



# Alberta

## Production Personnel Costs

### Motion Picture & Television Agreements



# 2010 Rate Book

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**Disclaimer:**

We have made every effort to ensure the information contained in this guide is the most accurate possible. We have used the most current legislation, union and guild contracts in our possession and consulted with individuals believed to be knowledgeable on the legislation or contracts. The reader is cautioned not to rely on this summary for final interpretation of legislation or contract and is urged to check the most current versions of the legislation or contract. Neither the editor nor the publisher of this guide make any representation or warranty, expressed or implied, of the legal or factual accuracy of any information contained herein.

**EP Canada LP**  
**ALBERTA AGREEMENTS - 2010 RATE BOOK**  
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**ALBERTA MOTION PICTURE PERSONNEL COSTS**  
**SCHEDULE OF EFFECTIVE FRINGE BENEFIT & PAYROLL TAX RATES**  
**Effective January 1, 2010 to December 31, 2010**  
 (Subject to change to: ACTRA, DGC, IA210, IA210)

Please check under each union for type of production
--

**"EFFECTIVE RATES"**

	<b>ACTRA IPA</b>	<b>DGC ALTA</b>		<b>IA 212 IA 210</b>		<b>IA 669 CAMERA</b>	<b>IBT 362 DRIVERS</b>
	<i>All</i>	<i>Tier A</i>	<i>Tier B</i>	<i>Tier A</i>	<i>Tier B</i>	<i>Feature</i>	<i>High &amp; Standard</i>
Vacation Pay	N/A	4.00%	4.00%	4.00%	4.00%	4.00%	5.00%
Holiday Pay	N/A	As Occur	As Occur	As Occur	As Occur	2.50%	As Occur
Union Pension	7.00%	6.24%	6.24%	8.32%	7.28%	8.50%	6.30%
Health & Welfare	5.00%	4.16%	4.16%	7.28%	6.24%	6.00%	6.77%
Union Assessment	5.00%	2.08%	1.56%	3.12%	2.08%	2.00%	1.58%
Performers Rights Society	0.50%						
CFTPA		2.60%	2.60%				
<b>TOTAL UNION BENEFITS</b>	<b>17.50%</b>	<b>19.08%</b>	<b>18.56%</b>	<b>22.72%</b>	<b>19.60%</b>	<b>23.00%</b>	<b>19.65%</b>
Canada Pension Plan	N/A	5.46%	5.46%	5.56%	5.51%	5.57%	5.51%
Employment Insurance	N/A	2.67%	2.67%	2.72%	2.70%	2.72%	2.70%
Workers Compensation	0.55%	0.54%	0.54%	0.55%	0.55%	0.55%	0.55%
<b>TOTAL PAYROLL TAXES</b>	<b>0.55%</b>	<b>8.67%</b>	<b>8.67%</b>	<b>8.83%</b>	<b>8.75%</b>	<b>8.84%</b>	<b>8.75%</b>
<b>TOTAL EFFECTIVE FRINGES</b>	<b>18.05%</b>	<b>27.75%</b>	<b>27.23%</b>	<b>31.55%</b>	<b>28.35%</b>	<b>31.84%</b>	<b>28.40%</b>

**"RAW RATES"**

<b>MAX OUT CEILINGS:</b>	<b>RATES</b>	<b>BASE</b>	<b>MAXIMUM ASSESSMENT</b>	<b>UNIT</b>
<b>PAYROLL TAXES:</b>				
Canada Pension Plan	4.95%	43,700	\$ 2,163	Person
Employment Insurance	2.42%	43,200	1,046	Person
Workers Compensation	0.49%	77,000	377	Person
<b>UNION FRINGE BENEFITS:</b>				
ACTRA I P A - I	5.00%	100,000	5,000	Person
ACTRA I P A - R	7.00%	113,143	7,920	Person
ACTRA I P A - PRS	0.50%	300,000	1,500	Production
ACTRA Administration Fee:				
Member of CFTPA :*				
Under \$2,000,000 Cast budget	3.00%		5,500	Prod/Episode
Over \$2,000,000 Cast budget	3.00%		9,000	Prod/Episode
Others (Non - Members)	5.00%	N/A	Unlimited	

DGC CFTPA - If member of CFTPA amount is reduced to 2.0% with maximums of either \$5,000 per project or \$2,500 per episode

**NOTES:**

Effective rates are shown, (which include the effect of compounding where applicable)

(Based on 60.0 hour week)

Statutory Holidays are NOT included in above fringe rates, except IA669

Statutory Holidays are to be paid as they occur for Crew employees, except IA669

++ CFTPA Permittee Membership is available for 3,000 for features and M.O.W. and \$4,000 for series

**WARNING:**

Workers' Compensation coverage must be purchased before the first person starts work

A Deeming order is required to ensure coverage of Corps and Cast

Stunt performers are not covered by Alberta Workers' Compensation insurance.

**ALBERTA MOTION PICTURE PERSONNEL COSTS  
SCHEDULE OF EFFECTIVE FRINGE BENEFIT & PAYROLL TAX RATES  
Effective January 1, 2010 to December 31, 2010  
(Subject to change to: ACTRA, DGC, IA210, IA210)**

**Please check under  
each union for type  
of production**

**"EFFECTIVE RATES"**

	DGC ALTA		IA 212 IA 210		IA 669 CAMERA	IBT 362 DRIVERS	NON - UNION
	Tier C	Tier D	Tier C	Tier D	TV	Low	All
Vacation Pay	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
Holiday Pay	As Occur	As Occur	As Occur	As Occur	2.50%	As Occur	As Occur
Union Pension	4.68%	2.08%	5.20%	4.16%	4.50%	6.24%	N/A
Health & Welfare	4.16%	4.16%	5.20%	4.16%	6.00%	4.88%	N/A
Union Assessment	0.52%	0.52%	1.04%		2.00%	0.52%	N/A
CFTPA	2.60%	2.60%					
<b>TOTAL UNION BENEFITS</b>	<b>15.96%</b>	<b>13.36%</b>	<b>15.44%</b>	<b>12.32%</b>	<b>19.00%</b>	<b>15.64%</b>	<b>4.00%</b>
Canada Pension Plan	N/A	5.25%	5.41%	5.35%	5.49%	5.46%	5.15%
Employment Insurance	N/A	2.57%	2.64%	2.62%	2.69%	2.67%	2.52%
Workers Compensation	0.53%	0.52%	0.54%	0.53%	0.54%	0.54%	0.51%
<b>TOTAL PAYROLL TAXES</b>	<b>0.53%</b>	<b>8.34%</b>	<b>8.59%</b>	<b>8.50%</b>	<b>8.73%</b>	<b>8.67%</b>	<b>8.18%</b>
<b>TOTAL EFFECTIVE FRINGES</b>	<b>16.49%</b>	<b>21.70%</b>	<b>24.03%</b>	<b>20.82%</b>	<b>27.73%</b>	<b>24.31%</b>	<b>12.18%</b>

**"RAW RATES"**

MAX OUT CEILINGS:	RATES	BASE	MAXIMUM	ASSESSMENT UNIT
<b>PAYROLL TAXES:</b>				
Canada Pension Plan	4.95%	43,700	\$ 2,163	Person
Employment Insurance	2.42%	43,200	1,046	Person
Workers Compensation	0.49%	77,000	377	Person
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Member of CFTPA :*				
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DGC CFTPA - If member of CFTPA amount is reduced to 2.0% with maximums of either \$5,000 per project or \$2,500 per episode

**NOTES:**

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Statutory Holidays are to be paid as they occur for Crew employees, except IA669

++ CFTPA Permittee Membership is available for 3,000 for features and M.O.W. and \$4,000 for series

**WARNING:**

Workers' Compensation coverage must be purchased before the first person starts work  
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Stunt performers are not covered by Alberta Workers' Compensation insurance.

**ALBERTA MOTION PICTURE PERSONNEL  
SCHEDULE OF STATUTORY AND UNION HOLIDAYS  
Effective January 1, to December 31, 2010**

OCCASION	DATE	DGC	IA 210 EDMON	IA 212 CALGARY	IA 669 CAMERA	IBT 362 DRIVERS	NON - UNION
New Years Day	Jan. 1	YES	YES	YES	YES	YES	YES
Family Day	Feb. 15	YES	YES	YES	YES	YES	YES
Good Friday	Apr. 2	YES	YES	YES	YES	YES	YES
Victoria Day	May 24	YES	YES	YES	YES	YES	YES
Canada Day	July 1	YES	YES	YES	YES	YES	YES
Civic Day	Aug. 2	YES	YES	YES	YES	YES	YES
Labour Day	Sept. 6	YES	YES	YES	YES	YES	YES
Thanksgiving	Oct. 11	YES	YES	YES	YES	YES	YES
Remembrance Day	Nov. 11	YES	YES	YES	YES	YES	YES
Christmas Day	Dec. 25	YES	YES	YES	YES	YES	YES
Boxing Day	Dec. 26	YES	YES	YES	YES	YES	NO
<b>PAID DAY OFF</b>		YES	YES	YES	NO	YES	YES
<b>COST IF WORKED</b>		200%	250%	250%	150%	250%	250%

**NOTE:**

Actors, Stunt Performers & Extras are not entitled to Statutory Holiday Benefits

## Alberta Labour Standards

<b>Positions Covered</b>	All those not otherwise covered by union agreements.						
<b>Fringes</b>	Vacation Pay            4.0%						
<b>Hours Breakdown</b>	<table border="0" style="width: 100%;"> <tr> <td style="text-align: center;"><i>Daily</i></td> <td style="text-align: center;"><i>Weekly</i></td> </tr> <tr> <td style="text-align: center;">8.0 @ Straight</td> <td style="text-align: center;">44.0 @ Straight</td> </tr> <tr> <td style="text-align: center;">999 @ X 1.5</td> <td style="text-align: center;">999 @ X 1.5</td> </tr> </table> <p>When calculating overtime you must obey both Daily and Weekly breakdowns</p> <p>Please note: Extras are exempt from overtime.</p>	<i>Daily</i>	<i>Weekly</i>	8.0 @ Straight	44.0 @ Straight	999 @ X 1.5	999 @ X 1.5
<i>Daily</i>	<i>Weekly</i>						
8.0 @ Straight	44.0 @ Straight						
999 @ X 1.5	999 @ X 1.5						
<b>Minimum Wage</b>	\$8.80						
<b>Minimum Call</b>	3.0 hours						
<b>Maximum Call</b>	12.0 hours, except in emergencies						
<b>Minimum Age</b>	15.0 years old, under some conditions it can go to 12.0 years						
<b>Meal Breaks</b>	A 1/2 hour break must be given every 5.0 hours						
<b>Turnaround</b>	Once a week 24.0 consecutive hours must be given off						
<b>Statutory Holidays</b>	<p>Eligibility: Everyone except those who have worked less than 30 days in last 12 months</p> <p><i>Payment if worked:</i>            Non-Eligible employees are to receive their regular rate of pay            Eligible employees are to paid all hours at X 1.5                              Plus a regular days pay or another day off with pay</p> <p><i>Payment if not worked:</i>            Eligible employees must receive their daily wage averaged over the previous nine (9) weeks or over the length of employment, whichever is shorter</p> <p>Statutory Holidays are excluded from weekly overtime calculations, but if an employee works an additional day that is normally a day off, they must be paid X 1.5 for that day</p>						
<b>Flat Deals</b>	It is recommended that for all flat deals you include: the flat rate, how many hours a day the flat cover and a hourly rate for overtime calculation. If you do not include this information Labour Standards may use there own interpretation of the deal.						

## **GST IN A NUTSHELL**

### **BACKGROUND:**

Canada introduced the Goods and Services Tax effective January 1, 1991.

### **TAX BASE:**

Virtually all Canadian production costs (Goods and services), excluding employee payroll, basic groceries, financial and insurance services, and medical services and supplies are subject to the 5% GST.

### **TAX LIABILITY:**

The tax must be paid at every point of sale if charged by a GST registrant. There are no exemptions available to the motion picture industry. The vendor has the ultimate liability to charge and collect GST.

### **GST REFUNDS:**

A production company is entitled to recover GST paid in the course of carrying on a commercial activity, provided that it is registered as a GST vendor. These recoverable GST'S are called Input Tax Credits (ITC'S).

### **REGISTRATION:**

A \$30,000 (Previous year or current period) sales threshold determines mandatory registration. Any commercial activity may choose to be GST registered. Most productions elect a monthly filing frequency since they are usually in a refund position.

### **GARAGE SALES:**

GST registrants are required to collect GST on all sales of tangible and intangible Goods and Services in Canada. This includes asset sales such as set dressings, props, wardrobe, etc.

### **REFUNDS OR REMITTANCES:**

The net difference between GST collected and GST paid is either paid or refunded on a monthly, quarterly or annual basis.

### **REFUND TIMING:**

Revenue Canada - Excise undertakes to refund amounts due within 21 days from the GST filing date or they will pay interest on late refunds.

### **TAX RETURNS:**

Refunds are claimed upon filing a one page GST tax return. No supporting documentation is required to be submitted, but must be available for audit.

### **SUPPORT DOCUMENTATION:**

Correct GST documentation is required to validate GST refunds if requested by a GST auditor any invoice in excess of \$30 must have a GST number and a statement of "GST included" or the amount of GST charged. This applies to "Loan-Out", cast, stunts and payroll payments.

**EXPORTS:**

Documented exports of production elements are "Zero Rated" and therefore qualified for full GST refunds on the full production cost. A Canada Customs "E-15 Identification of Goods Exported" form is essential for all exports from Canada. GST refunds are only available to "Commercial Activities". The absence of GST taxable sales in Canada may invalidate GST refunds unless export can be verified.

**ZERO RATED GST:**

Goods and Services exported directly by a vendor are not subject to GST since exports are "Zero Rated". The producer must not take possession of the Goods and Services in Canada.

**IMPACT ON NON-RESIDENTS:**

Revenue Canada - Excise has ruled that filmed performances and production personnel services rendered in Canada by Non-Residents of Canada are not required to register or collect GST. American stars, producers, directors, etc. are not subject to GST on their fees.

**SYSTEMS:**

"GST Capture" procedures oriented to the motion picture industry are fully operational in the film community. Numerous seminars and training consultations have informed and motivated cast and crew personnel to "Own their share of the GST problem".

**GST SUPPORT:**

EP Canada LP stands ready to help any visiting production with any GST question or problem.

**THE GST IS A CANADIAN PROBLEM  
CANADA HAS THE SOLUTION AT NO COST TO PRODUCERS**





## **ACTRA**

### **Independent Production Agreement (IPA)**

**2007-2009 Contract  
2010 Rates**



Branch Representative: Tina Alford  
Suite 304, 1300 - 8 Street SW  
Calgary, Alberta T2R 1B2  
Phone (403) 228-3123 Fax (403) 228-3299  
[www.actraalberta.com](http://www.actraalberta.com)

## ACTRA IPA

**Effective dates April 14, 2007 to December 31, 2009**

Some changes may be required after the final version of the contract is released

<b>Positions Covered</b>	Principal Actors, Announcers, Cartoonists, Dancers, Host, Narrator, Commentator, Puppeteer, Singer, Specialty Act, Sportscaster, Stunt Performer, Actor, Model, Variety Principal, Chorus Performers, Stunt co-ordinator, Stunt Actors, Stand-In, Photo double, Special skills extras, Panelist & back ground performer		
<b>Fringes</b>		<i>CFTPA Member</i>	<i>Non Member</i>
	Insurance	5.0%	5.0%
	Retirement	7.0%	7.0%
	Administration *	3.0% *	5.0% *
	Performers Rights Society	0.5%	0.5%
	<b>Total</b>	<b>15.5%</b>	<b>17.5%</b>
	<i>Max Out of Fringes</i>		
		<i>Max. Cost</i>	<i>By</i>
	Insurance	\$ 5,000.00	Person
	Retirement	7,920.00	Person
	Performers Rights Society	1,500.00	Production
	* Administration		
	Member of CFTPA		
	Under \$2,000,000.00 Cast Budget	5,500.00 **	Production/Episode
	Over \$2,000,000.00 Cast Budget	9,000.00 ***	Production
	Non - Member	Unlimited ****	
	** This amount is to be split \$1,500 to ACTRA and \$4,000 to CFTPA		
	*** This amount is to be split \$3,000 to ACTRA and \$6,000 to CFTPA		
	**** This amount is to be split 2.0% to ACTRA and 2.5% to CFTPA		
	All fringes calculated on gross fees and buy-out.		
<b>Hours Breakdown</b>	<i>Days 1-5</i>	<i>6th Day</i>	<i>7th Day</i>
	8.0 @ Straight		
	4.0 @ X 1.5	8.0 @ X 1.5	
	999 @ X 2.0	4.0 @ X 2.25	8.0 @ X 2.0
		999 @ X 3.0	999 @ X 3.0
	All time and penalties calculated in 1/4hour increments		
	At no time shall the total payment exceed 300%		
<b>Meal Penalty</b>	Meal breaks are to be taken every 6.0 hours. At the producers discretion the first meal break can be one 1/2 hour in length if considered part of the work day		
	Penalty: Pay an additional 200% of Performers contracted hourly rate		
<b>Turnaround</b>	Between shifts	11.0 hours	
	Penalty: Pay 200% of contracted hourly rate		
<b>Permits</b>		<i>1st Week</i>	<i>All other Weeks</i>
	Non Residents	\$ 225.00	\$ 175.00
	Canadian Residents		
	Principal Performers	260.00	130.00
	Other Performers	210.00	90.00
	Extras	\$7.50 per day	
	Permits are for each Production or Episode		
	Permits cannot be deducted from performers or extras		

**ACTRA IPA****Effective dates April 14, 2007 to December 31, 2009**

<b>Per Diem</b>	<i>Nearby Loc</i>	<i>Distant Loc</i>
Breakfast	\$ 15.00	\$ 15.00
Lunch	20.00	20.00
Dinner	30.00	30.00
Accommodations	-	85.00
<b>Total Daily</b>	<b>\$ 65.00</b>	<b>\$ 150.00</b>
<b>Hold Days</b>	On location, first 2 @ 50% of contracted daily fee, Each subsequent day @ 100% of contracted daily fee In readiness to work @ 100% of minimum daily fee for appropriate category Series hold days are counted per episode, all other productions are counted by production	
<b>Mileage</b>	CAA listed rate for use of performers vehicle	
<b>Travel</b>	Paid at straight time	
<b>Travel Insurance</b>	\$250,000.00 per Performer	
<b>Bond</b>	An amount to cover 2 weeks of performers payroll	
<b>Make-Up / Wardrobe</b>	A separate day minimum 2.0 hour call If part of performance day, included in time worked	
<b>Wardrobe</b>	If more than two changes, \$15.00 per out-fit Formal or specialty clothing \$25.00 per out-fit Extras-more than 1 change \$5.00 per change	
<b>Cancellation</b>	Of performers engagement 100% of contracted fee	
<b>Post Synchronization</b>	<u>On-camera</u> performers paid original on-camera pro rata contracted hourly rate for a minimum 2.0 hours (daily/ 8 =hourly rate) <u>Off-camera</u> performers paid original pro rata contracted hourly rate for a minimum 4.0 hours (daily/ 8=hourly rate)	
<b>Stunt Adjustment</b>	Negotiated between Stunt performer and Producer	
<b>Buy-Out</b>	For purpose of calculation net fee includes all fees earned during the day of performance. (For more information see the buy-out section)	
<b>Extras</b>	In Toronto the first 30 extras, in Montreal the first 15 extras, and productions outside Toronto and Montreal the first 10 extras, hired each day must be union members or permittees (not including stand-ins or photo-doubles)	
<b>Non Union Extras</b>	Must be paid a minimum of \$10.00 per hour or provincial minimum wage, which ever is greater.	
<b>Children</b>	Any person under the age of 16 is considered a child by contract. Special terms and conditions apply to child performance, please contact EP Canada for full details. Children under the age of 12 are forbidden to work in excess of 8.0 hours Children between 12 and 15 may work a maximum of 2.0 hours overtime. The Producer will cover the costs of any necessary tutor	

**ACTRA IPA**  
**Effective dates February 20, 2007 to December 31, 2009**

**Pay Hours**

Hourly calculation

Hours worked	<i>Days 1-5</i>	<i>6th Day &amp; Stats</i>	<i>7th Day</i>	<i>5 Day week</i>	<i>6 day week</i>
8	8.00	12.00	16.00	40.00	52.00
9	9.50	14.25	19.00	47.50	61.75
10	11.00	16.50	22.00	55.00	71.50
11	12.50	18.75	25.00	62.50	81.25
12	14.00	21.00	28.00	70.00	91.00
13	16.00	24.00	31.00	80.00	104.00
14	18.00	27.00	34.00	90.00	117.00
15	20.00	30.00	37.00	100.00	130.00
16	22.00	33.00	40.00	110.00	143.00

Daily and Hourly calculation

Hours worked	<i>Days 1-5</i>	<i>6th Day &amp; Stats</i>	<i>7th Day</i>	<i>5 Day week</i>	<i>6 day week</i>
8 / Daily rate	1.00	1.50	2.00	5.00	6.50
Additional hours use hourly rate					
9	1.50	2.25	3.00	7.50	9.75
10	3.00	4.50	6.00	15.00	19.50
11	4.50	6.75	9.00	22.50	29.25
12	6.00	9.00	12.00	30.00	39.00
13	8.00	12.00	15.00	40.00	52.00
14	10.00	15.00	18.00	50.00	65.00
15	12.00	18.00	21.00	60.00	78.00
16	14.00	21.00	24.00	70.00	91.00

**ACTRA IPA****Effective dates January 1, 2010 to December 31, 2010**

<b>Performers:</b>	<b>Daily</b>	<b>Hourly</b>	<b>Guaranteed Weekly</b>
Principal	\$ 630.50	\$ 79.25	\$ 2,680.00
Singers, etc	472.50	59.25	2,008.50
Actor, etc	425.75	53.50	1,809.25
Variety Principal	945.75	118.25	4,020.00
Chorus Performer	613.25	76.50	2,606.75
Stunt Coordinator	820.00	102.25	NA
Stunt Actor	945.75	118.25	NA

**Extras:**

Stand-In	\$ 192.25	\$ 24.25	\$ 864.25
Photo Double	182.50	23.00	NA
Special Skills	243.75	30.25	NA
Background Performer	182.50	23.00	NA

**Off Camera Performers:**

Principal	\$ 442.00	\$ 79.25
Actor, etc	297.75	53.50

Daily fee for Off Camera is for 4.0 hours

**Non Union Extras**

\$ 10.75

**ACTRA INDEPENDENT PRODUCTION AGREEMENT**  
**Release Rights, Prepayment and Royalties Options**

**RELEASE RIGHTS FOR DECLARED USE**

Minimum fees entitle producer to one (1) of the following uses:

<b>THEATRICAL</b>	Worldwide theatrical for program copyright period
<b>FREE TELEVISION</b>	One (1) domestic run in Canada
<b>PAY TELEVISION</b>	One (1) years use in Canada
<b>CABLE TELEVISION</b>	Three (3) years use in Canada
<b>COMPACT DEVICE</b>	Two (2) years use in Canada
<b>EDUCATIONAL USE</b>	Three (3) years use in Canada
<b>EACH OF ABOVE INCLUDES</b>	Worldwide non-theatrical use (non 'commercial' exploitation)

**ADDITIONAL USE (BEYOND DECLARED USE):**

**OPTION #1 - RESIDUAL PAYMENTS**

**MEDIA USES:**

**THEATRICAL USE**

60 minutes or less	15%
Greater than 60 minutes	35%

**FREE TELEVISION**

*IN CANADA*

Each domestic run	30%
Single station (Toronto/Hamilton)	20%
Each other station	10%

*IN USA*

	NETWORK	SYNDICATED	NON-COMMERCIAL
First use	35%	25%	25%
Second use	30%	20%	20%
Third use	25%	15%	15%
Fourth use	25%	15%	15%
Fifth & subsequent use	10%	10%	10%

*WORLD MARKET*

Each use in any country except: Canada, USA, U.K., West Germany	10%
Each use in U.K.	5%
Each use in West Germany	4%
Each use in any single country except above	2%

**PAY TELEVISION**

	CANADA	U.S.A.	OTHER
3 months	10%	15%	15%
12 months	25%	30%	30%
<b>CABLE TELEVISION *</b>	10%	15%	15%
<b>COMPACT DEVICES *</b>	10%	15%	15%
<b>EDUCATIONAL TELEVISION *</b>	10%	15%	15%

\*For each year of use

**ABOVE TO BE PAID WITHIN 30 DAYS OF SUCH USE**

**ACTRA INDEPENDENT PRODUCTION AGREEMENT**  
**Release Rights, Prepayment and Royalties Options**

**OPTION #2 - USER FEES**

**PREPAYMENT OPTIONS**

For unrestricted use in all media throughout the world for a period of four (4) years from date of release in residual market:

For Theatrical productions	130%
For Television and other productions	105%

After four (4) years the performer shall be paid use fees in an amount of 3.6% of Distributor's Gross Revenue.

**ADVANCE OPTION**

OPTION	NON REFUNDABLE ADVANCE	PARTICIPATION IN DISTRIBUTORS GROSS REVENUE
1	100%	3.6%
2	75%	4.6%
3	50%	5.6%
4	25%	6.6%

All above percentages are to be paid at time of production and are of net fees.

**New Media**

- |          |   |
|----------|---|
| Option A | Pay 3.6% of Producers Gross Revenue, as a separate revenue stream from first dollar   |
| Option B | Pay, retroactively for Use Fees negotiated between ACTRA and CFTPA following advanced negotiations of the New Media Section of the IPA<br>This amounts negotiated will have interest added to hem |





## **Directors Guild of Canada**

### **Alberta District Council**

### **2006 - 2009 DGC/CFTPA Standard Agreement**

### **2009 Rates**



Contact: Robin Chetwynd  
133, 2526 Battleford Avenue SW, Calgary, AB, Canada, T3E 4J7  
Telephone: (403) 217-8672 Fax: (403) 217-8678

[www.dgcalberta.ca](http://www.dgcalberta.ca)

**DIRECTORS GUILD OF CANADA**

Alberta District Council

Effective dates January 1, 2006 - December 31, 2009

<b>Positions Covered</b>	Directors, Assistant Directors, Locations, PM, UPM, Production Assistants, Art Department, Accounting, Editors and Production Office Coordinators					
<b>Fringes</b>	<i>Tier A</i>		<i>Tier B</i>		<i>Tier C</i>	
	<i>Raw</i>	<i>Effective</i>	<i>Raw</i>	<i>Effective</i>	<i>Raw</i>	<i>Effective</i>
Vacation	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
Holidays	As Occurs	As Occurs	As Occurs	As Occurs	As Occurs	As Occurs
Pension	6.0%	6.24%	6.0%	6.24%	4.5%	4.68%
H & W*	4.0%	4.16%	4.0%	4.16%	4.0%	4.16%
Administration*	2.0%	2.08%	1.5%	1.56%	0.5%	0.52%
CFTPA Levy**	2.5%	2.60%	2.5%	2.60%	2.5%	2.60%
<b>TOTAL</b>	<b>18.50%</b>	<b>19.08%</b>	<b>18.00%</b>	<b>18.56%</b>	<b>15.50%</b>	<b>15.96%</b>
	<i>Tier D</i>		<i>Tier E</i>		<i>Tier F</i>	
	<i>Raw</i>	<i>Effective</i>	<i>Raw</i>	<i>Effective</i>	<i>Raw</i>	<i>Effective</i>
Vacation	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
Holidays	As Occurs	As Occurs	As Occurs	As Occurs	As Occurs	As Occurs
Pension	2.0%	2.08%	1.5%	1.56%	0.0%	0.00%
H & W*	4.0%	4.16%	4.0%	4.16%	4.0%	4.16%
Administration*	0.5%	0.52%	0.0%	0.00%	0.0%	0.00%
CFTPA Levy**	2.5%	2.60%	2.5%	2.60%	2.5%	2.60%
<b>TOTAL</b>	<b>13.00%</b>	<b>13.36%</b>	<b>12.00%</b>	<b>12.32%</b>	<b>10.50%</b>	<b>10.76%</b>
	** If member of CFTPA amount is reduced to 2.0% with maximums of either \$5,000 per project or \$2,500 per episode					
<b>Hours Breakdown</b>	<i>Days 1-5</i>	<i>6th Day</i>	<i>7th Day</i>	<i>Stats</i>		
	14.0 @ Straight					
	2.0 @ X 1/8 daily	14.0 @ X 1.5				
	999 @ X 1/4 daily	2.0 @ X 3/16	14.0 @ X 2.0	14.0 @ X 2.5		
		999 @ X 3/8	2.0 @ X 1/4	2.0 @ X 5/16		
			999 @ X 1/8	999 @ X 5/8		
<b>Meal Penalty</b>	Meal break to be provided after :		6.0 hours for 1st meal break 8.0 hours for 2nd meal break			
	If not the following penalties apply: \$20.0 per day					
<b>Turnaround</b>	Between shifts		10.0 hours			
	Weekend 5 day week		52.0 hours			
	Weekend 6 day week		32.0 hours			
	Penalty: Pay 1/4 daily rate per hour					
<b>Per Diem</b>	Breakfast	\$	10.00			
	Lunch		20.00			
	Dinner		30.00			
	Miscellaneous.		5.00			
	Accommodation		90.00			
	<b>TOTAL DAILY</b>	<b>\$</b>	<b>155.00</b>			
<b>Hold Days</b>	Pay 25.0% of employees daily rate plus per diem, or pay double (X 2.0) per diem Minimum \$75.00 maximum \$150.00 per day					
<b>Mileage</b>	\$0.40 Per KM					
<b>Travel</b>	All travel outside the zone shall be considered time worked					
<b>Travel Insurance</b>	\$400,000.00 per employee					
<b>Permits</b>	Non-Cdn \$50.00 per day		Cdn \$10.00 per day		PAs \$5.00 per day	
<b>Danger Pay</b>	Negotiable except, underwater or flying work, then pay \$50.00 per occurrence up to \$100.00 per day. If flying a \$1,000,000.00 AD & D policy per employee must be held.					
<b>Bond</b>	An amount equal to 2 weeks payroll					
	<b>See next page for Budget Tiers and Incentives</b>					

**DIRECTORS GUILD OF CANADA**

Alberta District Council

Effective dates January 1, 2006 - December 31, 2009

Budget Tiers	Tier A	Tier B	Tier C
Features	\$9,526,400 & over	\$5,304,000 - \$9,526,399	\$3,224,800 - \$5,303,999
MOWs	\$7,138,560 & over	\$5,353,920 - \$7,138,559	\$2,974,400 - \$5,353,919
Mini-Series (per 2 hrs)	\$5,720,000 & over	\$4,160,000 - \$5,719,999	\$3,120,000 - \$4,159,999
Series 1/2 hour	\$915,200 & over	\$665,600 - \$915,199	\$457,600 - \$665,599
Series 1 hour	\$1,518,400 & over	\$1,196,000 - \$1,518,399	\$842,400 - \$1,195,999
	Tier D	Tier E	Tier F
Features	\$2,100,000 - \$3,244,799	\$1,100,000 - \$2,099,999	Under \$1,100,000
MOWs	\$2,100,000 - \$2,974,399	\$1,100,000 - \$2,099,999	Under \$1,100,000
Mini-Series (per 2 hrs)	\$2,100,000 - \$3,199,999	\$1,100,000 - \$2,099,999	Under \$1,100,000
Series 1/2 hour	\$332,800 - \$457,599	\$125,000 - \$332,799	Under \$125,000
Series 1 hour	\$540,800 - \$842,399	\$225,000 - \$540,799	Under \$225,000
Incentives	For 1st and 2nd year Series and Pilots A Producer may access a reduction in rates and fringes Rates for 1st Year Series and Pilots are 2006 rates less 5% Rates for 2nd Year Series 2007 rates less 5%		
	Fringes are reduced by		
	Tier A	3.5%	
	Tier B	3.0%	
	Tier C	2.5%	
	Tier D	1.0%	



**ENTERTAINMENT  
PARTNERS CANADA**

**DIRECTORS' GUILD OF CANADA - ALBERTA****"WEEKLY" RATED EMPLOYEE" RATES**

Effective September 14, 2009 to December 31, 2009

DESCRIPTION	Tier A	Tier B	Tier C	Tier D	Tier E
<b>Production Department</b>					
Production Manager	\$ 3,140.90	\$ 2,976.45	\$ 2,679.35	\$ 2,382.20	\$ 2,143.50
Assistant Production Manager	2,063.90	1,968.40	1,766.80	1,570.45	1,421.95
1st Assistant Director	2,955.25	2,811.95	2,530.80	2,249.60	2,026.75
2nd Assistant Director	1,952.50	1,851.65	1,671.30	1,485.60	1,337.05
3rd Assistant Director	1,327.05	1,239.00	1,131.10	1,001.05	904.85
Trainee Assistant Director	1,073.10	1,021.45	918.20	815.00	790.00
Location Manager	2,063.90	1,968.40	1,766.80	1,570.45	1,421.95
Assistant Location Manager	1,444.75	1,377.90	1,236.75	1,099.35	995.35
Trainee Location Manager	1,073.10	1,021.45	918.20	815.00	790.00
Production Coordinator	2,063.90	1,968.40	1,766.80	1,570.45	1,421.95
Assistant Production Coordinator	1,560.55	1,483.90	1,330.60	1,175.35	1,052.60
Trainee Production Coordinator	1,073.10	1,021.45	918.20	815.00	790.00
Technical Coordinator	2,928.65	2,780.15	2,504.25	2,223.05	2,005.55
Production Assistant	1,000.00	925.00	900.00	815.00	790.00
<b>Art Department</b>					
Production Designer	\$ 3,904.90	\$ 3,703.30	\$ 3,331.90	\$ 2,960.55	\$ 2,668.75
Art Director (Head)	3,008.30	2,859.70	2,578.50	2,292.05	2,063.90
Art Director	2,615.65	2,488.35	2,244.30	1,994.90	1,793.30
1st Assistant Art Director	1,819.80	1,734.95	1,559.85	1,384.80	1,246.85
2nd Assistant Art Director	1,199.10	1,140.75	1,024.00	912.60	817.10
Art Department Trainee	1,073.10	1,021.45	918.20	815.00	790.00
<b>Picture Editing Department</b>					
Supervising Picture Editor	\$ 3,071.95	\$ 2,912.75	\$ 2,620.95	\$ 2,334.45	\$ 2,101.00
Picture Editor	2,785.45	2,647.50	2,382.20	2,116.95	1,904.75
1st Assistant Picture Editor	1,589.70	1,501.40	1,354.20	1,092.90	991.10
Assistant Picture Editor per 11.35 (c)	1,264.80	1,196.45	1,076.75	896.70	801.20
Assistant Picture Editor	1,105.90	1,049.10	943.65	840.90	757.05
<b>Sound Editing Department</b>					
Supervising Sound Editor	\$ 3,071.95	\$ 2,912.75	\$ 2,620.95	\$ 2,334.45	\$ 2,101.00
Sound Editor	2,785.45	2,647.50	2,382.20	2,116.95	1,904.75
1st Assistant Sound Editor	1,432.55	1,353.00	1,220.30	1,082.40	981.55
2nd Assistant Sound Editor	1,177.90	1,114.20	1,002.80	896.70	801.20
Trainee Assistant Sound Editor	1,073.10	1,021.45	918.20	815.00	790.00
<b>Accounting Department</b>					
Production Accountant	\$ 2,456.50	\$ 2,339.75	\$ 2,106.30	\$ 1,867.60	\$ 1,692.50
1st Assistant Accountant/General	1,904.75	1,814.50	1,628.85	1,453.75	1,305.20
1st Assistant Accountant/Payroll	1,904.75	1,814.50	1,628.85	1,453.75	1,305.20
2nd Assistant Accountant	1,257.45	1,193.80	1,071.75	955.05	864.85
Accounting Clerk	1,140.50	1,085.65	975.90	825.00	800.00
Trainee Accountant	1,073.10	1,021.45	918.20	815.00	790.00

Tier F rates are Negotiable

**DIRECTORS' GUILD OF CANADA - ALBERTA**  
**"DAILY" RATED EMPLOYEE" RATES**  
**Effective September 14, 2009 to December 31, 2009**

DESCRIPTION	Tier A	Tier B	Tier C	Tier D	Tier E
<b>Production Department</b>					
Production Manager	\$ 785.25	\$ 744.15	\$ 669.85	\$ 595.55	\$ 535.90
Assistant Production Manager	516.00	492.10	441.70	392.65	355.50
1st Assistant Director	738.85	703.00	632.70	562.40	506.70
2nd Assistant Director	488.15	462.95	417.85	371.40	334.30
3rd Assistant Director	331.75	309.75	282.80	250.30	226.25
Trainee Assistant Director	268.30	255.40	229.55	203.75	197.50
Location Manager	516.00	492.10	441.70	392.65	355.50
Assistant Location Manager	361.20	344.50	309.20	274.85	248.85
Trainee Location Manager	268.30	255.40	229.55	203.75	197.50
Production Coordinator	516.00	492.10	441.70	392.65	355.50
Assistant Production Coordinator	390.15	371.00	332.65	293.85	263.15
Trainee Production Coordinator	268.30	255.40	229.55	203.75	197.50
Technical Coordinator	732.20	695.05	626.10	555.80	501.40
Production Assistant	200.00	185.00	180.00	163.00	158.00
<b>Art Department</b>					
Production Designer	\$ 976.25	\$ 925.85	\$ 833.00	\$ 740.15	\$ 667.20
Art Director (Head)	752.10	714.95	644.65	573.05	516.00
Art Director	653.95	622.10	561.10	498.75	448.35
1st Assistant Art Director	454.95	433.75	390.00	346.20	311.75
2nd Assistant Art Director	299.80	285.20	256.00	228.15	204.30
Art Department Trainee	268.30	255.40	229.55	203.75	197.50
<b>Picture Editing Department</b>					
Supervising Picture Editor	\$ 768.00	\$ 728.20	\$ 655.25	\$ 583.65	\$ 525.25
Picture Editor	696.40	661.90	595.55	529.25	476.20
1st Assistant Picture Editor	397.45	375.35	338.55	273.25	247.80
Assistant Picture Editor per 11.35 (c)	316.20	299.15	269.20	224.20	200.30
Assistant Picture Editor	276.50	262.30	235.95	210.25	189.30
<b>Sound Editing Department</b>					
Supervising Sound Editor	\$ 768.00	\$ 728.20	\$ 655.25	\$ 583.65	\$ 525.25
Sound Editor	696.40	661.90	595.55	529.25	476.20
1st Assistant Sound Editor	358.15	338.25	305.10	270.60	245.40
2nd Assistant Sound Editor	294.50	278.55	250.70	224.20	200.30
Trainee Assistant Sound Editor	268.30	255.40	229.55	203.75	197.50
<b>Accounting Department</b>					
Production Accountant	\$ 614.15	\$ 584.95	\$ 526.60	\$ 466.90	\$ 423.15
1st Assistant Accountant/General	476.20	453.65	407.25	363.45	326.30
1st Assistant Accountant/Payroll	476.20	453.65	407.25	363.45	326.30
2nd Assistant Accountant	314.40	298.45	267.95	238.80	216.25
Accounting Clerk	285.15	271.45	244.00	206.25	200.00
Trainee Accountant	268.30	255.40	229.55	203.75	197.50

**Tier F rates are Negotiable**

**DIRECTORS' GUILD OF CANADA**  
**DIRECTORS' MINIMUM RATES - THEATRICAL MOTION PICTURES**  
 Effective January 1, 2009 to December 31, 2009

BUDGET RANGE	DAILY RATE	WEEKLY RATE	GURANTEED WEEKS	GUAR. MINIMUM
<b>DIRECTORS:</b>				
Tier A		\$ 9,756.90	16	\$ 156,110.40
Tier B		8,796.65	15	131,949.75
Tier C		8,175.85	14	114,461.90
Tier D		6,950.30	10	69,503.00
Tier E		3% of Budget	8	
Tier F		2.75% of Budget	8	

**SECOND UNIT DIRECTOR:**

Tier A	\$ 2,439.25	\$ 9,756.90
Tier B	2,199.20	8,796.65
Tier C	1,933.90	7,735.50
Tier D	1,638.10	6,552.35
Tier E	1,310.50	5,241.90
Tier F	982.90	3,931.45

For definitions of Tiers please see contract summary page.

**RELEASE RIGHTS:**

***THEATRICAL EXHIBITION RIGHTS INCLUDED IN ABOVE MINIMUM FEES***

***ADDITIONAL USE RIGHTS:***

	<i>Payment</i>	<i>Due</i>
<b>All Television, New Media and Compact Devices</b>		
In Perpetuity	90%	At time of production
<b>Television</b>		
In Perpetuity	40%	At time of production
Years 1-5	25%	At time of production
Year 6	5%	Before use
Year 7	5%	Before use
Year 8	5%	Before use
Year 9	5%	Before use
Year 10	5%	Before use
After payment for 10 years, it is deemed to be in perpetuity.		
<b>Compact Devise</b>		
Worldwide in Perpetuity	50%	Before use
North America in Perpetuity	30%	Before use
Rest of the World in Perpetuity	30%	Before use

**DIRECTORS' GUILD OF CANADA**  
**DIRECTORS' MINIMUM RATES - TELEVISION**  
**Effective January 1, 2009 to December 31, 2009**

**PRODUCTION TYPE**

	Tier A	Tier B	Tier C	Tier D	GURANTEED DAYS
<b>TV Movies, Mini-Series, Pilot &amp; Spinoff:</b>					
1/2 hour	\$ 14,839.60	\$ 13,385.90	\$ 11,704.05	\$ 9,947.90	10
1 hour	29,679.15	26,750.50	24,413.30	19,906.35	20
1 1/2 hours	58,408.65	52,652.15	46,073.25	39,165.45	30
2 hours	87,610.30	78,987.15	69,104.55	58,737.55	45
<b>Television Series:</b>					
1/2 hour	\$ 12,059.50	\$ 10,876.35	\$ 9,523.45	\$ 8,091.00	10
1 hour	24,047.45	22,575.10	19,747.25	16,792.05	18
<b>Tier E</b>	2% of Budget plus 1% for mandatory rights acquisition fee				
<b>Tier F</b>	2% of Budget plus 0.75% for mandatory rights acquisition fee				

For definitions of Tiers please see contract summary page.

**RELEASE RIGHTS:****INCLUDED IN MINIMUM SALARY - ONE (1) OF FOLLOWING:**

- |    |                  |   |
|----|------------------|---|
| A. | Free Television  | One (1) Domestic run in Canada                |
| B. | Pay - Television | Three (3) months use in each market in Canada |
| C. | Cable Television | Three (3) years use in Canada                 |

Television Motion Picture over 61 minutes must purchase a 5 year Buyout of Free, Pay & Cable markets  
 Theatrical release payment - if first release is theatrical the Director should be payed no less than 100% of the applicable theatrical rate less amounts previously received.

**ADDITIONAL USE RIGHTS:**

	Payment	Due
<b>All Television, Compact Devices and New Media</b>		
In Perpetuity	110%	At time of production

**Theatrical Use**

In Perpetuity - Non Canadian Productic	40%	Before use
In Perpetuity - Canadian Production	20%	Before use

**Television and New Media**

In Perpetuity	75%	At time of production
Years 1 - 7	55%	At time of production
Year 8 - 10	25%	Before use

After payment for 10 years, it is deemed to be in perpetuity.

**Compact Devise**

Worldwide in Perpetuity	50%	Before use
North America in Perpetuity	30%	Before use
Rest of the World in Perpetuity	30%	Before use



**ENTERTAINMENT  
PARTNERS CANADA**

## **IATSE Local 210**

**(Edmonton)**

**Motion Picture  
Studio Technicians**

**2009 Contract**



**ENTERTAINMENT  
PARTNERS CANADA**

**2009 Rates**

Business Agent: Malcolm Kerr  
10428 - 123 Street, Edmonton, AB, Canada, T5N 1N7  
Telephone: (780) 423-1863 Fax: (780) 426-0307

[www.iatse210.com](http://www.iatse210.com)

# IATSE Local 210

Effective January 1, 2009 to December 31, 2009

<b>Positions Covered</b>	Accounting, Art, Computer Graphics, Construction, Costume, Editors, First Aid/Craft Services, Grips, Greens, Hair, Lighting, Makeup, Painting, Props, Script Supervisor, Set Decorating, Sound, Special Effects								
<b>Fringes</b>	<b>Tier A</b>		<b>Tier B</b>		<b>Tier C</b>		<b>Tier D</b>		
	<i>Raw</i>	<i>Effective</i>	<i>Raw</i>	<i>Effective</i>	<i>Raw</i>	<i>Effective</i>	<i>Raw</i>	<i>Effective</i>	
Vacation	4.0%	4.00%	4.0%	4.00%	4.0%	4.00%	4.0%	4.00%	
Holiday	As Occur	As Occur	As Occur	As Occur	As Occur	As Occur	As Occur	As Occur	As Occur
Pension	8.0%	8.32%	7.0%	7.28%	5.0%	5.20%	4.0%	4.16%	
H & W	7.0%	7.28%	6.0%	6.24%	5.0%	5.20%	4.0%	4.16%	
Admin Fee	3.0%	3.12%	2.0%	2.08%	1.0%	1.04%	0.0%	0.00%	
<b>TOTAL</b>	<b>22.0%</b>	<b>22.72%</b>	<b>19.0%</b>	<b>19.60%</b>	<b>15.0%</b>	<b>15.44%</b>	<b>12.0%</b>	<b>12.32%</b>	
	For Tier budgets see next page								
<b>Hours Breakdown</b>	<i>Days 1-5</i>	<i>6th Day</i>	<i>7th Day</i>	<i>Stats</i>					
	8.0 @ Straight								
	4.0 @ X 1.5	8.0 @ X 1.5							
	2.0 @ X 2.0	4.0 @ X 2.0	8.0 @ X 2.0	8.0 @ X 2.5					
	999 @ X 3.0	999 @ X 3.0	999 @ X 3.0	999 @ X 3.0					
	All times are calculated in 1/10th of an hour increments								
<b>Meal Penalty</b>	Meal breaks to be taken every 6.0 hours, if not the following penalties applies:								
	\$2.50 per 6 minutes or 0.1hours								
	If worked more than 9 hours without a meal than meal penalty is tripled								
	Grace periods: At lunch 12 minutes								
	At wrap 30 minutes								
<b>Turnaround</b>	Between shifts:		10.0 hours						
	Weekend 5 day week		50.0 hours						
	Weekend 6 day week		34.0 hours						
	If shift is greater than 16.0 hours on a regular day, turnaround increases by 2.0 hours								
	If shift is greater than 14.0 hours on a 6th or 7th day, turnaround increases by 2.0 hours								
	If shift is greater than 16.0 hours on a 6th or 7th day, turnaround increases by 4.0 hours								
	Penalty:	Pay 3.0 X hourly rate							
<b>Per Diem</b>	\$65.00 per day except in mountain resorts where it is \$70.00								
	Lunch, \$15.00, is the only meal that is deductible from per diem								
<b>Distant Location</b>	Pay double per diem on 6th and 7th day not worked								
<b>Mileage</b>	\$0.50 per KM								
<b>First Aid</b>	\$1.00 per hour								
<b>Driving</b>	\$35.00 per day for a technician driving production vehicle one (1) ton and over								
<b>Travel</b>	All travel outside the zone shall be considered worked								

# IATSE Local 210

## Effective January 1, 2009 to December 31, 2009

<b>Travel Insurance</b>	On commercial air carrier \$500,000.00 On Non commercial air carrier \$1,000,000.00
<b>Bond</b>	An amount equal to 2 (two) weeks payroll
<b>Danger</b>	\$1,000,000.00 insurance policy must be in place
<b>Night Premium</b>	\$5.00 per hour between 00:00 a.m. - 7:00 a.m.
<b>Late Payment</b>	3.0% per day

<b>Budget Tiers</b>	<b>Tier A</b>	<b>Tier B</b>	<b>Tier C</b>	<b>Tier D</b>
<b>Feature</b>	Over \$9 Mil	\$3 Mil - \$9 Mil	\$2 Mil - \$3 Mil	Under \$2 Mil
<b>MFT / MOW</b>	Over \$6 Mil	\$2.5 Mil - \$6 Mil	\$1.8 Mil - \$2.5 Mil	Under \$1.8 Mil
<b>TV Series 1 Hour</b>	Over \$1.4 mil per episode	\$600,000 - 1.4 Mil per episode	Under \$600,000 per episode	NA
<b>TV Series 1/2 Hour</b>	Over \$800,000 per episode	\$400-800,000 per episode	Under \$400,000 per episode	NA
<b>Pilot</b>	NA	All budgets	NA	NA
<b>1st Year Series</b>	NA	NA	All budgets	NA



# IATSE Local 210

Effective January 1, 2009 to December 31, 2009

## Pay Hours

Hours worked	<i>Days 1-5</i>	<i>6th Day &amp; Stats</i>	<i>7th Day</i>	<i>5 Day week</i>	<i>6 day week</i>
8	8.00	12.00	16.00	40.00	52.00
9	9.50	14.00	19.00	47.50	61.50
10	11.00	16.00	22.00	55.00	71.00
11	12.50	18.00	25.00	62.50	80.50
12	14.00	20.00	28.00	70.00	90.00
13	16.00	23.00	31.00	80.00	103.00
14	18.00	26.00	34.00	90.00	116.00
15	21.00	29.00	37.00	105.00	134.00
16	24.00	32.00	40.00	120.00	152.00



**IATSE LOCAL 210 TECHNICIANS - Edmonton**  
**Effective January 1, 2009 to December 31, 2009**

	<b>Tier A</b>	<b>Tier B</b>	<b>Tier C</b>	
<b>All rates are hourly unless noted on right</b>				
<b>ACCOUNTING:</b>				
Production Accountant	Negotiable	Negotiable	Negotiable	
1st Assist. Prod Accountant	\$422.28	\$397.88	\$359.31	Daily
2nd Assist. Accountant	278.32	262.40	238.82	Daily
Accounting Clerk	231.98	213.18	202.73	Daily
Accounting Trainee	196.00	187.85	173.48	Daily
<b>ART/DESIGN:</b>				
Production Designer	Negotiable	Negotiable	Negotiable	
Art Director	\$551.46	\$512.58	\$449.65	Daily
Assistant Art Director	439.18	403.37	373.06	Daily
Graphics Artist / Set Designer	418.14	384.69	355.25	Daily
Storyboard Artist	28.35	26.00	23.50	
Draftsperson	27.00	24.90	23.25	
Art Department Coordinator	24.95	22.75	21.20	
Art Department Trainee	199.92	188.79	175.60	Daily
Concept Artist	Negotiable	Negotiable	Negotiable	
<b>CONSTRUCTION:</b>				
Coordinator	\$31.55	\$31.55	\$31.55	
Const. Foreman / Head Carpenter	29.85	29.85	29.85	
Lead Carpenter	28.40	28.40	28.40	
Scenic Carpenter	26.35	26.35	26.35	
On-Set Standby Carpenter	26.35	26.35	26.35	
Construction Buyer	26.35	26.35	26.35	
Maintenance Person	24.95	24.95	24.95	
Carpenter	24.95	24.95	24.95	
Assistant Carpenter	21.55	21.55	21.55	
Lead Metal Fabricator	28.40	28.40	28.40	
Scenic Metal Fabricator	26.35	26.35	26.35	
Metal Fabricator	23.70	23.70	23.70	
Gizmo Builer	23.70	23.70	23.70	
Model Maker	26.35	26.35	26.35	
<b>COSTUME:</b>				
Costume Designer	Negotiable	Negotiable	Negotiable	
Assistant Costume Designer	\$28.95	\$26.45	\$24.30	
Set Supervisor	28.70	26.45	24.30	
Costume Supervisor (Features Only)	28.70	26.45	24.30	
Cutter	27.00	24.95	23.35	
Set 'Truck' Costumer	25.70	23.40	21.85	
Performer's Costumer	25.70	23.40	21.85	
Buyer/Shopper	25.70	23.40	21.85	
Tailor/Milliner	25.70	23.40	21.85	
First Hand / Senior Stitcher	25.70	23.40	21.85	
Costume Craftsperson	25.70	23.40	21.85	
Dyer / Breakdown Artist / Painter	25.70	23.40	21.85	
Costumer	22.60	21.30	19.80	
Stitcher	24.00	22.05	20.45	

**IATSE LOCAL 210 TECHNICIANS - Edmonton**  
**Effective January 1, 2009 to December 31, 2009**

	<b>Tier A</b>	<b>Tier B</b>	<b>Tier C</b>
<b>EDITING:</b>			
Supervising Editor	\$34.50	\$31.65	\$27.40
Supervising Sound Editor	34.50	31.65	27.40
Editor	32.35	29.50	25.80
Sound Effects	29.30	26.70	24.55
Music Editor	28.15	26.70	24.55
Negative Cutter/Conformer	28.70	26.45	24.30
Dialogue Editor	29.30	26.70	24.55
First Assistant Editor	26.15	23.90	22.25
Assistant Dialogue Editor	26.15	23.90	22.25
Assistant Sound Effects	26.15	23.90	22.25
Second Assistant Editor	24.00	22.05	20.45
<b>FIRST AID / CRAFT SERVICES:</b>			
Head of FA/CS	\$29.85	\$27.05	\$24.80
First Assistant FA/CA	26.15	23.90	22.25
Craft Services Assistant	24.00	22.05	20.00
Paramedic	Negotiable	Negotiable	Negotiable
<b>GREENS:</b>			
Head Greensperson	\$29.85	\$27.05	\$24.80
Best Person / Lead Person	26.15	23.90	22.25
Greensperson	24.00	22.05	20.45
<b>GRIP:</b>			
Key Grip	\$29.85	\$27.05	\$24.80
Key Rigging Grip	27.25	25.10	23.50
Best Person	26.15	23.90	22.25
Dolly Operator	26.15	23.90	22.25
Grip Crew	24.00	22.05	20.45
Special Equipment Operator	Negotiable	Negotiable	Negotiable
<b>HAIR:</b>			
Key Hairstylist	\$29.85	\$27.05	\$24.80
First Assistant Hairstylist	26.15	23.90	22.25
Second Asst. Hairstylist	24.00	22.05	20.45
<b>HIGH RIGGER:</b>			
	\$28.95	\$26.55	\$24.65
<b>LIGHTING / ELECTRICS:</b>			
Chief Lighting Tech / Gaffer	\$29.85	\$27.05	\$24.80
Rigging Gaffer	27.25	25.10	23.50
Asst Chief Lighting / Best Person	26.15	23.90	22.25
Generator Operator	26.15	23.90	22.25
Set Wireman	26.15	23.90	22.25
Lighting Console Operator	26.15	23.90	22.25
Condor Lamp Operator	26.15	23.90	22.25
Lamp Operator / Lighting Operator	24.00	22.05	20.45

**IATSE LOCAL 210 TECHNICIANS - Edmonton**  
**Effective January 1, 2009 to December 31, 2009**

	<b>Tier A</b>	<b>Tier B</b>	<b>Tier C</b>
<b>MAKE-UP:</b>			
Head of Department	\$29.85	\$27.05	\$24.80
1st Asst Make-Up Artist	26.15	23.90	22.25
Second Assistant Make-Up	24.00	22.05	20.45
Third Assistant Make-up Artist	19.45	18.10	17.25
Special Skills Make-Up Artist	26.20	23.65	22.05
Special Make-up Effects Artist	29.85	27.05	24.80
<b>PAINT:</b>			
Paint Coordinator	\$31.55	\$31.55	\$31.55
Paint Foreman	29.85	29.85	29.85
Scenic Artist	28.40	28.40	28.40
Lead Painter	28.40	28.40	28.40
Sign Painter	28.40	28.40	28.40
Scenic Painter	26.35	26.35	26.35
On-Set Standby Painter	26.35	26.35	26.35
Painter	24.95	24.95	24.95
Sculptor	26.35	26.35	26.35
Plasterer	26.35	26.35	26.35
Wallpaper Hanger	26.35	26.35	26.35
<b>PROPS:</b>			
Property Master	\$29.85	\$27.05	\$24.80
Assistant Props Master	26.15	23.90	22.25
Property Buyer	26.05	23.65	22.05
Armour	Negotiable	Negotiable	Negotiable
Props Builder	26.05	23.65	22.05
Props Assistant	24.00	22.05	20.45
<b>SCRIPT/CONTINUITY:</b>			
Script Supervisor	\$29.85	\$27.05	\$24.80
<b>SECURITY:</b>			
Security Coordinator	\$29.85	\$27.05	\$24.80
Security Watchman	19.10	17.65	16.20
<b>SET DECORATING:</b>			
Set Decorator	\$29.85	\$27.05	\$24.80
Assistant Set Decorator	26.15	23.90	22.25
Set Buyer	25.70	23.40	21.85
On-Set Dresser	25.20	22.75	21.20
Lead Dresser	25.20	22.75	21.20
Set Dec Co-ordinator	25.20	22.75	21.20
Warehouse Supervisor	24.00	22.05	20.45
Draper / Upholsterer	24.00	22.05	20.45
Set Dresser	24.00	22.05	20.45
<b>SOUND:</b>			
Sound Mixer	\$38.10	\$35.00	\$30.35
Boom Operator	32.00	29.35	25.85
Sound Assistant/Cableperson	24.50	22.75	20.65

**IATSE LOCAL 210 TECHNICIANS - Edmonton**  
**Effective January 1, 2009 to December 31, 2009**

	<b>Tier A</b>	<b>Tier B</b>	<b>Tier C</b>
<b>SPECIAL EFFECTS:</b>			
Special Effects Coordinator	\$32.35	\$29.55	\$27.10
First Asst. Special Effects	29.30	26.85	23.30
Second Asst. Special Effects / Buyer	25.70	23.40	21.85
Special Effects Fabricator	25.70	23.40	21.85
Third Asst. Special Effects	21.35	20.05	18.70
<b>TUTORS:</b>			
	\$40.00	\$40.00	\$40.00
<b>VISUAL EFFECTS / CGI:</b>			
Visual Effects Supervisor	Negotiable	Negotiable	Negotiable
Visual Effects Assistant	Negotiable	Negotiable	Negotiable
CGI Supervisor	Negotiable	Negotiable	Negotiable
CGI Animator	Negotiable	Negotiable	Negotiable
CGI Modler	Negotiable	Negotiable	Negotiable
<b>PICKED RATE (per Article 4.b)</b>	\$26.00	\$23.65	\$22.05
<b>LABOURER (all Departments):</b>	\$20.40	19 \$18.40	\$17.45
<b>TRAINEES (Except Acct and Art):</b>	\$13.15	\$12.65	\$12.00





**ENTERTAINMENT  
PARTNERS CANADA**

**IATSE Local 212  
(Calgary)**

**Motion Picture  
Studio Technicians**

**2009 Contract**



**ENTERTAINMENT  
PARTNERS CANADA**

**2009 Rates**

Business Agent: Tom MacRae  
Suite #201, 208 - 57 Ave SW, AB, Canada, T3E 7J4  
Telephone: (403) 250-2199 Fax: (403) 250-9769  
[www.iatse212.com](http://www.iatse212.com)

# IATSE Local 212

Effective January 1, 2009 to December 31, 2009

<b>Positions Covered</b>	Accounting, Art, Computer Graphics, Construction, Costume, Editors, First Aid/Craft Services, Grips, Greens, Hair, Lighting, Makeup, Painting, Props, Script Supervisor, Set Decorating, Sound, Special Effects									
<b>Fringes</b>	<b>Tier A</b>		<b>Tier B</b>		<b>Tier C</b>		<b>Tier D</b>			
	<i>Raw</i>	<i>Effective</i>	<i>Raw</i>	<i>Effective</i>	<i>Raw</i>	<i>Effective</i>	<i>Raw</i>	<i>Effective</i>	<i>Raw</i>	<i>Effective</i>
Vacation	4.0%	4.00%	4.0%	4.00%	4.0%	4.00%	4.0%	4.00%	4.0%	4.00%
Holiday	As Occur	As Occur	As Occur	As Occur	As Occur	As Occur	As Occur	As Occur	As Occur	As Occur
Pension	8.0%	8.32%	7.0%	7.28%	5.0%	5.20%	4.0%	4.16%		
H & W	7.0%	7.28%	6.0%	6.25%	5.0%	5.20%	4.0%	4.16%		
Admin Fee	3.0%	3.12%	2.0%	2.08%	1.0%	1.04%	0.0%	0.00%		
<b>TOTAL</b>	<b>22.0%</b>	<b>22.72%</b>	<b>19.0%</b>	<b>19.61%</b>	<b>15.0%</b>	<b>15.44%</b>	<b>12.0%</b>	<b>12.32%</b>		
	For Tier budgets see next page									
<b>Hours Breakdown</b>	<i>Days 1-5</i>		<i>6th Day</i>		<i>7th Day</i>		<i>Stats</i>			
	8.0 @ Straight									
	4.0 @ X 1.5		8.0 @ X 1.5							
	2.0 @ X 2.0		4.0 @ X 2.0		8.0 @ X 2.0		8.0 @ X 2.5			
	999 @ X 3.0		999 @ X 3.0		999 @ X 3.0		999 @ X 3.0			
	All times are calculated in 1/10th of an hour increments									
<b>Meal Penalty</b>	Meal breaks to be taken every 6.0 hours, if not the following penalties applies:									
	\$2.50 per 6 minutes or 0.1hours									
	If worked more than 9 hours without a meal than meal penalty is tripled									
	Grace periods: At lunch 12 minutes									
	At wrap 30 minutes									
<b>Turnaround</b>	Between shifts:		10.0 hours							
	Weekend 5 day week		50.0 hours							
	Weekend 6 day week		34.0 hours							
	If shift is greater than 16.0 hours on a regular day, turnaround increases by 2.0 hours									
	If shift is greater than 14.0 hours on a 6th or 7th day, turnaround increases by 2.0 hours									
	If shift is greater than 16.0 hours on a 6th or 7th day, turnaround increases by 4.0 hours									
	Penalty:	Pay 3.0 X hourly rate								
<b>Per Diem</b>	\$65.00 per day except in mountain resorts where it is \$70.00									
	Lunch, \$15.00, is the only meal that is deductible from per diem									
<b>Distant Location</b>	Pay double per diem on 6th and 7th day not worked									
<b>Mileage</b>	\$0.50 per KM									
<b>First Aid</b>	\$1.00 per hour									
<b>Driving</b>	\$35.00 per day for a technician driving production vehicle one (1) ton and over									
<b>Travel</b>	All travel outside the zone shall be considered worked									

## IATSE Local 212

Effective January 1, 2009 to December 31, 2009

<b>Travel Insurance</b>	On commercial air carrier \$500,000.00 On Non commercial air carrier \$1,000,000.00
<b>Bond</b>	An amount equal to 2 (two) weeks payroll
<b>Danger</b>	\$1,000,000.00 insurance policy must be in place
<b>Night Premium</b>	\$5.00 per hour between 00:00 a.m. - 7:00 a.m.
<b>Late Payment</b>	3.0% per day

<b>Budget Tiers</b>	<b>Tier A</b>	<b>Tier B</b>	<b>Tier C</b>	<b>Tier D</b>
<b>Feature</b>	Over \$9 Mil	\$3 Mil - \$9 Mil	\$2 Mil - \$3 Mil	Under \$2 Mil
<b>MFT / MOW</b>	Over \$6 Mil	\$2.5 Mil - \$6 Mil	\$1.8 Mil - \$2.5 Mil	Under \$1.8 Mil
<b>TV Series 1 Hour</b>	Over \$1.4 mil per episode	\$600,000 - 1.4 Mil per episode	Under \$600,000 per episode	NA
<b>TV Series 1/2 Hour</b>	Over \$800,000 per episode	\$400-800,000 per episode	Under \$400,000 per episode	NA
<b>Pilot</b>	NA	All budgets	NA	NA
<b>1st Year Series</b>	NA	NA	All budgets	NA



## IATSE Local 212

Effective January 1, 2009 to December 31, 2009

### Pay Hours

Hours worked	<i>Days 1-5</i>	<i>6th Day &amp; Stats</i>	<i>7th Day</i>	<i>5 Day week</i>	<i>6 day week</i>
8	8.00	12.00	16.00	40.00	52.00
9	9.50	14.00	19.00	47.50	61.50
10	10.00	16.00	22.00	50.00	66.00
11	12.50	18.00	25.00	62.50	80.50
12	14.00	20.00	28.00	70.00	90.00
13	16.00	23.00	31.00	80.00	103.00
14	18.00	26.00	34.00	90.00	116.00
15	21.00	29.00	37.00	105.00	134.00
16	24.00	32.00	40.00	120.00	152.00



**IATSE LOCAL 212 TECHNICIANS - Calgary**  
**Effective January 1, 2009 to December 31, 2009**

	<b>Tier A</b>	<b>Tier B</b>	<b>Tier C</b>	
<b>All rates are hourly unless noted on right</b>				
<b>ACCOUNTING:</b>				
Production Accountant	Negotiable	Negotiable	Negotiable	
1st Assist. Prod Accountant	\$422.28	\$397.88	\$359.31	Daily
2nd Assist. Accountant	278.32	262.40	238.82	Daily
Accounting Clerk	231.98	213.18	202.73	Daily
Accounting Trainee	196.00	187.85	173.48	Daily
<b>ART/DESIGN:</b>				
Production Designer	Negotiable	Negotiable	Negotiable	
Art Director	\$551.46	\$512.58	\$449.65	Daily
Assistant Art Director	439.18	403.37	373.06	Daily
Graphics Artist / Set Designer	418.14	384.69	355.25	Daily
Storyboard Artist	28.35	26.00	23.50	
Draftsperson	27.00	24.90	23.25	
Art Department Coordinator	24.95	22.75	21.20	
Art Department Trainee	199.92	188.79	175.60	Daily
Concept Artist	Negotiable	Negotiable	Negotiable	
<b>CONSTRUCTION:</b>				
Coordinator	\$31.55	\$31.55	\$31.55	
Const. Foreman / Head Carpenter	29.85	29.85	29.85	
Lead Carpenter	28.40	28.40	28.40	
Scenic Carpenter	26.35	26.35	26.35	
On-Set Standby Carpenter	26.35	26.35	26.35	
Construction Buyer	26.35	26.35	26.35	
Maintenance Person	24.95	24.95	24.95	
Carpenter	24.95	24.95	24.95	
Assistant Carpenter	21.55	21.55	21.55	
Lead Metal Fabricator	28.40	28.40	28.40	
Scenic Metal Fabricator	26.35	26.35	26.35	
Metal Fabricator	23.70	23.70	23.70	
Gizmo Builer	23.70	23.70	23.70	
Model Maker	26.35	26.35	26.35	
<b>COSTUME:</b>				
Costume Designer	Negotiable	Negotiable	Negotiable	
Assistant Costume Designer	\$28.95	\$26.45	\$24.30	
Set Supervisor	28.70	26.45	24.30	
Costume Supervisor (Features Only)	28.70	26.45	24.30	
Cutter	27.00	24.95	23.35	
Set 'Truck' Costumer	25.70	23.40	21.85	
Performer's Costumer	25.70	23.40	21.85	
Buyer/Shopper	25.70	23.40	21.85	
Tailor/Milliner	25.70	23.40	21.85	
First Hand / Senior Stitcher	25.70	23.40	21.85	
Costume Craftsperson	25.70	23.40	21.85	
Dyer / Breakdown Artist / Painter	25.70	23.40	21.85	
Costumer	22.60	21.30	19.80	
Stitcher	24.00	22.05	20.45	

**IATSE LOCAL 212 TECHNICIANS - Calgary**  
**Effective January 1, 2009 to December 31, 2009**

	<b>Tier A</b>	<b>Tier B</b>	<b>Tier C</b>
<b>EDITING:</b>			
Supervising Editor	\$34.50	\$31.65	\$27.40
Supervising Sound Editor	34.50	31.65	27.40
Editor	32.35	29.50	25.80
Sound Effects	29.30	26.70	24.55
Music Editor	28.15	26.70	24.55
Negative Cutter/Conformer	28.70	26.45	24.30
Dialogue Editor	29.30	26.70	24.55
First Assistant Editor	26.15	23.90	22.25
Assistant Dialogue Editor	26.15	23.90	22.25
Assistant Sound Effects	26.15	23.90	22.25
Second Assistant Editor	24.00	22.05	20.45
<b>FIRST AID / CRAFT SERVICES:</b>			
Head of FA/CS	\$29.85	\$27.05	\$24.80
First Assistant FA/CA	26.15	23.90	22.25
Craft Services Assistant	24.00	22.05	20.00
Paramedic	Negotiable	Negotiable	Negotiable
<b>GREENS:</b>			
Head Greensperson	\$29.85	\$27.05	\$24.80
Best Person / Lead Person	26.15	23.90	22.25
Greensperson	24.00	22.05	20.45
<b>GRIP:</b>			
Key Grip	\$29.85	\$27.05	\$24.80
Key Rigging Grip	27.25	25.10	23.50
Best Person	26.15	23.90	22.25
Dolly Operator	26.15	23.90	22.25
Grip Crew	24.00	22.05	20.45
Special Equipment Operator	Negotiable	Negotiable	Negotiable
<b>HAIR:</b>			
Key Hairstylist	\$29.85	\$27.05	\$24.80
First Assistant Hairstylist	26.15	23.90	22.25
Second Asst. Hairstylist	24.00	22.05	20.45
<b>HIGH RIGGER:</b>			
	\$28.95	\$26.55	\$24.65
<b>LIGHTING / ELECTRICS:</b>			
Chief Lighting Tech / Gaffer	\$29.85	\$27.05	\$24.80
Rigging Gaffer	27.25	25.10	23.50
Asst Chief Lighting / Best Person	26.15	23.90	22.25
Generator Operator	26.15	23.90	22.25
Set Wireman	26.15	23.90	22.25
Lighting Console Operator	26.15	23.90	22.25
Condor Lamp Operator	26.15	23.90	22.25
Lamp Operator / Lighting Operator	24.00	22.05	20.45

**IATSE LOCAL 212 TECHNICIANS - Calgary**  
**Effective January 1, 2009 to December 31, 2009**

	<b>Tier A</b>	<b>Tier B</b>	<b>Tier C</b>
<b>MAKE-UP:</b>			
Head of Department	\$29.85	\$27.05	\$24.80
1st Asst Make-Up Artist	26.15	23.90	22.25
Second Assistant Make-Up	24.00	22.05	20.45
Third Assistant Make-up Artist	19.45	18.10	17.25
Special Skills Make-Up Artist	26.20	23.65	22.05
Special Make-up Effects Artist	29.85	27.05	24.80
<b>PAINT:</b>			
Paint Coordinator	\$31.55	\$31.55	\$31.55
Paint Foreman	29.85	29.85	29.85
Scenic Artist	28.40	28.40	28.40
Lead Painter	28.40	28.40	28.40
Sign Painter	28.40	28.40	28.40
Scenic Painter	26.35	26.35	26.35
On-Set Standby Painter	26.35	26.35	26.35
Painter	24.95	24.95	24.95
Sculptor	26.35	26.35	26.35
Plasterer	26.35	26.35	26.35
Wallpaper Hanger	26.35	26.35	26.35
<b>PROPS:</b>			
Property Master	\$29.85	\$27.05	\$24.80
Assistant Props Master	26.15	23.90	22.25
Property Buyer	26.05	23.65	22.05
Armour	Negotiable	Negotiable	Negotiable
Props Builder	26.05	23.65	22.05
Props Assistant	24.00	22.05	20.45
<b>SCRIPT/CONTINUITY:</b>			
Script Supervisor	\$29.85	\$27.05	\$24.80
<b>SECURITY:</b>			
Security Coordinator	\$29.85	\$27.05	\$24.80
Security Watchman	19.10	17.65	16.20
<b>SET DECORATING:</b>			
Set Decorator	\$29.85	\$27.05	\$24.80
Assistant Set Decorator	26.15	23.90	22.25
Set Buyer	25.70	23.40	21.85
On-Set Dresser	25.20	22.75	21.20
Lead Dresser	25.20	22.75	21.20
Set Dec Co-ordinator	25.20	22.75	21.20
Warehouse Supervisor	24.00	22.05	20.45
Draper / Upholsterer	24.00	22.05	20.45
Set Dresser	24.00	22.05	20.45
<b>SOUND:</b>			
Sound Mixer	\$38.10	\$35.00	\$30.35
Boom Operator	32.00	29.35	25.85
Sound Assistant/Cableperson	24.50	22.75	20.65

**IATSE LOCAL 212 TECHNICIANS - Calgary**  
**Effective January 1, 2009 to December 31, 2009**

	<b>Tier A</b>	<b>Tier B</b>	<b>Tier C</b>
<b>SPECIAL EFFECTS:</b>			
Special Effects Coordinator	\$32.35	\$29.55	\$27.10
First Asst. Special Effects	29.30	26.85	23.30
Second Asst. Special Effects / Buyer	25.70	23.40	21.85
Special Effects Fabricator	25.70	23.40	21.85
Third Asst. Special Effects	21.35	20.05	18.70
<b>TUTORS:</b>			
	\$40.00	\$40.00	\$40.00
<b>VISUAL EFFECTS / CGI:</b>			
Visual Effects Supervisor	Negotiable	Negotiable	Negotiable
Visual Effects Assistant	Negotiable	Negotiable	Negotiable
CGI Supervisor	Negotiable	Negotiable	Negotiable
CGI Animator	Negotiable	Negotiable	Negotiable
CGI Modler	Negotiable	Negotiable	Negotiable
<b>PICKED RATE (per Article 4.b)</b>	\$26.00	\$23.65	\$22.05
<b>LABOURER (all Departments):</b>	\$20.40	19 \$18.40	\$17.45
<b>TRAINEES (Except Acct and Art):</b>	\$13.15	\$12.65	\$12.00





**ENTERTAINMENT  
PARTNERS CANADA**  
**IATSE Local 669**

**International Photographers**

**2009 - 2012 Contract**

**Rates April 4, 2010 to April 2, 2011**



**ENTERTAINMENT  
PARTNERS CANADA**

Business Agent: Marcus Handman  
Unit 217-3823 Henning Drive, Burnaby, BC, Canada, V5C 6P3  
Telephone: 778-330-1669 Fax: 778-330-1670

[www.ia669.com](http://www.ia669.com)

# IATSE Local 669

Effective dates April 4, 2010 to April 2, 2011

<b>Positions Covered</b>	Camera, Stills, Video and Publicity			
<b>Fringes</b>		<i>Feature</i>	<i>Television</i>	<i>1st and 2nd year Seires and Pilots</i>
See next page for full breakdown of fringes by production type	Vacation	4.00%	4.00%	4.00%
	Statutory Holiday Pay	2.50%	2.50%	2.50%
	Pension	8.50%	4.50%	2.50%
	Health and Welfare	6.00%	6.00%	6.00%
	Admin Fee	2.00%	2.00%	2.00%
	<b>TOTAL</b>	<b>23.00%</b>	<b>19.00%</b>	<b>17.00%</b>
<b>Hours Breakdown</b>	<i>Days 1-5</i>	<i>6th Day &amp; Stats</i>	<i>7th Day</i>	
	8.0 @ Straight			
	4.0 @ X 1.5	8.0 @ X 1.5		
	3.0 @ X 2.0	4.0 @ X 2.0	8.0 @ X 2.0	
	999 @ X 3.0	999 @ X 3.0	999 @ X 3.0	
	All times are calculated in 0.1 hour (6 minute) increments			
<b>Meal Penalty</b>	Meal breaks to be taken every 6.0 hours, if not the following penalties apply:			
	First 0.2 hour	No penalty (not to be scheduled or abused)		
	Next 0.3 hour	\$ 7.50		
	Next hour	2.50 per 1/10 of an hour		
	Thereafter	3.00 per 1/10 of an hour		
	At wrap the break from last meal may be extended up to 1/2 hour, if work extends past this period the penalty shall be calculated from the end of the 6th hour.			
<b>Turnaround</b>	Between shifts	10.0 hours		
	Weekend 5 day week	50.0 hours		
	Weekend 6 day week	34.0 hours		
	Penalty:			
	Daily: Pay rate in effect (minimum of 1.5 X)			
	Weekend: Pay 2 X rate in effect (max of 3.0 X)			
	Minimum penalty 1/2 hour			
<b>Travel Insurance</b>	\$250,000.00 per employee			
<b>Bond</b>	Total Budget over \$6.0 mil	\$35,000.00		
	Total Budget under \$6.0 mil	20,000.00		
	Total Budget under \$2.0 mil	Negotiable		
<b>Per Diem</b>	Breakfast	\$	14.50	
	Lunch		20.50	
	Dinner		30.00	
	<b>TOTAL DAILY</b>	<b>\$</b>	<b>65.00</b>	
<b>Hold Days</b>	For 6th & 7th day	\$130.00 per diem		
	Statutory Holidays	\$65.00 per diem		
	Additional Days	\$65.00 per diem plus 8.0 hours of straight time pay		

# IATSE Local 669

Effective dates April 4, 2010 to April 2, 2011

## Stills Photographer

On Features a Stills Photographer must be hired for each day of Principal Photography

On Television a Stills Photographer must be hired as follows

### Option 1

On a Series, 2 days per episode, on a cumulative basis

On a Pilot or M.O.W., 1 day for each 3 days of First Unit shoot

### Option 2

On an as needed basis, with a premium of an additional 50% of scale.

## Fringe and Rate chart

Main	Contract Clause	Fringe Rate	Rate Schedule
High Budget Feature	8.02	23.0%	Feature
Pilot	8.03 b)	17.0%	2
1st Year Series	8.03 a)	17.0%	1
2nd Year Series	8.03 a)	17.0%	LY *
All other Television	8.01	19.0%	TV
<b>Supplemental</b>			
Long Form TV (MOW)	S 3.02	19.0%	2
Pilot	S 3.02	17.0%	2
1st & 2nd Year Series	S 3.01	17.0%	1
Series 3rd Year and After	S 3.01	19.0%	LY *
Home Video below \$13.5 mil	S 3.03 b) i)	19.0%	1
Home Video below \$8.0 mil	S 3.03 b) ii)	19.0%	2
Low Budget Feature below \$13.5 mil	S 3.03 a) i)	19.0%	1
Low Budget Feature below \$8.0 mil	S 3.03 a) ii)	19.0%	2
Canadian Domestic 1st & 2nd Year Series	S 3.02	17.0%	2
Canadian Domestic Series 3rd Year and After	S 3.02	19.0%	2
Canadian Domestic TV	S 3.02	19.0%	2

1 = 10% reduced rates

2 = 18% reduced rates

\* LY = Last Years Series rates, see last years BC Master Ratebook

## IATSE Local 669

Effective dates June 7, 2009 to April 1, 2012

### Pay Hours

Hours worked	<i>Days 1-5</i>	<i>6th Day &amp; Stats</i>	<i>7th Day</i>	<i>5 Day week</i>	<i>6 day week</i>
8	8.00	12.00	16.00	40.00	52.00
9	9.50	14.00	19.00	47.50	61.50
10	11.00	16.00	22.00	55.00	71.00
11	12.50	18.00	25.00	62.50	80.50
12	14.00	20.00	28.00	70.00	90.00
13	16.00	23.00	31.00	80.00	103.00
14	18.00	26.00	34.00	90.00	116.00
15	20.00	29.00	37.00	100.00	129.00
16	23.00	32.00	40.00	115.00	147.00

***Weekly employees are guaranteed***

60.0 hours per week

70.0 pay hours



# IATSE Local 669

Effective April 4, 2010 to April 2, 2011

	<u>Feature</u>		<u>Television</u>		<u>Schedule 1</u>		<u>Schedule 2</u>	
	Daily	Weekly	Daily	Weekly	Daily	Weekly	Daily	Weekly
Director of Photography	90.32	85.60	86.01	81.53	81.29	77.04	74.06	70.19
Camera Operator	60.03	56.93	57.19	54.20	54.03	51.24	49.22	46.68
First Assistant	45.08	42.71	42.94	40.69	40.57	38.44	36.97	35.02
Second Assistant	31.75	30.13	30.25	28.68	28.58	27.12	26.04	24.71

### Stills:

Stills Photographer 1 *	49.25	46.68	52.79	50.05	47.51	42.01	43.29	38.28
Stills Photographer 2 *	N/A	N/A	79.19	N/A	71.27	N/A	64.94	N/A

\* see contract summary page

### Video Crew:

M.P. Video Coordinator	35.31	33.48	33.64	31.88	31.78	30.13	28.95	27.45
M.P. Video Assistant 1	26.53	25.15	25.29	23.97	23.88	22.64	21.75	20.62
M.P. Video Assistant 2	19.92	18.86	18.96	18.00	17.93	16.97	16.33	15.47
Digital Imaging Technician	45.08	42.71	42.94	40.69	40.59	38.44	36.97	35.02

### Electronic Crew:

Electronic Dir. of Photog	66.10	62.64	62.95	59.68	59.49	56.38	54.20	51.36
Electronic Cam. Operator	49.56	46.99	47.20	44.73	44.60	42.29	40.64	38.53
Electronic Cam. Assistant	33.05	31.32	31.49	29.85	29.75	28.19	27.10	25.68

### Publicity:

Senior Unit Publicist	34.51	N/A	32.87	N/A	31.06	N/A	28.30	N/A
Junior Unit Publicist	23.57	N/A	22.45	N/A	21.21	N/A	19.33	N/A

<b>Trainee</b>	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00
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*Weekly employees are guaranteed*

60.0 hours per week

70.0 pay hours



## **Teamsters Local 362**

### **Motion Picture Agreement**

#### **2010 Contract**

#### **2010 Rates**



Business Agent: Al Porter  
1200A - 58th Avenue S.E., Calgary, AB, Canada, T2H 2C9  
Telephone: (403) 259-4608 Fax: (403) 255-9616  
[www.teamsters362.com](http://www.teamsters362.com)

# TEAMSTERS LOCAL 362

Effective dates January 1, 2010 to December 31, 2010

<b>Positions Covered</b>	Drivers, Animal Handlers, Caterers, Mechanics, Boat				
<b>Fringes</b>	<b>High and Standard Budget</b>		<b>Low Budget</b>		
	<i>Raw</i>	<i>Effective</i>	<i>Raw</i>	<i>Effective</i>	
Vacation	5.00%	5.00%	4.00%	4.00%	
Holiday	As Occur	As Occur	As Occur	As Occur	
Pension	6.00%	6.30%	6.00%	6.24%	
H & W	\$2.10/hour	6.77%	\$2.10/hour *	4.88%	
Administration Fee	1.50%	1.58%	0.50%	0.52%	
<b>TOTAL</b>		<b>19.65%</b>		<b>15.64%</b>	
				* 8.0 hour cap	
<b>Hours Breakdown</b>	<i>Days 1-5</i>	<i>6th Day</i>	<i>7th Day</i>	<i>Stats</i>	
	8.0 @ Straight				
	4.0 @ X 1.5	8.0 @ X 1.5			
	3.0 @ X 2.0	4.0 @ X 2.0	8.0 @ X 2.0	8.0 @ X 2.5	
	999 @ X 2.5	999 @ X 2.5	999 @ X 2.5	999 @ X 3.0	
	All time calculated in 1/2hour increments				
<b>Daily Employees</b>	Are guaranteed 9.0 hours				
<b>Meal Penalty</b>	Meal breaks to be taken every 6.0 hours				
	Penalty: Pay 2.0 X rate in effect (Max X 4.0)				
	2nd meal penalty can be bought out for \$20/day				
<b>Turnaround</b>	Between shifts	8.0 hours			
	Weekend 5 day week	56.0 hours			
	Weekend 6 day week	32.0 hours			
	Penalty: Pay an additional 2.0 X rate in effect				
<b>Night Premium</b>	An Additional \$3.00 per hour for work between 24:00 and 06:00				
<b>Per Diem</b>	<b>Total Daily</b>	<b>\$ 65.00</b>			
	6th and 7th day not worked on distant location pay X2 daily per diem				
<b>Travel</b>	Paid as time worked				
<b>Danger</b>	\$200,000.00 insurance per employee				
<b>Bond</b>	An amount equal to 2 weeks payroll				
<b>Late Payment</b>	3.0% per week				
<b>First Aid</b>	An extra \$0.50 per hour				
<b>Shop Steward</b>	An extra \$0.50 per hour				

# TEAMSTERS LOCAL 362

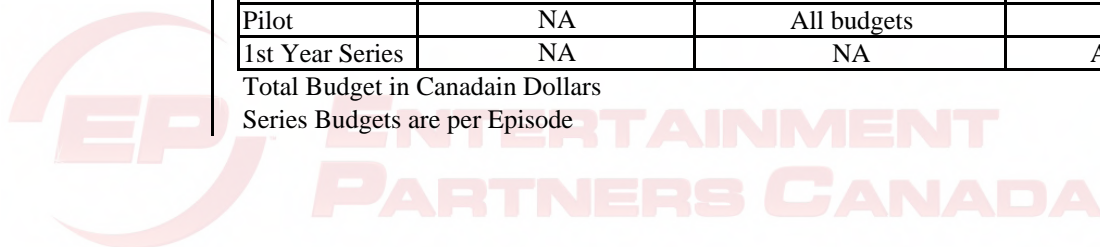
Effective dates January 1, 2009 to December 31, 2009

## Budget

	High Budget	Standard Budget	Low Budget
	Over	Between	Under
Feature	\$9.0 mil	\$3.0 to \$9.0 mil	\$3.0 mil
MFT	\$6.0 mil	\$2.5 to \$6.0 mil	\$2.5 mil
Series 1 hr	\$1.4 mil	\$600,000 to \$1.4 mil	\$600,000
Series 1/2 hr	\$800,000	\$400,000 to \$800,000	\$400,000
Pilot	NA	All budgets	NA
1st Year Series	NA	NA	All Bugets

Total Budget in Canadain Dollars

Series Budgets are per Episode



## TEAMSTERS LOCAL 362

Effective dates January 1 to December 31, 2010

### Pay Hours

Hours worked	<i>Days 1-5</i>	<i>6th Day</i>	<i>7th Day</i>	<i>5 Day week</i>	<i>6 day week</i>
8	8.00	12.00	16.00	40.00	52.00
9	9.50	14.00	18.50	47.50	61.50
10	11.00	16.00	21.00	55.00	71.00
11	12.50	18.00	23.50	62.50	80.50
12	14.00	20.00	26.00	70.00	90.00
13	16.00	22.50	28.50	80.00	102.50
14	18.00	25.00	31.00	90.00	115.00
15	20.00	27.50	33.50	100.00	127.50
16	22.50	30.00	36.00	112.50	142.50



**TEAMSTER LOCAL 362**  
**Effective January 1, 2010 to December 31, 2010**

<b>DESCRIPTION:</b>	<b>High Budget</b>	<b>Standard Budget</b>	<b>Low Budget</b>
Transportation Coordinator	\$ 631.20	\$ 612.60	\$ 586.40
Picture Car Coordinator	\$ 27.74	\$ 26.93	\$ 25.78
Driver Captain	27.74	26.93	25.78
Co-Captain	25.67	24.95	23.89
Driver	23.34	22.69	21.72
Camera Car	28.74	27.93	26.75
Special Equipment	24.73	24.05	23.02
Cable Truck	23.88	23.29	22.30
Dispatch / Office	23.34	22.69	21.72
Zoom Boom / Condor	23.34	22.69	21.72
Forklift / Bobcat	23.34	22.69	21.72
Ramrod	\$ 631.20	\$ 612.60	\$ 586.40
Wrangler Gang Boss (Captain)	\$ 27.74	\$ 26.93	\$ 25.78
Wrangler Co-Captain	25.67	24.95	23.89
Wrangler	23.33	22.69	21.72
Dog Trainer	23.34	22.69	21.72
Wild Animal Trainer	23.34	22.69	21.72
Dog Handler	23.34	22.69	21.72
Licensed Mechanic	\$ 27.51	\$ 26.74	\$ 25.61
Unlicensed Mechanic	26.13	25.39	24.31
Bodyman	27.51	26.74	25.61
Painter	27.51	26.74	25.61
Caterer	\$ 28.42	\$ 27.62	\$ 26.45
Catering Staff	25.41	24.70	23.65
Boat Co-ordinator	\$ 24.23	\$ 23.53	\$ 22.53
Boat Operator	24.04	23.34	22.53