

**MEMORANDUM OF AGREEMENT
FOR THE
2023 LOW BUDGET THEATRICAL AGREEMENT**

This Memorandum of Agreement is entered into and effective as of February 1, 2023 between the International Alliance of Theatrical Stage Employees and Moving Picture Technicians, Artists and Allied Crafts of the United States and Canada (“IATSE”) and the Producers Low Budget Bargaining Committee acting on behalf of renewing signatories (“Employers”) with respect to the following:

- A. All provisions of the 2020-2022 Low Budget Agreement shall remain the same, except as herein revised or supplemented.
- B. The IATSE and Employers will prepare a fully integrated 2023 Low Budget Theatrical Agreement incorporating the revisions and additions herein noted. This Memorandum of Agreement summarizes the revisions and additions to the Low Budget Theatrical Agreement but is not necessarily contract language except where the context clearly indicates otherwise.
- C. The revisions and additions to the Low Budget Theatrical Agreement are as follows:
 - 1. Term: A three-year term effective February 1, 2023 to and including December 31, 2025. The term of the 2020-2022 Low Budget Agreement shall be extended to, and including, January 31, 2023.
 - 2. Wages: *Amend Article XXIX as follows*:
 - A. The applicable minimum wage rates for positions covered by this Agreement are set forth in Appendices A, B, C, and D attached. Specifically, as set forth in Appendices A, B, C, and D attached, there shall be various minimum rates of compensation applicable to productions having production costs within the budget Tiers specified in Article I hereof. There are no guarantees of employment beyond one (1) day for daily employees and one (1) week for weekly employees. If a weekly employee works a partial work week at the beginning or end of production or after the completion of post-production (e.g., for conforming visual effects shots and titles, making last minute song changes before a mix, film festival adjustments), it may be prorated at the rate of one-fifth (1/5) of the weekly rate for each workday. For any employee who has or will be employed for more than one complete work week, partial work weeks at the beginning and the end of that employee’s assignment may be prorated at the rate of one-fifth (1/5) of the weekly rate for each workday for the partial work week. The guaranteed pay of weekly employees who absent themselves without Employer’s consent may be reduced one-fifth (1/5) of the weekly guarantee for each day of absence.

B. With respect to an “Ultra Low Budget Film”, one with at least fifteen days of scheduled principal photography whose production costs do not exceed three million dollars (\$3,000,000) as budgeted, the wage rates for covered employees shall be as negotiated with such an employee provided however they shall be at rates not less than one-hundred twenty-five percent (125%) of the applicable statutory minimum wage (in no event shall this result in an hourly rate less than \$13 an hour in year one of the Agreement, \$14 an hour in year two, and \$15 an hour in year three) and overtime shall be computed and paid in compliance with applicable law. Evidence of a pattern or practice of wage payments not meeting the foregoing standards shall entitle all covered employees on the film to an adjustment to the then-current Tier Two minimum wage rates and working conditions retroactive to each covered employees’ first day of employment.

F. If the production employs the use of two (2) or more cameras, the Script Supervisor shall be paid a \$40 flat sum for each such day.

Contract minimum wage rates, except as otherwise expressly noted herein, shall be increased by five percent (5%) effective February 1, 2023; by an additional four percent (4%) effective January 1, 2024; and, by an additional four percent (4%) effective January 1, 2025, but if inflation from the prior year as of October 31, 2024 is below four percent (4%), then the contract minimum wage rates shall be increased by three percent (3%) effective January 1, 2025 [See Attached Wage Charts].

3. Benefit Contributions:

The January 1, 2022 daily benefit contribution rates reflected in Article XXIV, paragraphs E and F, shall be increased by the rate of five dollars (\$5.00) a day as of February 1, 2023 by an additional five dollars (\$5.00) a day as of January 1, 2024; and, by an additional six dollars (\$6.00) a day as of January 1, 2025 for all Budget Tiers.

In Article XXIV – Benefits, add to Paragraph F:

For employees hired within the geographical jurisdiction of the city of San Francisco, California, the benefit contributions shall be made out to the Local 16 Trust Funds and mailed to PO Box 888439, Los Angeles, CA 90088-8439.

4. Budget Tiers: *The Budget Tiers reflected in Article I, paragraph B, shall be revised as follows for the term of the Agreement:*

Ultra-Low: Production Costs budgeted at no more than \$3 million;

Tier One A: Production Costs budgeted over \$3 million and at no more than \$6.25 million;

Tier One B: Production Costs budgeted over \$6.25 million and at no more than \$9 million;

Tier Two: Production Costs budgeted over \$9 million and at no more than \$12.5 million;

Tier Three: Production Costs budgeted over \$12.5 million at no more than \$15 million.

5. Subcontracting: *Eliminate paragraph C of Article III, “To meet its need to employ technicians qualified to perform the work described in (B) above, the Employer may hire employees to perform this work without respect to their status on the Industry Experience Roster, where applicable, or any other applicable preference of employment system.”*

6. Preference of Employment: *Add the following new paragraphs to Article XIII:*

- i. “When hiring employees for non-rostered crafts, the Employer shall give first consideration to qualified persons referred by Local Union affiliates.”
- ii. “A First Aid Person shall be employed and present on days when construction occurs, on production days, and when reasonably required.”

7. Assistance/Interchange: *Add new paragraph to Article XVI:*

“The parties recognize the importance of adequate staffing of the sound department. In accordance with the foregoing, in the event an employer elects to utilize a sound department consisting of fewer than three people, the Sound Mixer’s recommendations with respect to staffing of the sound department shall be considered in good faith.”

8. Overtime: *Amend Article XVIII as follows:*

- i. Effective on January 1, 2025, double time shall be paid after twelve (12) hours worked on all productions on the first six (6) work days of the work week and for all hours worked on the seventh work day in a work week or on a designated holiday.

9. Rest Periods: *Amend Article XIX as follows,*

There shall be a ten (10) hour rest period from set wrap to set call for both on and off production personnel except as otherwise provided in Article XXI. There will be a ~~forty-eight (48)~~ fifty-two (52) hour rest period following a five (5) day work

week and a thirty-two (32) hour rest period following a six (6) day work week. There will be a thirty-two (32) hour rest period preceding the sixth (6th) work day when occurring on the seventh (7th) day of the work week. The minimum weekend rest period following work on the seventh (7th) day of the work week shall be twelve (12) hours. If the full rest period is not provided, then the employee shall be paid on return to work at the applicable base rate or overtime rate, plus an additional hour of straight time, for all invaded hours or portion thereof if at least eight (8) hours of rest has been provided, or for all hours worked if less than eight (8) hours of rest is provided until a ten (10) hour rest period is provided.

In the event that an employee works more than fourteen (14) hours on two (2) consecutive days, if the required rest period is invaded following the employee’s dismissal on the second consecutive day so worked, the employees shall return at his or her rate in effect at the time of dismissal, plus an additional hour at straight time, for all such invaded hours.

After seven (7) consecutive days of work, or after a sixth (6th) day of work on the seventh (7th) day in a workweek, an employee will receive a twelve (12) hour rest period.

Measurement of the weekend rest period shall be on a “set-to-set” or a “worksite-to-worksite” basis. The penalty for invading the weekend rest period shall be payment of additional straight time for the invaded hours only; provided, however, in the event the weekend rest period is invaded by a partial hour, a full hour of pay of additional straight time shall be due.

10. Meals:

Amend Article XX(D) as follows:

D. A meal penalty allowance for delayed meals shall be computed as follows:

- (1) First one-half hour meal delay or fraction thereof \$8.50
- (2) Second one-half hour meal delay or fraction thereof \$11.00
- (3) Third and ~~fourth~~ ~~each succeeding~~ one-half hour meal delay or fraction thereof\$13.50
- (4) Fifth and each succeeding one-half hour meal delay or fraction thereof\$18.00

After twenty (20) meal penalties in a workweek, employees will be paid one (1) hour of pay at the straight time rate for each one-half (1/2) hour delay, which in no event shall be less than \$20 dollars per penalty.

Such allowance shall be in addition to the compensation for work time during the delay and shall not be applied as part of any guarantee.

Add a new Paragraph F to Article XX as follows:

“Contingent upon approval by two-third (2/3) majority vote by secret ballot of the I.A.T.S.E. represented crew supervised by a representative of the affected Local Unions, the Employer may institute an alternative meals system consisting of:

- (a) An eleven (11) hour period of elapsed time commencing with a one (1) hour paid meal period prior to the general crew call during which no work shall be performed, and ending at crew wrap (“truck wrap”). If the Employer schedules an employee for a pre-call, they may receive either the non-deductible one (1) hour paid meal period, or a one-half (½) hour paid meal period prior to the general crew call and two (2) fifteen (15) minute paid breaks during the (10) hour period of work. For all employees, there shall be a guarantee of eleven (11) hours of pay.
- (b) Overtime for work performed on the first five (5) work days worked in a work week shall be paid as follows, calculated from the earlier of the start of the one (1) hour paid meal period prior to the general crew call or individual employee’s pre-call:
 - i. Work performed after eight (8) elapsed hours shall be paid for at one and one-half (1.5) times the regular basic hourly rate of pay;
 - ii. Two (2) times the regular basic hourly rate of pay shall be paid after eleven (11) elapsed hours;
 - iii. Two and one-half (2.5) times the regular hourly rate of pay shall be paid after twelve (12) elapsed hours;
 - iv. Three (3) times the regular hourly rate of pay shall be paid after fourteen (14) elapsed hours.
- (c) Paid travel time for employees on distant location shall be paid at the appropriate premium rate, if any. Such travel time shall not accrue additional meal penalties if not already triggered as provided in subparagraph (e) below.
- (d) Meal penalties as provided under this Agreement shall apply if work continues past eleven (11) hours of elapsed time commencing with the general crew call, in which case meal penalties shall be paid commencing at the end

of the sixth (6th) hour from the conclusion of the one (1) hour paid meal period, or the one-half (1/2) hour meal period as set forth in (a) above. This provision shall also be applicable to a sixth and/or seventh day worked in a work week.

- (e) If the Employer schedules an employee for a pre-call, he/she must receive the non-deductible one (1) hour paid meal period, or the one-half (1/2) hour paid meal period and two (2) fifteen (15) minute paid breaks as set forth in (a) above in order to avoid the triggering of meal penalties under this Agreement. Overtime shall be calculated from individual call times for travel or pre-calls.
- (f) Work performed on a sixth day worked in a work week shall be paid as follows, calculated from the earlier of the start of the one (1) hour paid meal prior to the general crew call or individual employee's pre-call:

 - i. One and one-half (1.5) times the regular basic hourly rate of pay shall be paid for the first eight (8) elapsed hours on a sixth day worked in a work week;
 - ii. Work performed after eight (8) elapsed hours shall be paid for at two (2) times the regular basic hourly rate of pay;
 - iii. Two and one-half (2.5) times the regular hourly rate of pay shall be paid after eleven (11) elapsed hours;
 - iv. Three (3) times the regular hourly rate of pay shall be paid after twelve (12) elapsed hours.
- (g) Work performed on a seventh day or holiday worked in a work week shall be paid as follows, calculated from the earlier of the start of the one (1) hour paid meal prior to the general crew call or individual employee's pre-call:

 - i. Two (2) times the regular basic hourly rate of pay shall be paid for the first eight (8) elapsed hours on a seventh day worked in a work week.
 - ii. Work performed after eight (8) elapsed hours shall be paid for at two and one-half (2.5) times the regular basic hourly rate of pay.
 - iii. Three (3) times the regular hourly rate of pay shall be paid after eleven (11) elapsed hours;
 - iv. Four (4) times the regular hourly rate of pay shall be paid after twelve (12) elapsed hours.
- (h) On all days, the Employer will provide a continuing hot buffet, appropriate to the time of day, to the Employee. Departments will break their employees in rotation, so that all will have an opportunity to eat while work continues.

Employer will advise the employees of the designated period of when food is available on the call sheet. An employee who has not been provided an opportunity to eat must notify the assistant director at least one (1) hour before the end of the designated period where food is available.

- (i) In the event a crew member does not have an opportunity to eat a meal within ten (10) hours the general crew call, he or she will be entitled to meal penalties calculated from their 6th hour of work to the wrap of camera.
- (j) This alternative meals system may be rescinded with twenty-four (24) hours notice by a majority vote of the IATSE represented crew.”

11. Locations/Travel: Amend Article XXI as follows:

B. The thirty (30) mile zone in Los Angeles shall be measured from the intersection of Beverly Boulevard and La Cienega Boulevard, and include Agua Dulce, Castaic (including Lake Castaic), Leo Carillo State Beach, Ontario International Airport, Piru and Pomona (including the Los Angeles County Fair Grounds.) The Metro-Goldwyn-Mayer, Inc., Conejo Ranch property shall be considered as within the studio zone. In New York City, the thirty (30) mile zone shall be measured from Columbus Circle.

Incorporate the following language from the Local 52 Agreement:

The following shall apply in the New York metropolitan area:

When the Daily Rest Period Starts and Ends

“(1) For Employees Reporting to a Location in the Thirty (30) Mile Columbus Circle Zone, Within the Area Bounded by 125th Street and the Battery

“In the New York metropolitan area, when an employee is required to report to a location within the 30-mile Columbus Circle Zone, and within the area bounded by 125th Street and the Battery, the daily rest period shall commence at the time of dismissal at the location and, if called to work by the same Employer at a similar zone location the following day, end at the call time for the next day.

“(2) For Employees Reporting to a Location Within the Thirty (30) Mile Columbus Circle Zone, But Outside the Area Bounded by 125th Street and the Battery

“In the New York metropolitan area, if an employee is required to report to a location outside the area between 125th Street and the Battery, the rest period shall be deemed to commence at the time that results when the amount of time required for the employee to travel from such location back to either a mutually-agreed upon point in the area bounded by 125th Street and the Battery or to the

perimeter of the area bounded by 125th Street and the Battery is added to the employee's dismissal time.

"In the New York Metropolitan area, if an employee is required to work at a location outside the area between 125th Street and the Battery the next day, then the rest period ends when the amount of time required for the employee to travel from either a mutually-agreed upon point in the area bounded by 125th and the Battery or from the perimeter of the area bounded by 125th Street and the Battery to the location is subtracted from the employee's call time.

"For example, suppose an employee is required to report to Newark. The employee is dismissed from work at 9:00 p.m. Suppose the agreed-upon travel time from Newark to reach the perimeter of the area between 125th Street and the Battery is one-half hour. The employee's daily rest period begins at 9:30 p.m. When the employee is required to report to Newark to work for the same Employer the following day, the employee's call time may not be earlier than 8:00 a.m. to avoid an invasion of the ten (10) hour daily rest period.

"(3) For Employees Reporting to a Studio

"In the New York metropolitan area, when an employee is required to report to a studio located within the 30-mile Columbus Circle Zone, the daily rest period shall commence at the time of dismissal at the studio and, if called to work at the studio by the same Employer the following day, end at the call time for the next day.

"(4) For Employees Reporting to Work on Nearby Locations

"In the New York metropolitan area, if an employee is required to report to a nearby location outside the 30-mile Columbus Circle Zone, then the daily rest period shall be deemed to commence at the time that results when the amount of time required for the employee to travel from the location to either a mutually agreed upon point in the area bounded by 125th Street and the Battery or to the perimeter of the area bounded by 125th Street and the Battery is added to the employee's dismissal time and ends when the amount of time required for the employee to travel from a mutually-agreed upon point in the area bounded by 125th Street and the Battery or from the perimeter of the area bounded by 125th Street and the Battery to the location is subtracted from the employee's call time, if called to work by the same Employer at a nearby location on the following day.

"For example, suppose an employee is required to report to Newark. The employee is dismissed from work at 7:00 p.m. Suppose it takes one-half hour of travel from Newark to reach the perimeter of the area between 125th Street and the Battery. The employee's rest period begins at 7:30 p.m. Suppose the employee is required to report to Newark for the same Producer the following day at 7:00 a.m. The employee's rest period ends at 6:30 a.m.

“(5) A designated representative of the Employer and a designated representative of the Union shall determine the amount of time needed to travel between the location and either the mutually-agreed upon point within the area bounded by 125th Street and the Battery or the perimeter of the area bounded by 125th Street and the Battery. In the event of a dispute, the matter shall be referred to the employees’ bargaining representative and to the Labor Relations representative of the Employer for resolution.

Add new subparagraph D as follows: “The parties confirm that the provisions in Article XXI. C shall not apply when the production office is outside of the New York City thirty (30) mile zone measured from Columbus Circle.”

E. Any employee whose primary residence is more than sixty (60) miles from a production location shall be provided with a per diem allowance and either housing or a housing allowance. Prior to travel, the employer shall notify employees of arrangements for cashing per diem allowance checks. Employees may be provided coach-class air transportation to and from an overnight location. Housing provided by the Employer shall be single bedroom housing if available. The per diem allowance shall be as follows:

| | |
|-----------|--------------------------|
| Breakfast | \$10.00 12.00 |
| Lunch | \$15.00 16.00 |
| Dinner | \$29.00 32.00 |

Any meals provided by the Employer may be deducted from the per diem at the above stated rates.

F. The Employer shall request employees to sign a written statement attesting to their principal residency. A false statement of residency may result in immediate discharge. The Employer shall notify the IATSE if an employee refuses to sign a written statement of residency.

G. Work time for employees on overnight location, including distant hires under Article XXI (E), shall be calculated on a portal-to-portal basis and they shall be provided with transportation to and from the daily production location. Rest periods shall be calculated on a portal-to-portal basis when working inside the zone as set forth above. In the event Distant Hire elects lodging other than at Employer’s primary housing location(s), portal-to-portal work time shall be calculated to and from the primary housing location of a production and the daily production location

H. On any day in which an employee reports to any production location outside the local 30-mile production zone described above and whose work and travel time from the edge of zone exceeds fourteen (14) hours, the employee will be offered either, at the Employer's discretion, transportation home and back to work the next day or hotel accommodations.

I. For ~~the~~ each sixth or seventh day not worked on distant locations the following shall apply: (1) on Tier One A productions as defined in Article I above, the employee shall receive an amount equivalent to an extra one (1) day's per diem and the Employer shall make pension and health contributions for (1) four (4) hours for those employees subject to Article XII hereof or an amount equivalent to one half (1/2) of the daily benefit contribution amount applicable to each individual employee on distant location who is not subject to Article XII hereof; (2) on Tier One B productions as defined in Article I above, the employee shall receive an amount equivalent to an extra one (1) day's per diem and the Employer shall make pension and health contributions for eight (8) hours for those employees subject to Article XII hereof or an amount equivalent to one (1) day's benefit contribution amount applicable to each individual employee on distant location who is not subject to Article XII hereof; or (2~~3~~) Tier Two and Tier Three productions as defined in Article I above, the employee on distant location shall be paid four (4) hours of straight time at the wage rates applicable to such employee plus pension and health contributions for eight (8) hours or at the daily contribution rate, whichever is applicable, for each idle sixth or seventh day. No more than two (2) idle days shall be permitted in a workweek, except as a result of a workweek shift pursuant to Article XVII(A). The foregoing shall not apply to "on call" employees subject to Article XII and the provisions of the BA establish the basis of benefit contributions for 6th and 7th days on distant location.

K. If the Employer replaces a Distant Hire with a Local Hire, in order to avoid the costs associated with the Distant Hire employee being on overnight location, it shall either give one (1) week notice to the Distant Hire of the replacement or, if such Distant Hire is replaced prior to receiving one (1) week notice, the Employer shall pay for the Distant Hire the balance of the cost of housing for such Distant Hire plus per diem that the Distant Hire would have received had they continued working for the full one (1) week notice period.

12. Cancellation/ Change of Calls: Amend Article XXII as follows:

C. The Employer may issue a "weather-permitting" call for extreme heat, extreme cold, extreme wind, lightning, snow, sleet, ice storms, fire hazard as identified by the National Weather Service, smoke conditions or hurricanes to employees prior to their dismissal for the day and to persons not on payroll up to twelve (12) hours before their call time (even if a call had previously been given). The Employer shall provide notice to the Union upon the issuance of a "weather-

permitting” call. The Employer may cancel a “weather-permitting” call up to four (4) hours prior to the call time.

D. Notwithstanding the above, the Employer may cancel calls due to inclement weather (extreme heat, extreme cold, extreme wind, lightning, snow, sleet, ice storms, fire hazard as identified by the National Weather Service, smoke conditions or hurricanes), provided that the Employer provides notice to the Union as soon as practicable. The employees must be notified of the cancellation no later than 8:00 p.m. the night before the call. This provision shall also be applicable to calls for the first day of a new workweek (e.g., Monday) so long as the Employer makes the effort to inform employees on the last day of the preceding workweek (i.e., Friday in the case of a Monday call) of the possibility that the call will be cancelled and the employee is notified of the cancellation before 8:00 p.m. on the evening prior to the call (i.e., Sunday in the case of a Monday call.) The Union agrees that it will not unreasonably deny a request by the Employer to cancel a call under this subparagraph (D) due to other weather conditions.

13. Holidays: *Amend Article XXIII(A) as follows:*

A. The following shall be recognized as holidays: New Year’s Day, Martin Luther King, Jr. Day, Presidents’ Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving, and Christmas Day. Holidays are to be celebrated on the day they are officially celebrated, except when recognized on a different day under the Screen Actors Guild Codified Basic Agreement in which case they will be celebrated on the same day. Weekly employees and those on distant location shall be paid for an unworked holiday falling within their regular work week. A weekly employee shall not be converted to a daily employee for the purpose of evading the holiday obligation under this paragraph.

The Employer agrees to add Juneteenth as a holiday in the event the AMPTP agrees to add that holiday to any of the IATSE Basic Agreement, the IATSE Area Standards Agreement, the Directors Guild of America Basic Agreement, or its television/theatrical agreement with SAG-AFTRA.

14. Bereavement Leave: *Amend Article XXV as follows:*

In the event of the death of a parent, step parent, grandparent, grandchild, sibling, step sibling, spouse, ~~or~~ child, or step child of an eligible employee, such employee shall be allowed up to three paid days off and his/her job shall be available upon return from bereavement leave. Employees who work fifty percent (50%) or more of the total work days of their department shall be deemed eligible for bereavement leave pay. Payment for bereavement leave may be deferred until

the Employer can determine the employee’s eligibility. Bereavement pay shall be calculated on the same basis as unworked holidays.

15. Payroll Deposits: Amend Article XXVIII(A)(2) as follows:

(2) Deposited amounts may only be drawn upon for the sole purpose of satisfying amounts owed to covered employees under this Agreement. If the Employer and the Union agree on such amounts, the Employer shall authorize release of payment(s) to the employee(s) within two (2) weeks of such agreement.”

16. Safety: Amend Article XXXIII as follows:

G. Employers ~~that do not have their own hotline~~ will include the IATSE Safety Hotline (844-422-9273) on daily call sheets and provide the number to the crew in any start paperwork.

17. Canadian Supplement: Amend the following provisions of the Canadian Supplement:

1. The Employer recognizes the IATSE and its affiliated locals as the collective bargaining representatives under all applicable legislation in Canada for the Employer’s employees for each such local in the bargaining unit listed in Article II, ~~including the Province of Quebec subject to the law resolving the jurisdictional issues between the IATSE and AQTIS.~~

3. Article XXIII shall be revised to provide for the Canadian holidays reflected below.

Quebec 667 New Years Day, Good Friday OR Easter Monday, Journée
514 Nationale des Patriotes, Québec Fête Nationale, Canada Day,
Labour Day, Thanksgiving Day, Christmas Day

National Day for Truth and Reconciliation shall be added as a holiday in all Canadian jurisdictions when Juneteenth is adopted hereunder in the United States pursuant to Article XXIII(A).

8. Article XXIV shall be replaced by the following Benefit Contributions and Administration Fees schedule based on the gross wages paid:

Effective February 1, 2023-December 31, 2025:

| | | | | |
|-----------------------|----------------|----------------|---------------|---------------|
| | <u>TIER 1A</u> | <u>TIER 1B</u> | <u>TIER 2</u> | <u>TIER 3</u> |
| | <u>FILMS</u> | <u>FILMS</u> | <u>FILMS</u> | <u>FILMS</u> |
| Administration Fees † | 1% | 1% | 2% | 2% |

| | | | | |
|---------------------|----------------|----------------|----------------|----------------|
| Pension RSP | 4% | 4% | 4% | 5% |
| Health & Welfare ‡ | 6%‡ | 6%‡ | 7%‡ | 7%‡ |
| Vacation Pay | 4% | 4% | 5% | 6% |
| Training Trust Fund | 0.25% | 0.25% | 0.25% | 0.25% |
| Total‡ | <u>15.25%‡</u> | <u>15.25%‡</u> | <u>18.25%‡</u> | <u>20.25%‡</u> |

‡ Health & Welfare (Total): In addition to the percentage contributions specified above, Health & Welfare contributions of \$16 shall be paid per employee for each day worked by employees covered by the Canadian Supplement.

IATSE 514 Employee Deduction for Long Term Disability Coverage:

From each employee, the Company will deduct an amount, as directed by AQTIS/IATSE Local 514 at the start of production, for Long Term Disability Coverage and remit directly to the local on a weekly basis with a complete remittance breakdown.

The Union may reallocate current fringes and/or allocate any future wages increases towards Pension RSP and/or Health & Welfare benefits.

18. Published Sideletter One: Amend the Sideletter as follows:

PROMOTIONAL RIGHTS

Persons engaged to capture the likeness, image, or voice of employees covered hereunder in connection with the production of electronic press kits shall be subject to this Agreement; provided, however, there shall be no preference of employment or limitations on assistance and interchange. Nothing herein shall limit the subcontracting of the production of electronic press kits, provided the Employer first notifies the IATSE in writing of its intention to subcontract, and the direct labor costs of the subcontract are not less than the direct labor costs set forth in this Agreement, the Videotape Electronics Supplemental Basic Agreement, or other applicable IATSE collective bargaining agreements.

19. The parties confirm that only a budget top-sheet must be provided in accordance with Article 1.C. with the understanding that requests to review the detailed budget must be made by the IATSE International.
20. The parties confirm a “round trip” shift in workweek counts as a single workweek shift pursuant to Article XVII.
21. Gender References: Amend all “he/she” and “his/her” references to “they/them” or “their” as appropriate throughout the Agreement.
22. Sick Leave Waivers: Update the sick leave waivers under Article XXXIV to conform with the IATSE Basic Agreement and IATSE Area Standards Agreement.

23. "Respect on Set:" Amend Article IX to incorporate the following:

Rename the heading as follows: "No Discrimination, Harassment or Abusive Conduct"

The Union and the Employer recognize the importance of the Employer's statutory obligations to provide a workplace free from unwanted sexual harassment and abusive conduct and shall cooperate with each other toward that end. Each Employer shall adopt a program for: (1) harassment prevention training; (2) reporting of misconduct; (3) investigation of reported misconduct; and, (4) remedial action.

With respect to training and prevention the Employer shall remind covered employees at the outset of employment of the availability of harassment prevention training available through Contract Services Administration Trust Fund and the IATSE Training Trust, or other training as mutually agreed by the Union and the Employer from time to time.

With respect to reporting and prevention, each Employer shall establish and publish to the entire crew and cast (subject to the bargaining rights any other union may have) with each employee's start paperwork, the Employer's sexual harassment and abusive conduct prevention policy compliant with applicable law, and shall include information and practical guidance regarding the federal and state statutory provisions concerning the prohibition against and the prevention and correction of sexual harassment and remedies available to victims of sexual harassment in employment.

Employers shall establish multiple avenues to report harassment or abusive conduct that shall include internal reporting procedures, to the employees' supervisor(s) the First Assistant Director, or responsible safety officer, or an appropriate outside reporting services, including but not limited to The Hollywood Commission or other third-party providers that provide similar services. The Employer shall notify the Union of any selected third-party provider. No report to the Union or IATSE Safety Hot Line shall be deemed a report to the Employer unless and until the Union advises the Employer of the complaint. Both the Union and the Employer are encouraged to advise covered crew members of the services available through the WIF Help Line and The Hollywood Commission.

The Employer shall conduct an appropriate investigation of any complaint received hereunder. In any investigation where a covered employee is either the complainant or the subject of the investigation, the Union shall be notified of the person engaged to conduct the investigation. In such cases, the covered employee(s) and the Union shall be advised of the outcome of the investigation.

Upon a determination that sexual harassment or abusive conduct has occurred, the Employer shall implement remedial action intended to ensure that such conduct does not recur. The Union may file on behalf of a covered employee a grievance if the employee contends that the remedial action is ineffective in ensuring that the conduct does not recur. However, no such grievance shall be subject to arbitration.

The parties agree to formulation of a sub-committee to work with The Hollywood Commission regarding the Respect on Set program with a goal of creating a program to be implemented in subsequent Low Budget Theatrical Agreement negotiations.

24. Appendices: Amend the following Appendices as follows:

Add Assistant Costume Designer and the Post Production Coordinator wage classifications at the 2nd Rate.

Appendix B: Amend Footnote 1: “Any rate ‘Subject to Negotiation’ or ‘STN’ shall be greater than the straight-time hourly key rate (excluding ‘All Others’) except as otherwise provided. The ‘STN’ for ‘All Others’ shall not be lower than the 3rd rate in any circumstances.”


Appendices B – D(2): Amend to create a “Key Scenic Artist” classification at the STN Rate and adjust the “Scenic Artist” to the 2nd rate.


The attached wage charts are incorporated into this Agreement.

EMPLOYERS

Code Entertainment Productions, LLC
Miramax Film NY, LLC
No Tickets Productions, LLC
Nuts & Bolts Productions, LLC
Sneak Preview Productions, Inc.
Upload Films, Inc.

International Alliance of Theatrical Stage
Employees, Moving Picture Technicians,
Artists and Allied Crafts of the United States
and Canada, AFL-CIO, CLC

By 
Print Name: SCOTT WILKIN
Title ATTORNEY
Date 5/17/2023

DocuSigned by:

By 855F26894DA44E4...
Print Name: Michael F. Miller, Jr.
Title International Vice President/Dept. Director, MPTV Production
Date 5/19/2023

APPENDIX B – WAGE SCALE
TIER ONE A PRODUCTIONS
ALL COVERED EMPLOYEES

| HOURLY WAGES ¹ | |
|---------------------------------|-----|
| Director of Photography | STN |
| Camera Operator | STN |
| Digital Imaging Technician | STN |
| 1st Asst. Camera | Key |
| 2nd Asst. Camera | 2nd |
| Still Photographer | STN |
| Film Loader | 3rd |
| Camera Utility | Key |
| Digital Utility | 3rd |
| Publicist | Key |
| Key Grip | Key |
| Best Boy Grip | 2nd |
| Company Grip | 3rd |
| Dolly Grip | 2nd |
| Chief Lighting Technician | Key |
| Asst. Chief Lighting Technician | 2nd |
| Lighting Programmer | 2nd |
| Lighting Technician | 3rd |
| Chief Rigging Technician | Key |
| Production Designer | STN |
| Art Director (Weekly on Call) | STN |
| Lead Person | Key |
| On Set Dresser | 2nd |
| Swing Gang | 3rd |
| Lead/Production Painter | Key |
| Set Painter | 3rd |
| Set Designer | Key |
| Charge Scenic Artist | STN |
| Scenic Artist | 2nd |
| Construction Coordinator | STN |
| Propmaker Foreman | Key |
| Gang Boss | 2nd |
| Propmaker | 3rd |
| Special Effects Foreman | STN |
| Asst. Special Effects | STN |
| Set Decorator | STN |

| HOURLY WAGES ¹ | |
|--|-----|
| Marine Coordinator | STN |
| Boat Handler | STN |
| On Set Picture Cars & Boats | STN |
| Key Greens | 2nd |
| Costume Designer | STN |
| Assistant Costume Designer | 2nd |
| Key Costumer | Key |
| First Set Costumer | 2nd |
| Custom Made Costumer | 2nd |
| Costumer | 3rd |
| Head Makeup Artist | Key |
| Makeup Artist | 2nd |
| Head Hair Stylist | Key |
| Hair Stylist | 2nd |
| Sound Mixer | STN |
| Re-Recording /Scoring Mixer | STN |
| Microphone Boom Operator | 2nd |
| Utility Sound Technician | 3rd |
| Video Assist (Record) | Key |
| Script Supervisor | Key |
| First Aid/Medic | 2nd |
| Craft Services | 2nd |
| Craft Utility | 3rd |
| Studio Teacher/ Set Teacher | STN |
| Editor (Weekly on Call) | STN |
| Sound Editor (48.6 hr/week) | STN |
| Music Editor (48.6 hr/week) | STN |
| Asst. Editor (45 hr/week) | Key |
| Apprentice Editor (40 hr/week) | 3rd |
| Post Production Coordinator | 2nd |
| Location Mgr. (On Call) ² | STN |
| Asst. Loc. Mgr. (On Call) ² | STN |
| Production Coordinator | Key |
| Asst. Production Coordinator | 2nd |
| Art Dept. Coordinator | 2nd |
| Accountant | Key |

¹ Any rate “Subject to Negotiation” or “STN” shall be greater than the straight-time hourly key rate (excluding “All Others”) except as otherwise provided. The “STN” for “All Others” shall not be lower than the 3rd rate in any circumstances.

² Location scouts are not covered by this Agreement unless promoted to as Assistant Location Manager or Location Manager in which case they shall be covered from their date of hire on the production. Footnote 1 shall not be applicable to this classification.

| | |
|-------------------|-----|
| Prop Master | Key |
| Asst. Prop Master | 2nd |

| | |
|-------------------------|-----|
| Assistant Accountant | 2nd |
| Story Analyst | Key |
| All Others ¹ | STN |

| Effective 02/01/23 | | |
|--------------------|---------|------|
| Key | \$31.05 | Hour |
| 2nd | \$28.06 | Hour |
| 3rd | \$25.03 | Hour |

| Effective 01/01/24 | | |
|--------------------|---------|------|
| Key | \$32.29 | Hour |
| 2nd | \$29.18 | Hour |
| 3rd | \$26.03 | Hour |

| Effective 01/01/25 ³ | | |
|---------------------------------|---------|------|
| Key | \$33.58 | Hour |
| 2nd | \$30.35 | Hour |
| 3rd | \$27.07 | Hour |

³ If inflation from the prior year as of October 31, 2024 is below four percent (4%), then the contract minimum wage rates shall be increased by three percent (3%) effective January 1, 2025.

APPENDIX C – WAGE SCALE
TIER ONE B PRODUCTIONS
ALL COVERED EMPLOYEES

| HOURLY WAGES ¹ | | | |
|---------------------------------|-----------------------|-----------------------|------------------------------------|
| CLASSIFICATION | EFFECTIVE 02/01/23 | EFFECTIVE 01/01/24 | EFFECTIVE 01/01/25 ³ |
| Director of Photography | STN | STN | STN |
| Camera Operator | \$32.56 | \$35.94 | \$39.46 |
| Digital Imaging Technician | \$32.56 | \$35.94 | \$39.46 |
| 1st Asst. Camera | \$32.55 | \$33.85 | \$35.20 |
| 2nd Asst. Camera | \$29.56 | \$30.74 | \$31.97 |
| Still Photographer | \$32.56 | \$35.94 | \$39.46 |
| Film Loader | \$26.53 | \$27.59 | \$28.69 |
| Camera Utility | \$32.55 | \$33.85 | \$35.20 |
| Digital Utility | \$26.53 | \$27.59 | \$28.69 |
| Publicist | \$32.55 | \$33.85 | \$35.20 |
| Key Grip | \$32.55 | \$33.85 | \$35.20 |
| Best Boy Grip | \$29.56 | \$30.74 | \$31.97 |
| Company Grip | \$26.53 | \$27.59 | \$28.69 |
| Dolly Grip | \$29.56 | \$30.74 | \$31.97 |
| Chief Lighting Technician | \$32.55 | \$33.85 | \$35.20 |
| Asst. Chief Lighting Technician | \$29.56 | \$30.74 | \$31.97 |
| Lighting Programmer | \$29.56 | \$30.74 | \$31.97 |
| Lighting Technician | \$26.53 | \$27.59 | \$28.69 |
| Chief Rigging Technician | \$32.55 | \$33.85 | \$35.20 |
| Production Designer | STN | STN | STN |
| Art Director (Weekly on Call) | STN | STN | STN |
| Lead Person | \$32.55 | \$33.85 | \$35.20 |
| On Set Dresser | \$29.56 | \$30.74 | \$31.97 |
| Swing Gang | \$26.53 | \$27.59 | \$28.69 |
| Lead/Production Painter | \$32.55 | \$33.85 | \$35.20 |
| Set Painter | \$26.53 | \$27.59 | \$28.69 |
| Set Designer | \$32.55 | \$33.85 | \$35.20 |
| Charge Scenic Artist | STN | STN | STN |
| Scenic Artist | \$29.56 | \$30.74 | \$31.97 |
| Construction Coordinator | STN | STN | STN |
| Propmaker Foreman | \$32.55 | \$33.85 | \$35.20 |
| Gang Boss | \$29.56 | \$30.74 | \$31.97 |
| Propmaker | \$26.53 | \$27.59 | \$28.69 |
| Special Effects Foreman | STN | STN | STN |
| Asst. Special Effects | STN | STN | STN |

¹ Any rate “Subject to Negotiation” or “STN” shall be greater than the straight-time hourly key rate (excluding “All Others”) except as otherwise provided. The “STN” for “All Others” shall not be lower than the 3rd rate in any circumstances.

³ If inflation from the prior year as of October 31, 2024 is below four percent (4%), then the contract minimum wage rates shall be increased by three percent (3%) effective January 1, 2025.

| CLASSIFICATION | EFFECTIVE 02/01/23 | EFFECTIVE 01/01/24 | EFFECTIVE 01/01/25 ³ |
|--|-----------------------|-----------------------|------------------------------------|
| Set Decorator | STN | STN | STN |
| Prop Master | \$32.55 | \$33.85 | \$35.20 |
| Asst. Prop Master | \$29.56 | \$30.74 | \$31.97 |
| Marine Coordinator | \$29.56 | \$30.74 | \$31.97 |
| Boat Handler | \$26.53 | \$27.59 | \$28.69 |
| On Set Picture Cars & Boats | \$26.53 | \$27.59 | \$28.69 |
| Key Greens | \$29.56 | \$30.74 | \$31.97 |
| Costume Designer | STN | STN | STN |
| Assistant Costume Designer | \$29.56 | \$30.74 | \$31.97 |
| Key Costumer | \$32.55 | \$33.85 | \$35.20 |
| First Set Costumer | \$29.56 | \$30.74 | \$31.97 |
| Custom Made Costumer | \$29.56 | \$30.74 | \$31.97 |
| Costumer | \$26.53 | \$27.59 | \$28.69 |
| Head Makeup Artist | \$32.55 | \$33.85 | \$35.20 |
| Makeup Artist | \$29.56 | \$30.74 | \$31.97 |
| Head Hair Stylist | \$32.55 | \$33.85 | \$35.20 |
| Hair Stylist | \$29.56 | \$30.74 | \$31.97 |
| Sound Mixer | \$32.56 | \$35.94 | \$39.46 |
| Re-Recording /Scoring Mixer | STN | STN | STN |
| Microphone Boom Operator | \$29.56 | \$30.74 | \$31.97 |
| Utility Sound Technician | \$26.53 | \$29.67 | \$31.97 |
| Video Assist (Record) | \$32.55 | \$33.85 | \$35.20 |
| Script Supervisor | \$32.55 | \$33.85 | \$35.20 |
| First Aid/Medic | \$29.56 | \$30.74 | \$31.97 |
| Craft Services | \$29.56 | \$30.74 | \$31.97 |
| Craft Utility | \$26.53 | \$27.59 | \$28.69 |
| Studio Teacher/ Set Teacher | STN | STN | STN |
| Editor (Weekly on Call) | STN | STN | STN |
| Sound Editor (48.6 hr/week) | STN | STN | STN |
| Music Editor (48.6 hr/week) | STN | STN | STN |
| Asst. Editor (45 hr/week) | \$32.55 | \$35.93 | \$39.45 |
| Apprentice Editor (40 hr/week) | \$26.53 | \$27.59 | \$28.69 |
| Post Production Coordinator | \$29.56 | \$30.74 | \$31.97 |
| Location Mgr. (On Call) ² | STN | STN | STN |
| Asst. Loc. Mgr. (On Call) ² | STN | STN | STN |
| Production Coordinator | \$32.55 | \$33.85 | \$35.20 |
| Asst. Production Coordinator | \$29.56 | \$30.74 | \$31.97 |
| Art Dept. Coordinator | \$29.56 | \$30.74 | \$31.97 |
| Production Accountant | \$32.55 | \$33.85 | \$35.20 |
| Assistant Production Accountant | \$29.56 | \$30.74 | \$31.97 |
| Story Analyst | \$32.55 | \$33.85 | \$35.20 |
| All Others | STN | STN | STN |

² Location scouts are not covered by this Agreement unless promoted to as Assistant Location Manager or Location Manager in which case they shall be covered from their date of hire on the production. Footnote 1 shall not be applicable to this classification.

APPENDIX D(1) – WAGE SCALE
LOS ANGELES AND PRODUCTION CITIES
TIER TWO PRODUCTIONS

| HOURLY WAGES ¹ | | | |
|---------------------------------|-----------------------|-----------------------|------------------------------------|
| CLASSIFICATION | EFFECTIVE 02/01/23 | EFFECTIVE 01/01/24 | EFFECTIVE 01/01/25 ³ |
| Director of Photography | STN | STN | STN |
| Camera Operator | \$58.91 | \$61.27 | \$63.72 |
| Digital Imaging Technician | \$58.91 | \$61.27 | \$63.72 |
| 1st Asst. Camera | \$51.12 | \$53.16 | \$55.29 |
| 2nd Asst. Camera | \$39.17 | \$40.74 | \$42.37 |
| Still Photographer | \$58.91 | \$61.27 | \$63.72 |
| Film Loader | \$35.26 | \$36.67 | \$38.14 |
| Camera Utility | \$40.85 | \$42.48 | \$44.18 |
| Digital Utility | \$35.26 | \$36.67 | \$38.14 |
| Publicist | \$40.85 | \$42.48 | \$44.18 |
| Key Grip | \$40.85 | \$42.48 | \$44.18 |
| Best Boy Grip | \$36.92 | \$38.40 | \$39.94 |
| Company Grip | \$35.26 | \$36.67 | \$38.14 |
| Dolly Grip | \$38.25 | \$39.78 | \$41.37 |
| Chief Lighting Technician | \$40.85 | \$42.48 | \$44.18 |
| Asst. Chief Lighting Technician | \$36.92 | \$38.40 | \$39.94 |
| Lighting Programmer | \$36.92 | \$38.40 | \$39.94 |
| Lighting Technician | \$35.26 | \$36.67 | \$38.14 |
| Chief Rigging Technician | \$40.85 | \$42.48 | \$44.18 |
| Production Designer | STN | STN | STN |
| Art Director (Weekly on Call) | \$3,210.12 | \$3,338.52 | \$3,472.06 |
| Lead Person | \$40.85 | \$42.48 | \$44.18 |
| On Set Dresser | \$36.92 | \$38.40 | \$39.94 |
| Swing Gang | \$35.26 | \$36.67 | \$38.14 |
| Lead/Production Painter | \$44.89 | \$46.69 | \$48.56 |
| Set Painter | \$39.07 | \$40.63 | \$42.26 |
| Set Designer | \$43.42 | \$45.16 | \$46.97 |
| Charge Scenic Artist | STN | STN | STN |
| Scenic Artist | \$36.92 | \$38.40 | \$39.94 |
| Construction Coordinator | STN | STN | STN |
| Propmaker Foreman | \$41.42 | \$43.08 | \$44.80 |
| Gang Boss | \$36.92 | \$38.40 | \$39.94 |
| Propmaker | \$36.07 | \$37.51 | \$39.01 |
| Special Effects Foreman | STN | STN | STN |
| Asst. Special Effects | STN | STN | STN |

¹ Any rate “Subject to Negotiation” or “STN” shall be greater than the straight-time hourly key rate (excluding “All Others”) except as otherwise provided. The “STN” for “All Others” shall not be lower than the 3rd rate in any circumstances.

³ If inflation from the prior year as of October 31, 2024 is below four percent (4%), then the contract minimum wage rates shall be increased by three percent (3%) effective January 1, 2025.

| CLASSIFICATION | EFFECTIVE 02/01/23 | EFFECTIVE 01/01/24 | EFFECTIVE 01/01/25 ³ |
|--|-----------------------|-----------------------|------------------------------------|
| Set Decorator | STN | STN | STN |
| Prop Master | \$40.85 | \$42.48 | \$44.18 |
| Asst. Prop Master | \$36.92 | \$38.40 | \$39.94 |
| Marine Coordinator | \$36.92 | \$38.40 | \$39.94 |
| Boat Handler | \$35.26 | \$36.67 | \$38.14 |
| On Set Picture Cars & Boats | \$35.26 | \$36.67 | \$38.14 |
| Key Greens | \$36.92 | \$38.40 | \$39.94 |
| Costume Designer | STN | STN | STN |
| Assistant Costume Designer | \$36.92 | \$38.40 | \$39.94 |
| Key Costumer | \$40.85 | \$42.48 | \$44.18 |
| First Set Costumer | \$36.92 | \$38.40 | \$39.94 |
| Custom Made Costumer | \$36.92 | \$38.40 | \$39.94 |
| Costumer | \$35.26 | \$36.67 | \$38.14 |
| Head Makeup Artist | \$46.94 | \$48.82 | \$50.77 |
| Makeup Artist | \$39.93 | \$41.53 | \$43.19 |
| Head Hair Stylist | \$46.94 | \$48.82 | \$50.77 |
| Hair Stylist | \$39.93 | \$41.53 | \$43.19 |
| Sound Mixer | \$60.21 | \$62.62 | \$65.12 |
| Re-Recording /Scoring Mixer | \$65.78 | \$68.41 | \$71.15 |
| Microphone Boom Operator | \$44.34 | \$46.11 | \$47.95 |
| Utility Sound Technician | \$42.45 | \$44.15 | \$45.92 |
| Video Assist (Record) | \$40.85 | \$42.48 | \$44.18 |
| Script Supervisor | \$41.16 | \$42.81 | \$44.52 |
| First Aid/Medic | \$36.92 | \$38.40 | \$39.94 |
| Craft Services | \$36.92 | \$38.40 | \$39.94 |
| Craft Utility | \$35.26 | \$36.67 | \$38.14 |
| Studio Teacher/ Set Teacher | STN | STN | STN |
| Editor (Weekly on Call) | \$3,891.05 | \$4,046.69 | \$4,208.56 |
| Sound Editor (48.6 hr/week) | \$2,803.44 | \$2,915.58 | \$3,032.20 |
| Music Editor (48.6 hr/week) | \$2,803.44 | \$2,915.58 | \$3,032.20 |
| Asst. Editor (45 hr/week) | \$2,260.50 | \$2,350.92 | \$2,444.96 |
| Apprentice Editor (40 hr/week) | \$1,175.63 | \$1,222.66 | \$1,271.57 |
| Post Production Coordinator | \$36.92 | \$38.40 | \$39.94 |
| Location Mgr. (On Call) ² | STN | STN | STN |
| Asst. Loc. Mgr. (On Call) ² | STN | STN | STN |
| Production Coordinator | \$40.85 | \$42.48 | \$44.18 |
| Asst. Production Coordinator | \$36.92 | \$38.40 | \$39.94 |
| Art Dept. Coordinator | \$36.92 | \$38.40 | \$39.94 |
| Production Accountant | \$40.85 | \$42.48 | \$44.18 |
| Assistant Production Accountant | \$36.92 | \$38.40 | \$39.94 |
| Story Analyst | \$40.85 | \$42.48 | \$44.18 |
| All Others | STN | STN | STN |

² Location scouts are not covered by this Agreement unless promoted to as Assistant Location Manager or Location Manager in which case they shall be covered from their date of hire on the production. Footnote 1 shall not be applicable to this classification.

APPENDIX D(2) – WAGE SCALE
LOS ANGELES AND PRODUCTION CITIES
TIER THREE PRODUCTIONS

| HOURLY WAGES ¹ | | | |
|---------------------------------|-----------------------|-----------------------|------------------------------------|
| CLASSIFICATION | EFFECTIVE 02/01/23 | EFFECTIVE 01/01/24 | EFFECTIVE 01/01/25 ³ |
| Director of Photography | STN | STN | STN |
| Camera Operator | \$62.02 | \$64.50 | \$67.08 |
| Digital Imaging Technician | \$62.02 | \$64.50 | \$67.08 |
| 1st Asst. Camera | \$53.81 | \$55.96 | \$58.20 |
| 2nd Asst. Camera | \$41.22 | \$42.87 | \$44.58 |
| Still Photographer | \$62.02 | \$64.50 | \$67.08 |
| Film Loader | \$37.14 | \$38.63 | \$40.18 |
| Camera Utility | \$42.98 | \$44.70 | \$46.49 |
| Digital Utility | \$37.14 | \$38.63 | \$40.18 |
| Publicist | \$42.98 | \$44.70 | \$46.49 |
| Key Grip | \$42.98 | \$44.70 | \$46.49 |
| Best Boy Grip | \$38.88 | \$40.44 | \$42.06 |
| Company Grip | \$37.14 | \$38.63 | \$40.18 |
| Dolly Grip | \$40.28 | \$41.89 | \$43.57 |
| Chief Lighting Technician | \$42.98 | \$44.70 | \$46.49 |
| Asst. Chief Lighting Technician | \$38.88 | \$40.44 | \$42.06 |
| Lighting Programmer | \$38.88 | \$40.44 | \$42.06 |
| Lighting Technician | \$37.14 | \$38.63 | \$40.18 |
| Chief Rigging Technician | \$42.98 | \$44.70 | \$46.49 |
| Production Designer | STN | STN | STN |
| Art Director (Weekly on Call) | \$3,439.45 | \$3,577.03 | \$3,720.11 |
| Lead Person | \$42.98 | \$44.70 | \$46.49 |
| On Set Dresser | \$38.88 | \$40.44 | \$42.06 |
| Swing Gang | \$37.14 | \$38.63 | \$40.18 |
| Lead/Production Painter | \$47.27 | \$49.16 | \$51.13 |
| Set Painter | \$41.14 | \$42.79 | \$44.50 |
| Set Designer | \$45.68 | \$47.51 | \$49.41 |
| Charge Scenic Artist | STN | STN | STN |
| Scenic Artist | \$38.88 | \$40.44 | \$42.06 |
| Construction Coordinator | STN | STN | STN |
| Propmaker Foreman | \$43.61 | \$45.35 | \$47.16 |
| Gang Boss | \$38.88 | \$40.44 | \$42.06 |
| Propmaker | \$37.96 | \$39.48 | \$41.06 |
| Special Effects Foreman | STN | STN | STN |
| Asst. Special Effects | STN | STN | STN |

¹ Any rate “Subject to Negotiation” or “STN” shall be greater than the straight-time hourly key rate (excluding “All Others”) except as otherwise provided. The “STN” for “All Others” shall not be lower than the 3rd rate in any circumstances.

³ If inflation from the prior year as of October 31, 2024 is below four percent (4%), then the contract minimum wage rates shall be increased by three percent (3%) effective January 1, 2025.

| CLASSIFICATION | EFFECTIVE 02/01/23 | EFFECTIVE 01/01/24 | EFFECTIVE 01/01/25 ³ |
|--|-----------------------|-----------------------|------------------------------------|
| Set Decorator | STN | STN | STN |
| Prop Master | \$42.98 | \$44.70 | \$46.49 |
| Asst. Prop Master | \$38.88 | \$40.44 | \$42.06 |
| Marine Coordinator | \$38.88 | \$40.44 | \$42.06 |
| Boat Handler | \$37.14 | \$38.63 | \$40.18 |
| On Set Picture Cars & Boats | \$37.14 | \$38.63 | \$40.18 |
| Key Greens | \$38.88 | \$40.44 | \$42.06 |
| Costume Designer | STN | STN | STN |
| Assistant Costume Designer | \$38.88 | \$40.44 | \$42.06 |
| Key Costumer | \$42.98 | \$44.70 | \$46.49 |
| First Set Costumer | \$38.88 | \$40.44 | \$42.06 |
| Custom Made Costumer | \$38.88 | \$40.44 | \$42.06 |
| Costumer | \$37.14 | \$38.63 | \$40.18 |
| Head Makeup Artist | \$49.44 | \$51.42 | \$53.48 |
| Makeup Artist | \$42.02 | \$43.70 | \$45.45 |
| Head Hair Stylist | \$49.44 | \$51.42 | \$53.48 |
| Hair Stylist | \$42.02 | \$43.70 | \$45.45 |
| Sound Mixer | \$63.33 | \$65.86 | \$68.49 |
| Re-Recording /Scoring Mixer | \$69.20 | \$71.97 | \$74.85 |
| Microphone Boom Operator | \$46.69 | \$48.56 | \$50.50 |
| Utility Sound Technician | \$44.65 | \$46.44 | \$48.30 |
| Video Assist (Record) | \$42.98 | \$44.70 | \$46.49 |
| Script Supervisor | \$43.31 | \$45.04 | \$46.84 |
| First Aid/Medic | \$38.88 | \$40.44 | \$42.06 |
| Craft Services | \$38.88 | \$40.44 | \$42.06 |
| Craft Utility | \$37.14 | \$38.63 | \$40.18 |
| Studio Teacher/ Set Teacher | STN | STN | STN |
| Editor (Weekly on Call) | \$4,095.84 | \$4,259.67 | \$4,430.06 |
| Sound Editor (48.6 hr/week) | \$2,878.38 | \$2,993.52 | \$3,113.26 |
| Music Editor (48.6 hr/week) | \$2,878.38 | \$2,993.52 | \$3,113.26 |
| Asst. Editor (45 hr/week) | \$2,380.09 | \$2,475.29 | \$2,574.30 |
| Apprentice Editor (40 hr/week) | \$1,237.52 | \$1,287.02 | \$1,338.50 |
| Post Production Coordinator | \$38.88 | \$40.44 | \$42.06 |
| Location Mgr. (On Call) ² | STN | STN | STN |
| Asst. Loc. Mgr. (On Call) ² | STN | STN | STN |
| Production Coordinator | \$42.98 | \$44.70 | \$46.49 |
| Asst. Production Coordinator | \$38.88 | \$40.44 | \$42.06 |
| Art Dept. Coordinator | \$38.88 | \$40.44 | \$42.06 |
| Production Accountant | \$42.98 | \$44.70 | \$46.49 |
| Assistant Production Accountant | \$38.88 | \$40.44 | \$42.06 |
| Story Analyst | \$42.98 | \$44.70 | \$46.49 |
| All Others | STN | STN | STN |

² Location scouts are not covered by this Agreement unless promoted to as Assistant Location Manager or Location Manager in which case they shall be covered from their date of hire on the production. Footnote 1 shall not be applicable to this classification.

APPENDIX E(1) – WAGE SCALE
NON- PRODUCTION CITIES
TIER TWO PRODUCTIONS

| HOURLY WAGES ¹ | | | |
|---------------------------------|-----------------------|-----------------------|------------------------------------|
| CLASSIFICATION | EFFECTIVE 02/01/23 | EFFECTIVE 01/01/24 | EFFECTIVE 01/01/25 ³ |
| Director of Photography | STN | STN | STN |
| Camera Operator | \$55.97 | \$58.21 | \$60.54 |
| Digital Imaging Technician | \$55.97 | \$58.21 | \$60.54 |
| 1st Asst. Camera | \$48.57 | \$50.51 | \$52.53 |
| 2nd Asst. Camera | \$37.21 | \$38.70 | \$40.25 |
| Still Photographer | \$55.97 | \$58.21 | \$60.54 |
| Film Loader | \$33.50 | \$34.84 | \$36.23 |
| Camera Utility | \$38.80 | \$40.35 | \$41.96 |
| Digital Utility | \$33.50 | \$34.84 | \$36.23 |
| Publicist | \$38.80 | \$40.35 | \$41.96 |
| Key Grip | \$38.80 | \$40.35 | \$41.96 |
| Best Boy Grip | \$35.10 | \$36.50 | \$37.96 |
| Company Grip | \$33.50 | \$34.84 | \$36.23 |
| Dolly Grip | \$36.34 | \$37.79 | \$39.30 |
| Chief Lighting Technician | \$38.80 | \$40.35 | \$41.96 |
| Asst. Chief Lighting Technician | \$35.10 | \$36.50 | \$37.96 |
| Lighting Programmer | \$35.10 | \$36.50 | \$37.96 |
| Lighting Technician | \$33.50 | \$34.84 | \$36.23 |
| Chief Rigging Technician | \$38.80 | \$40.35 | \$41.96 |
| Production Designer | STN | STN | STN |
| Art Director (Weekly on Call) | \$3,049.63 | \$3,171.62 | \$3,298.48 |
| Lead Person | \$38.80 | \$40.35 | \$41.96 |
| On Set Dresser | \$35.10 | \$36.50 | \$37.96 |
| Swing Gang | \$33.50 | \$34.84 | \$36.23 |
| Lead/Production Painter | \$42.64 | \$44.35 | \$46.12 |
| Set Painter | \$37.10 | \$38.58 | \$40.12 |
| Set Designer | \$41.23 | \$42.88 | \$44.60 |
| Charge Scenic Artist | STN | STN | STN |
| Scenic Artist | \$35.10 | \$36.50 | \$37.96 |
| Construction Coordinator | STN | STN | STN |
| Propmaker Foreman | \$39.35 | \$40.92 | \$42.56 |
| Gang Boss | \$35.10 | \$36.50 | \$37.96 |
| Propmaker | \$34.26 | \$35.63 | \$37.06 |
| Special Effects Foreman | STN | STN | STN |
| Asst. Special Effects | STN | STN | STN |

¹ Any rate “Subject to Negotiation” or “STN” shall be greater than the straight-time hourly key rate (excluding “All Others”) except as otherwise provided. The “STN” for “All Others” shall not be lower than the 3rd rate in any circumstances.

³ If inflation from the prior year as of October 31, 2024 is below four percent (4%), then the contract minimum wage rates shall be increased by three percent (3%) effective January 1, 2025.

| CLASSIFICATION | EFFECTIVE 02/01/23 | EFFECTIVE 01/01/24 | EFFECTIVE 01/01/25 ³ |
|--|-----------------------|-----------------------|------------------------------------|
| Set Decorator | STN | STN | STN |
| Prop Master | \$38.80 | \$40.35 | \$41.96 |
| Asst. Prop Master | \$35.10 | \$36.50 | \$37.96 |
| Marine Coordinator | \$35.10 | \$36.50 | \$37.96 |
| Boat Handler | \$33.50 | \$34.84 | \$36.23 |
| On Set Picture Cars & Boats | \$33.50 | \$34.84 | \$36.23 |
| Key Greens | \$35.10 | \$36.50 | \$37.96 |
| Costume Designer | STN | STN | STN |
| Assistant Costume Designer | \$35.10 | \$36.50 | \$37.96 |
| Key Costumer | \$38.80 | \$40.35 | \$41.96 |
| First Set Costumer | \$35.10 | \$36.50 | \$37.96 |
| Custom Made Costumer | \$35.10 | \$36.50 | \$37.96 |
| Costumer | \$33.50 | \$34.84 | \$36.23 |
| Head Makeup Artist | \$44.63 | \$46.42 | \$48.28 |
| Makeup Artist | \$37.92 | \$39.44 | \$41.02 |
| Head Hair Stylist | \$44.63 | \$46.42 | \$48.28 |
| Hair Stylist | \$37.92 | \$39.44 | \$41.02 |
| Sound Mixer | \$57.18 | \$59.47 | \$61.85 |
| Re-Recording /Scoring Mixer | \$62.49 | \$64.99 | \$67.59 |
| Microphone Boom Operator | \$42.16 | \$43.85 | \$45.60 |
| Utility Sound Technician | \$40.32 | \$41.93 | \$43.61 |
| Video Assist (Record) | \$38.80 | \$40.35 | \$41.96 |
| Script Supervisor | \$39.09 | \$40.65 | \$42.28 |
| First Aid/Medic | \$35.10 | \$36.50 | \$37.96 |
| Craft Services | \$35.10 | \$36.50 | \$37.96 |
| Craft Utility | \$33.50 | \$34.84 | \$36.23 |
| Studio Teacher/ Set Teacher | STN | STN | STN |
| Editor (Weekly on Call) | \$3,696.50 | \$3,844.36 | \$3,998.13 |
| Sound Editor (48.6 hr/week) | \$2,698.49 | \$2,806.43 | \$2,918.69 |
| Music Editor (48.6 hr/week) | \$2,698.49 | \$2,806.43 | \$2,918.69 |
| Asst. Editor (45 hr/week) | \$2,147.49 | \$2,233.39 | \$2,322.73 |
| Apprentice Editor (40 hr/week) | \$1,116.84 | \$1,161.51 | \$1,207.97 |
| Post Production Coordinator | \$35.10 | \$36.50 | \$37.96 |
| Location Mgr. (On Call) ² | STN | STN | STN |
| Asst. Loc. Mgr. (On Call) ² | STN | STN | STN |
| Production Coordinator | \$38.80 | \$40.35 | \$41.96 |
| Asst. Production Coordinator | \$35.10 | \$36.50 | \$37.96 |
| Art Dept. Coordinator | \$35.10 | \$36.50 | \$37.96 |
| Production Accountant | \$38.80 | \$40.35 | \$41.96 |
| Assistant Production Accountant | \$35.10 | \$36.50 | \$37.96 |
| Story Analyst | \$38.80 | \$40.35 | \$41.96 |
| All Others | STN | STN | STN |

² Location scouts are not covered by this Agreement unless promoted to as Assistant Location Manager or Location Manager in which case they shall be covered from their date of hire on the production. Footnote 1 shall not be applicable to this classification.

APPENDIX E(2) – WAGE SCALE
NON- PRODUCTION CITIES
TIER THREE PRODUCTIONS

| HOURLY WAGES ¹ | | | |
|---------------------------------|-----------------------|-----------------------|------------------------------------|
| CLASSIFICATION | EFFECTIVE 02/01/23 | EFFECTIVE 01/01/24 | EFFECTIVE 01/01/25 ³ |
| Director of Photography | STN | STN | STN |
| Camera Operator | \$58.91 | \$61.27 | \$63.72 |
| Digital Imaging Technician | \$58.91 | \$61.27 | \$63.72 |
| 1st Asst. Camera | \$51.12 | \$53.16 | \$55.29 |
| 2nd Asst. Camera | \$39.17 | \$40.74 | \$42.37 |
| Still Photographer | \$58.91 | \$61.27 | \$63.72 |
| Film Loader | \$35.26 | \$36.67 | \$38.14 |
| Camera Utility | \$40.85 | \$42.48 | \$44.18 |
| Digital Utility | \$35.26 | \$36.67 | \$38.14 |
| Publicist | \$40.85 | \$42.48 | \$44.18 |
| Key Grip | \$40.85 | \$42.48 | \$44.18 |
| Best Boy Grip | \$36.92 | \$38.40 | \$39.94 |
| Company Grip | \$35.26 | \$36.67 | \$38.14 |
| Dolly Grip | \$38.24 | \$39.77 | \$41.36 |
| Chief Lighting Technician | \$40.85 | \$42.48 | \$44.18 |
| Asst. Chief Lighting Technician | \$36.92 | \$38.40 | \$39.94 |
| Lighting Programmer | \$36.92 | \$38.40 | \$39.94 |
| Lighting Technician | \$35.26 | \$36.67 | \$38.14 |
| Chief Rigging Technician | \$40.85 | \$42.48 | \$44.18 |
| Production Designer | STN | STN | STN |
| Art Director (Weekly on Call) | \$3,210.12 | \$3,338.52 | \$3,472.06 |
| Lead Person | \$40.85 | \$42.48 | \$44.18 |
| On Set Dresser | \$36.92 | \$38.40 | \$39.94 |
| Swing Gang | \$35.26 | \$36.67 | \$38.14 |
| Lead/Production Painter | \$44.89 | \$46.69 | \$48.56 |
| Set Painter | \$39.07 | \$40.63 | \$42.26 |
| Set Designer | \$43.42 | \$45.16 | \$46.97 |
| Charge Scenic Artist | STN | STN | STN |
| Scenic Artist | \$36.92 | \$38.40 | \$39.94 |
| Construction Coordinator | STN | STN | STN |
| Propmaker Foreman | \$41.42 | \$43.08 | \$44.80 |
| Gang Boss | \$36.92 | \$38.40 | \$39.94 |
| Propmaker | \$36.07 | \$37.51 | \$39.01 |
| Special Effects Foreman | STN | STN | STN |
| Asst. Special Effects | STN | STN | STN |

¹ Any rate “Subject to Negotiation” or “STN” shall be greater than the straight-time hourly key rate (excluding “All Others”) except as otherwise provided. The “STN” for “All Others” shall not be lower than the 3rd rate in any circumstances.

³ If inflation from the prior year as of October 31, 2024 is below four percent (4%), then the contract minimum wage rates shall be increased by three percent (3%) effective January 1, 2025.

| CLASSIFICATION | EFFECTIVE 02/01/23 | EFFECTIVE 01/01/24 | EFFECTIVE 01/01/25 ³ |
|--|-----------------------|-----------------------|------------------------------------|
| Set Decorator | STN | STN | STN |
| Prop Master | \$40.85 | \$42.48 | \$44.18 |
| Asst. Prop Master | \$36.92 | \$38.40 | \$39.94 |
| Marine Coordinator | \$36.92 | \$38.40 | \$39.94 |
| Boat Handler | \$35.26 | \$36.67 | \$38.14 |
| On Set Picture Cars & Boats | \$35.26 | \$36.67 | \$38.14 |
| Key Greens | \$36.92 | \$38.40 | \$39.94 |
| Costume Designer | STN | STN | STN |
| Assistant Costume Designer | \$36.92 | \$38.40 | \$39.94 |
| Key Costumer | \$40.85 | \$42.48 | \$44.18 |
| First Set Costumer | \$36.92 | \$38.40 | \$39.94 |
| Custom Made Costumer | \$36.92 | \$38.40 | \$39.94 |
| Costumer | \$35.26 | \$36.67 | \$38.14 |
| Head Makeup Artist | \$46.94 | \$48.82 | \$50.77 |
| Makeup Artist | \$39.93 | \$41.53 | \$43.19 |
| Head Hair Stylist | \$46.94 | \$48.82 | \$50.77 |
| Hair Stylist | \$39.93 | \$41.53 | \$43.19 |
| Sound Mixer | \$60.21 | \$62.62 | \$65.12 |
| Re-Recording /Scoring Mixer | \$65.78 | \$68.41 | \$71.15 |
| Microphone Boom Operator | \$44.34 | \$46.11 | \$47.95 |
| Utility Sound Technician | \$42.45 | \$44.15 | \$45.92 |
| Video Assist (Record) | \$40.85 | \$42.48 | \$44.18 |
| Script Supervisor | \$41.16 | \$42.81 | \$44.52 |
| First Aid/Medic | \$36.92 | \$38.40 | \$39.94 |
| Craft Services | \$36.92 | \$38.40 | \$39.94 |
| Craft Utility | \$35.26 | \$36.67 | \$38.14 |
| Studio Teacher/ Set Teacher | STN | STN | STN |
| Editor (Weekly on Call) | \$3,872.26 | \$4,027.15 | \$4,188.24 |
| Sound Editor (48.6 hr/week) | \$2,803.44 | \$2,915.58 | \$3,032.20 |
| Music Editor (48.6 hr/week) | \$2,803.44 | \$2,915.58 | \$3,032.20 |
| Asst. Editor (45 hr/week) | \$2,260.50 | \$2,350.92 | \$2,444.96 |
| Apprentice Editor (40 hr/week) | \$1,175.63 | \$1,222.66 | \$1,271.57 |
| Post Production Coordinator | \$36.92 | \$38.40 | \$39.94 |
| Location Mgr. (On Call) ² | STN | STN | STN |
| Asst. Loc. Mgr. (On Call) ² | STN | STN | STN |
| Production Coordinator | \$40.85 | \$42.48 | \$44.18 |
| Asst. Production Coordinator | \$36.92 | \$38.40 | \$39.94 |
| Art Dept. Coordinator | \$36.92 | \$38.40 | \$39.94 |
| Production Accountant | \$40.85 | \$42.48 | \$44.18 |
| Assistant Production Accountant | \$36.92 | \$38.40 | \$39.94 |
| Story Analyst | \$40.85 | \$42.48 | \$44.18 |
| All Others | STN | STN | STN |

² Location scouts are not covered by this Agreement unless promoted to as Assistant Location Manager or Location Manager in which case they shall be covered from their date of hire on the production. Footnote 1 shall not be applicable to this classification.

CANADA
WAGE SCALE – TIER ONE A PRODUCTIONS
ALL COVERED EMPLOYEES

| HOURLY WAGES ¹ | |
|-------------------------------|-----|
| Director of Photography | STN |
| Camera Operator | STN |
| Digital Imaging Technician | STN |
| 1st Asst. Camera | STN |
| 2nd Asst. Camera | STN |
| Still Photographer | STN |
| Film Loader | 3rd |
| Camera Utility | Key |
| Digital Utility | 3rd |
| Publicist | Key |
| Key Grip | Key |
| Best Boy Grip | 2nd |
| Grip | 3rd |
| Dolly Grip | 2nd |
| Head Lighting Technician | Key |
| Asst Head Lighting Technician | 2nd |
| Lighting Programmer | 2nd |
| Lighting Technician | 3rd |
| Rigging Gaffer | Key |
| Production Designer | STN |
| Art Director | STN |
| Lead Person | Key |
| On Set Dresser | 2nd |
| Swing Gang | 3rd |
| Lead/Production Painter | Key |
| Set Painter | 3rd |
| Set Designer | Key |
| Scenic Artist | STN |
| Construction Coordinator | STN |
| Propmaker Foreman | Key |
| Gang Boss | 2nd |
| Propmaker | 3rd |
| Special Effects Foreman | STN |
| Asst. Special Effects | STN |
| Accountant | Key |
| Assistant Accountant | 2nd |
| Accounting Clerk | STN |
| Head Chef | Key |
| Sous Chef | 2nd |

| HOURLY WAGES ¹ | |
|--|-----------------|
| Set Decorator | STN |
| Prop Master | Key |
| Asst. Prop Master | 2nd |
| Key Greens | 2nd |
| Costume Designer | STN |
| Key Costumer | Key |
| First Set Costumer | 2nd |
| Custom Made Costumer | 2nd |
| Costumer | 3rd |
| Head Makeup Artist | Key |
| Makeup Artist | 2nd |
| Head Hair Stylist | Key |
| Hair Stylist | 2nd |
| Sound Mixer | STN |
| Re-Recording Mixer | STN |
| Microphone Boom Operator | 2nd |
| Utility Sound Technician | 3rd |
| Video Assist (Record) | Key |
| Script Supervisor | Key |
| First Aid/Craft Services | 2nd |
| Craft Services only (Toronto/Atlantic Canada) | See Chart Below |
| Craft Utility | 3rd |
| Editor | STN |
| Sound Editor | STN |
| Music Editor | STN |
| Asst. Editor | Key |
| Apprentice Editor | 3rd |
| Prod. Coordinator | Key |
| Asst. Prod. Coordinator | 2nd |
| Art Dept. Coordinator | 2nd |
| Story Analyst | Key |
| Key Animal Wrangler | STN |
| Wrangler Captain | Key |
| Head Trainer/Wrangler | 2nd |
| Trainer / Wrangler | 3rd |
| Transportation Coordinator | Key |
| Transport Captain | 2nd |
| Head Driver | See Chart Below |

¹ Any rate "Subject to Negotiation" or "STN" shall be greater than the straight-time hourly key rate (excluding "All Others") except as otherwise provided. The "STN" for "All Others" shall not be lower than the 3rd rate in any circumstances. No employee covered by this agreement shall be paid a wage rate that is below the provincial minimum wage.

| | |
|----------------------------|-----------------|
| Assistant Chef / Caterer | See Chart Below |
| Extras Casting Director | STN |
| Extras Casting Assistant | STN |
| Extras Casting Crew | See Chart Below |
| Security Coordinator | See Chart Below |
| Security Captain | See Chart Below |
| Watchperson | See Chart Below |
| Assistant Location Manager | STN |
| Location Scout | STN |

| | |
|-------------------------|-----------------|
| Driver | 3rd |
| Honeywagon Driver | See Chart Below |
| Unit Manager | Key |
| Assistant Unit Manager | STN |
| Projectionist (Dailies) | STN |
| Diving Coordinator | STN |
| Diving Supervisor | 2nd |
| Diver | 3rd |
| All Others ² | STN |

| CANADA (except Toronto, Vancouver, Montreal) | |
|---|---------|
| Effective 02/01/23 | |
| Key | \$33.96 |
| 2nd | \$30.77 |
| 3rd | \$28.07 |
| Effective 01/01/24 | |
| Key | \$35.32 |
| 2nd | \$32.00 |
| 3rd | \$29.19 |
| Effective 01/01/25 ³ | |
| Key | \$36.73 |
| 2nd | \$33.28 |
| 3rd | \$30.36 |

| PRODUCTION CITIES (Toronto, Vancouver, Montreal) | |
|---|---------|
| Effective 02/01/23 | |
| Key | \$37.09 |
| 2nd | \$33.89 |
| 3rd | \$31.14 |
| Effective 01/01/24 | |
| Key | \$38.57 |
| 2nd | \$35.25 |
| 3rd | \$32.39 |
| Effective 01/01/25 ³ | |
| Key | \$40.11 |
| 2nd | \$36.66 |
| 3rd | \$33.69 |

| CLASSIFICATION | EFFECTIVE 02/01/23 | EFFECTIVE 01/01/24 | EFFECTIVE 01/01/25 ³ |
|--|--------------------|--------------------|---------------------------------|
| Assistant Chef / Caterer | \$22.03 | \$22.91 | \$23.83 |
| Extras Casting Crew | \$14.69 | \$15.28 | \$15.89 |
| Security Coordinator | \$27.90 | \$29.02 | \$30.18 |
| Security Captain | \$22.03 | \$22.91 | \$23.83 |
| Watchperson | \$19.09 | \$19.85 | \$20.64 |
| Craft Services only (Toronto/Atlantic Canada) | \$22.03 | \$22.91 | \$23.83 |
| Honeywagon Driver | \$24.96 | \$25.96 | \$27.00 |

CANADA (except Toronto, Vancouver, Montreal)

| CLASSIFICATION | EFFECTIVE 02/01/23 | EFFECTIVE 01/01/24 | EFFECTIVE 01/01/25 ³ |
|----------------|--------------------|--------------------|---------------------------------|
| Head Driver | \$32.52 | \$33.82 | \$35.17 |

PRODUCTION CITIES (Toronto, Vancouver, Montreal)

| CLASSIFICATION | EFFECTIVE 02/01/23 | EFFECTIVE 01/01/24 | EFFECTIVE 01/01/25 ³ |
|----------------|--------------------|--------------------|---------------------------------|
| Head Driver | \$29.42 | \$30.60 | \$31.82 |

² Including Marine Coordinator, Boat Handlers and Picture Car Handlers.

³ If inflation from the prior year as of October 31, 2024 is below four percent (4%), then the contract minimum wage rates shall be increased by three percent (3%) effective January 1, 2025.

CANADA
WAGE SCALE – TIER ONE B PRODUCTIONS
ALL COVERED EMPLOYEES

| HOURLY WAGES ¹ | |
|-------------------------------|-----|
| Director of Photography | STN |
| Camera Operator | STN |
| Digital Imaging Technician | STN |
| 1st Asst. Camera | STN |
| 2nd Asst. Camera | STN |
| Still Photographer | STN |
| Film Loader | 3rd |
| Camera Utility | Key |
| Digital Utility | 3rd |
| Publicist | Key |
| Key Grip | Key |
| Best Boy Grip | 2nd |
| Grip | 3rd |
| Dolly Grip | 2nd |
| Head Lighting Technician | Key |
| Asst Head Lighting Technician | 2nd |
| Lighting Programmer | 2nd |
| Lighting Technician | 3rd |
| Rigging Gaffer | Key |
| Production Designer | STN |
| Art Director | STN |
| Lead Person | Key |
| On Set Dresser | 2nd |
| Swing Gang | 3rd |
| Lead/Production Painter | Key |
| Set Painter | 3rd |
| Set Designer | Key |
| Scenic Artist | STN |
| Construction Coordinator | STN |
| Propmaker Foreman | Key |
| Gang Boss | 2nd |
| Propmaker | 3rd |
| Special Effects Foreman | STN |
| Asst. Special Effects | STN |
| Accountant | Key |
| Assistant Accountant | 2nd |
| Accounting Clerk | STN |
| Head Chef | Key |
| Sous Chef | 2nd |

| HOURLY WAGES ¹ | |
|--|-----------------|
| Set Decorator | STN |
| Prop Master | Key |
| Asst. Prop Master | 2nd |
| Key Greens | 2nd |
| Costume Designer | STN |
| Key Costumer | Key |
| First Set Costumer | 2nd |
| Custom Made Costumer | 2nd |
| Costumer | 3rd |
| Head Makeup Artist | Key |
| Makeup Artist | 2nd |
| Head Hair Stylist | Key |
| Hair Stylist | 2nd |
| Sound Mixer | STN |
| Re-Recording Mixer | STN |
| Microphone Boom Operator | 2nd |
| Utility Sound Technician | 3rd |
| Video Assist (Record) | Key |
| Script Supervisor | Key |
| First Aid/Craft Services | 2nd |
| Craft Services only (Toronto/Atlantic Canada) | See Chart Below |
| Craft Utility | 3rd |
| Editor | STN |
| Sound Editor | STN |
| Music Editor | STN |
| Asst. Editor | Key |
| Apprentice Editor | 3rd |
| Prod. Coordinator | Key |
| Asst. Prod. Coordinator | 2nd |
| Art Dept. Coordinator | 2nd |
| Story Analyst | Key |
| Key Animal Wrangler | STN |
| Wrangler Captain | Key |
| Head Trainer/Wrangler | 2nd |
| Trainer / Wrangler | 3rd |
| Transportation Coordinator | Key |
| Transport Captain | 2nd |
| Head Driver | See Chart Below |

¹ Any rate "Subject to Negotiation" or "STN" shall be greater than the straight-time hourly key rate (excluding "All Others") except as otherwise provided. The "STN" for "All Others" shall not be lower than the 3rd rate in any circumstances. No employee covered by this agreement shall be paid a wage rate that is below the provincial minimum wage.

| | |
|----------------------------|-----------------|
| Assistant Chef / Caterer | See Chart Below |
| Extras Casting Director | STN |
| Extras Casting Assistant | STN |
| Extras Casting Crew | See Chart Below |
| Security Coordinator | See Chart Below |
| Security Captain | See Chart Below |
| Watchperson | See Chart Below |
| Assistant Location Manager | STN |
| Location Scout | STN |

| | |
|-------------------------|-----------------|
| Driver | 3rd |
| Honeywagon Driver | See Chart Below |
| Unit Manager | Key |
| Assistant Unit Manager | STN |
| Projectionist (Dailies) | STN |
| Diving Coordinator | STN |
| Diving Supervisor | 2nd |
| Diver | 3rd |
| All Others ² | STN |

| CANADA (except Toronto, Vancouver, Montreal) | |
|---|---------|
| Effective 02/01/23 | |
| Key | \$35.46 |
| 2nd | \$32.27 |
| 3rd | \$29.57 |
| Effective 01/01/24 | |
| Key | \$36.88 |
| 2nd | \$33.56 |
| 3rd | \$30.75 |
| Effective 01/01/25 ³ | |
| Key | \$38.36 |
| 2nd | \$34.90 |
| 3rd | \$31.98 |

| PRODUCTION CITIES (Toronto, Vancouver, Montreal) | |
|---|---------|
| Effective 02/01/23 | |
| Key | \$38.59 |
| 2nd | \$35.39 |
| 3rd | \$32.64 |
| Effective 01/01/24 | |
| Key | \$40.13 |
| 2nd | \$36.81 |
| 3rd | \$33.95 |
| Effective 01/01/25 ³ | |
| Key | \$41.74 |
| 2nd | \$38.28 |
| 3rd | \$35.31 |

| CLASSIFICATION | EFFECTIVE 02/01/23 | EFFECTIVE 01/01/24 | EFFECTIVE 01/01/25 ³ |
|--|--------------------|--------------------|---------------------------------|
| Assistant Chef / Caterer | \$23.53 | \$24.47 | \$25.45 |
| Extras Casting Crew | \$16.19 | \$16.84 | \$17.51 |
| Security Coordinator | \$29.40 | \$30.58 | \$31.80 |
| Security Captain | \$23.53 | \$24.47 | \$25.45 |
| Watchperson | \$20.59 | \$21.41 | \$22.27 |
| Craft Services only (Toronto/Atlantic Canada) | \$23.53 | \$24.47 | \$25.45 |
| Honeywagon Driver | \$26.46 | \$27.52 | \$28.62 |

CANADA (except Toronto, Vancouver, Montreal)

| CLASSIFICATION | EFFECTIVE 02/01/23 | EFFECTIVE 01/01/24 | EFFECTIVE 01/01/25 ³ |
|----------------|--------------------|--------------------|---------------------------------|
| Head Driver | \$30.92 | \$32.16 | \$33.45 |

PRODUCTION CITIES (Toronto, Vancouver, Montreal)

| CLASSIFICATION | EFFECTIVE 02/01/23 | EFFECTIVE 01/01/24 | EFFECTIVE 01/01/25 ³ |
|----------------|--------------------|--------------------|---------------------------------|
| Head Driver | \$34.02 | \$35.38 | \$36.80 |

² Including Marine Coordinator, Boat Handlers and Picture Car Handlers.

³ If inflation from the prior year as of October 31, 2024 is below four percent (4%), then the contract minimum wage rates shall be increased by three percent (3%) effective January 1, 2025.

MONTREAL, TORONTO, VANCOUVER
WAGE SCALE
TIER TWO PRODUCTIONS¹

| HOURLY WAGES | | | |
|------------------------------------|-----------------------|-----------------------|------------------------------------|
| CLASSIFICATION | EFFECTIVE 02/01/23 | EFFECTIVE 01/01/24 | EFFECTIVE 01/01/25 ³ |
| Director of Photography | STN | STN | STN |
| Camera Operator | \$71.04 | \$73.88 | \$76.84 |
| Digital Imaging Technician | STN | STN | STN |
| 1st Asst. Camera | \$54.76 | \$56.95 | \$59.23 |
| 2nd Asst. Camera | \$39.96 | \$41.56 | \$43.22 |
| Still Photographer | \$59.20 | \$61.57 | \$64.03 |
| Film Loader | \$37.00 | \$38.48 | \$40.02 |
| Camera Utility | \$41.45 | \$43.11 | \$44.83 |
| Digital Utility | \$37.00 | \$38.48 | \$40.02 |
| Publicist | \$40.51 | \$42.13 | \$43.82 |
| Key Grip | \$40.51 | \$42.13 | \$43.82 |
| Best Boy Grip | \$36.81 | \$38.28 | \$39.81 |
| Grip | \$33.95 | \$35.31 | \$36.72 |
| Dolly Grip | \$36.81 | \$38.28 | \$39.81 |
| Head Lighting Technician | \$40.51 | \$42.13 | \$43.82 |
| Assistant Head Lighting Technician | \$36.81 | \$38.28 | \$39.81 |
| Lighting Programmer | \$36.81 | \$38.28 | \$39.81 |
| Lighting Technician | \$33.95 | \$35.31 | \$36.72 |
| Rigging Gaffer | \$40.13 | \$41.74 | \$43.41 |
| Production Designer | STN | STN | STN |
| Art Director | STN | STN | STN |
| Lead Person | \$40.13 | \$41.74 | \$43.41 |
| On Set Dresser | \$36.81 | \$38.28 | \$39.81 |
| Swing Gang | \$33.95 | \$35.31 | \$36.72 |
| Lead/Production Painter | \$41.29 | \$42.94 | \$44.66 |
| Set Painter | \$38.96 | \$40.52 | \$42.14 |
| Set Designer | \$40.13 | \$41.74 | \$43.41 |
| Scenic Artist | \$38.96 | \$40.52 | \$42.14 |
| Construction Coordinator | STN | STN | STN |
| Propmaker Foreman | \$42.05 | \$43.73 | \$45.48 |
| Propmaker | \$37.39 | \$38.89 | \$40.45 |
| Special Effects Foreman | STN | STN | STN |
| Asst. Special Effects | STN | STN | STN |
| Set Decorator | STN | STN | STN |
| Prop Master | \$40.51 | \$42.13 | \$43.82 |
| Asst. Prop Master | \$38.96 | \$40.52 | \$42.14 |

¹ Any rate "Subject to Negotiation" or "STN" shall be greater than the straight-time hourly key rate (excluding "All Others") except as otherwise provided. The "STN" for "All Others" shall not be lower than the 3rd rate in any circumstances. No employee covered by this agreement shall be paid a wage rate that is below the provincial minimum wage.

³ If inflation from the prior year as of October 31, 2024 is below four percent (4%), then the contract minimum wage rates shall be increased by three percent (3%) effective January 1, 2025.

| CLASSIFICATION | EFFECTIVE 02/01/23 | EFFECTIVE 01/01/24 | EFFECTIVE 01/01/25 ³ |
|------------------------------------|-----------------------|-----------------------|------------------------------------|
| Key Greens | \$40.51 | \$42.13 | \$43.82 |
| Costume Designer | STN | STN | STN |
| Key Costumer | \$42.05 | \$43.73 | \$45.48 |
| First Set Costumer | \$40.51 | \$42.13 | \$43.82 |
| Custom Made Costumer | \$36.81 | \$38.28 | \$39.81 |
| Costumer | \$34.27 | \$35.64 | \$37.07 |
| Head Makeup Artist | \$40.51 | \$42.13 | \$43.82 |
| Makeup Artist | \$37.39 | \$38.89 | \$40.45 |
| 2nd Makeup Artist | \$34.27 | \$35.64 | \$37.07 |
| Head Hair Stylist | \$40.51 | \$42.13 | \$43.82 |
| Hair Stylist | \$37.39 | \$38.89 | \$40.45 |
| 2nd Hair Stylist | \$34.27 | \$35.64 | \$37.07 |
| Sound Mixer | STN | STN | STN |
| Re-Recording Mixer | STN | STN | STN |
| Microphone Boom Operator | \$38.96 | \$40.52 | \$42.14 |
| Utility Sound Technician | \$34.27 | \$35.64 | \$37.07 |
| Video Assist (Record) | \$40.13 | \$41.74 | \$43.41 |
| Script Supervisor | \$40.51 | \$42.13 | \$43.82 |
| First Aid/ Craft Services combined | \$38.96 | \$40.52 | \$42.14 |
| Craft Services only (Toronto) | \$24.93 | \$25.93 | \$26.97 |
| Craft Utility | \$34.27 | \$35.64 | \$37.07 |
| Editor | \$46.75 | \$48.62 | \$50.56 |
| Sound Editor | \$46.75 | \$48.62 | \$50.56 |
| Music Editor | \$46.75 | \$48.62 | \$50.56 |
| Asst. Editor | \$40.13 | \$41.74 | \$43.41 |
| Apprentice Editor | \$33.95 | \$35.31 | \$36.72 |
| Accountant | STN | STN | STN |
| Assistant Accountant | \$36.81 | \$38.28 | \$39.81 |
| Accounting Clerk | \$26.48 | \$27.54 | \$28.64 |
| Security Coordinator | \$31.15 | \$32.40 | \$33.70 |
| Security Captain | \$26.48 | \$27.54 | \$28.64 |
| Watchperson | \$23.37 | \$24.30 | \$25.27 |
| Transportation Coordinator | \$40.51 | \$42.13 | \$43.82 |
| Transport Captain | \$36.81 | \$38.28 | \$39.81 |
| Head Driver | \$35.38 | \$36.80 | \$38.27 |
| Driver | \$33.95 | \$35.31 | \$36.72 |
| Honeywagon Operator | \$28.07 | \$29.19 | \$30.36 |
| Unit Manager | \$40.51 | \$42.13 | \$43.82 |
| Assistant Unit Manager | \$28.07 | \$29.19 | \$30.36 |
| Assistant Location Manager | \$28.07 | \$29.19 | \$30.36 |
| Location Scout | \$23.37 | \$24.30 | \$25.27 |
| Production Coordinator | \$40.51 | \$42.13 | \$43.82 |
| Asst. Prod. Coordinator | \$38.96 | \$40.52 | \$42.14 |
| All Others ² | STN | STN | STN |

² Including Marine Coordinator, Boat Handlers and Picture Car Handlers.

CANADA
(EXCLUDING MONTREAL, TORONTO, VANCOUVER)
WAGE SCALE
TIER TWO PRODUCTIONS¹

| HOURLY WAGES | | | |
|------------------------------------|-----------------------|-----------------------|------------------------------------|
| CLASSIFICATION | EFFECTIVE 02/01/23 | EFFECTIVE 01/01/24 | EFFECTIVE 01/01/25 ³ |
| Director of Photography | STN | STN | STN |
| Camera Operator | \$71.04 | \$73.88 | \$76.84 |
| Digital Imaging Technician | STN | STN | STN |
| 1st Asst. Camera | \$54.76 | \$56.95 | \$59.23 |
| 2nd Asst. Camera | \$39.96 | \$41.56 | \$43.22 |
| Still Photographer | \$59.20 | \$61.57 | \$64.03 |
| Film Loader | \$37.00 | \$38.48 | \$40.02 |
| Camera Utility | \$41.45 | \$43.11 | \$44.83 |
| Digital Utility | \$37.00 | \$38.48 | \$40.02 |
| Publicist | \$38.96 | \$40.52 | \$42.14 |
| Key Grip | \$38.96 | \$40.52 | \$42.14 |
| Best Boy Grip | \$34.27 | \$35.64 | \$37.07 |
| Grip | \$30.75 | \$31.98 | \$33.26 |
| Dolly Grip | \$34.27 | \$35.64 | \$37.07 |
| Head Lighting Technician | \$39.08 | \$40.64 | \$42.27 |
| Assistant Head Lighting Technician | \$34.27 | \$35.64 | \$37.07 |
| Lighting Programmer | \$34.27 | \$35.64 | \$37.07 |
| Lighting Technician | \$30.75 | \$31.98 | \$33.26 |
| Rigging Gaffer | \$36.88 | \$38.36 | \$39.89 |
| Production Designer | STN | STN | STN |
| Art Director | STN | STN | STN |
| Lead Person | \$36.88 | \$38.36 | \$39.89 |
| On Set Dresser | \$34.27 | \$35.64 | \$37.07 |
| Swing Gang | \$30.75 | \$31.98 | \$33.26 |
| Lead/Production Painter | STN | STN | STN |
| Set Painter | \$31.15 | \$32.40 | \$33.70 |
| Set Designer | \$38.96 | \$40.52 | \$42.14 |
| Scenic Artist | \$34.27 | \$35.64 | \$37.07 |
| Construction Coordinator | STN | STN | STN |
| Propmaker Foreman | \$40.51 | \$42.13 | \$43.82 |
| Propmaker | \$31.15 | \$32.40 | \$33.70 |
| Special Effects Foreman | STN | STN | STN |
| Asst. Special Effects | \$35.05 | \$36.45 | \$37.91 |
| Set Decorator | STN | STN | STN |
| Prop Master | \$38.96 | \$40.52 | \$42.14 |

¹ Any rate "Subject to Negotiation" or "STN" shall be greater than the straight-time hourly key rate (excluding "All Others") except as otherwise provided. The "STN" for "All Others" shall not be lower than the 3rd rate in any circumstances. No employee covered by this agreement shall be paid a wage rate that is below the provincial minimum wage.

³ If inflation from the prior year as of October 31, 2024 is below four percent (4%), then the contract minimum wage rates shall be increased by three percent (3%) effective January 1, 2025.

| CLASSIFICATION | EFFECTIVE 02/01/23 | EFFECTIVE 01/01/24 | EFFECTIVE 01/01/25 ³ |
|--------------------------------|-----------------------|-----------------------|------------------------------------|
| Asst. Prop Master | \$34.27 | \$35.64 | \$37.07 |
| Key Greens | \$38.96 | \$40.52 | \$42.14 |
| Costume Designer | STN | STN | STN |
| Key Costumer | STN | STN | STN |
| First Set Costumer | \$37.00 | \$38.48 | \$40.02 |
| Custom Made Costumer | \$34.27 | \$35.64 | \$37.07 |
| Costumer | \$30.75 | \$31.98 | \$33.26 |
| Head Makeup Artist | \$38.96 | \$40.52 | \$42.14 |
| Makeup Artist | \$33.56 | \$34.90 | \$36.30 |
| 2nd Makeup Artist | \$30.39 | \$31.61 | \$32.87 |
| Head Hair Stylist | \$38.96 | \$40.52 | \$42.14 |
| Hair Stylist | \$33.56 | \$34.90 | \$36.30 |
| 2nd Hair Stylist | \$30.39 | \$31.61 | \$32.87 |
| Sound Mixer | STN | STN | STN |
| Re-Recording Mixer | STN | STN | STN |
| Microphone Boom Operator | \$37.00 | \$38.48 | \$40.02 |
| Utility Sound Technician | \$31.15 | \$32.40 | \$33.70 |
| Video Assist (Record) | \$36.88 | \$38.36 | \$39.89 |
| Script Supervisor | \$38.96 | \$40.52 | \$42.14 |
| First Aid/Craft Services | \$38.96 | \$40.52 | \$42.14 |
| Craft Services/Atlantic Canada | \$24.93 | \$25.93 | \$26.97 |
| Craft Utility | \$30.75 | \$31.98 | \$33.26 |
| Editor | STN | STN | STN |
| Sound Editor | STN | STN | STN |
| Music Editor | STN | STN | STN |
| Asst. Editor | STN | STN | STN |
| Apprentice Editor | STN | STN | STN |
| Head Chef | \$38.96 | \$40.52 | \$42.14 |
| Sous Chef | \$33.56 | \$34.90 | \$36.30 |
| Assistant Chef / Caterer | \$24.93 | \$25.93 | \$26.97 |
| Extras Casting Director | STN | STN | STN |
| Extras Casting Assistant | STN | STN | STN |
| Extras Casting Crew | \$17.15 | \$17.84 | \$18.55 |
| Security Coordinator | \$32.71 | \$34.02 | \$35.38 |
| Security Captain | \$27.27 | \$28.36 | \$29.49 |
| Watchperson | \$23.37 | \$24.30 | \$25.27 |
| Key Animal Wrangler | STN | STN | STN |
| Wrangler Captain | \$36.88 | \$38.36 | \$39.89 |
| Head Trainer/Wrangler | \$33.56 | \$34.90 | \$36.30 |
| Trainer / Wrangler | \$31.15 | \$32.40 | \$33.70 |
| Diving Coordinator | STN | STN | STN |
| Diving Supervisor | \$33.56 | \$34.90 | \$36.30 |
| Diver | \$30.75 | \$31.98 | \$33.26 |

| CLASSIFICATION | EFFECTIVE 02/01/23 | EFFECTIVE 01/01/24 | EFFECTIVE 01/01/25 ³ |
|------------------------------|-----------------------|-----------------------|------------------------------------|
| Transportation Coordinator | \$38.96 | \$40.52 | \$42.14 |
| Transport Captain | \$34.27 | \$35.64 | \$37.07 |
| Head Driver | \$32.51 | \$33.81 | \$35.16 |
| Driver | \$30.75 | \$31.98 | \$33.26 |
| Honeywagon Operator | \$27.52 | \$28.62 | \$29.76 |
| Production Coordinator | \$38.96 | \$40.52 | \$42.14 |
| Asst. Production Coordinator | \$34.27 | \$35.64 | \$37.07 |
| Accountant | \$45.97 | \$47.81 | \$49.72 |
| Assistant Accountant | \$33.56 | \$34.90 | \$36.30 |
| Accounting Clerk | \$24.15 | \$25.12 | \$26.12 |
| All Others ² | STN | STN | STN |

² Including Marine Coordinator, Boat Handlers and Picture Car Handlers.

MONTREAL, TORONTO, VANCOUVER
WAGE SCALE
TIER THREE PRODUCTIONS¹

| HOURLY WAGES | | | |
|------------------------------------|-----------------------|-----------------------|------------------------------------|
| CLASSIFICATION | EFFECTIVE 02/01/23 | EFFECTIVE 01/01/24 | EFFECTIVE 01/01/25 ³ |
| Director of Photography | STN | STN | STN |
| Camera Operator | \$74.78 | \$77.77 | \$80.88 |
| Digital Imaging Technician | STN | STN | STN |
| 1st Asst. Camera | \$57.63 | \$59.94 | \$62.34 |
| 2nd Asst. Camera | \$42.05 | \$43.73 | \$45.48 |
| Still Photographer | \$62.33 | \$64.82 | \$67.41 |
| Film Loader | \$38.96 | \$40.52 | \$42.14 |
| Camera Utility | \$43.64 | \$45.39 | \$47.21 |
| Digital Utility | \$38.96 | \$40.52 | \$42.14 |
| Publicist | \$43.64 | \$45.39 | \$47.21 |
| Key Grip | \$43.64 | \$45.39 | \$47.21 |
| Best Boy Grip | \$40.51 | \$42.13 | \$43.82 |
| Grip | \$35.84 | \$37.27 | \$38.76 |
| Dolly Grip | \$40.51 | \$42.13 | \$43.82 |
| Head Lighting Technician | \$43.64 | \$45.39 | \$47.21 |
| Assistant Head Lighting Technician | \$40.51 | \$42.13 | \$43.82 |
| Lighting Programmer | \$40.51 | \$42.13 | \$43.82 |
| Lighting Technician | \$35.84 | \$37.27 | \$38.76 |
| Rigging Gaffer | \$42.05 | \$43.73 | \$45.48 |
| Production Designer | STN | STN | STN |
| Art Director | STN | STN | STN |
| Lead Person | \$41.74 | \$43.41 | \$45.15 |
| On Set Dresser | \$40.51 | \$42.13 | \$43.82 |
| Swing Gang | \$35.84 | \$37.27 | \$38.76 |
| Lead/Production Painter | \$45.18 | \$46.99 | \$48.87 |
| Set Painter | \$41.29 | \$42.94 | \$44.66 |
| Set Designer | \$41.74 | \$43.41 | \$45.15 |
| Scenic Artist | \$43.64 | \$45.39 | \$47.21 |
| Construction Coordinator | STN | STN | STN |
| Propmaker Foreman | \$45.18 | \$46.99 | \$48.87 |
| Propmaker | \$40.51 | \$42.13 | \$43.82 |
| Special Effects Foreman | STN | STN | STN |
| Asst. Special Effects | \$45.18 | \$46.99 | \$48.87 |
| Set Decorator | STN | STN | STN |
| Prop Master | \$45.18 | \$46.99 | \$48.87 |
| Asst. Prop Master | \$42.05 | \$43.73 | \$45.48 |

¹ Any rate "Subject to Negotiation" or "STN" shall be greater than the straight-time hourly key rate (excluding "All Others") except as otherwise provided. The "STN" for "All Others" shall not be lower than the 3rd rate in any circumstances. No employee covered by this agreement shall be paid a wage rate that is below the provincial minimum wage.

³ If inflation from the prior year as of October 31, 2024 is below four percent (4%), then the contract minimum wage rates shall be increased by three percent (3%) effective January 1, 2025.

| CLASSIFICATION | EFFECTIVE 02/01/23 | EFFECTIVE 01/01/24 | EFFECTIVE 01/01/25 ³ |
|-----------------------------------|-----------------------|-----------------------|------------------------------------|
| Key Greens | \$43.64 | \$45.39 | \$47.21 |
| Costume Designer | STN | STN | STN |
| Key Costumer | \$43.73 | \$45.48 | \$47.30 |
| First Set Costumer | \$42.13 | \$43.82 | \$45.57 |
| Custom Made Costumer | \$40.51 | \$42.13 | \$43.82 |
| Costumer | \$38.96 | \$40.52 | \$42.14 |
| Head Makeup Artist | \$43.64 | \$45.39 | \$47.21 |
| Makeup Artist | \$40.51 | \$42.13 | \$43.82 |
| 2nd Makeup Artist | \$35.84 | \$37.27 | \$38.76 |
| Head Hair Stylist | \$43.64 | \$45.39 | \$47.21 |
| Hair Stylist | \$40.51 | \$42.13 | \$43.82 |
| 2nd Hair Stylist | \$35.84 | \$37.27 | \$38.76 |
| Sound Mixer | STN | STN | STN |
| Re-Recording Mixer | STN | STN | STN |
| Microphone Boom Operator | \$43.64 | \$45.39 | \$47.21 |
| Utility Sound Technician | \$37.39 | \$38.89 | \$40.45 |
| Video Assist (Record) | \$41.74 | \$43.41 | \$45.15 |
| Script Supervisor | \$43.64 | \$45.39 | \$47.21 |
| First Aid/Craft Services combined | \$42.05 | \$43.73 | \$45.48 |
| Craft Services only (Toronto) | \$28.07 | \$29.19 | \$30.36 |
| Craft Utility | \$35.84 | \$37.27 | \$38.76 |
| Editor | \$50.63 | \$52.66 | \$54.77 |
| Sound Editor | \$50.63 | \$52.66 | \$54.77 |
| Music Editor | \$50.63 | \$52.66 | \$54.77 |
| Asst. Editor | \$41.74 | \$43.41 | \$45.15 |
| Apprentice Editor | \$35.31 | \$36.72 | \$38.19 |
| Accountant | STN | STN | STN |
| Assistant Accountant | \$40.51 | \$42.13 | \$43.82 |
| Accounting Clerk | \$29.61 | \$30.79 | \$32.02 |
| Security Coordinator | \$32.71 | \$34.02 | \$35.38 |
| Security Captain | \$28.07 | \$29.19 | \$30.36 |
| Watchperson | \$24.93 | \$25.93 | \$26.97 |
| Transportation Coordinator | \$43.64 | \$45.39 | \$47.21 |
| Transport Captain | \$40.51 | \$42.13 | \$43.82 |
| Head Driver | \$38.18 | \$39.71 | \$41.30 |
| Driver | \$35.84 | \$37.27 | \$38.76 |
| Honeywagon Operator | \$31.15 | \$32.40 | \$33.70 |
| Unit Manager | \$43.64 | \$45.39 | \$47.21 |
| Assistant Unit Manager | \$31.15 | \$32.40 | \$33.70 |
| Assistant Location Manager | \$31.15 | \$32.40 | \$33.70 |
| Location Scout | \$26.48 | \$27.54 | \$28.64 |
| Production Coordinator | \$43.64 | \$45.39 | \$47.21 |
| Asst. Prod. Coordinator | \$42.05 | \$43.73 | \$45.48 |
| All Others ² | STN | STN | STN |

² Including Marine Coordinator, Boat Handlers and Picture Car Handlers.

CANADA
(EXCLUDING MONTREAL, TORONTO, VANCOUVER)
WAGE SCALE
TIER THREE PRODUCTIONS¹

| HOURLY WAGES | | | |
|------------------------------------|-----------------------|-----------------------|------------------------------------|
| CLASSIFICATION | EFFECTIVE 02/01/23 | EFFECTIVE 01/01/24 | EFFECTIVE 01/01/25 ³ |
| Director of Photography | STN | STN | STN |
| Camera Operator | \$74.78 | \$77.77 | \$80.88 |
| Digital Imaging Technician | STN | STN | STN |
| 1st Asst. Camera | \$57.63 | \$59.94 | \$62.34 |
| 2nd Asst. Camera | \$42.05 | \$43.73 | \$45.48 |
| Still Photographer | \$62.33 | \$64.82 | \$67.41 |
| Film Loader | \$38.96 | \$40.52 | \$42.14 |
| Camera Utility | \$43.64 | \$45.39 | \$47.21 |
| Digital Utility | \$38.96 | \$40.52 | \$42.14 |
| Publicist | \$42.05 | \$43.73 | \$45.48 |
| Key Grip | \$42.05 | \$43.73 | \$45.48 |
| Best Boy Grip | \$37.39 | \$38.89 | \$40.45 |
| Grip | \$33.50 | \$34.84 | \$36.23 |
| Dolly Grip | \$37.39 | \$38.89 | \$40.45 |
| Head Lighting Technician | \$42.05 | \$43.73 | \$45.48 |
| Assistant Head Lighting Technician | \$37.39 | \$38.89 | \$40.45 |
| Lighting Programmer | \$37.39 | \$38.89 | \$40.45 |
| Lighting Technician | \$33.50 | \$34.84 | \$36.23 |
| Rigging Gaffer | \$39.73 | \$41.32 | \$42.97 |
| Production Designer | STN | STN | STN |
| Art Director | STN | STN | STN |
| Lead Person | \$38.36 | \$39.89 | \$41.49 |
| On Set Dresser | \$37.39 | \$38.89 | \$40.45 |
| Swing Gang | \$33.50 | \$34.84 | \$36.23 |
| Lead/Production Painter | STN | STN | STN |
| Set Painter | \$34.27 | \$35.64 | \$37.07 |
| Set Designer | \$42.05 | \$43.73 | \$45.48 |
| Scenic Artist | \$37.39 | \$38.89 | \$40.45 |
| Construction Coordinator | STN | STN | STN |
| Propmaker Foreman | \$43.64 | \$45.39 | \$47.21 |
| Propmaker | \$34.27 | \$35.64 | \$37.07 |
| Special Effects Foreman | STN | STN | STN |
| Asst. Special Effects | \$38.17 | \$39.70 | \$41.29 |
| Set Decorator | STN | STN | STN |
| Prop Master | \$42.05 | \$43.73 | \$45.48 |

¹ Any rate "Subject to Negotiation" or "STN" shall be greater than the straight-time hourly key rate (excluding "All Others") except as otherwise provided. The "STN" for "All Others" shall not be lower than the 3rd rate in any circumstances. No employee covered by this agreement shall be paid a wage rate that is below the provincial minimum wage.

³ If inflation from the prior year as of October 31, 2024 is below four percent (4%), then the contract minimum wage rates shall be increased by three percent (3%) effective January 1, 2025.

| CLASSIFICATION | EFFECTIVE 02/01/23 | EFFECTIVE 01/01/24 | EFFECTIVE 01/01/25 ³ |
|--------------------------------|-----------------------|-----------------------|------------------------------------|
| Asst. Prop Master | \$37.39 | \$38.89 | \$40.45 |
| Key Greens | \$42.05 | \$43.73 | \$45.48 |
| Costume Designer | STN | STN | STN |
| Key Costumer | STN | STN | STN |
| First Set Costumer | \$40.12 | \$41.72 | \$43.39 |
| Custom Made Costumer | \$37.39 | \$38.89 | \$40.45 |
| Costumer | \$33.50 | \$34.84 | \$36.23 |
| Head Makeup Artist | \$42.05 | \$43.73 | \$45.48 |
| Makeup Artist | \$36.61 | \$38.07 | \$39.59 |
| 2nd Makeup Artist | \$33.50 | \$34.84 | \$36.23 |
| Head Hair Stylist | \$42.05 | \$43.73 | \$45.48 |
| Hair Stylist | \$36.61 | \$38.07 | \$39.59 |
| 2nd Hair Stylist | \$33.50 | \$34.84 | \$36.23 |
| Sound Mixer | STN | STN | STN |
| Re-Recording Mixer | STN | STN | STN |
| Microphone Boom Operator | \$40.12 | \$41.72 | \$43.39 |
| Utility Sound Technician | \$34.27 | \$35.64 | \$37.07 |
| Video Assist (Record) | \$38.36 | \$39.89 | \$41.49 |
| Script Supervisor | \$42.05 | \$43.73 | \$45.48 |
| First Aid/Craft Services | \$42.05 | \$43.73 | \$45.48 |
| Craft Services/Atlantic Canada | \$28.07 | \$29.19 | \$30.36 |
| Craft Utility | \$33.50 | \$34.84 | \$36.23 |
| Editor | STN | STN | STN |
| Sound Editor | STN | STN | STN |
| Music Editor | STN | STN | STN |
| Asst. Editor | STN | STN | STN |
| Apprentice Editor | STN | STN | STN |
| Head Chef | \$42.05 | \$43.73 | \$45.48 |
| Sous Chef | \$36.61 | \$38.07 | \$39.59 |
| Assistant Chef / Caterer | \$28.07 | \$29.19 | \$30.36 |
| Extras Casting Director | STN | STN | STN |
| Extras Casting Assistant | STN | STN | STN |
| Extras Casting Crew | \$18.69 | \$19.44 | \$20.22 |
| Security Coordinator | \$34.27 | \$35.64 | \$37.07 |
| Security Captain | \$29.61 | \$30.79 | \$32.02 |
| Watchperson | \$24.93 | \$25.93 | \$26.97 |
| Key Animal Wrangler | STN | STN | STN |
| Wrangler Captain | \$38.36 | \$39.89 | \$41.49 |
| Head Trainer/Wrangler | \$34.90 | \$36.30 | \$37.75 |
| Trainer / Wrangler | \$32.71 | \$34.02 | \$35.38 |
| Diving Coordinator | STN | STN | STN |
| Diving Supervisor | \$34.90 | \$36.30 | \$37.75 |
| Diver | \$31.98 | \$33.26 | \$34.59 |

| CLASSIFICATION | EFFECTIVE 02/01/23 | EFFECTIVE 01/01/24 | EFFECTIVE 01/01/25 ³ |
|------------------------------|-----------------------|-----------------------|------------------------------------|
| Transportation Coordinator | \$42.05 | \$43.73 | \$45.48 |
| Transport Captain | \$37.39 | \$38.89 | \$40.45 |
| Head Driver | \$35.45 | \$36.87 | \$38.34 |
| Driver | \$33.50 | \$34.84 | \$36.23 |
| Honeywagon Operator | \$29.61 | \$30.79 | \$32.02 |
| Production Coordinator | \$42.05 | \$43.73 | \$45.48 |
| Asst. Production Coordinator | \$37.39 | \$38.89 | \$40.45 |
| Accountant | \$48.67 | \$50.62 | \$52.64 |
| Assistant Accountant | \$34.90 | \$36.30 | \$37.75 |
| Accounting Clerk | \$25.31 | \$26.32 | \$27.37 |
| All Others ² | STN | STN | STN |

² Including Marine Coordinator, Boat Handlers and Picture Car Handlers.