	\$905.00	\$230.00	\$725.00	\$185.00
2nd Assistant Sound Editor	\$1,005.00	\$255.00	\$935.00	\$235.00	\$730.00	\$185.00	\$625.00	\$160.00	\$510.00	\$130.00
Trainee Assistant Editor/Post Production Assistant	\$675.00	\$170.00	\$610.00	\$155.00	\$525.00	\$135.00	\$510.00	\$130.00	\$510.00	\$130.00

Guild Members may be engaged for Sound Post duties on a half-day rate: maximum 6 hour call at 55% of applicable daily rate and raised to the nearest \$5.00. For calls that exceed six hours, the daily rate applies (Article ON16.05).

LABOUR & PERFORMERS

UNIONS & GUILDS

DIRECTORS GUILD OF CANADA – Continued

LOCATION SUPPORT PERSONNEL (ON20.00)

Engagement may be hourly, subject to a minimum 4-hour call, or daily.
The work day for a daily LSP is 14 hours, and the daily rates are:

	A	B	C	D	E
2005	\$180.00	\$170.00	\$170.00	\$160.00	\$160.00

Subject to the 4-hour minimum, the hourly LSP rates are:

	A	B	C	D	E
2005	\$12.60	\$11.90	\$11.90	\$11.25	\$11.25

All premium and penalty payments are based on the hourly rate. i.e., Work in excess of the maximum hours permitted for daily LSPs are calculated on the applicable hourly rate. E.g. \$12.10 x 1 = overtime rate.

Overtime is calculated at time and one-half for work after 14 hours for daily LSPs and 8 hours for hourly LSPs. Double time applies to all LSP work after 16 hours.

If the District Council cannot supply, a permit fee equal to 2% of Gross Remuneration will be deducted from the LSPs remuneration and remitted under article 7.08.

If meals are not provided, the Producer will reimburse a maximum of \$10.00 (breakfast), \$15.00 (lunch) and \$25.00 (dinner) upon presentation of receipts.

The following fringes and levies are calculated on the total Gross Remuneration:

Tier	Vacation	Administration and Training Fund	Total	CFTPA Levy	Grand Total
A	4%	1.5%	5.5%	1%	6.5%
B	4%	1.5%	5.5%	1%	6.5%
C	4%	1%	5%	1%	6%
D	4%	1%	5%	1%	6%
E	4%	1%	5%	1%	6%

Where health and safety requires use of a vehicle for shelter between November 15 and March 15, the LSP will be paid a one-hour bonus at the base rate.

An LSP who works alone or in a remote location will be supplied with a cell phone or other communication device.

LABOUR & PERFORMERS

UNIONS & GUILDS

DIRECTORS GUILD OF CANADA – Continued

CONTRACTED RATE

Contracted Rate is the higher of the applicable minimum rate (scale) provided for in the Schedules, or, the negotiated rate, inclusive of Over-scale, specified in the Guild Member's Contract for Services. Contracted Rate will form the basis of all calculations for Overtime and Turnaround.

OVERTIME: PRODUCTION DEPARTMENT

First 5 Days, After 14 Hours of Work. ON2.01(a)(ii) For each one hour or portion thereof, based on one-quarter hour increments, inclusive of paid Meal Breaks, for all work exceeding 14 hours, but less than 16 hours on any one of the first five work days of the work week, the Producer must pay to each Guild Member thus affected premium pay at the rate of double the pro-rated Daily or Weekly rate of remuneration calculated in accordance with the following:

DAILY RATE

(Contracted Rate ÷ 8 x 2)

WEEKLY RATE

(Contracted Rate ÷ 40 x 2)

First 5 Days, After 16 Hours of Work. ON2.01(a)(iii)

DAILY RATE

(Contracted Rate ÷ 8 x 3)

WEEKLY RATE

(Contracted Rate ÷ 40 x 3)

OVERTIME: ART, EDITING AND ACCOUNTING DEPARTMENTS

First 5 Days, After 12 Hours of Work. ON2.01(a)(i) For each one hour or portion thereof, based on one-quarter hour increments, inclusive of paid Meal Breaks, for all work exceeding 12 hours, but less than 16 hours on any one of the first five work days of the work week, the Producer must pay to each Guild Member thus affected premium pay at the rate of double the pro-rated Daily or Weekly rate of remuneration calculated in accordance with the following:

DAILY RATE

(Contracted Rate ÷ 8 x 2)

WEEKLY RATE

(Contracted Rate ÷ 40 x 2)

First 5 Days, After 16 Hours of Work. ON2.01(a)(iii)

DAILY RATE

(Contracted Rate ÷ 8 x 3)

WEEKLY RATE

(Contracted Rate ÷ 40 x 3)

UNIONS & GUILDS

DIRECTORS GUILD OF CANADA – Continued

TURNAROUND OR REST PERIOD ON2.08

- (a) Each Guild Member must have turnaround or rest period between each work day of not less than 10 hours free from work.
- (b) The minimum days off for each Guild Member on a regular work week shall be 54 consecutive hours free from work. On one occasion in a four-week cycle, and with forty-eight hour written notice to the Guild, the Producer may reduce the weekend turn-around by four hours.
- (c) The minimum days off for each Guild Member on a six day work week shall be 34 consecutive hours free from work.
- (d) In the event of a holiday resulting in a 3 day weekend, the minimum days off for each Guild Member on a four day work week shall be 76 consecutive hours free from work.

Turnaround or Rest Period Encroachment. ON2.08(e) For each hour or portion thereof, based on one-half hour increments, of encroachment into any applicable turnaround or rest period, in addition to the members Contracted Rate, the Producer must pay to each Guild Member thus affected premium pay calculated in accordance with the following formulae:

DAILY RATE	The member receives his/her daily rate plus an amount equal to: (Contracted Rate ÷ 8 x 2)
WEEKLY RATE	The member receives his/her daily rate plus an amount equal to: (Contracted Rate ÷ 40 x 2)

6TH AND 7TH DAY REMUNERATION

6th Day Rate. ON2.02 A Guild Member who works a 6th work day in a period of 7 consecutive days shall be paid a 6th day rate equal to time and one-half the Daily or pro-rated Weekly rate of remuneration calculated in accordance with the following formula:

DAILY RATE	WEEKLY RATE
(Contracted Rate x 1 1/2)	(Contracted Rate ÷ 5 x 1 1/2)

7th Day Rate. ON2.03 A Guild Member who works a 7th work day in a period of 7 consecutive days shall be paid a 7th day rate equal to two times the Daily or pro-rated Weekly rate of remuneration calculated in accordance with the following formula:

DAILY RATE	WEEKLY RATE
(Contracted Rate x 2)	(Contracted Rate ÷ 5 x 2)

WORK ON A HOLIDAY

ON2.04 Work performed, including travel to and from Nearby and Distant Locations, on a holiday, shall be paid at two times the Guild Members Daily or pro-rated Weekly rate of remuneration calculated in accordance with the following formula:

DAILY RATE	WEEKLY RATE
(Contracted Rate x 2)	(Contracted Rate ÷ 5 x 2)

LABOUR & PERFORMERS

UNIONS & GUILDS

DIRECTORS GUILD OF CANADA – Continued

PER DIEM

ON9.03(b)(ii) & ON9.03(b)(iii) The Per Diem allowance is to be \$65.00 in Canadian funds per Distant Location day in Canada, or \$65.00 in U.S. funds per Distant Location day in the U.S. or elsewhere in the world, calculated on the basis of:

Breakfast:	\$10.00	Lunch:	\$15.00
Dinner:	\$25.00	Incidentals:	\$15.00

MEAL BREAKS

ON3.00(a) The Producer shall ensure that each Guild Member has a paid meal break of at least one-half (1/2) hour, at intervals that will result in no Guild Member working longer than 6 consecutive hours without a first paid meal break and eight consecutive hours without a second paid meal break, failing which each affected Guild Member will receive an additional \$20.00 to a maximum of \$20.00 per day.

If the Guild Member is given both:

- (i) a non-deductible meal appropriate to the time of day, prior to the general crew call, and
- (ii) a substantial snack no more than two and one half hours before the first paid meal break, then, the first paid meal break may be six (6) hours following the general crew call.

On a reasonable and bona fide basis, the Producer shall have the right to complete a shot in progress to maximum of ten (10) minutes into the paid meal break without incurring meal penalty, provided that the set-up or shot was commenced within a reasonable period in advance of the required paid meal break and provided that there is no reduction in the paid meal break.

FLAT DEALS

ON1.07 Article ON2.01 is not applicable, and Articles ON2.02, ON2.03, ON2.04 and ON2.08 are applicable to a Guild Member engaged on a “flat deal”. Each Guild Member’s Contract for Service (or Deal Memo) **shall clearly state** whether overscale payments may be credited or offset against the premium provided for in Article ON2.01. Offsetting of overscale shall not be allowed to reduce a Guild Member’s Gross Remuneration to less than the minimum Gross Remuneration required by this Agreement. The Contract Rate will form the basis of all calculations. Failure to designate clearly the offset rights in the Contract for Services will mean the loss of any right to credit or offset Over-scale payments.

The Producer may engage any Guild Member in the following job classifications on a “flat deal” basis.

Second Unit Director	Two highest ranking in Art Department
Production Manager	All Editing Department classifications
First Assistant Director	Production Accountants
Second Assistant Director	First Assistant Production Accountant
Unit/Location Manager	Second Assistant Production Accountant

LABOUR & PERFORMERS

UNIONS & GUILDS

DIRECTORS GUILD OF CANADA – Continued

USE OF PERSONAL VEHICLES

ON9.06(d) With respect to the minimum reimbursement as required under article ON9.06(c), the Producer must pay either: 42 cents per kilometer or a flat rate of \$31 per day plus all gas expenses incurred for work related purposes.

OTHER GUILD COVERED CATEGORIES

Ontario Letter of Understanding No. 1. With respect to a particular classification which has never been represented by DGC Ontario under this Agreement or any prior Guild Basic Agreement, and notwithstanding article 7 of the core Agreement (re: permits), the Producer may engage any individual to fill that particular classification; however, should that individual be a Guild Member, then the Producer will only engage that individual pursuant to this Agreement, including but not limited to the applicable Contract for Services. For greater clarity these classifications are:

Technical Coordinator

Art Department Coordinator

P.A. (Office)

Post Production Supervisor

Post Production Coordinator

STUDIO ZONE

ON9.01(a) Studio Zone is the area within the boundaries of Winston Churchill Boulevard to Highway 7 to Highway 50 to Major Mackenzie to Highway 30 to the Seventh Concession to Lakeridge Road (23) to Lake Ontario. The studio zone is deemed to include Kleinberg Studios.

NEARBY LOCATION

ON9.02(a) Studio zone working conditions shall prevail on Nearby Locations

ON9.02(b) Work time and travel distance, if applicable, concerning work by any Guild Member on any Nearby Location shall commence when the Guild Member crosses the studio zone boundary and ends at this same point. This provision shall not apply to locations in Oshawa, Whitby, Uxbridge, Pickering, Oakville, Burlington and Hamilton.

ON9.02(c) Transportation to and from Nearby Locations shall be provided by the Producer. All costs for a taxi, limousine, bus or other transportation which the Guild Member is required by the Producer to use in order to get to and from a Nearby Location shall be paid by the Producer. If the Guild Member is required to use his own personal vehicle for transportation to a Nearby Location, the provisions of article ON9.06 (c) shall apply. This provision shall apply for such work days in Oshawa, Whitby, Uxbridge, Pickering, Oakville, Burlington and Hamilton.

CANADIAN FUNDS

18.07 Unless expressed otherwise, all dollar amounts referenced herein are in Canadian funds.

LABOUR & PERFORMERS

UNIONS & GUILDS

DIRECTORS GUILD OF CANADA – Continued

FRINGE BENEFITS DIRECTORS GUILD OF CANADA - ONTARIO

CATEGORY	RETIREMENT CONTRIBUTIONS	HEALTH & WELFARE (HW)	ADMINISTRATION AND TRAINING FUND	VACATION PAY	PERMIT FEES	MEMBERS' CHECK-OFF
Guild Members All Categories Except Permittees	Payable by Producer to Financial Institution SEE BELOW	Payable by Producer to Guild	Payable by Producer to Guild (7% GST applicable)	Payable by Producer to Member	N/A	2% of gross deducted from Member & paid to Guild
Non-Canadian Permittees Excluding DGA, BECTU, U.S.IATSE, including IATSE Local 829	Payable by Producer to Financial Institution SEE BELOW	N/A	Payable by Producer to Guild (7% GST applicable)	Payable by Producer to Permittee	\$50/day capped at \$200/week deducted from Permittee or paid by Producer & remitted to Guild	2% of gross deducted from Permittee & paid to Guild
DGA, BECTU, U.S. IATSE & UNSCA Permittees Only	N/A	N/A	Payable by Producer to Guild (7% GST applicable)	N/A	\$50/day capped at \$200/week deducted from Permittee or paid by Producer & remitted to Guild	2% of gross deducted from Permittee & paid to Guild
Non-Canadian Production Accountants (for Tier A only)	Payable by Producer to Financial Institution SEE BELOW	N/A	Payable by Producer to Guild (7% GST applicable)	Payable by Producer to Permittee	\$100/week deducted from Permittee or paid by Producer & remitted to Guild	2% of gross deducted from Permittee & paid to Guild
Canadian Permittees All Categories (except Director **)	Payable by Producer to Financial Institution SEE BELOW	N/A	Payable by Producer to Guild (7% GST applicable)	Payable by Producer to Permittee	\$50/week or portion thereof deducted from Permittee or paid by Producer & remitted to Guild	2% of gross deducted from Permittee & paid to Guild

** Permit fees for Canadian Directors shall be \$200/week or portion thereof deducted from Permittee or paid by producer and remitted to Guild.

Members Cap: That portion of the Gross Remuneration paid to a Guild Member in excess of \$125,000 Canadian funds on a per Production or per Television Series cycle basis, shall not be subject to any further deduction or payment, as the case may be, with respect to Members' Check-off (ON5.04), Health and Welfare (ON5.02). In the case of article ON5.03 (Administration and Training Fund) the cap will be \$50,000.

Provided that the Producer is a member in good standing of the CFTPA, the Producer shall remit directly to the CFTPA an amount equal to 1% of all gross remuneration paid to Guild Members to a maximum of \$3,500 per project or \$1,500 per episode of a Series (Article ON 15.00). 7% GST is applicable on the CFTPA levy.

Retirement Contributions: The producer will remit **WEEKLY, IN CANADIAN DOLLARS**, to the financial institution designated by the District Council (ON5.01)

LABOUR & PERFORMERS

UNIONS & GUILDS



IATSE LOCAL 411

INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES

Production Coordinators, Craftservice Providers and Honeywagon Operators
629 Eastern Avenue, Bldg C, Suite 300
Toronto, ON M4M 1E4

Contact: *Timothy M. Storey, Business Agent*

T (416) 645-8025

F (416) 645-8026

W www.iatse411.ca

MINIMUM WEEKLY CONTRACTED RATES for PRODUCTION COORINATORS

Effective January 1, 2005 to December 31, 2005

Budget Tiers	MINIMUM RATES All amounts are in Canadian Funds		
TIER ONE	Features MOWs and Mini-Series (per 2 hour segment) Below 4 million & TV Series below \$500,000 per _ hour	Production Coordinators Assistant PC Production Secretaries Travel Coordinators Other Coordinators	\$1,535.00 \$1,008.00 \$761.00 \$1,008.00 as negotiated
TIER TWO	Features MOWs, Mini-Series (per 2 hour segment) 4-11 million, & TV Series over \$500,000 per _ hour but less than \$750,000 per _ hour	Production Coordinators Assistant PC Production Secretaries Travel Coordinators Other Coordinators	\$1,648.32 \$1,089.92 \$830.79 \$1,089.00 as negotiated
TIER THREE	Features, MOW's & Mini-Series (per 2 hour segment) above 11 million & TV Series over \$750,000 per _ hour	Production Coordinators Assistant PC Production Secretaries Travel Coordinators Other Coordinators	\$1,722.46 \$1,131.52 \$885.36 \$1,131.52 as negotiated

LABOUR & PERFORMERS

UNIONS & GUILDS

IATSE LOCAL 411 – Continued

Other Details	
Work Week	Work week is seven days, the first five being work days, the 6th and 7th being days off
Work Day	Work day is up to 12 hours
Overtime	2X one-sixtieth of the weekly contracted rate calculated in quarter-hour increments
6th Day	1_ X one-fifth of the weekly contracted rate. All overtime is at 3X one-sixtieth of the weekly contracted rate.
7th Day	2X one-fifth of the weekly contracted rate. All overtime is at 3X one-sixtieth of the weekly contracted rate.
Turnaround	Turnaround is 10 hours. Encroachment is at 2X one-sixtieth of the weekly contracted rate and is calculated in quarter-hour increments.
Holidays	not worked: no deduction from weekly contracted rate. worked: an additional one-fifth of the weekly contracted rate. Any employee who works the scheduled day before and the scheduled day after a statutory holiday will receive payment for the statutory holiday. Declaration of a change to statutory holiday shall be made to the Employee and the union a minimum of two weeks prior to the proposed date.
Weekend Turnaround	On a 5 day work week: Fifty-four consecutive hours. On a 6 day work week: Thirty-four consecutive hours.
Upgrades	If, at the direction of the Company, an employee works for six (6) hours or more in a classification higher than the classification under which the Employee is called for work, the higher rate shall prevail for period. Such upgrades are not automatic and the Producer, in consultation with the Head of Department, will in good faith consider any such upgrade.
Cancellation of Calls	The Company may cancel daily calls for Employees up to 6:00pm (1800 hours) prior to the starting time of the call. In the event that such a notice is not given, the Producer shall pay the employee one (1) day's pay at the basic rate.
Meal Breaks	No employee shall work longer than six consecutive hours without the Company providing a hot meal.
Penalties	All penalties are calculated in quarter-hour increments.
Per Diem	\$65.00 per day plus hotel, calculated on the basis of: Breakfast \$10.00 Lunch \$15.00 Dinner \$25.00 Incidentals \$15.00
Mileage	For use of personal vehicles, employee shall be reimbursed either \$0.35 per kilometre or \$35.00 per day, agreed upon in advance.
Fringes	Vacation Pay: 6% of total weekly wages Health and Welfare: 3% of total weekly wages Retirement: 6% of total weekly wages (amount matched by employee) Levy: 3% of total weekly wages
Bond	\$10,000 for the Coordinator Caucus.
Boundaries	Winston Churchill Boulevard to Castlemore Drive to Highway 50 to Major Mackenzie to Highway 30 to the Seventh Concession to Durham Road 23 to Lake Ontario. Variances to the boundaries to be discussed with the Business Agent.
Travel Time	Travel time to a location outside of the boundaries (excluding Kleinburg Studios) is considered as time worked and subject to provision of overtime and penalties.

LABOUR & PERFORMERS

UNIONS & GUILDS

IATSE LOCAL 411 – Continued

MINIMUM WEEKLY/DAILY CONTRACTED RATES for CRAFTSERVICE PERSONNEL

AS NEGOTIATED WITH THE C.F.T.P.A

Effective November 3rd, 2003 to December 31, 2005

MINIMUM RATES

BUDGET TIERS

TIER ONE	Features, MOWs and Mini-Series (per 2 hour segment) Below 4 million & TV Series below \$500,000 per 1/2 hour	Weekly - \$1000 weekly (\$200 per day) *Daily - \$155
TIER TWO	Features, MOWs, Mini-Series (per 2 hour segment) 4-11 million, & TV Series over \$500,000 per hour but less than \$750,000 per 1/2 hour	Weekly - \$1100 weekly (\$220 per day) *Daily - \$165
TIER THREE	Features, MOWs & Mini-Series (per 2 hour segment) above 11 million & TV Series over \$750,000 per 1/2 hour	Weekly - \$1150 weekly (\$230 per day) *Daily - \$165

OTHER DETAILS

Work Week	Work week is seven days, the first five being work days, the 6th and 7th being days off.
Work Day	Work day is up to 14 hours, inclusive of meal breaks. The craftservice personnel shall be paid for all time worked from the time they report as and wherever directed until they are released from work.
Overtime	Overtime is paid after 14 hours of work at a rate of time and a half (1.5) of the regular hourly rate. All overtime will be calculated in quarter hour increments.
6th Day	1x one-fifth of the weekly contracted rate. All overtime is at time and a half of the regular hourly rate. All overtime will be calculated in quarter hour increments.
7th Day	2x one-fifth of the weekly contracted rate. All overtime is at time and a half of the regular hourly rate. All overtime will be calculated in quarter hour increments.
	Provided that at least one of the Employees who worked the previous five (5) days, works the sixth (6th) and/or seventh (7th) day, those Employees shall determine which Employee, (if not all) works the sixth (6th) and/or seventh (7th) day.
Holidays	Not worked: No deduction from weekly contracted rate. Worked: An additional one-fifth of the weekly contracted rate.

LABOUR & PERFORMERS

UNIONS & GUILDS

IATSE LOCAL 411 – Continued

Turnaround	Turnaround is 7 hours between shifts. Encroachment is at 2x the applicable rate and is calculated in hour increments.
Meal Breaks	All Employees are entitled to a sixty minute uninterrupted meal break. Meal periods are inclusive in the normal work day.
Per Diem And Travel	To be provided as per the applicable technicians agreement signed by the production
Fringes	Vacation Pay: 4% of total weekly wages Health and Welfare: 3% of total weekly wages Retirement: 2.5% of total weekly wages paid by Production, matched by Employee Levy: 1% of total weekly wages to the Union 1% of total weekly wages to the Association
Bond	Equivalent of two weeks wages for any Craft employees engaged on the production or Corporate Letter of Guarantee for those productions adhered to the agreement.
Boundaries	As per the applicable technicians agreement signed by the production.
Cancellation of Calls	The Employer may cancel calls for Employees up to 6:00pm (1800hrs.) prior to the starting time of the call. In the event that such a notice is not given, the Employer shall pay the employee one (1) days pay at the basic rate.
Second Meal	If required to prepare a "second meal" (also known as a second substantial, a walking wrap, or a "courtesy meal") during their shift, they will be paid an additional \$25.00.
Weekend Work	An Employee required to perform weekend cleaning, restocking, shopping, and the purchase-preparation of perishable foods for the ensuing week shall be paid at a minimum of four (4) hours the rate of one and one-half (1 1/2) times on the sixth (6th) day of a five day work week and at a minimum of four hours at double time (2x) on the seventh (7th) day of a six day work week. Any hours actually worked in excess of the four (4) hour minimum shall be paid at the applicable premium for either the sixth (6) or seventh (7) day, as the case may be.
Driving the Craft Truck	Except where only one (1) craft service employee is engaged, no craft service employee shall be assigned to drive a craft service truck or production vehicle for two (2) consecutive days. In any event, no craft service employee shall be assigned to drive a craft service or production vehicle after eighteen (18) consecutive hours of work in which case, the Producer shall provide such employee either transportation or accommodation in accordance with the applicable technicians contract.
Staffing	Where there are more than sixty (60) persons engaged (combined cast and crew, calculated on a daily basis) by the production there shall be no fewer than 2 employees employed in the Craft Service department. Additional personnel shall be engaged as required in consultation with the Production.
Discipline/ Grievances	Employees may be disciplined and/or dismissed only for just cause and that the principles of progressive discipline will be applied appropriately.
Dues	A deduction from the employee's weekly paycheque may be forwarded to the local as a dues payment, capped at an annual amount of \$400.00. The union shall notify the production of such deduction as required.

LABOUR & PERFORMERS

UNIONS & GUILDS

MINIMUM WEEKLY/DAILY CONTRACTED RATES for HONEYWAGON OPERATORS

AS NEGOTIATED WITH THE C.F.T.P.A.

March 8th, 2004 to March 11, 2005

TIER ONE	Features, MOWs and Mini-Series (per 2 hour segment) Below 4 million & TV Series and Pilots below \$500,000 per hour	Weekly: \$1150 Daily: \$230 Sixth day @ 1.5: \$345 Seventh day @ 2 \$460 O/T after 14 hours: \$50
TIER TWO	Features, MOWs, Mini-Series (per 2 hour segment) 4-11 million, & TV Series and Pilots over \$500,000 per 1/2 hour but less than \$750,000 per hour	Weekly: \$1200 Daily: \$240 Sixth day @ 1.5: \$360 Seventh day @ 2: \$480 O/T after 14 hours: \$50
TIER THREE	Features, MOWs & Mini-Series (per 2 hour segment above 11 million & TV Series and Pilots overl	Weekly: \$1250 Daily: \$250 Sixth day @ 1.5: \$375 Seventh day @ 2: \$500 \$750,000 per 1/2 hour O/T after 14 hours: \$50

OTHER DETAILS

Work Week	Work week is seven days, the first five being work days, the 6 th and 7th being days off.
Work Day	Work day is up to 14 hours, inclusive of meal breaks. The Honeywagon Operator shall be paid for all time worked from the time they report as and wherever directed until they are released from work.
Overtime	In any event, and regardless of when worked, overtime shall be paid at the rate of \$50 per hour, after 14 hours of work.
6th Day	1x one-fifth of the weekly contracted rate. All overtime is at \$50.00
7th Day	2x one-fifth of the weekly contracted rate. All overtime is at \$50.00
Holidays	Not worked: No deduction from weekly contracted rate. Worked: An additional one-fifth of the weekly contracted rate.
Turnaround	There is no turnaround in this contract.

LABOUR & PERFORMERS

UNIONS & GUILDS

IATSE LOCAL 411 – Continued

Meal Breaks	<p>All Employees are to receive a sixty (60) minute meal period, subject to the same penalties as the technicians engaged on the production. In the alternative, the Producer may elect to institute a thirty (30) minute meal period which shall be considered as time worked.</p> <p>Second and subsequent meal periods shall be no less than thirty (30) minutes and no more than sixty (60) minutes in duration. In any event, an Employee is entitled to a meal break after six (6) hours. If a meal is not available the Honeywagon Operator shall be reimbursed in accordance with the applicable technician agreement.</p>
Per Diem & Travel	To be provided as per the applicable technicians agreement signed by the production.
Fringe	<p>Vacation Pay: 4% of total weekly wages (Added to the Employees pay)</p> <p>Health and Welfare: 3% of total weekly wages (Added, sent to union)</p> <p>Levy: 1% of total weekly wages to the Union 1% of total weekly wages to the Association</p>
Bond	Equivalent of two weeks wages for any Honeywagon Operators engaged on the production or Corporate Letter of Guarantee for those productions adhered to the agreement.
Boundaries	As per the applicable technicians agreement signed by the production.
Cancellation of Calls	The Employer may cancel calls for Employees up to 6:00pm (1800hrs) prior to the starting time of the call. In the event that such a notice is not given, the Employer shall pay the employee one (1) days pay at the basic rate.
Weekend Work	An Employee required to perform weekend servicing of the Honeywagon shall be paid at the applicable rate set out in schedule "B" or at a minimum of four (4) hours the rate of one and one-half (1x) times on the sixth (6th) day of a five day work week and at a minimum of four hours at double time (2x) on the seventh (7th) day of a five day work week. Any hours actually worked in excess of the four (4) hour minimum shall be paid at the applicable premium for either the sixth (6) or seventh (7) day, as the case may be.
Hiring/Staffing	The Honeywagon Operator shall be selected by the Honeywagon owner, subject to approval by the Producer. In the event additional Honeywagons are required, the applicable number of Employees will be hired to be responsible for each of the additional vehicles. Nothing in this agreement precludes an owner of the Honeywagon from performing bargaining unit work, provided that the owner is a member of the Union and the collective agreement is applied to such owner while performing bargaining unit work.
Load in and out	If an Employee is required to work a load-in or load-out of six (6) hours or less than s/he shall be paid at half (1/2) the applicable daily rate. If the Employee is required to work in excess of the six (6) hours then the applicable daily rate shall be paid. Where the load in or out occurs on a Saturday or Sunday, the applicable daily rate will apply.
Discipline/ Grievances	Employees may be disciplined and/or dismissed only for just cause and that the principles of progressive discipline will be applied appropriately
Dues	\$400.00 per year. A deduction from the employee's weekly paycheque may be forwarded to the local as a dues payment, capped at an annual amount of \$400.00. The union shall notify the production of such deduction as required.

LABOUR & PERFORMERS

UNIONS & GUILDS



INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES

International Cinematographers Guild

9 Gloucester Street
Toronto, Ontario M4Y 1L8

Contact: Rick Perotto

T..(416) 368-0072

F (416) 368-6932

E camera@iatse667.com

I.A.T.S.E. Local 667 represents professionals in the camera and publicity departments and in all auxiliary equipment necessary to the operation of the camera. Their contract covers all phases of filmed and electronically recorded motion picture productions, including feature films, television movies and series, commercials and live events.

MINIMUM SCALE 2005 CANADIAN FUNDS

CATEGORY	FEATURE FILM	TELEVISION
Director of Photography	\$ 70.10	\$67.50
Camera Operator	\$ 48.00	\$45.60
1st Assistant	\$ 37.20	\$34.90
2nd Assistant	\$ 27.20	\$24.70
Loader	\$ 25.20	\$22.90
Publicist	\$ 39.90	\$36.80
Stills Photographer	\$ 38.90	\$44.40
Digital Engineer	\$ 58.70	\$56.30
Digital Technician	\$ 34.30	\$33.20
M.P. Video Co-ordinator / 24 Frame Operator	\$ 32.00	\$32.00
Video Assist 1 / Playback Operator	\$ 22.20	\$20.00
Video Assist 2	\$ 13.30	\$13.30
Electronic Cameraperson	\$ 48.00	\$45.60
Camera Trainee	Provincial Minimum Wage	

LABOUR & PERFORMERS

UNIONS & GUILDS

IATSE LOCAL 667 – Continued

Other Details	
Work Week	Normal work week is any 5 consecutive days with the 6th and 7th day at premium rates.
Work Day	Normal work day is 8 hours plus 1 hour unpaid meal break. 9th, 10th, 11th and 12th hours paid at 1-1/2x; 13th hour at 2x; 14th and subsequent at 3x basic hourly rate.
Guaranteed 6 Day	Any 6 consecutive days, the first 8 hours of the 6th day is at 1-1/2x; the 9th, 10th, and 11th
Work Week	hours at 2x, 12th hour onward at 3x. A 7th day is at premium rates.
Holidays	Holidays at 2x the basic hourly rate for the first 8 hours, 9th hour onward is at 3x basic hourly.
Meals	Meals not later than 6 hours after call and again 6 hours after previous meal. Meal penalty calculated at 2x the prevailing rate, calculated in 1/2 hour increments not to exceed 3x the basic hourly rate.
Turnaround	Rest period is 10 hours. Any infringement within that 10 hours is at 3x the basic hourly rate.
Night Premium	Night premium is waived excepting calls commencing between midnight and 6 a.m. when payment would be at 2x the prevailing rate.
Penalties	All overtime & penalties calculated in 1/2 hr increments, at no time to exceed 3x the basic hourly rate.
Per Diem	\$60.00 per day plus hotel, calculated on the basis of: Incidentals: \$5, Breakfast \$10, Lunch \$15 and Dinner \$30
Minimum Crew	Theatrical features, short subjects and TV films: First Cameraperson (DOP), Operator, 1st Assistant Cameraperson, 2nd Assistant Cameraperson, Stills Photographer and Camera Trainee.
Fringes	Vacation Pay 8%; Health & Welfare 4% of gross; Pension 4% of gross Producers Levy 3%
Bond	\$20,000.00 CDN.
Insurance	Producer to provide in amount of \$250,000 against accidental death and/or dismemberment, payable to member or member's designate.
Boundaries	N. to Steeles Ave., W. to Etobicoke Creek, E. to York/Durham Line, S. to Lake Ontario. Subject to location availability, these boundaries are negotiable.
Travel Time (Outside Zone)	Is considered as time worked.

LABOUR & PERFORMERS

UNIONS & GUILDS



IATSE 873 Technicians
INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES
 1351 Lawrence Ave. E., Unit 104, Toronto, ON M5A 1N6
 Contact: *Mimi Wolch*

(416) 368-1873
 F (416) 368-8457
 E busagent@iatse873.com
 W www.iatse873.com

MINIMUM SCALE (CANADIAN FUNDS, PER HOUR) - Effective April 1, 2005 - March 31, 2006 SCHEDULE "C"

	<i>Feature Film Agreement</i>				<i>MOW & Television Series Agreement</i>		
	<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3</i>	<i>Tier 4</i>	<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3</i>
CONSTRUCTION							
Construction Supervisor	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head / On-Set Carpenter	32.95	30.65	29.65	28.15	28.15	26.20	25.35
Assistant Head Carpenter	31.45	29.25	28.30	27.05	27.05	25.15	24.35
Carpenter	30.85	28.70	27.75	26.35	26.35	24.50	23.70
ELECTRIC							
Gaffer	32.95	30.65	29.65	28.15	28.15	26.20	25.35
Best Boy	30.85	28.70	27.75	26.35	26.35	24.50	23.70
Electrician	27.55	25.60	24.80	23.60	23.60	21.95	21.25
Generator Operator	29.65	27.60	26.70	25.40	25.40	23.60	22.85
Rigging Gaffer	32.95	30.65	29.65	28.15	28.15	26.20	25.35
Assistant Rigging Gaffer	30.85	28.70	27.75	26.35	26.35	24.50	23.70
Rigging Electrician	27.55	25.60	24.80	23.60	23.60	21.95	21.25
GRIP							
Key Grip	32.95	30.65	29.65	28.15	28.15	26.20	25.35
Assistant Key Grip	30.85	28.70	27.75	26.35	26.35	24.50	23.70
Dolly Grip	30.85	28.70	27.75	26.35	26.35	24.50	23.70
Grip	27.55	25.60	24.80	23.60	23.60	21.95	21.25
Key Rigging Grip	32.95	30.65	29.65	28.15	28.15	26.20	25.35
Assistant Rigging Grip	30.85	28.70	27.75	26.35	26.35	24.50	23.70
Rigging Grip	27.55	25.60	24.80	23.60	23.60	21.95	21.25
HAIR							
Head Of Department	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Head of Department	32.95	30.65	29.65	28.15	28.15	26.20	25.35
Hair Stylist	32.95	30.65	29.65	28.15	28.15	26.20	25.35
MAKE-UP							
Head of Department	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Head of Department	32.95	30.65	29.65	28.15	28.15	26.20	25.35
Makeup Artist	32.95	30.65	29.65	28.15	28.15	26.20	25.35
MISCELLANEOUS							
Production Labourer	22.80	21.20	20.50	19.65	19.65	18.25	17.70
Craft Service	22.80	21.20	20.50	19.65	19.65	18.25	17.70
PAINT							
Key Scenic Artist	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Scenic Artist	32.95	30.65	29.65	28.15	28.15	26.20	25.35
Head Painter / On-Set Painter	32.95	30.65	29.65	28.15	28.15	26.20	25.35
Assistant Head Painter	31.45	29.25	28.30	27.05	27.05	25.15	24.35
Painter / Sign Writer	30.85	28.70	27.75	26.35	26.35	24.50	23.70
PROPERTY							
Property Master / Buyer	32.95	30.65	29.65	28.15	28.15	26.20	25.35
Assistant Property Master	30.85	28.70	27.75	26.35	26.35	24.50	23.70
Prop Person	27.55	25.60	24.80	23.60	23.60	21.95	21.25

LABOUR & PERFORMERS

UNIONS & GUILDS

IATSE LOCAL 873 – Continued

	<i>Feature Film Agreement</i>				<i>MOW & Television Series Agreement</i>		
	<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3</i>	<i>Tier 4</i>	<i>Tier 1</i>	<i>Tier 2</i>	<i>Tier 3</i>
SCRIPT							
Script Supervisor	32.95	30.65	29.65	28.15	28.15	26.20	25.35
Script Assistant	30.85	28.70	27.75	26.35	26.35	24.50	23.70
SET DECORATING							
Set Decorator / Buyer	32.95	30.65	29.65	28.15	28.15	26.20	25.35
On-Set Dresser	32.95	30.65	29.65	28.15	28.15	26.20	25.35
Assistant Set Decorator	30.85	28.70	27.75	26.35	26.35	24.50	23.70
Set Dresser	27.55	25.60	24.80	23.60	23.60	21.95	21.25
Key Greens person	32.95	30.65	29.65	28.15	28.15	26.20	25.35
Assistant Greens person	30.85	28.70	27.75	26.35	26.35	24.50	23.70
Greens person	27.55	25.60	24.80	23.60	23.60	21.95	21.25
SOUND							
Production Sound Mixer	45.90	42.70	41.30	39.25	39.25	36.50	35.35
Boom Operator	32.95	30.65	29.65	28.15	28.15	26.20	25.35
Playback Operator	30.85	28.70	27.75	26.35	26.35	24.50	23.70
Cable Puller	27.55	25.60	24.80	23.60	23.60	21.95	21.25
SPECIAL EFFECTS							
Co-ordinator	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head Special Effects	32.95	30.65	29.65	28.15	28.15	26.20	25.35
Assistant Head Special Effects	30.85	28.70	27.75	26.35	26.35	24.50	23.70
Special Effects Technician	27.55	25.60	24.80	23.60	23.60	21.95	21.25
TRANSPORTATION							
Co-ordinator	25.80	24.00	23.20	22.15	22.15	20.60	19.95
Transport Captain	23.85	22.20	21.45	20.55	20.55	19.10	18.50
Picture Car Captain	23.85	22.20	21.45	20.55	20.55	19.10	18.50
Transport Co-Captain	23.00	21.40	20.70	19.70	19.70	18.30	17.75
Driver	22.85	21.25	20.55	19.70	19.70	18.30	17.75
WARDROBE							
Costume Designer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Costume Designer	32.95	30.65	29.65	28.15	28.15	26.20	25.35
Wardrobe Supervisor	32.95	30.65	29.65	28.15	28.15	26.20	25.35
Wardrobe Master / Mistress / Buyer	32.95	30.65	29.65	28.15	28.15	26.20	25.35
Assistant Wardrobe Master / Mistress	30.85	28.70	27.75	26.35	26.35	24.50	23.70
Wardrobe Dresser / Seamstress	30.85	28.70	27.75	26.35	26.35	24.50	23.70
Wardrobe Assistant	27.55	25.60	24.80	23.60	23.60	21.95	21.25

Daily Technicians: Daily technicians are paid an additional \$0.75 per hour.

Work Week: Work week is seven days, the first five being work days, the 6th and 7th being days off.

Work Day: Work day is 8 hours (9 hours for Transportation), plus 1 unpaid meal break.

Overtime: 9th, 10th, 11th & 12th hrs. (10th, 11th & 12th for Transportation) are at 11/2x. 13th hr onwards is at 3x.

LABOUR & PERFORMERS

UNIONS & GUILDS

IATSE LOCAL 873 – Continued

- 6th & 7th Day:** When worked the rate of pay on the 6th day is 1 1/2x the basic hourly rate (with 24 hours notice), the rate of pay on the 7th day shall be 2x the basic hourly rate.
- Holidays:** Not worked: paid at minimum call — Worked: at 2x
- Turnaround:** Turnaround is 10 hours (9 hours for Transportation). Encroachment is at 2x the prevailing rate (max. 3x) for each invaded hour.
- Weekend Turnaround:** On a 5 day work week: 48 plus 6 hours. On a 6-day work week: 24 plus 10 hours.
- Meal Breaks:** There is 1 unpaid meal break per day and it is exclusive from time worked. 1st meal break is no earlier than the end of the 4th hour or no later than the end of the 6th hour. Penalty for encroachment is 2x for 1st hour and 3x for 2nd and following hours. 2nd meal (dinner) is paid at straight time. Encroachment of meal break is paid at 3x for 1st and subsequent hours.
- Penalties:** All penalties are paid in 1/2 hour units. The maximum compounding effect of overtime and penalty payments shall not exceed 3x the contracted hourly rate.
- Per Diem:** \$55.00 per day plus hotel, calculated on the basis of: Breakfast \$10, Lunch \$15 and Dinner \$30
- Fringes:** Vacation Pay: MOW/Television 6% of gross, Feature Film 8% of gross. Health & Welfare: 3% of gross, Retirement: 6% of gross + (vacation + H & W), Benevolent is 2% of gross on Features & \$4.25 per day per employee for MOW/TV Series.
- Bond:** \$25,000.00 CDN.
- Boundaries:** Zone 1 is bordered by the present boundaries of The City of Toronto. Zone 2 is the area bordered by Winston Churchill Blvd., Castlemore Drive to Highway 50 to Major MacKenzie to Highway 30 to the Seventh Concession to Durham Rd. 23 to Lake Ontario. Locations in Zone 2 shall be considered in town and the calls will begin & end at these locations.
- Travel Time:** Travel time to a location outside of Metro (excluding Kleinburg Studios and Pearson International Airport) is considered as time worked and subject to provision of overtime and penalties.

LABOUR & PERFORMERS

UNIONS & GUILDS



NABET LOCAL 700 CEP

NATIONAL ASSOCIATION OF BROADCAST EMPLOYEES AND TECHNICIANS

100 Lombard Street, Suite 203, Toronto, ON M5C 1M3

Contact: *Martine Maltais, Business Manager*

T (416) 536-4827

F (416) 536-0859

E mmaltais@nabet700.com

W www.nabet700.com

DEPARTMENT	Minimum Rates 2005		
	TIER 1	TIER 2	TIER 3
CONSTRUCTION			
CONSTRUCTION MANAGER	NEGOTIABLE	NEGOTIABLE	NEGOTIABLE
HEAD CARPENTER	24.75	26.25	27.75
ON SET/STAND-BY CARPENTER	24.75	26.25	27.75
CARPENTER	22.75	24.25	25.75
ASSISTANT CARPENTER	21.25	22.75	24.25
CONTINUITY			
SCRIPT SUPERVISOR	24.75	26.25	27.75
COSTUME			
COSTUME DESIGNER	NEGOTIABLE	NEGOTIABLE	NEGOTIABLE
ASSISTANT COSTUME DESIGNER	24.75	26.25	27.75
SET SUPERVISOR	24.75	26.25	27.75
1ST ASSISTANT WARDROBE	22.75	24.25	25.75
2ND ASSISTANT WARDROBE	21.25	22.75	24.25
* see below for additional classifications/rates			
GREENS			
KEY GREENS	24.75	26.25	27.25
1T ASSISTANT GREENS	22.75	24.25	25.25
2ND ASSISTANT GREENS	21.25	22.75	24.25
GRIP			
KEY GRIP	24.75	26.25	27.75
KEY RIGGING GRIP	24.75	26.25	27.75
DOLLY GRIP	24.75	26.25	27.75
BEST BOY GRIP	22.75	24.25	25.75
BEST BOY RIGGING GRIP	22.75	24.25	25.75
GRIP	21.25	22.75	24.25
RIGGING GRIP	21.25	22.75	24.25
HAIR			
PERIOD HAIRSTYLIST AND WIGS	NEGOTIABLE	NEGOTIABLE	NEGOTIABLE
KEY HAIRDRESSER	24.75	26.25	27.75
ASSISTANT HAIRDRESSER	22.75	24.25	25.75
2ND ASSISTANT HAIRDRESSER	21.25	22.75	24.25
LABOUR			
LABOURER / CABLE	17.25	18.75	20.25
LIGHTING			
LIGHTING DIRECTOR	27.00	28.50	30.00
GAFFER	24.75	26.25	27.75
RIGGING GAFFER	24.75	26.25	27.75
BEST BOY	22.75	24.25	25.75
RIGGING BEST BOY	22.75	24.25	25.75
ELECTRICIAN	21.25	22.75	24.25
RIGGING ELECTRICIAN	21.25	22.75	24.25
GENERATOR OPERATOR	22.75	24.25	25.75

*1st Buyer, key rate

*Truck/Extras Coordinator, 2nd Buyer, 1st Hand, Seamstress/Alterationist/Asst. Tailor, 1st asst. rate

*Shopper, Dresser, Wardrobe Assistant, Stitcher, 2nd asst. rate

LABOUR & PERFORMERS

UNIONS & GUILDS

NABET LOCAL 700 – Continued

DEPARTMENT	Minimum Rates 2005		
	TIER 1	TIER 2	TIER 3
MAKEUP			
PROSTHETIC AND SPECIAL MAKE-UP	NEGOTIABLE	NEGOTIABLE	NEGOTIABLE
KEY MAKE-UP	24.75	26.25	27.75
ASSISTANT MAKE-UP	22.75	24.25	25.75
2ND ASSISTANT MAKE-UP	21.25	22.75	24.25
PAINT			
KEY SCENIC PAINTER	NEGOTIABLE	NEGOTIABLE	NEGOTIABLE
HEAD PAINTER	24.75	26.25	27.75
ON SET/STAND-BY PAINTER	24.75	26.25	27.75
SCENIC/ PAINTER	22.75	24.25	25.75
ASSISTANT PAINTER	21.25	22.75	24.25
PROPERTY			
PROPERTY MASTER	24.75	26.25	27.75
BUYER/ MAKER	24.75	26.25	27.75
ASSISTANT PROPERTY MASTER	22.75	24.25	25.75
2ND ASSISTANT PROPS	21.25	22.75	24.25
SETS			
SET DECORATOR	NEGOTIABLE	NEGOTIABLE	NEGOTIABLE
ON SET DRESSER	24.75	26.25	27.75
SET DEC BUYER	24.75	26.25	27.75
LEAD SET DRESSER	22.75	24.75	25.75
SET DRESSER	21.25	22.75	24.25
SOUND			
SOUND RECORDIST / MIXER	30.25	31.75	33.25
BOOM OPERATOR	24.75	26.25	27.75
2nd BOOM OPERATOR	23.25	24.75	26.25
SOUND ASSISTANT	13.50	15.00	16.50
SPFX			
SPECIAL EFFECTS CO-ORDINATOR	NEGOTIABLE	NEGOTIABLE	
KEY SPECIAL EFFECTS	24.75	26.25	27.75
1ST ASSISTANT SPECIAL EFFECTS	22.75	24.25	25.75
2ND ASSISTANT SPECIAL EFFECTS	21.25	22.75	24.25
SHOP ASSISTANT	17.25	18.75	20.25
TRANSPORTATION			
TRANSPORTATION CO-ORDINATOR	19.75	21.25	22.75
DRIVER CAPTAIN	17.40	18.90	20.40
VEHICLE CO-ORDINATOR	17.40	18.90	20.40
HEAD DRIVER	16.50	18.00	19.50
DRIVER	15.50	17.00	18.50
VIDEO/ TECHNICAL TV			
TECHNICAL DIRECTOR	27.75	29.25	30.75
SWITCHER	27.00	28.50	30.00
MAINTENANCE TECHNICIAN	27.75	29.25	30.75
VIDEO OPERATOR	27.00	28.50	30.00
AUDIO OPERATOR	27.00	28.50	30.00
VIDEOTAPE OPERATOR	27.00	28.50	30.00
VIDEO CAMERA OPERATOR	27.00	28.50	30.00
VIDEO DIRECTOR OF PHOTOGRAPHY	37.50	39.00	40.50
BETA (EFP) CAMERA	30.75	32.25	33.75
TECHNICAL ASSISTANT	19.50	21.00	22.50
SCRIPT ASSISTANT	24.75	26.25	27.75
APPRENTICE			
ALL DEPARTMENTS	11.50	13.00	13.00

In no case will the negotiable rates above be less than the equivalent of key rates plus \$2.00 per hour.

The rates in "Schedule A" plus \$0.75 per hour will apply for daily hires.

LABOUR & PERFORMERS

UNIONS & GUILDS

NABET LOCAL 700 – Continued

TIERS, BUDGETS & FRINGES

TIER 1	Features, MOW's and Mini-Series (per 2 hour segment) Below 3.25 million & TV Series below \$450,000 per _ hour	Vacation pay (see Article 10.2) 5% Pension (see Article 10.3) 3% H&W (see Article 10.4) 1% NABET levy (see Article 10.5) 1% CFTPA levy (see Article 10.5) 1%
TIER 2	Features, Mini-Series (per 2 hour segment) 3.25-10 million, MOWs over 3.25 & TV Series over \$450,000 per _ hour * for MOWs over 11 million please see below	Vacation pay (see Article 10.2) 6% Pension (see Article 10.3) 3% H&W (see Article 10.4) 1.5% NABET levy (see Article 10.5) 1.5% CFTPA levy (see Article 10.5) 1%
TIER 3	Features & Mini-Series (per 2 hour segment) Above 10 million	Vacation pay (see Article 10.2) 6% Pension (see Article 10.3) 4% H&W (see Article 10.4) 2% NABET levy (see Article 10.5) 2% CFTPA levy (see Article 10.5) 1%

*During year 1 of the Agreement, for MOWs over \$11 million, add another 1% on Pension, in year 2 of the Agreement, for MOWs over \$11.5 million, add another 1% on Pension and in year 3 of the Agreement, for MOWs over \$12 million add another 1% on Pension.

**For Television Series with budgets below \$300,000 per episode or features and MOWs below \$2.5 million, the producer and the Union may negotiate alternate terms and conditions with the approval of the CFTPA.
provisions and penalties

Hours Worked	Rate
Day 1 Through 5:	
	0 - 9 Hours 1x Basic Rate
	10, 11 & 12 1 _ x Basic Rate
	13, 14 2x Basic Rate
	15 plus 3x Basic Rate
6th Day:	
	0 - 9 Hours 1 _ x Basic Rate
	10, 11 & 12 2x Basic Rate
	13 plus 3x Basic Rate
7th Day:	
	0 - 9 Hours 2x Basic Rate
	10 plus 3x Basic Rate

LABOUR & PERFORMERS

UNIONS & GUILDS

NABET LOCAL 700 – Continued

Holiday Worked:

0 - 9 Hours 2 _ x Basic Rate
10 Plus x Basic Rate

Turnaround:

48 + 6 (54 Hrs)
On 2 Occasions Per 4 Week Production Period Producer May, with 48 Hrs Notice,
Reduce Weekend Turnaround by 4 hours To 48 + 2 (50 Hrs)

Meal Premium:

1 x hourly rate in _ hour increments

Turnaround Premium:

1 x hourly rate in _ hour increments

Boundaries

Zone 1 (Greater Toronto Area):

North: Hwy 7 – Major Mackenzie Dr. (#25) – 7th Concession Rd.
(includes Kleinburg Studios)
South: Lake Ontario northern Shoreline
East: Lake Ridge Rd. (#23)
West: Winston Churchill Blvd. (#19)

Zone 2 (Hamilton-Wentworth Area):

North: Hwy 401
South: Hamilton-Wentworth Boundary
East: Winston Churchill Blvd. (#19)
West: Hamilton-Wentworth Boundary

Additional Zones may be negotiated

LABOUR & PERFORMERS

UNIONS & GUILDS



Writers Guild of Canada

Union Des Artistes Toronto Bureau

625 Church St., #103., Toronto, ON M4Y 2G1

Contact: Marco Dufour

Representing French language performers

T (416) 485-7670

F (416) 485-9063

W www.uniondesartistes.com

WGC Writers Guild of Canada

366 Adelaide St. W., #401, Toronto, ON M5V 1R9

Contact: Maureen Parker

1-800-567-9974

T (416) 979-7907

F (416) 979-9273

E info@wgc.ca

W www.wgc.ca

The Writers Guild of Canada is the national association representing more than 1,700 professional freelance screenwriters working in film, television, radio and multimedia production in Canada. Guild members are professional writers who create scripts for dramatic series, features, television movies, mini-series, documentaries, comedy and variety series, animation, children's and educational programming, as well as corporate videos and multimedia productions.

The WGC negotiates, administers and enforces collective agreements setting out minimum rates, terms and working conditions in the Guild's jurisdiction (all English-language production in Canada). The WGC has two central agreements, the Independent Production Agreements (IPA) negotiated separately with the Canadian Film and Television Production Association (CFTPA) and with the Association des Producteurs de Film et Television de Quebec (APFTQ). As well, the WGC currently has agreements in place with CBC Radio, CBC-TV, CTV and TVO.

The WGC provides contract templates that conform to its agreements, checks contracts to ensure compliance with the collective agreements, monitors the payment of script fees, collects royalties on behalf of writers, and resolves disputes over working conditions and writing credits. Under WGC agreements, both writers and producers contribute a specified percentage of a writer's gross fees to insurance plans - life, disability, medical and dental - and a registered retirement savings plan.

In order to engage a WGC member, a producer must become a signatory to an agreement administered by the WGC.

Contact the WGC for rates and conditions and to use the on-line directory, which lists members and their credits and is updated twice a year.

NON-AFFILIATED STAFF FEES

Tutors \$240.00 to \$300.00/day

Child Coordinators (Kid Wranglers) \$180.00 to \$200.00/day