

Film style	Minimum rate April 26 <sup>th</sup> 2009		Minimum rate January 1 <sup>st</sup> 2010		Minimum rate April 26 <sup>th</sup> 2010	
	Hourly rate	Flat rate	Hourly rate	Flat rate	Hourly rate	Flat rate
<b>CAMERA</b>						
Director of photography *	\$40,75	\$486,75	\$41,50	\$496,50	\$42,25	\$506,25
Lighting designer *	\$40,75	\$486,75	\$41,50	\$496,50	\$42,25	\$506,25
Lighting director *	\$40,75	\$486,75	\$41,50	\$496,50	\$42,25	\$506,25
Camera operator / Cameraman	\$37,75	\$454,50	\$38,50	\$463,50	\$39,25	\$472,75
Camera operator / Steadicam	\$35,25	\$422,00	\$36,00	\$430,50	\$36,50	\$439,25
1st camera assistant	\$25,25		\$25,75		\$26,25	
2nd camera assistant	\$20,75		\$21,25		\$21,50	
Still photographer *	\$21,50		\$22,00		\$22,50	
Data wrangler	De gré à gré		De gré à gré		De gré à gré	
Video-assist operator	\$13,75		\$14,00		\$14,25	
<b>COORDINATION</b>						
Production coordinator	\$19,50	\$234,00	\$19,75	\$238,50	\$20,25	\$243,25
Art department coordinator	\$19,50	\$234,00	\$19,75	\$238,50	\$20,25	\$243,25
Set coordinator	\$19,50	\$234,00	\$19,75	\$238,50	\$20,25	\$243,25
Transport coordinator	\$19,50	\$234,00	\$19,75	\$238,50	\$20,25	\$243,25
Security coordinator *	\$19,50	\$234,00	\$19,75	\$238,50	\$20,25	\$243,25
Vehicle coordinator	\$19,50	\$234,00	\$19,75	\$238,50	\$20,25	\$243,25
<b>HAIR</b>						
Key hairdresser *	\$25,00	\$297,50	\$25,50	\$303,25	\$26,00	\$309,50
Hairdresser *	\$21,50		\$22,00		\$22,50	
Assistant hairdresser	\$17,50		\$18,00		\$18,25	
<b>WARDROBE</b>						
Costume designer	\$27,75	\$333,00	\$28,50	\$339,75	\$29,00	\$346,50
Wardrobe master / mistress	\$24,75	\$294,25	\$25,25	\$300,25	\$25,75	\$306,25
Assistant wardrobe master / mistress	\$19,00	\$226,00	\$19,25	\$230,50	\$19,75	\$235,25
Key dresser	\$20,25		\$20,50		\$21,00	
Dresser	\$19,00		\$19,25		\$19,75	
Assistant dresser	\$16,25		\$16,50		\$17,00	
Seamstress	\$14,50		\$14,75		\$15,00	
Specialized wardrobe technician	\$19,00		\$19,25		\$19,75	
Wardrobe technician	\$12,00		\$12,25		\$12,50	
<b>MAKE-UP</b>						
Key make-up artist *	\$25,00	\$297,50	\$25,50	\$303,25	\$26,00	\$309,50
Special effects make-up artist	\$25,00	\$297,50	\$25,50	\$303,25	\$26,00	\$309,50
Make-up artist *	\$21,50		\$22,00		\$22,50	
Assistant make-up artist	\$17,50		\$18,00		\$18,25	
<b>ART DEPARTMENT</b>						
Assistant art director	\$21,75	\$263,75	\$22,25	\$269,00	\$22,75	\$274,50
Key set decorator *	\$27,25	\$326,25	\$27,75	\$332,75	\$28,50	\$339,50
Set dresser *	\$24,50	\$291,75	\$25,00	\$297,50	\$25,50	\$303,50
Assistant set dresser	\$19,25		\$19,50		\$20,00	
Scenic technician	\$16,75		\$17,25		\$17,50	
Set property master	\$23,00		\$23,50		\$24,00	
Property master *	\$20,50	\$246,25	\$21,00	\$251,25	\$21,25	\$256,25
Assistant property / Set *	\$16,25		\$16,50		\$17,00	
Scenic artist *	\$21,50		\$22,00		\$22,50	
Head painter	\$21,50		\$22,00		\$22,50	
Painter	\$19,75		\$20,00		\$20,50	
Assistant painter	\$14,50		\$14,75		\$15,00	
Sculptor-moulder	\$21,50		\$22,00		\$22,50	
Construction manager / Head carpenter	\$24,50		\$25,00		\$25,50	
Carpenter	\$19,75		\$20,00		\$20,50	
Assistant carpenter	\$14,25		\$14,50		\$14,75	
Special effects technician *	\$25,00		\$25,50		\$26,00	
Assistant special effects technician	\$19,75		\$20,00		\$20,50	

\*For these positions, the producer and the technician may also agree on a flat rate based on all work to be performed off the set, as per Section 10.13.

\*\*These technicians may be hired if each electrician or grip crew is composed of at least three technicians, including the key and best boy.

\*\*\*These technicians may be hired if the unit/location management crew is composed of at least five technicians, including the manager.

Film style	Minimum rate April 26 <sup>th</sup> 2009		Minimum rate January 1 <sup>st</sup> 2010		Minimum rate April 26 <sup>th</sup> 2010	
	Hourly rate	Flat rate	Hourly rate	Flat rate	Hourly rate	Flat rate
<b>EDITING</b>						
Editor	\$27,75	\$333,00	\$28,50	\$339,75	\$29,00	\$346,50
Assistant editor	\$18,50		\$18,75		\$19,00	
Sound editor *	\$25,75	\$307,50	\$26,25	\$313,50	\$26,75	\$319,75
Assistant sound editor	\$18,50		\$18,75		\$19,00	
<b>ASS. DIRECTOR</b>						
1 <sup>st</sup> assistant director	\$26,00	\$310,50	\$26,50	\$316,75	\$27,00	\$323,00
2 <sup>nd</sup> assistant director	\$20,75		\$21,25		\$21,50	
3 <sup>rd</sup> assistant director	\$17,00		\$17,50		\$17,75	
Script supervisor	\$24,25		\$24,75		\$25,25	
<b>UNIT and TRANSPORT</b>						
Production secretary	\$17,75		\$18,25		\$18,50	
Unit manager	\$22,75	\$272,75	\$23,25	\$278,25	\$23,75	\$283,75
Assistant unit manager	\$17,00	\$204,00	\$17,50	\$208,00	\$17,75	\$212,25
Location manager	\$22,75	\$272,75	\$23,25	\$278,25	\$23,75	\$283,75
Assistant location manager *	\$17,00	\$204,00	\$17,50	\$208,00	\$17,75	\$212,25
Production assistant	\$14,25		\$14,50		\$14,75	
Additional production assistant ***	\$9,25		\$9,25		\$9,50	
Driver	\$14,25		\$14,50		\$14,75	
Craft person	\$14,25	\$166,00	\$14,50	\$169,25	\$14,75	\$172,50
<b>SOUND</b>						
Production sound recordist / Mixer *	\$27,50	\$331,00	\$28,00	\$337,75	\$28,75	\$344,50
Boom operator	\$22,00		\$22,50		\$23,00	
<b>LIGHTING &amp; GRIP</b>						
Gaffer / Chief lighting / Electrician	\$25,00		\$25,50		\$26,00	
Best boy lighting / Electrician	\$23,00		\$23,50		\$24,00	
Lighting / Electrician technician	\$20,25		\$20,50		\$21,00	
Additional lighting / Electrician technician **	\$12,00		\$12,25		\$12,50	
Generator operator	\$21,50		\$22,00		\$22,50	
Key grip	\$25,00		\$25,50		\$26,00	
Best boy grip	\$23,00		\$23,50		\$24,00	
Grip	\$20,25		\$20,50		\$21,00	
Additional grip **	\$12,00		\$12,25		\$12,50	

\*For these positions, the producer and the technician may also agree on a flat rate based on all work to be performed off the set, as per Section 10.13.

\*\*These technicians may be hired if each electrician or grip crew is composed of at least three technicians, including the key and best boy.

\*\*\*These technicians may be hire if the unit/location management crew is composed of at least five technicians, including the manager.

Other productions	Minimum rate April 26 <sup>th</sup> 2009		Minimum rate January 1 <sup>st</sup> 2010		Minimum rate April 26 <sup>th</sup> 2010	
	Hourly rate	Flat rate	Hourly rate	Flat rate	Hourly rate	Flat rate
<b>CAMERA</b>						
Director of photography *	\$29,25	\$351,00	\$29,75	\$358,00	\$30,25	\$365,25
Lighting designer *	\$29,25	\$351,00	\$29,75	\$358,00	\$30,25	\$365,25
Lighting director *	\$29,25	\$351,00	\$29,75	\$358,00	\$30,25	\$365,25
Camera operator C.O.S.S. (Steadicam)	\$26,75	\$321,00	\$27,25	\$327,50	\$27,75	\$334,00
Camera operator / Cameraman	\$23,75	\$280,50	\$24,00	\$286,25	\$24,50	\$292,00
Still photographer *	\$21,00	\$253,75	\$21,50	\$259,00	\$21,75	\$264,00
Data wrangler	De gré à gré		De gré à gré		De gré à gré	
Assistant camera grip	\$15,25	\$180,25	\$15,50	\$184,00	\$15,75	\$187,50
<b>HAIR</b>						
Key hairdresser *	\$23,75	\$280,50	\$24,00	\$286,25	\$24,50	\$292,00
Hairdresser *	\$23,75	\$280,50	\$24,00	\$286,25	\$24,50	\$292,00
Assistant hairdresser	\$15,25	\$180,25	\$15,50	\$184,00	\$15,75	\$187,50
<b>WARDROBE</b>						
Costume designer	De gré à gré		De gré à gré		De gré à gré	
Wardrobe master mistress	De gré à gré		De gré à gré		De gré à gré	
Stylist *	\$19,00	\$227,00	\$19,25	\$231,50	\$19,75	\$236,25
Dresser	\$15,25	\$180,25	\$15,50	\$184,00	\$15,75	\$187,50
Puppet designer	De gré à gré		De gré à gré		De gré à gré	
<b>MAKE-UP</b>						
Key make-up artist *	\$23,75	\$280,50	\$24,00	\$286,25	\$24,50	\$292,00
Special effects make-up artist	\$26,50	\$317,25	\$27,00	\$323,75	\$27,50	\$330,25
Make-up artist *	\$23,75	\$280,50	\$24,00	\$286,25	\$24,50	\$292,00
Assistant make-up artist	\$21,00	\$253,75	\$21,50	\$259,00	\$21,75	\$264,00
<b>ART DEPARTMENT</b>						
Key set decorator *	\$23,75	\$280,50	\$24,00	\$286,25	\$24,50	\$292,00
Set decorator *	\$23,75	\$280,50	\$24,00	\$286,25	\$24,50	\$292,00
Key grip / Stagehand art dept.	\$19,00	\$227,00	\$19,25	\$231,50	\$19,75	\$236,25
Stagehand / Grip art dept.	\$15,25	\$180,25	\$15,50	\$184,00	\$15,75	\$187,50
Key / Grip stagehand set	\$19,00	\$227,00	\$19,25	\$231,50	\$19,75	\$236,25
Stagehand / Grip set	\$15,25	\$180,25	\$15,50	\$184,00	\$15,75	\$187,50
Props designer	\$19,00	\$227,00	\$19,25	\$231,50	\$19,75	\$236,25
Props man	\$16,75	\$200,50	\$17,25	\$204,50	\$17,50	\$208,75
Assistant props man *	\$14,75	\$173,75	\$15,00	\$177,25	\$15,25	\$180,75
Props specialist (props stagehand)	\$21,00	\$253,75	\$21,50	\$259,00	\$21,75	\$264,00
Scenic artist*	De gré à gré		De gré à gré		De gré à gré	
Special effects technician *	\$18,50	\$220,50	\$18,75	\$225,00	\$19,00	\$229,50
<b>EDITING</b>						
Editor *	\$20,00	\$240,75	\$20,25	\$245,50	\$20,75	\$250,50
Sound editor *	\$21,00	\$253,75	\$21,50	\$259,00	\$21,75	\$264,00
Sound mixer	\$21,00	\$253,75	\$21,50	\$259,00	\$21,75	\$264,00
Computer graphics designer *	\$21,00	\$253,75	\$21,50	\$259,00	\$21,75	\$264,00
Computer graphics designer FX tech. *	\$21,00	\$253,75	\$21,50	\$259,00	\$21,75	\$264,00
<b>PRODUCTION</b>						
Unit manager / Director *	\$23,75	\$280,50	\$24,00	\$286,25	\$24,50	\$292,00
<b>TELEVISION UNIT</b>						
Switcher / Switchman	\$21,00	\$253,75	\$21,50	\$259,00	\$21,75	\$264,00
Switcher ISO / Switchman ISO	\$22,00	\$267,50	\$22,50	\$272,75	\$23,00	\$278,25
Image / Camera controler (CCU)	\$20,00	\$240,75	\$20,25	\$245,50	\$20,75	\$250,50
Teleprompter operator	\$16,25	\$194,00	\$16,50	\$197,75	\$17,00	\$201,75
Slow motion operator	\$16,25	\$194,00	\$16,50	\$197,75	\$17,00	\$201,75
Videographer	\$16,25	\$194,00	\$16,50	\$197,75	\$17,00	\$201,75
Key grip video	\$19,00	\$227,00	\$19,25	\$231,50	\$19,75	\$236,25
Grip video	\$15,25	\$180,25	\$15,50	\$184,00	\$15,75	\$187,50
<b>SOUND</b>						
Production sound recordist / Mixer	\$21,00	\$253,75	\$21,50	\$259,00	\$21,75	\$264,00
Sound mixer	\$21,00	\$253,75	\$21,50	\$259,00	\$21,75	\$264,00
PA sound mixer operator	\$19,50	\$234,00	\$19,75	\$238,50	\$20,25	\$243,25
Boom operator	\$17,75	\$214,00	\$18,25	\$218,25	\$18,50	\$222,50
Assistant sound department	\$17,75	\$214,00	\$18,25	\$218,25	\$18,50	\$222,50
<b>TECHNIQUE</b>						
Gaffer / Head lighting / Electrician technician	\$21,00	\$253,75	\$21,50	\$259,00	\$21,75	\$264,00
Lighting / Electrician technician	\$17,75	\$214,00	\$18,25	\$218,25	\$18,50	\$222,50
Follow spot operator	\$17,75	\$214,00	\$18,25	\$218,25	\$18,50	\$222,50
Moving light / scan operator	\$20,00	\$240,75	\$20,25	\$245,50	\$20,75	\$250,50
Key grip	\$19,00	\$227,00	\$19,25	\$231,50	\$19,75	\$236,25
Grip	\$15,25	\$180,25	\$15,50	\$184,00	\$15,75	\$187,50

\*For these positions, the producer and the technician may also agree on a flat rate based on all work to be performed off the set, as per Section