

British Columbia and Yukon Council of Film Unions Supplemental Master Agreement

Preamble: All of the terms and conditions of the British Columbia and Yukon Council of Film Unions Master Agreement (“Master Agreement”) shall apply to productions under this Supplemental Master Agreement (“Supplemental Agreement”) except as modified herein.

The Enabling Procedure set forth in Article 1.16 of the Master Agreement shall also apply to productions covered by the Supplemental Master Agreement.

S1. Definitions:

S1.01 The terms used in this Supplemental Agreement shall have the same meaning as in the Master Agreement unless otherwise defined.

S1.02 “Budget” means the total budget for a project and shall include offsets for tax credit and production incentives, but does not include a contingency up to ten percent (10%) of the Budget, costs of financing and bonds.

S1.03 “Canadian Domestic Television Production” means television production without a U.S. distribution agreement at the commencement of principal photography.

S1.04 “Feature Film” means a motion picture produced for initial exhibition in a commercial motion picture theatre.

S1.05 “Long-form Television Motion Picture” means a motion picture such as a movie of the week or mini-series intended for exhibition on television, including cable television.

S1.06 “Television Series” means all episodic television productions outside of the exclusive jurisdiction defined in Article 1.04 of the Master Agreement.

S1.07 “Home Video” means productions made for non-theatrical release.

S2. Applicability and Adherence:

S2.01 This Supplemental Agreement is applicable only to production outside of the Exclusive Jurisdiction defined in Article 1.04 of the Master Agreement.

S2.02 Any person or corporation now or hereafter engaged in the business of producing motion pictures in British Columbia shall be afforded the opportunity of becoming a party to this Supplemental Agreement pursuant to the decision rendered by the British Columbia Labour Relations Board in Case No. 22492 on December 15, 1996. This Supplemental Agreement does not bind the Producers; a Producer is not an "Employer." However, any person or corporation that desires

to become a party to this Agreement will provide the Council with an executed Letter of Adherence, which is a statement of agreement to be bound to the terms and conditions of this Supplemental Agreement for a specific production or for a definite period of time within the Term of this Supplemental Agreement along with an acknowledgement of the Council's Prior Obligations set forth in the written notice described in Article 1.03 of the Master Agreement. Any person or corporation that provides the Council with an executed Letter of Adherence is hereinafter referred to as the "Employer" for the specific production or period of time covered thereby. Notwithstanding the foregoing, when reasonable grounds exist to believe that a prospective Employer will be unable to meet its financial obligations under this Supplemental Agreement the Council may require appropriate security bonding arrangements in order to permit that prospective Employer to adhere to the Supplemental Agreement.

S3. Wages and Fringes:

S3.01 Television Series:

During the first two (2) seasons of a Television Series, the scale minimum wages shall be ten percent (10%) less than the rates in the current wage schedule for Feature Films in Appendices "A," "B" and "C" of the Master Agreement. The total fringe rate during the first two (2) seasons shall be thirteen percent (13%) for Locals 891 and 669 and thirteen and one-half percent (13.5%) for Local No. 155 plus \$12 per day supplemental contribution to be made to the health plans of each of the three unions.

The scale minimum wages applicable in the third (3rd) and subsequent seasons of a Television Series shall lag by one (1) period on the wage scales for Television Series in the Master Agreement.

S3.02 Long-Form, Pilots and Canadian Domestic Television Production:

The scale minimum wages for Long-form Television, Canadian Domestic Television Production and Pilots shall be eighteen percent (18%) less than the applicable Feature Film Rates in Appendices "A," "B" and "C" of the Master Agreement.

- i) Long-Form Television: The total fringe rate shall be fifteen percent (15%) for Locals 891 and 669 and fifteen and one-half percent (15.5%) for Local No. 155 plus \$12 per day supplemental contribution to be made to the health plans of each of the three unions.
- ii) Pilots: The total fringe rate shall be thirteen percent (13%) for Locals 891 and 669 and thirteen and one-half percent (13.5%) for Local No. 155 plus \$12 per day supplemental contribution to be made to the health plans of each of the three unions.

- iii) Canadian Domestic Television Production: During the first three (3) seasons the total fringe rate shall be thirteen percent (13%) for Locals 891 and 669 and thirteen and one-half percent (13.5%) for Local No. 155 plus \$12 per day supplemental contribution to be made to the health plans of each of the three unions.

S3.03 Low Budget Feature Films and Home Video:

For Feature Films and Home Video with Budget levels described below, the scale minimum wages applicable to Features in Appendices “A,” “B” and “C” of the Master Agreement and Fringe rates in Article 8.02 will be reduced as follows:

- i) Budgets of more than \$8,000,000 CAD up to \$14,000,000 CAD: ten percent (10%) reduction in the wage rate, and a fringe rate of fifteen percent (15%) for Locals 891 and 669 and fifteen and one-half percent (15.5%) for Local No. 155 plus \$12 per day supplemental contribution to be made to the health plans of each of the three unions.
- ii) Budgets of more than \$3,000,000 CAD up to \$8,000,000 CAD: eighteen percent (18%) reduction in the wage rate and a fringe rate of fifteen percent (15%) for Locals 891 and 669 and fifteen and one-half percent (15.5%) for Local No. 155 plus \$12 per day supplemental contribution to be made to the health plans of each of the three unions.
- iii) Budget of \$3,000,000 CAD and below: wages subject to individual negotiation between individual employee and employer. Ten percent (10%) fringe rate plus \$12 per day supplemental contribution to be made to the health plans of each of the three unions. Under no circumstances may the wages be less than \$12.50 per hour effective as of April 1, 2012, \$12.75 per hour effective as of March 31, 2013 and \$13.01 per hour effective as of March 30, 2014.

S4. Miscellaneous

S4.01 An Employer shall permit the Council to verify the Budget of a production by conducting an audit, provided the Council notifies the Employer in writing of the Council’s intent to audit within six (6) months following the completion of all photography. Any Production that exceeds the money break will adjust wages retroactively to the appropriate tier. In the event the Council exercises its right to conduct an audit and it is determined that the Production exceeded the money break, the Employer shall pay the Council’s reasonable audit costs.

IATSE LOCAL 891 SUPPLEMENTAL RATES

	April 1, 2012 – March 30, 2013		March 31, 2013 – March 29, 2014		March 30, 2014 – March 31, 2015	
	S3.01, S3.03 i) Tier 1	S3.02, S3.03 ii) Tier 2	S3.01, S3.03 i) Tier 1	S3.02, S3.03 ii) Tier 2	S3.01, S3.03 i) Tier 1	S3.02, S3.03 ii) Tier 2
ACCOUNTING						
Assistant Accountant	31.69	28.87	32.32	29.45	32.97	30.04
Accounting Clerk 1	21.52	19.61	21.95	20.00	22.39	20.40
Accounting Clerk 2	17.94	16.34	18.30	16.67	18.67	17.01
Accounting Trainee	14.47	14.00	14.76	14.00	15.06	14.00
ART						
Production Designer	Negotiable		Negotiable		Negotiable	
Art Director	39.12	35.65	39.91	36.36	40.71	37.09
Assistant Art Director	33.97	30.95	34.64	31.56	35.33	32.19
Draftsperson	27.57	25.12	28.12	25.62	28.67	26.13
Graphics/Illustrator/ Storyboard Artist/ Set Designer	30.24	27.55	30.84	28.10	31.46	28.67
Art Department Assistant	14.47	14.00	14.76	14.00	15.06	14.00
CONSTRUCTION						
Construction Coordinator	35.71	32.54	36.42	33.19	37.15	33.85
Construction Foreman	34.25	31.20	34.93	31.82	35.63	32.46
Lead Carpenter	32.31	29.44	32.96	30.03	33.62	30.63
Scenic Carpenter	30.24	27.55	30.84	28.10	31.46	28.67
Scenic Helper	28.21	25.70	28.77	26.22	29.35	26.74
Lead Metal Fabricator Scenic Metal Fabricator	32.31	29.44	32.96	30.03	33.62	30.63
Metal Fabricator Helper	30.24	27.55	30.84	28.10	31.46	28.67
Construction Buyer	24.06	21.92	24.53	22.35	25.03	22.80
Maintenance Person	30.24	27.55	30.84	28.10	31.46	28.67
Sculptor	28.21	25.70	28.77	26.22	29.35	26.74
Model Maker	32.31	29.44	32.96	30.03	33.62	30.63
Lead Labourer	32.31	29.44	32.96	30.03	33.62	30.63
Labourer (Construction)	24.06	21.92	24.53	22.35	25.03	22.80
	22.07	20.11	22.51	20.51	22.96	20.92

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	S3.01, S3.03 i) Tier 1	S3.02, S3.03 ii) Tier 2	S3.01, S3.03 i) Tier 1	S3.02, S3.03 ii) Tier 2	S3.01, S3.03 i) Tier 1	S3.02, S3.03 ii) Tier 2
COSTUME						
Costume Designer	Negotiable		Negotiable		Negotiable	
Assistant Costume Designer/						
Coordinator	30.92	28.17	31.54	28.73	32.17	29.31
Set Supervisor	30.92	28.17	31.54	28.73	32.17	29.31
Performer's Costumer	27.57	25.12	28.12	25.62	28.67	26.13
Set Costumer	27.57	25.12	28.12	25.62	28.67	26.13
Prep Costumer	27.57	25.12	28.12	25.62	28.67	26.13
Cutter	27.57	25.12	28.12	25.62	28.67	26.13
Costume Breakdown /						
FX	27.57	25.12	28.12	25.62	28.67	26.13
Dresser	23.19	21.13	23.66	21.56	24.14	21.99
Seamster/Seamstress	25.97	23.67	26.50	24.14	27.03	24.62
EDITING						
Supervising Editor	37.32	34.01	38.07	34.69	38.84	35.38
Supervising Sound						
Editor	37.32	34.01	38.07	34.69	38.84	35.38
Editor	35.00	31.89	35.70	32.53	36.41	33.18
Sound Effects Editor	31.69	28.87	32.32	29.45	32.97	30.04
Music Editor	31.69	28.87	32.32	29.45	32.97	30.04
First Assistant Editor	28.33	25.81	28.90	26.33	29.48	26.86
Assistant Dialogue						
Editor	28.33	25.81	28.90	26.33	29.48	26.86
Assistant Sound						
Effects Editor	28.33	25.81	28.90	26.33	29.48	26.86
Second Assistant						
Editor	25.97	23.67	26.50	24.14	27.03	24.62
Negative Cutter/						
Conformer	30.92	28.17	31.54	28.73	32.17	29.31
FIRST AID/CRAFT SERVICE						
First Aid/						
Craft Service	31.69	28.87	32.32	29.45	32.97	30.04
First Aid	25.97	23.67	26.50	24.14	27.03	24.62
Craft Service	24.06	21.92	24.53	22.35	25.03	22.80

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	S3.01, S3.03 i) Tier 1	S3.02, S3.03 ii) Tier 2	S3.01, S3.03 i) Tier 1	S3.02, S3.03 ii) Tier 2	S3.01, S3.03 i) Tier 1	S3.02, S3.03 ii) Tier 2
GREENS						
Head Greensperson	31.69	28.87	32.32	29.45	32.97	30.04
Best Person (Lead Person)	28.33	25.81	28.90	26.33	29.48	26.86
Greensperson	25.97	23.67	26.50	24.14	27.03	24.62
Greens Helper	23.19	21.13	23.66	21.56	24.14	21.99
GRIPS						
Key Grip	31.69	28.87	32.32	29.45	32.97	30.04
Second Grip	28.33	25.81	28.90	26.33	29.48	26.86
Leadman/Setup	28.33	25.81	28.90	26.33	29.48	26.86
Dolly Operator	28.33	25.81	28.90	26.33	29.48	26.86
Rigging Grip	27.57	25.12	28.12	25.62	28.67	26.13
Grip	25.97	23.67	26.50	24.14	27.03	24.62
HAIR						
Hair Department Head	31.69	28.87	32.32	29.45	32.97	30.04
Assistant Hairstylist	28.33	25.81	28.90	26.33	29.48	26.86
Second Assistant Hairstylist	25.97	23.67	26.50	24.14	27.03	24.62
LIGHTING / ELECTRICS						
Chief Lighting Technician/Gaffer	31.69	28.87	32.32	29.45	32.97	30.04
Asst Chief Lighting Tech./Best Boy	28.33	25.81	28.90	26.33	29.48	26.86
Lighting Board Operator	28.33	25.81	28.90	26.33	29.48	26.86
Rigging Gaffer	28.33	25.81	28.90	26.33	29.48	26.86
Generator Operator	28.33	25.81	28.90	26.33	29.48	26.86
Lighting Technician/ Lamp Operator*	25.97	23.67	26.50	24.14	27.03	24.62
Set Wireman	27.57	25.12	28.12	25.62	28.67	26.13

*Any Lighting Technician who is assigned to operate balloon lighting shall receive \$0.80 cents per hour more than the Lighting Technician rate.

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	S3.01, S3.03 i) Tier 1	S3.02, S3.03 ii) Tier 2	S3.01, S3.03 i) Tier 1	S3.02, S3.03 ii) Tier 2	S3.01, S3.03 i) Tier 1	S3.02, S3.03 ii) Tier 2
MAKE-UP						
Special Makeup						
Effects	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Makeup Department						
Head	31.69	28.87	32.32	29.45	32.97	30.04
First Assistant						
Makeup Artist	28.33	25.81	28.90	26.33	29.48	26.86
Second Assistant						
Makeup	25.97	23.67	26.50	24.14	27.03	24.62
Third Assistant						
Makeup	17.60	16.03	17.95	16.35	18.31	16.68
PAINTING						
Paint Coordinator	35.26	32.13	35.96	32.77	36.68	33.42
Lead Painter	32.31	29.44	32.96	30.03	33.62	30.63
Scenic Artist	32.31	29.44	32.96	30.03	33.62	30.63
Sign Painter/ Fabricator	32.31	29.44	32.96	30.03	33.62	30.63
Automotive Sprayer	32.31	29.44	32.96	30.03	33.62	30.63
Scenic Painter	30.24	27.55	30.84	28.10	31.46	28.67
Wallpaper Hanger	30.24	27.55	30.84	28.10	31.46	28.67
Plasterer	30.24	27.55	30.84	28.10	31.46	28.67
Set Painter	28.73	26.17	29.30	26.70	29.89	27.23
Paint Labourer	22.07	20.11	22.51	20.51	22.96	20.92
PRODUCTION OFFICE						
Production Office						
Coordinator	31.69	28.87	32.32	29.45	32.97	30.04
Ass't Production						
Coordinator	28.33	25.81	28.90	26.33	29.48	26.86
2nd Ass't Production						
Coordinator	15.81	14.41	16.13	14.69	16.45	14.99
PROPS						
Property Master	31.69	28.87	32.32	29.45	32.97	30.04
Assistant Property						
Master	30.92	28.17	31.54	28.73	32.17	29.31
Props Buyer	28.21	25.70	28.77	26.22	29.35	26.74
Props	25.97	23.67	26.50	24.14	27.03	24.62

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	S3.01, S3.03 i) Tier 1	S3.02, S3.03 ii) Tier 2	S3.01, S3.03 i) Tier 1	S3.02, S3.03 ii) Tier 2	S3.01, S3.03 i) Tier 1	S3.02, S3.03 ii) Tier 2
SCRIPT SUPERVISORS/CONTINUITY COORDINATOR						
Script Supervisor/ Continuity Coordinator	31.69	28.87	32.32	29.45	32.97	30.04
Assistant to Script Supervisor/ Continuity Coordinator	17.87	16.28	18.23	16.61	18.59	16.94
SET DECORATING						
Set Decorator	31.69	28.87	32.32	29.45	32.97	30.04
Assistant Set Decorator	29.39	26.78	29.98	27.31	30.58	27.86
Set Buyer	27.57	25.12	28.12	25.62	28.67	26.13
Lead Dresser	26.75	24.37	27.28	24.85	27.83	25.35
On-set Dresser	26.75	24.37	27.28	24.85	27.83	25.35
Set Dresser	25.97	23.67	26.50	24.14	27.03	24.62
Draperer/Upholsterer	25.97	23.67	26.50	24.14	27.03	24.62
Assistant Set Dresser	21.52	19.61	21.95	20.00	22.39	20.40
SOUND						
Mixer (Production and Dubbing)	41.24	37.57	42.07	38.33	42.90	39.09
Boom Operator	34.64	31.56	35.33	32.19	36.05	32.84
Sound Assistant	25.97	23.67	26.50	24.14	27.03	24.62
Public Address Operator	25.97	23.67	26.50	24.14	27.03	24.62
Playback Operator	25.97	23.67	26.50	24.14	27.03	24.62
Sound Maintenance	25.97	23.67	26.50	24.14	27.03	24.62
SPECIAL EFFECTS						
Special Effects Coordinator	35.03	31.91	35.73	32.55	36.44	33.20
First Assistant Special Effects	31.69	28.87	32.32	29.45	32.97	30.04
Special Effects Assistant	27.57	25.12	28.12	25.62	28.67	26.13
Special Effects Labourer	22.07	20.11	22.51	20.51	22.96	20.92

	April 1, 2012 – March 30, 2013		March 31, 2013 – March 29, 2014		March 30, 2014 – March 31, 2015	
	S3.01, S3.03 i) Tier 1	S3.02, S3.03 ii) Tier 2	S3.01, S3.03 i) Tier 1	S3.02, S3.03 ii) Tier 2	S3.01, S3.03 i) Tier 1	S3.02, S3.03 ii) Tier 2
VIDEO						
Video Sound Mixer	31.69	28.87	32.32	29.45	32.97	30.04
Video Lighting						
Director	31.69	28.87	32.32	29.45	32.97	30.04
Video Script						
Supervisor	31.69	28.87	32.32	29.45	32.97	30.04
Colourist	31.69	28.87	32.32	29.45	32.97	30.04
VISUAL EFFECTS						
Weekly Flat Rate (up to 12 Hours / Day)						
VFX Artists						
(Weekly)						
VFX Artist – Level 1	1,560.88	1,560.88	1,592.10	1,592.10	1,623.94	1,623.94
VFX Artist – Level 2	1,449.38	1,449.38	1,478.37	1,478.37	1,507.94	1,507.94
VFX Artist – Level 3	1,190.68	1,190.68	1,214.49	1,214.49	1,238.78	1,238.78
VFX Technicians						
(Weekly)						
VFX Technician – Level 1	1,449.38	1,449.38	1,478.37	1,478.37	1,507.94	1,507.94
VFX Technician – Level 2	1,190.68	1,190.68	1,214.49	1,214.49	1,238.78	1,238.78
VFX Artists (Hourly rate for overtime purposes)						
VFX Artist – Level 1	22.30	22.30	22.74	22.74	23.20	23.20
VFX Artist – Level 2	20.71	20.71	21.12	21.12	21.54	21.54
VFX Artist – Level 3	17.01	17.01	17.35	17.35	17.70	17.70
VFX Technicians (Hourly rate for overtime purposes)						
VFX Technician – Level 1	20.71	20.71	21.12	21.12	21.54	21.54
VFX Technician – Level 2	17.01	17.01	17.35	17.35	17.70	17.70

TEAMSTERS LOCAL UNION NO. 155 SUPPLEMENTAL RATES

	April 1, 2012 – March 30, 2013		March 31, 2013 – March 29, 2014		March 30, 2014 – March 31, 2015	
	S3.01, S3.03 i) Tier 1	S3.02, S3.03 ii) Tier 2	S3.01, S3.03 i) Tier 1	S3.02, S3.03 ii) Tier 2	S3.01, S3.03 i) Tier 1	S3.02, S3.03 ii) Tier 2
Transportation						
Coordinator	29.78	27.13	30.38	27.68	30.99	28.23
Driver Captain	27.83	25.35	28.39	25.86	28.95	26.38
B-Train Equipment Driver	27.54	25.09	28.09	25.59	28.65	26.10
Co-Captain	27.18	24.76	27.72	25.26	28.28	25.76
Tractor Trailer (Prod. Van)	27.18	24.76	27.72	25.26	28.28	25.76
Special Equipment						
Driver*	27.18	24.76	27.72	25.26	28.28	25.76
Camera Car Driver**	27.18	24.76	27.72	25.26	28.28	25.76
Catering Vehicle Operator						
– Cook	27.18	24.76	27.72	25.26	28.28	25.76
Asst. Catering Vehicle						
Operator – Cook	25.62	23.35	26.14	23.81	26.66	24.29
Bus Driver (Class #1 and						
#2)	26.66	24.29	27.19	24.77	27.73	25.26
Set Decorator Driver	26.66	24.29	27.19	24.77	27.73	25.26
Construction Driver	26.66	24.29	27.19	24.77	27.73	25.26
Mini Bus Driver (Class						
#4)	26.29	23.95	26.81	24.43	27.35	24.92
Truck Driver - Over 1 Ton	26.29	23.95	26.81	24.43	27.35	24.92
Fork Lift Driver	26.29	23.95	26.81	24.43	27.35	24.92
Car Chauffeur and/or						
Econoline Truck Driver	26.12	23.80	26.64	24.27	27.17	24.76
Stunt and/or Blind						
Driver***	Negotiable		Negotiable		Negotiable	
Auto Service (other than						
Auto. Mech.)	25.61	23.34	26.13	23.80	26.65	24.28
Automotive Mechanic	27.18	24.76	27.72	25.26	28.28	25.76
Automotive Wrangler	27.71	25.25	28.27	25.76	28.84	26.27
Dispatcher	26.36	24.02	26.89	24.50	27.43	24.99
Head Wrangler	26.87	24.49	27.41	24.98	27.96	25.48
Wrangler	26.12	23.80	26.64	24.27	27.17	24.76
Wrangler (Pick Up)	34.36	31.31	35.05	31.93	35.75	32.57
Wrangler (Braider)	28.88	26.31	29.46	26.84	30.04	27.37
Trainers (Domestic						
Livestock)	Negotiable		Negotiable		Negotiable	
Trainers (Stable)	32.20	29.34	32.85	29.93	33.51	30.53
Wild Animal Trainers	32.20	29.34	32.85	29.93	33.51	30.53

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	S3.01, S3.03 i) Tier 1	S3.02, S3.03 ii) Tier 2	S3.01, S3.03 i) Tier 1	S3.02, S3.03 ii) Tier 2	S3.01, S3.03 i) Tier 1	S3.02, S3.03 ii) Tier 2
Wild Animal Handlers	29.08	26.49	29.66	27.03	30.26	27.57
Dog Trainer****	29.08	26.49	29.66	27.03	30.26	27.57
Dog Handler****	26.12	23.80	26.64	24.27	27.17	24.76
Swamper	22.28	20.30	22.73	20.71	23.18	21.12
Marine Coordinator*****	27.18	24.76	27.72	25.26	28.28	25.76
Boat Operator*****	26.66	24.29	27.19	24.77	27.73	25.26
Safety Diver*****	27.18	24.76	27.72	25.26	28.28	25.76
Security Personnel*****	20.67	18.84	21.09	19.21	21.51	19.60

***Special Equipment Drivers** shall include drivers of:

- (a) Boom trucks and hi-lifts when boom or lift operates from same motor that operates vehicles.
- (b) Heavy duty tractors with accessory equipment such as shovels, excavators, etc.
- (c) Sweepers, water wagons, etc., truckaways, 4-up team (one man).
- (d) The operation of motor driven winch except when used for purpose of loading or unloading the vehicle from which it operates.
- (e) Steam shovels, heavy industrial cranes, *i.e.*, Lorain, Bay Cities, Bulldozer crawler tractors D6 or larger, LeTourneau or similar equipment over 5 yards, self-propelled motor patrol blade 10' or larger, roustabout, 6-up team (one man) \$1.40 per hour additional.
- (f) Hair-make up/wardrobe combination units, Honeywagons combination units, Starwagons combination units 65' or over.
- (g) Camera Truck Crane, "Blue Goose." When a fork lift is used for the same purpose as a "Blue Goose," the Blue Goose rate shall apply.
- (h) Pettebone-Mulliken, Coles, Hendys or similar type small cranes, bulldozer crawler tractors smaller than D6, LeTourneau or similar equipment 5 yards and under, self-propelled motor patrol blade under 10', \$0.70 per hour additional.
- (i) Drivers shall be paid the Special Equipment rate when hauling four (4) pounds or more of Class A or B explosives other than such materials as have been classified as either special or common fireworks by Transport Canada or the Remedial Services Specialist. (Dangerous Goods Certificate required.)

The Special Equipment rate shall be paid when either special or common fireworks in quantities of more than 500 pounds are to be hauled or when a licensed powder man is required to handle the material.

A powder man is required under the classification of the risk.

**Shall include drivers of any motor vehicles used in running shots in tandem to the camera car. Rate does not apply when camera car is merely moved around the studio, such as when it is taken to a location or moving it to the gasoline pump. On distant location the camera car rate shall be applicable

on any day it is operated by its driver but not on days when such driver only operates equipment not classified as special equipment.

***In the event a stunt or "blind" driver has not completed his/her individual negotiations at the completion of the day's work and further negotiations are necessary, he/she may be represented by an authorized representative of the Union to complete such negotiations.

****Company may require party furnishing smaller wild animals or dogs to deliver to the studio. Compensation time of Wild Animal Trainer or Wild Animal Handler or of Dog Trainer or Dog Handler to begin and end at the studio, however, if such Trainer or Handler is not the owner of the smaller wild animals or the dogs, compensation time shall be paid from and to the compound or kennel. If such Trainer or Handler is not the owner of the smaller wild animals or the dogs but supplies the car used for transporting them, he shall be paid an allowance of \$0.35 per km for such transportation.

*******Marine Coordinators and Boat Operators** will be covered under the jurisdiction and terms and conditions of this Agreement. Selection of Marine Coordinators and Operators from the Union will be at the discretion of the Company. Movement of boats from one port to another port will not be covered by the terms of this Agreement.

*******Safety Diver.** The Parties understand and agree that the addition of the Safety Diver classification to the Local 155 Appendix is subject to the following:

- (a) This classification is for diving done in oceans, lakes and rivers.
- (b) All Safety Divers must be certified by the appropriate governmental body;
- (c) Selection of the Safety Diver is at the discretion of the Employer;
- (d) The addition of the Safety Diver classification shall not prohibit the employment of Safety Divers under other collective agreements;
- (e) As part of the Employer's right of subcontracting, Safety Divers may be engaged as part of a company subcontract, rather than under the Local 155 Appendix.

*******Security Personnel.** Any individual designated by the Employer as a Security Captain shall be paid \$1.00 per hour more than the Security Personnel rate. There shall be no requirement to designate a Security Captain. It is understood that the Security Captain may be required to perform regular security duties.

IATSE LOCAL 669 SUPPLEMENTAL RATES

<i>*Weekly rates are based on 60 hours guaranteed per week which is equivalent to 70 "pay hours"</i>	April 1, 2012 – March 30, 2013		March 31, 2013 – March 29, 2014		March 30, 2014 – March 31, 2015	
	S3.01	S3.02	S3.01	S3.02	S3.01,	S3.02
	S3.03 i)	S3.03 ii)	S3.03 i)	S3.03 ii)	S3.03 i)	S3.03 ii)
	Tier 1	Tier 2	Tier 1	Tier 2	Tier 1	Tier 2

HOURLY

Director of						
Photography	84.57	77.06	86.27	78.60	87.99	80.17
Operator	56.21	51.21	57.33	52.23	58.47	53.28
First Assistant	42.21	38.46	43.06	39.23	43.92	40.02
Second Assistant	29.74	27.09	30.33	27.63	30.93	28.18
Stills Photographer 1	49.44	45.04	50.43	45.94	51.44	46.86
Stills Photographer 2	74.16	67.56	75.65	68.91	77.16	70.29
Camera Utility Person	Negotiable		Negotiable		Negotiable	
Film Loader	Negotiable		Negotiable		Negotiable	
Trainee	No Less than Provincial Minimum		No Less than Provincial Minimum		No Less than Provincial Minimum	
Motion Picture Video						
Coordinator	33.07	30.13	33.72	30.73	34.40	31.34
Motion Picture Video						
Assistant 1	24.84	22.63	25.34	23.08	25.84	23.54
Motion Picture Video						
Assistant 2	18.66	17.00	19.03	17.33	19.40	17.68
Digital Imaging						
Technician	42.21	38.46	43.06	39.23	43.92	40.02
Digital Utility Person	Negotiable		Negotiable		Negotiable	
Electronic Director of						
Photography	61.89	56.39	63.14	57.52	64.40	58.67
Electronic Camera						
Operator	46.40	42.28	47.33	43.12	48.28	43.98
Electronic Camera						
Assistant	30.94	28.19	31.56	28.76	32.19	29.33

PUBLICITY

Senior Unit Publicist	32.31	29.44	32.96	30.03	33.62	30.63
Junior Unit Publicist	22.07	20.11	22.51	20.51	22.96	20.92

*** WEEKLY**

Director of						
Photography	5,610.50	5,112.10	5,723.20	5,214.30	5,837.30	5,318.60
Operator	3,731.70	3,399.90	3,805.90	3,467.80	3,882.20	3,537.10
First Assistant	2,799.30	2,550.10	2,855.30	2,601.20	2,912.70	2,653.70
Second Assistant	1,974.70	1,799.00	2,013.90	1,835.40	2,054.50	1,871.80

<i>*Weekly rates are based on 60 hours guaranteed per week which is equivalent to 70 "pay hours"</i>	April 1, 2012 – March 30, 2013		March 31, 2013 – March 29, 2014		March 30, 2014 – March 31, 2015	
	S3.01	S3.02	S3.01	S3.02	S3.01,	S3.02
	S3.03 i)	S3.03 ii)	S3.03 i)	S3.03 ii)	S3.03 i)	S3.03 ii)
	Tier 1	Tier 2	Tier 1	Tier 2	Tier 1	Tier 2
Stills Photographer	3,059.00	2,787.40	3,120.60	2,842.70	3,182.90	2,900.10
Camera Utility Person	Negotiable		Negotiable		Negotiable	
Film Loader	Negotiable		Negotiable		Negotiable	
Trainee	No Less than Provincial Minimum		No Less than Provincial Minimum		No Less than Provincial Minimum	
Motion Picture Video Coordinator	2,194.50	1,999.20	2,238.60	2,039.10	2,283.40	2,080.40
Motion Picture Video Assistant 1	1,647.80	1,501.50	1,680.70	1,531.60	1,714.30	1,561.70
Motion Picture Video Assistant 2	1,236.20	1,126.30	1,260.70	1,148.70	1,285.90	1,171.80
Digital Imaging Technician	2,799.30	2,550.10	2,855.30	2,601.20	2,912.70	2,653.70
Digital Utility Person	Negotiable		Negotiable		Negotiable	
Electronic Director of Photography	4,105.50	3,740.80	4,187.40	3,815.70	4,271.40	3,892.00
Electronic Camera Operator	3,080.00	2,806.30	3,141.60	2,862.30	3,204.60	2,919.70
Electronic Camera Assistant	2,053.10	1,870.40	2,094.40	1,908.20	2,135.70	1,946.00

PUBLICITY

Senior Unit Publicist	N/A	N/A	N/A	N/A	N/A	N/A
Junior Unit Publicist	N/A	N/A	N/A	N/A	N/A	N/A

*** WEEKLY (HOURLY)**

Director of Photography	80.15	73.03	81.76	74.49	83.39	75.98
Operator	53.31	48.57	54.37	49.54	55.46	50.53
First Assistant	39.99	36.43	40.79	37.16	41.61	37.91
Second Assistant	28.21	25.70	28.77	26.22	29.35	26.74
Camera Utility Person	Negotiable		Negotiable		Negotiable	
Film Loader	Negotiable		Negotiable		Negotiable	
Trainee	No Less than Provincial Minimum		No Less than Provincial Minimum		No Less than Provincial Minimum	
Stills Photographer	43.70	39.82	44.58	40.61	45.47	41.43
Motion Picture Video Coordinator	31.35	28.56	31.98	29.13	32.62	29.72
Motion Picture Video Assistant 1	23.54	21.45	24.01	21.88	24.49	22.31

<i>*Weekly rates are based on 60 hours guaranteed per week which is equivalent to 70 "pay hours"</i>	April 1, 2012 – March 30, 2013		March 31, 2013 – March 29, 2014		March 30, 2014 – March 31, 2015	
	S3.01	S3.02	S3.01	S3.02	S3.01,	S3.02
	S3.03 i)	S3.03 ii)	S3.03 i)	S3.03 ii)	S3.03 i)	S3.03 ii)
	Tier 1	Tier 2	Tier 1	Tier 2	Tier 1	Tier 2
Motion Picture Video Assistant 2	17.66	16.09	18.01	16.41	18.37	16.74
Digital Imaging Technician	39.99	36.43	40.79	37.16	41.61	37.91
Digital Utility Person	Negotiable		Negotiable		Negotiable	
Electronic Director of Photography	58.65	53.44	59.82	54.51	61.02	55.60
Electronic Camera Operator	44.00	40.09	44.88	40.89	45.78	41.71
Electronic Camera Assistant	29.33	26.72	29.92	27.26	30.51	27.80
PUBLICITY						
Senior Unit Publicist	N/A	N/A	N/A	N/A	N/A	N/A
Junior Unit Publicist	N/A	N/A	N/A	N/A	N/A	N/A