

I.A.T.S.E. LOCAL 873

TORONTO

LONG TERM AGREEMENT

April 1, 2024 - March 31, 2028

COLLECTIVE AGREEMENT

BETWEEN:

**MOTION PICTURE STUDIO
PRODUCTION TECHNICIANS**

LOCAL 873

**OF THE INTERNATIONAL ALLIANCE
OF THEATRICAL STAGE EMPLOYEES,
MOVING PICTURE TECHNICIANS,
ARTISTS AND ALLIED CRAFTS
OF THE UNITED STATES, ITS TERRITORIES
AND CANADA**

HEREINAFTER REFERRED TO AS

“THE UNION”

--- AND ---

HEREINAFTER REFERRED TO AS

“THE COMPANY”

Effective April 1, 2024 — March 31, 2028

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ARTICLE ONE
Obligations and Recognition

- (a) As “The Union” is a Local of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, nothing in this Agreement shall be construed to interfere with any obligation “The Union” owes to such International Alliance by reason of prior obligation.
- (b) Nothing in this Agreement shall be interpreted or applied so as to reduce the benefits to Employees provided in the Employment Standards Act and the Industrial Relations Act, as those may be amended from time to time.
- (c) The terms of this Agreement and its sideletters shall be interpreted with respect to the following further definitions:

“**MOTION PICTURE,**” as used in this Agreement, means and includes motion pictures, whether made on film, tape or otherwise, produced by means of motion picture camera, electronic or other devices or any combination of the foregoing, or any other means, methods or devices now used or which hereafter may be adopted.

“**TRADE UNION**” means a Local or Provincial branch of a National or International organization that has as one of its purposes the regulation in the Province of relations between Employers and Employees through collective bargaining.

“**COLLECTIVE AGREEMENT**” means a written agreement and any sideletter to that agreement between an Employer and a trade Union providing for rates of pay, hours of work or other conditions of employment, including compensation to a dependent contractor for labour only.

“**EMPLOYEE**” means a person employed by an Employer and includes a person engaged as a dependent contractor, but does not include a person who:

- (1) is employed in a confidential planning or advisory position in the development of management policy for the Employer; or
- (2) is employed in a confidential capacity in matters relating to labour relations and personnel.

“**DEPENDENT CONTRACTOR**” is a Corporation (or “Loan Out Company,” as that phrase is used and understood in the motion picture industry) controlled by a Member who is an Employee of that Corporation and performs work covered by this Agreement.

“**THE COMPANY**” is recognized as “the Employer,” exercising the functions of management, supervision, direction and control of all Employees and/or Dependent Contractors including, but not limited to, all matters relating to confidential planning, management policy and labour relations.

(d) The parties further recognize the following representations as contained herein:

(1) **“UNION REPRESENTATIVES”**

When possible, advance notice will be given to the Company so an authorized representative of the Union shall be permitted to visit any production location or site during the hours when Employees are working, provided work is not disrupted and the representative complies with the reasonable and generally applied visitor and security rules as established by the Company.

(2) **“SHOP STEWARD”**

The Company shall recognize Shop Stewards as appointed by the Union or elected by the Members at each studio and/or location. Any person so appointed or so elected shall have the complete co-operation of the Company in the performance of the Shop Steward’s duties to inspect all working conditions affecting the terms of this Agreement.

(3) **“HEALTH AND SAFETY REPRESENTATIVE”**

The Company shall recognize up to two (2) Health and Safety Representatives per production as appointed by the Union. When, in the Union’s opinion, two (2) Health and Safety Representatives are inadequate because of the size of the production or because employees on the production are working in multiple locations, the Union may make a request to the Company for up to two (2) additional Health and Safety Representatives, which request shall not be unreasonably denied by the Company. Any person so appointed shall have the complete cooperation of the Company in the performance of duties to inspect all working conditions affecting the terms of this Agreement.

(e) The Company further recognizes and agrees:

(1) To give Screen Credits to all Department Heads for services rendered. (The person concerned shall have the right to refuse such Screen Credits if so desired.)

(2) The insignia of the International Alliance is copyrighted and is the sole property of the Alliance. The Company hereby agrees to display the insignia as herein authorized, unless the Union advises otherwise, on any and all motion picture films or substitutes thereof such as tapes, wires, etc., recorded by any method and produced under the terms and conditions of the Agreement which carry screen or air credit title or titles. Said insignia is to be clear and distinct, and shall appear on a sufficient number of frames.

ARTICLE TWO
Scope of Agreement

- (a) The Company recognizes the Union as the sole and exclusive Bargaining Agent for all Employees in the Bargaining Unit as defined in Schedule “A.”
- (b) The Company recognizes the Union’s jurisdiction and job classifications as set out in Article Three and Schedule “A” of this Agreement and agrees not to directly or indirectly change, delete, alter or amend the jobs, transfer job functions from one classification to another, or establish a new job classification without the written consent of the Union.
- (c) The Company will not sign any agreement which purports to appoint any other party as the sole and/or exclusive bargaining agent for any or all Employees covered by this Agreement.
- (d) All persons who are performing work covered by this Collective Agreement shall be referred to as “Employees” in the text of this Agreement.
- (e) The Company agrees not to assign work to an Employee which would have the effect of excluding that Employee from the protection of Union membership.
- (f) No Employee shall be transferred to another bargaining unit without the Employee’s consent and the consent of the Union.
- (g) The Union acknowledges the Company’s right to make such rules and regulations as may be deemed necessary for the conduct and management of its operations. The Union agrees that its Members shall obey all rules and directions of any authorized representative of the Company insofar as they do not conflict with the terms of this Agreement.
- (h) It shall not be a violation of this Agreement, and it shall not be cause for dismissal or disciplinary action in the event an Employee refuses to enter upon any property involved in a labour dispute, or refuses to go through or work behind a picket line, including a picket line at the Company’s place of business and/or shooting location. However, such Employee may be temporarily replaced for the time period in which a picket line is at issue.

The Company will not take any action against the Union or any Employee in the event that such a picket line is deemed illegal by a Court, Ontario Labour Relations Board or Canada Labour Relations Board and the Union agrees that if such a picket line is deemed illegal, the Union will use its best efforts to encourage Employees to go to work. However, if such efforts are unsuccessful, the Union cannot be held accountable if sued for loss in arbitration, the Ontario Labour Relations Board or the Courts, unless the action was sanctioned or condoned by the Union.

- (i) The Company agrees that it will not lock out any Employees during the term of the Agreement. The Union agrees not to initiate any strike, work stoppage or slowdown, during the term of this Agreement, except in the case of the Company's failure to sign a Collective Agreement, submit a letter of guarantee or post a performance bond.
- (j) The Company shall maintain the legal status of the Company and shall not permit same to be liquidated, wound down or dissolved until all of the Company's obligations under this Agreement have been fully and finally performed and satisfied.
- (k) If there is a change in the Company's name or the title of the motion picture, the Company agrees to notify the Union, in writing, immediately.
- (l) When a Company assigns, transfers, cedes, sells, or otherwise causes a third party to become the producer of the Motion Picture, the Company and such third party shall be jointly and severally liable for all duties, obligations and payments owing to any Employees and the Union under this Agreement, unless the Union agrees, in writing, that such third party assumes all of the Company's obligations hereunder.

If, at any time, the Company intends to sell, assign, transfer or lease the entire operation or any part thereof, it shall give notice of the existence of this Agreement to any prospective purchaser, assignee, transferee or lessee, or that part of the operation which is covered by this Agreement. Such notice shall be given to the prospective purchaser, assignee, transferee or lessee, in writing, with a copy to the Union, not later than seven (7) calendar days before the effective date of sale, assigning, transfer or lease.

ARTICLE THREE
Jurisdiction and Divisions of Work

- (a) The exclusive jurisdiction of the Union, as defined hereunder as "Bargaining Unit Work," shall include all work in connection with and all Employees in the making, taking and servicing of motion and still pictures, whether on film, tape or film substitutes, and without restricting the generality of the foregoing, shall include all work of a kind and nature described herein.
- (b) The Company will not subcontract bargaining unit work which customarily and historically has been performed by Employees covered by this Agreement unless the Union consents thereto; or the Company lacks the requisite equipment, technology, facilities or personnel to perform the work; or the work of the type being subcontracted has heretofore been subcontracted by a producer engaged in the motion picture and television industry. When practicable, the Company shall deliver a minimum of one week's advance notice to the Union of its intention to subcontract.
- (c) The job classifications contained in Schedule "A" shall not be changed or deleted, nor shall the jobs, or any duty of the job, be altered without the agreement of the Union.

- (d) Work not customarily performed by an Employee covered by this Agreement and work not included in the job classifications in Schedule “A” of this Agreement shall be performed by another Employee of the Company or by a person or corporation who is not an Employee of the Company.
- (e) The Local’s Heads of Departments shall be responsible for the building, striking, inspection, handling, placing and producing of sets, electrical equipment, properties, wardrobe, and the buying, renting or otherwise acquiring said properties, wardrobe or equipment as it applies to their area of duties and the Company agrees to employ sufficient personnel in every department so that each department is able to safely and efficiently complete its work. Each Department will have one Head at the applicable rate. It is agreed that the construction of flats falls under the jurisdiction of Local 873.

ARTICLE FOUR
Remuneration and Individual Employment Contracts

- (a) The Company agrees to pay daily and weekly Employees remuneration at rates not less than the minimum basic hourly rates set out in applicable wage schedules of this Agreement.

When a pilot or one-time program (which does not include a Feature Film) commences principal photography prior to the expiry of a Collective Agreement and continues in production through and after the effective date of the successor Collective Agreement, the minimum rates applicable prior to the expiry of the Collective Agreement shall apply during the entire production of the pilot or one-time program.

- (b) Except as explicitly provided in Article 4(h)(4) below, nothing in this Agreement shall prevent any Employee from negotiating and obtaining from the Company better rates, conditions and/or terms of employment than those herein provided.

An Employee who obtains an agreement with the Company which provides for rates, terms and conditions in excess of the minimum provisions of this Agreement may sign a contract with the Company which is referred to as an “Individual Employment Contract” or “Deal Memo” as it is sometimes referred to.

- (c) The Company agrees that, during the term of this Collective Agreement, it will not re-negotiate any agreement with an Employee without first obtaining the consent of the Union.
- (d) Immediately upon completion and execution of any Individual Employment Contracts (Deal Memos), a copy of such shall be forwarded to the Union.
- (e) All or part of an Individual Employment Contract may be declared null and void by the Union at any time during the term of the Collective Agreement if, in the opinion of the Union, all or part of the Individual Employment Contract decreases the benefits and provisions under the Collective Agreement.

- (f) The wording “subject to signed I.A.T.S.E. Collective Agreements” must be clearly stated on each Individual Employment Contract.
- (g) The granting to any Employee of better rates, conditions and/or terms provided herein shall not be construed in any manner as a precedent for granting similar rates, conditions and/or terms to other individuals.
- (h)
 - (1) On or before their first day of employment, employees will supply to the Company reasonable residency information sufficient to ensure that the Company receives all federal and provincial production tax credits. Such information shall be kept confidential and held in compliance with all applicable privacy legislation except to the extent necessary to obtain the production tax credits.
 - (2) An Employee shall also supply proof of successful completion of the Ministry of Labour’s Health and Safety Awareness Training for workers and/or supervisors, as applicable.
 - (3) Should the Company inform an Employee and the Union that the Employee has failed to furnish appropriate residency information, as may be altered from time to time, consistent with Section (h)(1) above and the bulletin entitled “Notice to Members of, and Permittees Eligible for Dispatch by, IATSE Local 873” dated September 20, 2018, or has failed to furnish proof of completion of training as provided in Section (h)(2) above, the Employee shall have two (2) business days within which to provide the required information to the Company. Should the Employee fail to do so within that time period, the Company may replace that Employee or refuse the referral of that Employee.
 - (4) Any Employee who has failed to furnish appropriate residency information, as may be altered from time to time, consistent with Section (h)(1) above and the bulletin entitled “Notice to Members of, and Permittees Eligible for Dispatch by, IATSE Local 873” dated September 20, 2018, shall be compensated at an hourly rate that is five dollars (\$5.00) less than the base hourly rate provided for that Employee in this Agreement, but in no event less than eighteen dollars (\$18.00) per hour worked, until that Employee has provided the required information to the Company, notwithstanding any agreement on a different rate between that Employee and the Company.
- (i) The Company will encourage its payroll company to issue electronic documents in lieu of paper documents for all required “start paperwork,” including but not limited to deal memos, proof of residency documents and direct deposit forms. It is further understood that the payroll company’s obligation either to provide the Employee with a hard copy of the “start paperwork” or to make other arrangements for an Employee to receive and sign electronic documents has expired.

It is understood that a Company may develop an electronic document system of its own. In that event, Company shall have an obligation for a period of six months following implementation to provide hard copies or to make other arrangements for an Employee who does not possess or have access to a device or technology which permits receipt and transmission of electronic documents, or who lacks the necessary technical skills to access such documents, or to receive and sign electronic documents.

The Company will take steps to assure that personal information contained in the foregoing documents is protected in accordance with applicable privacy legislation.

ARTICLE FIVE

Application for Work Permits

(a) In the event that the Company makes a request to employ an individual who is not a Member of the Union, the Company shall submit the request in writing to the Union for its approval along with the following information for consideration in the granting of a work permit:

- (1) A description of the position to be held by the non-Member.
- (2) The reasons for the necessity of that individual being permitted.
- (3) A list of credits or a resume of the requested non-Member.
- (4) Proof of the Union affiliation and standing of the requested non-Member.
- (5) A completed Local 873 Work Permit Application signed by the Applicant non-Member.

When practicable, the Company agrees to present the Union with such requests a minimum of five (5) business days prior to the commencement of work for the individual.

(b) If it is necessary to employ individuals who are not Members of the Union, and the Company has met the conditions in Section (a) above, and their presence is established to be necessary, the Union shall not unreasonably deny the granting of a work permit for a period not exceeding the duration of the production for which the Collective Agreement has been signed and only after the following conditions have been met:

- (1) These individuals have been approved by the appropriate government agency, in cooperation with the Union, if necessary.
- (2) The rates, conditions and/or terms of this Collective Agreement regarding Union personnel have been met, except when another I.A.T.S.E. Collective Agreement applies, which terms in the aggregate do not diminish the terms of this Agreement.

- (c) The Company shall not employ any individual who is not a Member of the Union until the Company has received a copy of the Work Permit endorsed by the Union.
- (d) The Company shall remit any negotiated permit fees to the Union on a weekly basis, including a complete remittance breakdown.
- (e) Guaranteed Permits

The following shall apply to the Companies on the list of signatories supplied to Local 873 by the AMPTP on January 5, 2024 and/or their related or affiliated entities and those entities for which they have provided a letter of guarantee:

The Company shall be allowed four (4) permits per production, with a limit of one (1) per department.

When practicable, the Company shall notify the Union of its intent to utilize this provision a minimum of five (5) business days prior to the commencement of work for the individual and provide the Union with a completed Local 873 Work Permit Application signed by the applicant prior to commencement of work for the individual. It is further understood that nothing in the foregoing language is intended to limit the Company's ability to employ additional non-Member permit workers upon consent of the Union as contemplated in Article 5 of this Agreement.

ARTICLE SIX

Union Personnel and Crew Calls

- (a) The Union agrees to furnish all Employees covered by this Agreement to perform work in the job classifications of each department as listed in the applicable wage schedules of this Agreement and that said Employees will be competent and will perform such work as is required by the Company under the provisions of this Agreement. The Union shall maintain an "Availability List" of its available and qualified Members to work in each classification recognized in the Agreement (the Group 1 Members). In order to remain on the Group 1 Members Availability List, a Member must be a Member in good standing (not arrears in dues).

The following requirements shall not apply (except as required by law) to those persons who were placed on the Transportation Employees Group 1 Member Availability List before these requirements went into effect.

Transportation Employees on the Group 1 Members Availability List must obtain and maintain a valid Class A driver's license, or the equivalent thereof, in order to be moved to or remain on the Transportation Employees Group 1 Members Availability List. Such requirement shall also exist for anyone transferring from other classifications to the Transportation Employees Group 1 Members Availability List.

- (b) The Union shall also maintain a list of available and qualified workers who are not Members of the Union (the Group 2 non-Members).

Those individuals who are currently on the Transportation Employees Group 2 non-Members Availability List effective April 1, 2010 must possess a valid Class A driver's license issued by the Province of Ontario in order to maintain their employment eligibility.

Applicants to the Transportation Employees Group 2 non-Members Availability List must fulfill the above requirement to be placed on the Group 2 non-Members Availability List.

- (c) In order to move from the Group 2 non-Members to the Group 1 Members Availability List, a worker must:
 - (1) have worked 90 days under a Local 873 Agreement; and
 - (2) apply for and be accepted into membership with the Union, which membership shall not unreasonably be withheld.
- (d) With respect to productions other than those covered by the Supplemental Agreement, upon the request of the Company, the Union shall dispatch all Employees pursuant to its seniority rules, except the Company may directly select and employ the following Employees pursuant to "Order of Dispatch" set forth in Section (f), below:
 - (1) Department Heads (whether a daily or weekly guarantee);
 - (2) Employees given a weekly guarantee; and
 - (3) All classifications set forth in Schedule "B," whether daily or weekly.
- (e) With respect to those productions under the "Supplemental Agreement," Company may directly select and employ persons pursuant to the "Order of Dispatch" set forth in Section (f), below.
- (f) Order of Dispatch: The Company may directly select and employ persons in the following order:
 - First: Persons who are Group 1 Members who have been selected or directly employed by a Company.
 - Second: Persons who are Group 1 Members who are available and qualified for dispatch according to the Union's dispatch procedure.
 - Third: Persons who are Group 2 non-Members who have been selected or directly employed by a Company.

Fourth: Persons who are Group 2 non-Members who are available and qualified for dispatch according to the Union's dispatch procedure.

- (g) When the Union is unable to supply available and qualified persons in accordance with Section (d) and Section (e), above, the Company may employ any person under the terms of the Local 873 Agreement.
- (h) The Company shall not unreasonably refuse to accept persons when dispatched by the Union in accordance with Section (d) or Section (e), above.

The Company may refuse to employ a driver dispatched by the Union if the driver has exceeded or will exceed the maximum Hours of Service as a result of such employment. Each driver shall track Hours of Service and shall not accept any call if the driver has exceeded or will exceed the maximum Hours of Service as a result of such employment.

- (i) Qualified and available Members who are Group 1 Members may displace (*i.e.*, bump) Employees who were selected or dispatched from the Group 2 non-Members only in accordance with the following conditions:
 - (1) The Member shall notify the Union of the proposed bump.
 - (2) The Union shall determine the last Employee employed pursuant to Section (g) above, or the last Employee selected or dispatched from the Group 2 non-Members List, and shall notify the Company of the proposed bump.
 - (3) Following the notification described in (2), the Union may dispatch the Member to commence work following the completion of the bumped Employee's last scheduled shift.
 - (4) Article 20, Section (b) of the Agreement will not apply to a bumped Employee.
 - (5) No Member may bump into a position chosen by that Member, but must accept the position identified by the Union.
 - (6) The bumping outlined above shall not occur where it would disrupt consistency or continuity of the crew or the production.
- (j) An Employee dispatched by seniority shall be laid off in accordance with classification seniority. An Employee who is employed directly by the Company or "name-hired" may be laid off in any order as determined by the Company.
- (k) Any Employee may be required to perform work in any job classification in the department to which the Employee is assigned. This shall not be construed to limit drivers who as part of their duties are expected to assist with the loading and unloading of vehicles.

- (l) If, at the direction of the Company, an Employee works for two (2) hours or more in a classification higher than the classification under which the Employee is called for work, the higher rate shall prevail for the entire workday. The Employee automatically reverts to the Employee's regular classification on the following day unless notified to the contrary.
- (m) The Union shall only dispatch drivers possessing a valid driver's license without any restrictions or suspensions, and shall ensure that it dispatches drivers who are properly licensed to operate the vehicle for which the Company has requested a driver. Drivers shall maintain a valid driver's license without any restrictions or suspension during their term of employment; failure to do so shall be cause for termination.

ARTICLE SEVEN
Location Boundaries

- (a) The following boundaries shall be referred to as the Studio Zone: Lake Ontario to Winston Churchill Blvd. to Bovaird Drive / Castlemore Drive to Highway 50 to Major Mackenzie to Highway 30 to Concession Road 7 to Durham Road 23 / Lakeridge Road to Lake Ontario. (Appendix 1.)
- (b) Work performed at Cinespace Studios (Kleinburg) shall be considered as being within the boundaries of the Studio Zone, except that when the Company does not provide a meal, the Employees will be allowed sufficient travel time to reach proper restaurant facilities.

Work performed at the following specific locations shall be considered as being within the Studio Zone:

- (1) The main street area of the town of Kleinburg;
- (2) The Eaton Estate; and
- (3) The McLaughlin Estate (a.k.a Parkwood Estate).

The Union shall not unreasonably deny a request from a Company to treat a location as being within the Studio Zone if such location is within five (5) kilometres from the northern or eastern boundary of the Studio Zone.

- (c) When an Employee working outside the Studio Zone has a workday of fourteen (14) hours worked from that Employee's call, then, upon request by the Employee, the Company will, when practicable, make reservations for and pay the cost of single occupancy, first class accommodation when such accommodation is available. Such requests shall be made by the Employee for safety reasons and not solely for convenience.
- (d) The following boundaries shall be referred to as the Hamilton Zone: Winston Churchill Boulevard to Highway 401 to the Hamilton-Wentworth border to Lake Ontario. (See Appendix 2.)

In lieu of payments set out in this Article Seven, Employees travelling between the Studio Zone and the Hamilton Zone who are not otherwise on work time shall receive a flat fee of twenty-five dollars (\$25.00) for travel into the Hamilton Zone, and twenty-five dollars (\$25.00) for travel back to the Studio Zone, which shall not form part of gross earnings. For greater clarity, call and wrap time shall be in the Hamilton Zone (*i.e.*, call time at set and dismissal at set). It is agreed that the Company will not unreasonably deny a request for hotel room accommodations when working in the Hamilton Zone.

Work in the Hamilton Zone, or in both the Hamilton Zone and the Studio Zone, shall be considered as work within the Studio Zone for purposes of Article Seven (d) only, except as follows:

- (e) For locations outside the Studio Zone and outside the Hamilton Zone, calls will begin and end at the edge of the Studio Zone. When Employees are required to work at locations outside the Studio Zone (including locations in the Hamilton Zone), a meal or meal money shall also be provided if and when meal periods become due. In addition, the Company shall provide shuttle service between its base of operations or an agreed-upon site as determined by the Union business agent and the production manager or the designated Company representative within the Studio Zone and the location.
- (f) Work performed on the Toronto Islands shall be considered as being within the Studio Zone. There shall be no travel time to and from the Toronto Islands unless such travel occurs as part of the Employee's workday. Call and wrap time shall be at a designated island-side Toronto Ferry Terminal. Turnaround shall commence thirty (30) minutes after the individual employee's wrap.

ARTICLE EIGHT

Hours of Work and Work Week

- (a) The regular work week shall consist of any five (5) consecutive days out of any seven (7) consecutive days starting on the first of such five (5) days. The sixth and seventh days shall normally be the days off.
- (b) The Company shall not lay off and rehire the same employee within the same workweek for the sole purpose of avoiding premium pay. The minimum daily call is eight (8) hours of work (nine (9) hours for Transportation) plus one (1) unpaid meal break. There shall be no split shifts. Notwithstanding the foregoing, a four (4) hour call may be scheduled within the Employee's standard work week only and is to be paid at one and one-half times (1½x) the basic hourly rate. Any additional hours assigned shall be paid at two times (2x) the basic rate calculated to the end of the last hour in which work was performed in the following limited situations for work within the Studio Zone:
 - (1) Production meetings and screening rushes;
 - (2) Screen tests;

(3) Location scouting.

- (c) The hourly rate of pay for the minimum daily call on an Employee's sixth day worked for the Company within the regular work week shall be one and one-half times (1½x) the basic hourly rate as prescribed in the applicable wage schedules.

Once a call has been given, the Company is obligated to pay the minimum daily call for work on the sixth day.

- (d) The hourly rate of pay for the minimum daily call on an Employee's seventh day of work within a regular work week shall be two times (2x) the basic hourly rate as prescribed in the applicable wage schedules.

- (e) The Company may shift the regular work week three times every six (6) weeks during a production of any type without incurring extra costs, by doing either of the following:

- (1) Shift the regular work week forward by one (1) or two (2) days by adding one (1) or two (2) days off consecutive with the seventh day off of the regular work week, provided that each additional day off shall include an additional twenty-four (24) hour rest period. If work is performed on any of the additional days off, the rate of pay shall be that of a seventh day of work.
- (2) Shift the work week back by one (1) day, by changing the shifted work week, provided that the sixth day of the regular work week is a day off and provided that a thirty-four (34) hour rest period applies.

The parties hereby confirm that the foregoing paragraphs governing shifts in the work week allow separate shifts for each individual Department on each unit. For example, the Company may shift the work week for Employees in a particular Department independently of other Employees in the same Department on another unit, or of other Departments. The work weeks may or may not be the same to begin and may or may not be the same once shifted. They may also be shifted at different times.

Employees shall be given seven (7) calendar days' advance notice of the shift. In no event may the Company shift the regular work week to avoid paying for an unworked holiday.

The Union agrees that it will not unreasonably deny a request to waive the seven (7) day notice requirement of the previous paragraph when such circumstance giving rise to such request is beyond the reasonable control of the Company and occurs within the seven (7) day notification period.

The regular work week during pre-production may be different than the regular work week of production. The change in regular work week from pre-production to production shall not be considered a shift. However, it is agreed and understood that there shall be a minimum of one (1) day off between pre-production and production. If work is performed on that day, the rate of pay shall be that of a seventh day of work.

- (f) The Company shall pay a weekly Employee whose assignment starts on other than the first day of the work week established for that Employee, or ends on other than the last day of the work week established for that Employee, one-fifth (1/5) of the Employee's weekly wages for each day worked during the fractional work week, provided that, during the preceding or following work week of the assignment, the Employee is provided a full work week.

ARTICLE NINE
Overtime Hours

- (a) Work performed in excess of the minimum daily call shall be paid as overtime.
- (b) Overtime is to be calculated in one-tenth (.1) hour segments and any part of a one-tenth hour.

When an employee is employed for two shifts of employment for the same production in the same day, overtime shall be calculated separately on the hours worked in each shift.

- (c) Overtime pay for work performed after the eight (8) working hours (nine (9) working hours for Transportation) shall be paid for at the rate of one and one-half times (1½x) the basic hourly rate up to and including the twelfth hour worked.
- (d) Overtime pay for work performed after the twelfth hour worked and up to and including the fifteenth hour shall be paid for at the rate of two times (2x) the basic hourly rate, subject to Article Twelve (12), Section (a).
- (e) Overtime pay for work performed during the sixteenth and subsequent hours worked shall be paid for at the rate of three times (3x) the basic hourly rate.
- (f) The hourly rate of pay for work performed after the minimum call on an Employee's sixth day worked for the Company within the regular work week shall be two times (2x) the basic hourly rate up to and including the twelfth hour worked.
- (g) The hourly rate of pay for work performed after twelve (12) work hours on an Employee's sixth day worked for the Company within the regular work week, or any work hours after the minimum call on an Employee's seventh day worked for the Company within the regular work week, shall be three times (3x) the basic hourly rate as prescribed in applicable wage schedules.
- (h) Premium pay shall not be due to an Employee who has been employed by the Company during the Employee's work week and who is dispatched by seniority by the Union to the same production on a different unit or in a different department on the sixth or seventh day of the Employee's work week.

It is not the intention of the Company to utilize this provision to avoid payment for a sixth or seventh day by name hiring an employee or by requesting that an Employee be dispatched by seniority to replace an Employee on a unit that is scheduled to work six (6) or seven (7) days in a work week.

ARTICLE TEN

Meal Breaks and Monies

- (a) All Employees are to receive a sixty (60) minute meal period which shall not be considered work time, to be initiated between the conclusion of the second hour of work and the conclusion of the sixth hour of work. Successive meal periods shall commence between the conclusion of the fourth hour of work and the conclusion of the sixth hour of work, calculated from the completion of the previous meal period. It is agreed and understood that a substantial snack will be served no later than three (3) hours after general crew call is in effect if a catered meal is not provided for the first meal. In the event that this requirement is not met, the meal period will be initiated by the conclusion of the fifth hour of work. It is agreed that there will be a twelve (12) minute grace period when necessary to complete a shot in progress before any meal break.

Notwithstanding the foregoing, Employees who are called up to two (2) hours earlier than the general crew call and who are provided with a non-deductible reasonable hot meal appropriate to the time of day and thirty (30) minutes to sit and eat will have their first deductible meal period due at the same time as a meal is due for the regular crew. Such non-deductible meal must be within two (2) hours before general crew call or two (2) hours after general crew call. The Company shall use its best efforts to provide suitable shelter in the event of inclement weather. The foregoing shall not apply to Transportation Department Employees who are eligible for payment under the last paragraph of Article 12(a).

- (b) Should the Company elect to institute a thirty (30) minute first meal period, the Company must provide a hot catered meal of a standard deemed acceptable to the Shop Steward and such meal period shall be calculated from the last Employee through the line. The time allowed to consume such a meal shall be considered as time worked and as such shall not be deducted from the workday. This thirty (30) minute meal period must commence within the time periods described in Section (a) above; otherwise, a meal penalty will occur.
- (c) The second and subsequent meal periods shall not be considered work time and shall commence not earlier than the beginning of the fourth hour and not later than the end of the sixth hour worked from the conclusion of the previous meal period. For such meal periods, all Employees are to receive an unpaid meal period of no less than thirty (30) minutes nor more than sixty (60) minutes. Should the Company elect to have a thirty (30) minute meal period, the Company must provide a hot catered meal of a standard deemed acceptable to the Shop Steward and such meal period shall be calculated from the last Employee through the line.

- (d) In the absence of catering, all Employees shall receive a meal period of sixty (60) minutes. Adequate travel time to and from a restaurant or other eating establishment shall be considered time worked, but shall not incur penalties.
- (e) When catering is provided, in order to constitute an adequate meal, there shall be a reasonable selection provided. It is agreed and understood that snacks (*i.e.*, hot dogs, hamburgers, pizza, etc.) do not constitute a proper meal.
- (f) When an Employee is required to work at a location outside the Studio Zone:
 - (1) The Company shall pay each Employee fifteen dollars (\$15.00) for breakfast, twenty dollars (\$20.00) for lunch, and thirty-three dollars (\$33.00) for supper when the Employee is entitled to that meal period.
 - (2) Proper restaurant facilities must be made available and time used to travel to and from such facilities shall not be included in the meal hour, but shall not incur meal penalties. A buffet lunch may be served or a catering service may be employed to serve hot meals on location according to the values stated in this Article and subject to Shop Steward approval.
 - (3) Should the Company provide meals during working hours, such meal money as provided in (1) above shall be deductible.
- (g) Any Employee working off-set shall be responsible for scheduling the Employee's own meal periods at five (5) hour intervals and shall not incur meal penalties.
- (h) The meal interval may be extended one-half (1/2) hour without penalty when used for wrapping up. Such extension shall neither be scheduled nor automatic.
- (i) Ontario Hours: The Company may, in its sole discretion, institute "Ontario Hours." In such circumstances, the Company shall provide the Union and the affected crew members with no less than twelve (12) hours' notice of "Ontario Hours" scheduling being instituted. The Company shall make reasonable efforts to provide such notice by no later than one (1) hour after camera wrap.

Inadvertent failure to provide the Union with such notice shall not prevent the Company from instituting "Ontario Hours" scheduling.

For clarity, "Ontario Hours" scheduling consists of:

- (1) An eleven (11) hour period of elapsed time commencing with the general crew call and ending after camera wrap, which includes one (1) hour of paid meal period before work begins, or includes one-half (1/2) hour paid meal period before the shift begins and two (2) fifteen (15) minute paid breaks during the rest of such eleven (11) hour period. This eleven (11) hour period shall not be considered a guarantee of eleven (11) hours of work or pay.

- (2) Should work continue past the eleventh hour, such work shall be paid for by the additional payment of the applicable rates of overtime pay.
 - (3) Any Company that institutes Ontario Hours will provide a continuing hot buffet accessible to the Employees.
 - (4) Meal penalties shall apply if camera wrap occurs past eleven (11) hours of elapsed time commencing with the general crew call, in which case meal penalties shall be paid commencing at the end of the sixth hour from the beginning of the general crew call. The grace period set forth in Article 10, Section (h) may not be applied.
 - (5) All employees not on scheduled Ontario hours pursuant to this Article 10, Section (i) shall be accorded the meal standards set forth in Article 10.
- (j) Meals on an Overnight Location:
- (1) When Employees are on an overnight location, the Company shall pay each such Employee sixty-eight dollars (\$68.00) per diem: fifteen dollars (\$15.00) for breakfast, twenty dollars (\$20.00) for lunch, and thirty-three dollars (\$33.00) for dinner.
 - (2) However, the parties agree that the Company may provide the Employee breakfast and/or lunch (either inside or outside the Employee's working hours) in lieu of paying the breakfast and/or lunch per diem, respectively.
 - (3) The dinner per diem will be paid to the Employee when the dinner meal is provided outside of the Employee's work hours unless the Employee partakes of the dinner provided by the Company, in which case the dinner per diem will not be paid to the Employee.

ARTICLE ELEVEN
Rest Periods and Days Off

- (a) All Employees shall have a ten (10) hour rest period (nine (9) hours for Transportation) between the ending of one day's work and the beginning of the next day's work. On Features only, when Employees are working on daily locations outside the Studio Zone, there shall be an eleven (11) hour rest period (ten (10) hours for Transportation) between the ending of one day's work and the beginning of the next day's work. Also on Features only, in the event that the next day's work takes place in its entirety within the Studio Zone, then a ten and one-half (10½) hour rest period (nine (9) hours for Transportation) shall apply.
- (b) The minimum amount of time off on a five (5) day work week shall be fifty-two (52) consecutive hours free from work.

On television productions, the weekend rest period may be reduced to fifty (50) hours, inclusive of the daily rest period, in the following circumstances:

- (1) the fifth day of the workweek is no longer than twelve (12 hours) worked; and either
- (2)
 - (i) exterior night shooting, as called for in the script, is scheduled for the fifth day of the workweek;
 - (ii) work on the fifth day of the workweek takes place at a shooting location, access to which is limited to certain hours; or
 - (iii) work on the fifth day of the workweek is delayed due to health and safety concerns as a result of weather or a natural hazard that occurs during the course of the employee's work shift.
- (3) Company may utilize the foregoing exceptions:
 - (i) once on a one-time television motion picture 66 minutes or more but less than 85 minutes in length;
 - (ii) no more than once every six (6) weeks on episodic series and mini-series;
 - (iii) twice on a one-time television motion picture 85 minutes or more in length.
- (c) The minimum amount of time off on a six (6) day work week shall be thirty-four (34) consecutive hours free from work.
- (d) When the sixth day worked occurs on the seventh day of the regular work week, there shall be a continuous thirty-four (34) hour rest period between the end of the shift on the fifth day and the commencement of the shift on the seventh day of the work week.
- (e) The minimum amount of time off on a seven (7) day regular work week shall be twelve (12) consecutive hours free from work.
- (f) In the event of a Statutory or Proclaimed Holiday, the minimum amount of time off shall include an additional twenty-four (24) hour period.
- (g) For Features only, in the event that an Employee works sixteen (16) hours from call time (*i.e.*, hours worked as opposed to elapsed), the minimum amount of time off shall be twelve (12) (eleven (11) for Transportation) consecutive hours free from work. This turnaround may not be encroached upon without consultation with the Union office or Shop Steward.

ARTICLE TWELVE
Premiums and Penalties

- (a) Calculation of Meal Penalty: If any Employee is unable to commence a meal period by the end of each sixth hour of work, the Employee shall be paid a meal penalty as per the following scale until such time as the meal period is forthcoming:
- (1) First 2/10 (.2) of an hour: no penalty, but shall not be scheduled or abused.
 - (2) Next 3/10 (.3) of an hour: \$7.50 for any portion thereof.
 - (3) Next one (1) hour: \$2.50 for each 1/10 (.1) hour increment.
 - (4) Thereafter: \$3.00 for each 1/10 (.1) hour increment.
 - (5) For any workweek in which an employee is entitled to more than ten (10) hours of cumulative meal period penalties, all subsequent meal period penalties for that employee in that workweek shall be compensated at one (1) hour of pay at the prevailing rate for each one-half (½) hour of meal delay or fraction thereof.

The first 2/10 (.2) of an hour grace period shall not be scheduled nor automatic, nor is it intended for everyday use. Such grace period may not be utilized when the meal period has been extended as set forth in Article 10.

In lieu of the foregoing, for any day on which a Transportation Department Employee is unable to commence a meal period by the end of the sixth hour of work, such Employee shall be paid twenty-five dollars (\$25.00) payable on the Employee's paycheque and work time for that Employee shall include one-half (½) hour paid through for the first meal period. If such Employee is not broken for a second meal, meal penalties for such employee shall commence at the conclusion of the Employee's twelfth hour worked inclusive of the half-hour paid through for the first meal period.

- (b) Encroachment on an Employee's rest period shall be paid at two times (2x) the rate in effect during the last hour worked prior to the completion of the appropriate rest period, calculated in one-tenth (.1) hour segments. In no circumstances shall the penalty exceed three times (3x) the basic hourly rate.
- (c) Script Supervisor Preparation and Pre-Timing

The Company agrees to remunerate Script Supervisors for authorized preparation duties and pre-timing duties. Preparation and pre-timing pay shall be paid as work hours and shall be subject to individual negotiations.

(d) Certification Premiums

- (1) Electrical-269 (e) Certification: As per the Ontario Electrical Safety Authority spec-003 (2.3) and (3.2.12). Individuals specifically assigned by the Company to perform work requiring such certification will be compensated at the Generator Operator rate.
- (2) Employees required to hold Entertainment Technician Certification Program (“ETCP”) certification as a condition of hire shall have their scale rate increased by \$2.00 per hour only for the day during which work requiring such certification is performed.
- (3) When, at the request of a Company, an employee uses a “personal fall protection system” as defined in *Regulation 213/91 Construction Projects* to the *Ontario Health and Safety Act*, the Company shall compensate the employee at the rate of \$2.00 per day. All such equipment shall, at a minimum, comply with prescribed standards under Ontario law.

ARTICLE THIRTEEN

Holidays

(a) The following days are recognized as paid Statutory Holidays:

New Year’s Day	Family Day
Good Friday	Victoria Day
Canada Day	Civic Holiday
Labour Day	Thanksgiving Day
Christmas Day	Boxing Day

National Day for Truth and Reconciliation is recognized as a Proclaimed Holiday. If Ontario recognizes National Day for Truth and Reconciliation as a Statutory Holiday, it will be recognized as a Statutory Holiday under this Agreement.

When a Statutory Holiday is not worked, all Employees who work the scheduled workday before and the scheduled workday after the Statutory Holiday will get paid the minimum daily call for the Holiday. This shall not apply to a Statutory Holiday that occurs within a hiatus period.

When a Proclaimed Holiday falls on an employee’s scheduled workday and is not worked, all Employees who work the scheduled workday before and the scheduled workday after the Proclaimed Holiday will get paid the minimum daily call for the Holiday. This shall not apply to a Proclaimed Holiday that occurs within a hiatus period.

(b) The minimum hourly rate for work performed on a Statutory or Proclaimed Holiday shall be two and one-half times (2½x) the basic hourly rate for the first eight (8) working hours (nine (9) working hours for Transportation). Work performed after eight (8) working hours (nine

(9) working hours for Transportation) shall be paid for at the rate of three times (3x) the basic hourly rate.

- (c) When a Statutory Holiday falls on an Employee's scheduled day off, the Union and the Producers shall determine whether the holiday should be observed on the previous workday or the next regular workday which shall be deemed the Holiday and subject to payment as stated in Section (b), above. If a Proclaimed Holiday falls on an Employee's scheduled day off, it shall not be subject to payment under Section (a) above. A paid Statutory Holiday or Proclaimed Holiday shall be considered as a day worked for the purpose of calculating consecutive days.
- (d) It shall not be a violation of this Agreement, and it shall not be a cause for dismissal or disciplinary action in the event an Employee refuses, does not wish, or is unable to work for any reason on a Statutory or Proclaimed Holiday.
- (e) When a holiday other than Christmas Day, Boxing Day, Good Friday, or New Year's Day, falls on the second, third, or fourth workday of the work week, the Company may request a waiver from the Union to allow the first or fifth workday of the work week to be designated and observed as the holiday, so that the actual holiday shall be worked and paid for at straight time. The Union shall automatically grant the waiver when requested by the Company: (i) to accommodate the needs of the production; or (ii) to accommodate the scheduling wishes of the crew, as reflected by the majority of the crew. The Company shall request the waiver from the Union no later than seven (7) calendar days prior to the actual holiday.

ARTICLE FOURTEEN Additional Payments and Deductions

In addition to the remuneration payable under Articles Seven, Eight, Nine, Ten, Eleven, Twelve and Thirteen of this Agreement, the Company shall pay or deduct:

- (a) To all Employees working in Features, an amount equal to eight percent (8%) of their total weekly wages as vacation pay. Such payments shall be paid weekly with regular remuneration.
- (b) To all Employees working in Television, an amount equal to six percent (6%) of their total weekly wages as vacation pay. Such payments shall be paid weekly with regular remuneration.
- (c) To the Trustees of the IATSE Local 873 Health and Welfare Trust, an amount equal to four percent (4%) of each Employee's total weekly wages plus an additional twelve dollars (\$12.00) per day as Health and Welfare benefits, except that for Employees who are not Members of the Union (non-Member Employees), in lieu of an amount in respect of Health and Welfare benefits, the Company shall instead pay four percent (4%) of that person's total weekly wages plus an additional twelve dollars (\$12.00) per day directly to such non-Member Employees. The Company shall forward these payments directly to the Trustees of

the IATSE Local 873 Health and Welfare Trust on a weekly basis with a complete remittance breakdown.

- (d) To all Employees working in Features, an amount equal to seven percent (7%) of their gross wages (total weekly wages plus vacation pay plus Health and Welfare benefits) as retirement benefits. The Company shall forward this payment directly to the Union on a weekly basis with a complete remittance breakdown, except that for non-Member Employees, in lieu of an amount in respect of retirement benefits, the Company shall instead pay seven percent (7%) of gross wages directly to such non-Member Employees.
- (e) To all Employees working in Television, an amount equal to seven percent (7%) of their total weekly wages as retirement benefits. The Company shall forward this payment directly to the Union on a weekly basis with a complete remittance breakdown, except that for non-Member Employees, in lieu of an amount in respect of retirement benefits, the Company shall instead pay seven percent (7%) of total weekly wages directly to such non-Member Employees.
- (f) From all Employees working in Features, except non-Member Employees, an amount equal to six percent (6%) of their gross wages (total weekly wages plus vacation pay plus Health and Welfare benefits) as retirement benefits when so directed by the Employee. The Company shall forward this payment directly to the Union on a weekly basis with a complete remittance breakdown.
- (g) From all Employees working in Television, except non-Member Employees, an amount equal to six percent (6%) of their total weekly wages as retirement benefits when so directed by the Employee. The Company shall forward this payment directly to the Union on a weekly basis with a complete remittance breakdown.
- (h) From all non-Member Employees working in Features who are otherwise not paying dues in accordance with Section (l) below, an amount equal to six percent (6%) of their gross wages (total weekly wages plus vacation pay plus Health and Welfare benefits) in respect of administration, processing or services provided by the Union. The Company shall forward this payment directly to the Union on a weekly basis with a complete remittance breakdown.
- (i) From all non-Member Employees working in Television who are otherwise not paying dues in accordance with Section (l) below, an amount equal to six percent (6%) of their total weekly wages in respect of administration, processing or services provided by the Union. The Company shall forward this payment directly to the Union on a weekly basis with a complete remittance breakdown.
- (j) To the Union, an amount equal to two percent (2%) of each Employee's total weekly wages working in Features for the Union's Benevolent Fund. The Company shall forward this payment directly to the Union on a weekly basis with a complete remittance breakdown.

- (k) To the Union, an amount equal to three dollars and fifty cents (\$3.50) per day per Employee working in Television for the Union's Benevolent Fund. The Company shall forward this payment directly to the Union on a weekly basis with a complete remittance breakdown.
- (l) From all Employees covered by this Agreement, the Company shall deduct an amount for dues and contributions to the Union, as the Union may from time to time direct the Company in writing. The Company shall forward this deduction directly to the Union on a weekly basis with a complete remittance breakdown. The Union will save the Company harmless from any and all claims that may be made against the Company for amounts deducted for dues and contributions.
- (m) The Company shall make all Employer Contributions required by law under the Workplace Safety and Insurance Act (Ontario), Canada Pension Plan (Canada), Employment Insurance Act (Canada), Employer Health Tax (Ontario) and any similar plan or legislation applicable from time to time.
- (n) In order to secure performance of the Company's payroll obligations under this Agreement, the parties agree as follows:
 - (1) In the event that a Company (i) has filed for bankruptcy protection or had a trustee/receiver appointed to handle its affairs within five (5) years prior to the commencement of principal photography on a given production; (ii) has no prior history with the Union (IATSE Local 873); or (iii) fails to make payroll in a given payroll period, the Union may require such Company to deposit with a payroll company of the Company's choosing or with the Union directly an amount equal to two (2) weeks of estimated payroll plus two (2) weeks of estimated pension, health, vacation pay, Benevolent Fund and training contributions (hereinafter referred to as 'Contributions') for covered employees. Such amount shall be used solely for the purpose of satisfying amounts owed to cover employees and/or benefit plan(s), as applicable, under this Agreement.
 - (2) The Company shall provide the Union with written verification of the payroll company's consent to hold the deposit, which must be executed by the payroll company. In the event the Company is unable to furnish this written verification, the Company shall deposit the amounts contemplated in subparagraph (1) above with the Union directly.
 - (3) No later than four (4) weeks after the completion of principal photography for the production, the Union shall advise the Company of any outstanding payroll obligations to the employees employed on the production and/or the respective benefit plan(s). Upon the expiration of such four (4) week period, the Union, or the payroll company with the approval of the Union, shall remit the amounts due for any undisputed items to the employee(s) to whom and/or benefit plan(s) to which such amounts are due and shall remit the balance of the deposit to the Company, less an amount sufficient to pay the disputed payroll items, if any.

- (4) Any amounts relating to disputed wage claims and/or Contributions shall remain deposited with the payroll company and/or the Union pending the settlement or resolution pursuant to the grievance arbitration process of this Agreement. For purposes of any arbitration hereunder, the arbitrator shall have the power to determine only claims relating to the payment of wages and Contributions thereon.
 - (5) The foregoing shall not apply to any Company on the list of signatories supplied to Local 873 on January 5, 2024, as amended, nor to any entity related to or affiliated with those Companies, including any related production service entities.
 - (6) In lieu of making a deposit as required above, a signatory producer may obtain and provide to the Union a letter of guarantee from any commercial financial institution or from a Company as described in subparagraph (5) above, or its related or affiliated entities, stating that it unconditionally guarantees the fulfillment of payroll obligations and Contributions due employees under this Agreement with respect to a particular motion picture.
 - (7) In the event that a Company fails to make a required deposit as set forth herein, the Union may direct the covered employees to withhold services from that Company on the production from which the deposit is sought until the deposit is made or a letter of guarantee is provided as set forth in Article 14(n)(6) above.
- (o) The Union shall have the right to reallocate fringe contributions to the health plan under this Collective Agreement, subject to the following:
- (1) There shall only be one (1) fringe reallocation during the term of this Agreement.
 - (2) The Union shall provide the Producer ninety (90) days' notice prior to implementing any reallocation of fringes.
 - (3) Any reallocation of fringes cannot reduce any fringe contribution below any legislative requirement.
 - (4) This provision shall sunset upon the expiry of this Agreement.
- (p) For Network Long Form Television Productions, and for the first two seasons of Network Episodic Series including the Series Pilot, if any, the total fringe rate shall be fourteen percent (14%) plus an additional twelve dollars (\$12.00) per day as Health and Welfare Benefits and \$2.00 per day per Employee contribution to the Benevolent Fund.
- (q) The Company shall contribute five cents (\$.05) per hour (except that the Company shall contribute ten cents (\$.10) per hour on MOWs and Features) to the Toronto Motion Picture Technicians' Training Centre up to the following maximums:
- (1) \$2,500 per television episode, High Budget SVOD Program or episode, mini-series part or home video;

- (2) No more than \$20,000 per MOW or Feature;
- (3) No more than \$40,000 per season for each episodic television series, High Budget SVOD series or mini-series;
- (4) No contributions for pilots or new media productions other than High Budget SVOD productions, as described in items (1) through (3) above; and
- (5) Flats are to be based on a twelve (12) hour day.

The Training Centre shall provide an annual report of its operations to the Companies, including but not limited to its annual financial statement, an itemized report of its expenditures, the number, name and nature of courses or programs given and the number of people who completed such courses or programs. It is understood that the Training Centre shall give the Companies the opportunity to review any new safety training courses offered.

The Companies agree that matters relating to any training course or program curriculums made available by the Training Centre shall be referred to the Joint Cooperative Committee on Safety and Training contemplated by Sideletter #3, including but not limited to the adaptation of CSATF's Safety Courses "A" and "A-2" for compliance with Ontario Health and Safety laws.

The Companies encourage the Training Centre to develop a recordkeeping system which includes the names of employees who have taken courses or programs offered through the Centre, the name or other identification of the course(s) or program(s) taken and the date(s) on which said courses or program(s) were completed. Until such time as a system is developed, the Union agrees that upon request of a Company, it shall provide to the Company information and documents confirming an Employee's completion of courses offered through the Training Centre. The Union and/or Training Centre shall advise the Companies if any applicable privacy legislation precludes the disclosure of said information and documentation and, in that event, the Union and/or Training Centre agrees to take the steps necessary to provide said information and documentation to the Companies.

This provision shall automatically terminate upon expiration of the 2024-2028 Local 873 Long Term Agreement.

(r) Following are tables showing the existing fringe rates:

Long Term Agreement Fringe Table				
	Feature Film	Network Long-Form Television Productions	Network Episodic Series (First and Second Seasons including the Series Pilot, if any)	Network Episodic Series (Third and Subsequent Seasons)
Vacation Pay	8%	4%	4%	6%
Pension	7%*	6%	6%	7%
Health & Welfare %	4%	4%	4%	4%
Health & Welfare/day	\$12.00/day	\$12.00/day	\$12.00/day	\$12.00/day
Benevolent Fund	2%	\$2.00/day	\$2.00/day	\$3.50/day
*of gross weekly wages (total wages + vacation + health)				

Long Term Agreement Fringe Table – Supplemental Agreement Low Budget Feature Films			
	With Budget Up To \$3M CDN	With Budget Over \$3M CDN and Up To \$8M CDN	With Budget Over \$8M CDN and Below \$14M CDN
Vacation Pay	4%	6%	6%
Pension	6%	6%	6%
Health & Welfare %	4%	4%	4%
Health & Welfare/day	\$12.00/day	\$12.00/day	\$12.00/day
Benevolent Fund	\$3.50/day	\$3.50/day	\$3.50/day

Long Term Agreement Fringe Table – Supplemental Agreement				
	Home Video, Pilots Made for Network, Syndication or Basic Cable and Long Form Television Made for Basic Cable	Syndicated and Cable Television Series		
		First Season	Second Season	Third and Subsequent Seasons
Vacation Pay	4%	4%	5%	6%
Pension	6%	6%	6%	6%
Health & Welfare %	4%	4%	4%	4%
Health & Welfare/day	\$12.00/day	\$12.00/day	\$12.00/day	\$12.00/day
Benevolent Fund	\$2.00/day	\$2.00/day	\$2.00/day	\$3.50/day

**ARTICLE FIFTEEN
Paid Sick Leave**

- (a) An Employee covered by this Agreement who has worked for a Company within the province of Ontario under this Agreement for at least thirty (30) days within a one (1) year period (such year to be measured, as designated by the Company, as either a calendar year or starting from the Employee’s anniversary date) shall accrue paid sick leave under one of the following options:
- (1) The Company may elect to allow eligible Employees to accrue one (1) hour of paid sick leave for every thirty (30) hours worked in the province of Ontario for the Company, up to a maximum of forty-eight (48) hours or six (6) days. Sick leave accrued on an hourly basis may be carried over to the following year of employment, but in no event shall an Employee have more than forty-eight (48) hours or six (6) days of paid sick leave available for use during each year of employment at any time. The Company may limit the use of sick leave accrued on

an hourly basis to no more than twenty-four (24) hours or three (3) days during each year of employment. A “year of employment” shall be defined by the Company in advance as either a calendar year or starting from the Employee’s anniversary date.

- (2) The Company may elect to provide an eligible Employee with a bank of forty (40) hours or five (5) days of sick leave per year, such year to be measured, as designated by the Company, as either a calendar year or starting from the Employee’s anniversary date. Such banked sick leave days may not be carried over to the following year.

The Company shall provide the Employee with advance notice of the option it has elected.

- (b) Sick leave may be used in minimum increments of four (4) hours upon oral or written request after the Employee has been employed by the Company in the province of Ontario for ninety (90) days (based on days worked or guaranteed) on or after January 1, 2022. Reasonable advance notification of the need for sick leave is required if the use is foreseeable; otherwise, notice is required as soon as practicable. It is understood that an Employee may be required to produce a medical note to the Company in order to use paid sick leave.
- (c) For Employees employed on an hourly or daily basis, a day of sick leave pay shall be equal to eight (8) hours’ pay at the Employee’s straight time hourly rate. If a four (4) hour increment of sick leave is taken, the Employee shall be paid four (4) hours of pay at the Employee’s straight time hourly rate. For weekly Employees, a day of sick leave pay shall be equal to one-fifth (1/5th) of the Employee’s weekly rate (or fifty percent (50%) thereof for a four (4) hour increment of sick leave taken). Sick leave payments shall not be subject to any fringe benefit contributions. Replacements for weekly Employees may be hired on a *pro rata* basis of the weekly rate regardless of any contrary provision in this Agreement. The Employee shall not be required to find a replacement as a condition of exercising the right to use paid sick leave.
- (d) Any day on which an Employee makes use of paid sick leave shall not be considered a day worked for the purpose of calculating the sixth and/or seventh day of pay.
- (e) Sick leave may be taken for the diagnosis, care or treatment of an existing health condition of, or preventive care for, the Employee or the Employee’s “family member.”¹

¹ “Family member” means any of the following: (1) a biological, adopted or foster child, stepchild, legal ward or a child to whom the Employee stands *in loco parentis*; (2) a biological, adoptive or foster parent, stepparent or legal guardian of the Employee or the Employee’s spouse or registered domestic partner or a person who stood *in loco parentis* when the Employee was a minor child; (3) a spouse; (4) a registered domestic partner; (5) a grandparent; (6) a grandchild; or (7) a sibling.

- (f) Accrued, unused sick leave is not paid out on termination, resignation or other separation from employment. If an Employee is rehired by the Company within one (1) year of the Employee's separation from employment, the Employee's accrued and unused sick leave shall be reinstated, and the Employee may begin using the accrued sick leave upon rehire if the Employee was previously eligible to use the sick leave or once the employee becomes eligible as provided above.
- (g) The Company shall include in the Employee's start paperwork the contact information for the designated Company representative whom the Employee may contact to confirm eligibility and the amount of sick leave available. Such start paperwork shall also include information with respect to the year period (*i.e.*, calendar year or the Employee's anniversary date) that the Company selected to measure the thirty (30) day eligibility period and the three (3) days set forth in subparagraphs (a)(i) and (ii) above. The Company also shall notify the Union of the name and contact information of the designated Company representative.
- (h) Nothing shall prevent a Company from negotiating a sick leave policy with better terms and conditions. There shall be no discrimination or retaliation against any Employee for exercising the right to use paid sick leave.
- (i) The term "Company," for purposes of this Article 15 only, shall refer to the Company itself as well as all other Employers that the Company designates under Article 27(a).

ARTICLE SIXTEEN
Remuneration and Payment of Wages

- (a) The Company agrees to pay Employees remuneration at rates not less than the minimum set out in the applicable wage schedules of this Agreement.
- (b) All payment for work performed and any other payments or considerations shall be paid via direct deposit in the Employee's account no later than 11:59 p.m. on the fifth workday of the following week. The option for Employees to receive payment via paycheque instead of direct deposit expired as of the payroll period ending December 24, 2022. However, should the Company elect to make payment by paycheque, payment shall be made on the fourth workday of the following week, at or before 4:00 p.m.

The Company shall provide a copy of the Employee's time sheet to the Employee upon request, unless the time sheet is already available for the Employee to access electronically (*e.g.*, via a website). Copies of said time sheets shall be provided to the Union upon request.

If, for unforeseen circumstances or in the event of a Holiday or shifted work week, the Company is unable to fulfill its payment obligations pursuant to this Article, the Company will make best efforts to notify the Union of such delay.

- (c) In the event of late payment by the Company, a penalty of three percent (3%) per day of the gross wages for that week shall be paid to the Employee and such penalty shall be added to the next week's wages, or if none, by a separate cheque.
- (d) In the event of non-payment of wages or other monies due to Employees or to the Union, the Union and its Members are under no obligation to continue to provide services to the Company, and the Union is under no obligation to avert any work stoppage.

ARTICLE SEVENTEEN
Travel and Accommodation

- (a) When an Employee is required to work on daily locations outside the Studio Zone, the call will originate at the edge of the Studio Zone.

Travel time from a location to the edge of the Studio Zone shall be paid at the rate in use and effect during the last hour of work at the location, but the hourly rate for travel time shall not exceed two times (2x) the basic hourly rate, unless a meal penalty is incurred during the travel time. If a meal penalty is incurred, Article Twelve shall apply.

- (b) When the unit is outside the Studio Zone on distant locations and the Company requires that the Employee lay over away from home base, the Employee shall receive one hundred thirty-six dollars (\$136.00) per diem on an unworked sixth day in lieu of any other payment and one hundred thirty-six dollars (\$136.00) on an unworked seventh day in lieu of any other payment. If work is performed on the sixth or seventh days of the week, or on paid holidays, Articles Eight, Nine and Thirteen shall apply.
- (c) For any day of the week the Employee is required to travel only to a distant location, the Employee shall receive a four (4) hour minimum call as a travel allowance; if such travel time is over four (4) hours, then the Employee shall receive the actual travel time to the location, but in no event more than a maximum travel allowance of eight (8) hours' pay. If this travel occurs on a Statutory Holiday, the payments under this Article will be in addition to the payment for the holiday (Article Thirteen (a)). Travel time on a travel-only day is not work time.
- (d) When Employees are travelling to and from a location outside the Studio Zone, first class transportation shall be provided by the Company. When travelling by air, economy class shall be considered adequate.
- (e) When transporting Employees by car to location within a two (2) hour driving distance from the edge of the Studio Zone, the maximum number of passengers per standard sedan and standard nine passenger vehicle shall be five (5) and eight (8) respectively, including the driver. If the driving distance exceeds two (2) hours from base to location, the maximum shall be reduced by one (1), to four (4) and seven (7) respectively, including the driver. The driver shall adhere to the traffic regulations and to speed limits as posted and be the holder of a valid driver's license. It is the Company's responsibility to ascertain that all vehicles and occupants are fully insured.

- (f) When an Employee is required to move from one place of work to another, the Company shall supply proper legal transport there and back. Employees may not ride in the back of trucks or in the freight area of any vehicle. Such time spent shall be considered as time worked, except that an Employee who does not return to the first location shall not be paid for the time it takes to travel back there. In addition, when the Employee is required to work at more than one (1) location, travel back to the first location will be eliminated if such travel can be accomplished in thirty (30) minutes or less. The Company will pay any required parking expenses incurred at the second and subsequent locations.
- (g) An Employee refusing in good faith to travel by plane or helicopter will not jeopardize future working opportunities on assignments which do not require travel by plane or helicopter.
- (h) When Employees are required to travel overnight by train, the Company must provide at least lower berth accommodations.
- (i) When Employees are on location and are required to remain overnight or longer, first class accommodation equal to current A.A.A. (American Automobile Association) or C.A.A. (Canadian Automobile Association) shall be available. The most current list of the Association shall be used. The Company shall pay each Employee sixty-eight dollars (\$68.00) per diem: fifteen dollars (\$15.00) for breakfast, twenty dollars (\$20.00) for lunch, thirty-three dollars (\$33.00) for supper. The sixty-eight dollars (\$68.00) per diem shall be for a twenty-four (24) hour period if and as it becomes due.
- (j) The Company further agrees that when meals and/or accommodation of the above-mentioned standards are unavailable at the above-mentioned costs, the Company will pay the overage.
- (k) On distant locations, each Employee shall be notified prior to departure as to what accommodations are available on location. All Employees will be informed at least twenty-four (24) hours prior to departure as to what kind, class or mode of transportation will be furnished. The return fare is to be paid before departure.
- (l) On distant locations, all travel time from the base to the shooting site and back shall be considered as time worked.
- (m) When Employees are required to work outside of Canada, all expenses that are payable pursuant to this Article shall be paid in U.S. dollars in the numerical amounts provided herein.
- (n) On Feature Films only, whenever the Company does not provide transportation and Employees use personal vehicles to transport themselves to any type of location, the Company shall provide secure or supervised parking or reimburse each Employee for parking fees. Parking will be provided within a reasonable distance from the work site.

ARTICLE EIGHTEEN
Insurance

- (a) The Company agrees to bring all Employees supplied by the Union under the terms of the Workplace Safety Insurance Act and proof thereof shall be provided to the Union before any Employees commence work.
- (b) When Employees are required to travel on a television production, each Employee shall be insured by the Company for the duration of the travel, including the return trip, for the sum of two hundred fifty thousand dollars (\$250,000). When Employees are required to travel on a feature production, each Employee shall be insured by the Company for the duration of the travel, including the return trip, for the sum of one million dollars (\$1,000,000). Employees shall be required to fill out a form specifying a beneficiary, which shall be provided to the Employees prior to their departure. This form shall be filed with the designated representative of the Company and a copy forwarded to the Union office.
- (c) When Employees are required to work outside of Canada, the Company agrees to provide Out of Canada Medical Coverage which would cover such items as all hospital expenses, all medical expenses, all lodging during convalescence away from home, all prescriptions and medicine, all travel for medical purposes and all costs of repatriation. Upon the request of the Employee, the Company will provide proof of coverage.

ARTICLE NINETEEN
Cancellation of Daily Calls and Weather-Permitting Calls

- (a) The Company may cancel calls for Employees working on a daily basis up to 8:00 p.m. (2000 hours) of the day prior to the starting time of the call. In the event that such notice is not given, the Company shall pay the Employee one day's pay at the basic rate.
- (b) The Company may issue a "weather-permitting" call for extreme heat, extreme cold, snow, sleet or ice storms to an Employee prior to the Employee's dismissal for the day and to persons not on payroll up to twelve (12) hours before their call time (even if a call had previously been given). The Company shall provide notice to the Union upon the issuance of a "weather-permitting" call. The Company may cancel a "weather-permitting call" up to four (4) hours prior to the Employee's call time. In the event the Employee is notified not to report to work, the Employee shall be paid four (4) hours of pay at straight time, which shall be subject to fringe contributions. With respect to that portion of contributions to the IATSE Local 873 Health and Welfare Trust that is calculated on a "per day" basis and the contributions to the Union's Benevolent Fund that are calculated on a "per day" basis, the Company shall contribute one-third (1/3) of the "per day" rate. However, if the notification is untimely, the Employee shall be paid for the applicable daily minimum call, which shall be subject to fringe contributions.

The foregoing is in addition to the Company's rights under Article 19(a) above.

The Union agrees that it will not unreasonably deny a request by the Company to issue a “weather-permitting” call under this Article 19(b) for other weather conditions.

ARTICLE TWENTY
Layoff, Discipline and Discharge

- (a) Any daily Employee not personally notified of layoff at the end of a shift shall be considered as having been called for a minimum daily call the next day. No Employee may be laid off after finishing a shift and leaving the studio, the location site or any other place of employment. There shall be no stand-by calls.
- (b) Subject to Section (c), all weekly Employees shall be given one (1) week’s notice of layoff in writing or one (1) week’s severance pay in lieu of such notice or combination thereof. In order for the day of notice to count towards the one (1) week period, such notice shall be given not later than the conclusion of the first meal period of that day. If notice is given later than the conclusion of the first meal period of that day, then the one (1) week period shall commence on the following day. One (1) week shall be considered to be five (5) working days. In turn, all weekly Employees shall give the Company one (1) week’s notice before resigning.
- (c) During the initial employment periods listed below, the Company, at its sole discretion, may lay off a weekly Employee at the conclusion of a work week without further payment or obligations:
 - (1) Episodic Television: Four (4) weeks
 - (2) Long Form Television: Three (3) weeks
 - (3) Television Pilots: Three (3) weeks
 - (4) Features: Three (3) weeks
- (d) Employees may be disciplined and/or discharged for just cause, after the period set forth in Section (c), above. The parties agree that the principles of progressive discipline will be applied in appropriate circumstances. The Company agrees to provide the Union and the Employee with a copy of written reprimands and/or a written notice of discipline that exceeds a written reprimand in severity, including discharge.

Upon request of an Employee, the Company shall allow a Union representative to be present at any investigatory meeting between the Employee and a representative of the Company which may lead to discipline of the Employee. The foregoing shall not apply if the purpose of the meeting is to advise the Employee of any disciplinary action determined prior to the meeting. The Union representative shall not obstruct the investigatory process.

ARTICLE TWENTY-ONE
Settlement of Disputes

- (a) It is agreed by both the Company and the Union that any complaint, disagreement or difference of opinion between the two parties and/or the Employees covered under this Agreement concerning the meaning, interpretation or application of this Agreement, or any provision thereof, or arising from any claim of breach of non-performance thereof, shall be considered a grievance.
- (b) The time period for filing grievances shall be thirty (30) days from the event giving rise to the alleged violation, except for grievances involving benefit payments which must be filed within sixty (60) days of an alleged underpayment or will be deemed waived. If a grievance occurs, the following progressive system will apply.

- (1) The grievance shall be presented in writing to the grieved party, and within five (5) business days of receiving the grievance, a meeting shall be held between the two parties.
- (2) A written decision shall be presented to the grievant within five (5) business days following the meeting.

Failure by either party to have a representative attend the meeting within five (5) business days of the presentation of the grievance, and/or failure to render a written decision within five (5) business days following the meeting, shall constitute a granting of the grievance in favour of the other party and such decision shall be final and binding. These time limits shall exclude Saturdays, Sundays and holidays and may be extended only by mutual agreement, in writing.

- (3) In the event that the grievance is not resolved at this point, the matter shall be referred to a single Arbitrator.
 - (4) If the parties cannot agree upon an Arbitrator to determine the grievance, either party may request the Minister of Labour, pursuant to the appropriate legislation, appoint an Arbitrator for such purpose.
 - (5) The Arbitrator shall render a decision to both parties, in writing, within a reasonable time.
 - (6) The legal costs of Arbitration to each party shall be borne by each party individually and the fees and costs of the Arbitrator shall be borne by the unsuccessful party.
- (c) The Company agrees that if the grievance has been made by the Union, the Company's representative shall not discuss or negotiate with the aggrieved Union Member without the consent of the Union.

ARTICLE TWENTY-TWO
Working Conditions

- (a) When on location or in a studio, coffee, suitable beverages, a selection of food items and access to acceptable washroom facilities will be provided by the Company for the Employees at all times. If these minimums are not readily available to the Employee throughout working hours, then a fifteen (15) minute refreshment period shall be called at two and one-half (2½) hour intervals throughout the working period. Should the fifteen (15) minute refreshment period be invoked, the Company shall be required to provide coffee, other suitable beverages, and a selection of food items on such an occasion.
- (b) Washroom and toilet facilities shall be provided by the Company at all sites and locations and shall be maintained on a standard at least equal to the standards required by the Occupational Health and Safety Act.
- (c) The Company will provide suitable working accommodations for costume, make-up, hair-dressing and body make-up. The Company will also provide suitable lockable storage space at the studio or on location for all make-up and hair-styling equipment carried by Employees. Suitable working accommodations include, but are not limited to, adequate light, electricity and ventilation, proper chairs of adequate working height and protection from the elements. The Company agrees to abide by the aforementioned provisions to the extent possible and consistent with the shooting site. This provision shall not be subject to grievance or arbitration.
- (d) An Employee may request suitable private space for breast feeding or pumping by giving reasonable advance notice of the Employee's need to Human Resources and/or the appropriate individual designated by the Company for the receipt of such requests. Upon receiving the Employee's request, the Company shall make best efforts to accommodate the Employee's request by providing a suitable private space. It is understood that the availability and type of spaces that may be used to accommodate the Employee's request may vary depending on factors such as the location at which production is operating.
- (e) The Company shall make best efforts to provide menstrual products at no cost to the Employee, including clean and hygienic tampons and menstrual pads. The Company may make the products available in restrooms or other areas readily accessible to all employees that offer a reasonable amount of privacy or may give such products to an appropriate individual (*e.g.*, a member of First Aid) for distribution upon request. The Company shall also make best efforts to provide an appropriate container for the disposal of menstrual products.

ARTICLE TWENTY-THREE
Safety

- (a) It is agreed by the parties that great emphasis shall be placed on the need to provide a safe working environment. In that context, it shall be the responsibility of the Company:
 - (1) to provide employment and places of employment which are safe and healthful for the Employees;
 - (2) to provide and use safety devices and safeguards, and adopt and use practices, means, methods, operations and processes which are reasonably adequate to render such employment and places of employment safe and healthful;
 - (3) to do every other thing reasonably necessary to protect the life, safety and health of Employees; and
 - (4) to not require or permit any Employee to enter into or be in any employment or places of employment which are not safe and healthful.
- (b) The Company and every Employee shall comply with the Occupational Health and Safety Act and all rules, regulations and orders pursuant to applicable laws, which for greater certainty include the Workplace Safety Insurance Act and its regulations.
- (c) No representative of the Company nor any Employee shall:
 - (1) remove, displace, damage, destroy or carry off any safety device, safeguard, notice or warning, furnished for the use in any employment or places of employment;
 - (2) interfere with the use of any method or process adopted for the protection of any Employee, including the Employee, in such employment or places of employment.
- (d) Rigid observance of safety regulations must be adhered to and willful failure of any Employee to follow safety rules and regulations can lead to disciplinary action including discharge; however, no Employee shall be discharged or otherwise disciplined for refusing to work on a job that exposes the individual to clear and present danger to life or limb. No set of safety regulations, however, can comprehensively cover all possible unsafe practices of working. The Company and the Union therefore undertake to promote in every way possible the realization of the responsibility of the individual Employee with regard to preventing accidents that cause injury to the Employee or to other Employees.
- (e) Any Employee unable to complete the minimum daily call because of an injury sustained on the job shall be paid the minimum daily call.

- (f) The Producer will notify the Union in writing within four (4) business days of any occupational injury which requires the Producer to issue a Form 7 and will provide the date and the general circumstances of the occurrence.

ARTICLE TWENTY-FOUR
Technological Change

Technological change includes the introduction by the Company of a change in its work, undertaking or business or a change in its equipment or material from the equipment and material previously used by the Company, or a change in the manner in which the Company carries on its work, undertaking or business, and any change in work methods and operations affecting one or more Employees.

All disputes arising in relation to adjustment to technological change shall be finally and conclusively settled without stoppage of work in accordance with Article Twenty-One of this Agreement.

ARTICLE TWENTY-FIVE
Employee Indemnification

- (a) The Company will defend, indemnify, and save harmless any Employee (including persons engaged through a loan out company) for liability incurred during the effective dates of this Agreement and in the course of performance of the Employee's assigned duties and performed within the scope of employment for the Company that resulted in bodily injury, property damage suffered by any person(s) subject to the following conditions:
 - (1) This shall not apply in any instance in which such injury, loss or damage is the result of or caused, in whole or in part, by the gross negligence or misconduct of the Employee. For the purpose of this Article, gross negligence is defined as circumstances when it must be plain that the magnitude of the risks involved are such that if more than ordinary care is not taken, a mishap is likely to occur in which loss of life, serious injury or grave damage is almost inevitable.
 - (2) The Employee shall cooperate fully in the defence of the claim or action, including, but not limited to, providing notice to the Company immediately upon becoming aware of any claim or litigation and attending of hearings and trials. Absent such full cooperation, the Employee is subject to losing the benefits of this Article 25.
- (b) The protection provided to the Employee in Section (a) above is also personal to the Employee and may be enforced by any Employee in any appropriate court or statutory forum. The protection provided to the Employee in Section (a) does not expire with the expiration of this Agreement, but will continue with regard to any claim made against an Employee after the expiration of the Agreement for liability that was incurred in the

course of performance of the Employee's assigned duties performed within the scope of employment for the Company.

ARTICLE TWENTY-SIX
Communications

Any communications directed to either party are to be addressed to the addresses shown at the end of this Agreement and both parties will keep each other informed of any changes in address. Unless the Union is advised in writing of a change of address, any communication of any legal proceedings to the address indicated at the end of this Agreement shall be good and valid service.

ARTICLE TWENTY-SEVEN
Intent of Agreement

- (a) It is the purpose of this Agreement to set forth conditions of employment to be observed between the parties and to provide a procedure for prompt and equitable adjustment of grievances in order that there will be no impeding of work, work stoppages or strikes, or other interferences with productions and Company facilities during the life of this Agreement.

It is the further intent of this Agreement to foster a friendly spirit of co-operation between the Company and its Employees and, to this end, the Agreement is signed in good faith by both parties. This Agreement will be binding upon and inure to the benefit of the parties and their respective heirs, executors, administrators, receivers, successors and assigns.

The Company agrees in good faith that all productions produced in Ontario by the Company or by a designee of the Company will be exclusively produced with the Union under this Agreement.

- (b) In this spirit, the Union will promptly and in good faith consider any requests for variances to this Collective Agreement made by the Company which are necessary to facilitate the needs of a particular production.

ARTICLE TWENTY-EIGHT
No Discrimination

The Company agrees it shall not allow discrimination against or engage in any harassment of any applicant for employment or employee for reasons based on race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, age, union membership or activity, or any of the grounds prohibited by applicable federal or provincial law.

ARTICLE TWENTY-NINE
Inclusion and Diversity

- (a) Acknowledging the critical importance of inclusion and diversity in the entertainment industry, and the industry-wide goal to increase diversity within its workforce, the Company and the Union mutually affirm their commitment to make efforts to increase equal employment opportunities, particularly for individuals from under-represented populations within IATSE Local 873's membership, in order to foster a more inclusive and diverse workforce in the motion picture industry in Southern Ontario.

Upon request, the parties agree to meet to discuss the respective initiatives they have undertaken in furtherance of the aforementioned goals.

- (b) The Union shall maintain a training program to educate individuals on respect in the workplace, to be provided through its Training Centre. The Union shall ensure that all individuals dispatched (including those directly selected by the Company pursuant to Articles 6(d) and 6(e)) have successfully completed the program prior to dispatch. In addition, individuals must successfully complete such training program once every two years in order to remain eligible for dispatch. Each Company may also require that its employees complete Company-provided training on matters concerning respect in the workplace.
- (c) The parties acknowledge that the industry's need for Employees in the hair and make-up departments to develop and improve knowledge, skills and experience in styling and/or cutting natural textured hair and applying make-up to individuals of all skin tones must be addressed.

Accordingly, the parties commit that the Training Centre shall continue its existing hair styling program, which is designed to enable individuals to acquire these skills through training and to evaluate their skill level upon completion. The parties encourage the Training Centre to make improvements or modifications to the program as needed. The parties acknowledge that the Training Centre is in the process of developing training courses focused on training make-up artists to apply make-up to individuals of all skin tones, and that those efforts should take priority. The parties agree that these training courses should conduct an evaluation of the skills of individuals who complete the course.

The parties shall meet shortly after April 1, 2025 to discuss the progress made by the Training Centre in these efforts.

ARTICLE THIRTY
Term

This Collective Agreement shall be binding from April 1, 2024 and remain in full force and effect through March 31, 2028. It shall be renewed automatically from year to year thereafter unless, during the last ninety (90) days of the Agreement, either party gives notice in writing of its intention to propose changes to the Agreement. Except when another effective date is specified, the provisions of this Collective Agreement shall be effective as of April 1, 2024.

ARTICLE THIRTY-ONE
Force Majeure

The Company may declare a Force Majeure, cancelling work calls, laying off Employees during a workday, or otherwise suspending production without prospective obligations to Employees, as the result of an inability to provide work because of an unforeseen circumstance beyond its reasonable control. Force Majeure includes, but is not limited to: riot, war, fire, earthquake, hurricane, flood, labour dispute, strike, or the injury, illness or death of a key cast member, or of a family member of a key cast member, for which the key cast member is anticipated to be absent for a period of one (1) week or longer, or governmental regulation or order in a national emergency. In such unforeseen circumstance, the Company shall furnish a statement in writing to the Union within twenty-four (24) hours, or as soon thereafter as practicable, as to the reason for the Force Majeure. Employees will be paid no less than the minimum call should the Force Majeure occur during working hours.

SIGNED BY THE UNION

I.A.T.S.E. Local 873
82 Carnforth Road
Toronto, Ontario
M4A 2K7

President

Business Agent

SIGNED BY THE COMPANY

Company Name

Company Representative

Signed this _____ day of _____, 20____

SUPPLEMENTAL AGREEMENT

“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 10% of the Budget, costs of financing and bonds.

“Feature Film” is a motion picture produced for initial exhibition in a commercial motion picture theatre.

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

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

“Cable Television” means programs made for exhibition on any cable television outlet.

“Syndicated Television” means programs produced for television broadcast on other than ABC, CBS, NBC and FBC in prime time.

Low Budget Feature Films:

For Feature Films with budget levels described below, the scale minimum wage rates and fringe rates applicable to features shall be as follows:

- (1) Budget of over \$8 Million CAD up to \$14 Million CAD: Wage rates as per the Supplemental Agreement Wage Schedule for Low Budget Feature Films Over \$8 Million up to \$14 Million CAD (pp. 73-74) and a total fringe rate of sixteen percent (16%) plus \$12.00 per day additional health and welfare contribution and \$3.50 per day per Employee contribution to the Benevolent Fund.¹
- (2) Budget of over \$3 Million CAD up to \$8 Million CAD: Wage rates as per the Supplemental Agreement Wage Schedule for Low Budget Feature Films Over \$3 Million up to \$8 Million CAD (pp. 75-76) and a total fringe rate of sixteen percent (16%) plus \$12.00 per day additional health and welfare contribution and \$3.50 per day per Employee contribution to the Benevolent Fund.²

¹ In addition, Company shall deduct from the Employee the amounts provided under Sections (f) and (h) of Article 14, as applicable, and under Section (l) of Article 14.

² In addition, Company shall deduct from the Employee the amounts provided under Sections (f) and (h) of Article 14, as applicable, and under Section (l) of Article 14.

- (3) Budget of \$3 Million CAD and below: Wage rates as per the Supplemental Agreement Wage Schedule for Low Budget Feature Films \$3 Million CAD and Below (pp. 77-78) and a total fringe rate of fourteen percent (14%) plus \$12.00 per day additional health and welfare contribution and \$3.50 per day per Employee contribution to the Benevolent Fund.³

In the event the Producer exceeds or anticipates that production may exceed the declared budget, the Producer will contact the Union to discuss the circumstances causing the budget overage.

If the Producer discusses the budget overage with the Union and the costs exceed the previously declared budget, then the Employees employed on the production shall be paid retroactively for all hours worked up to the next applicable tier.

In the event the Union is required to audit, the Producer shall be liable for all reasonable audit fees upon an auditor's finding that the costs exceeded the amount represented by the Producer.

In addition, the Employees employed on the production shall be paid retroactively for all hours worked, up to the next applicable tier, plus an additional five percent (5%) of their gross earnings.

In the event of unanticipated circumstances which are the cause of a budget overage, such as standard force majeure situations, the above penalties for such budget overages shall not apply. All information received or reviewed by the Union or professionals retained by the Union pursuant to this provision shall be kept confidential and neither the Union nor its representatives shall disclose any such information except to enforce the provisions of the Collective Agreement.

Home Video and Long Form Television Made for Basic Cable:

The scale minimum wage rates for home video and long form television made for basic cable shall be as per the Supplemental Agreement Wage Schedule for Home Video and Cable TV Long Form (pp. 93-94), except that wage rates shall be as per the Supplemental Agreement Wage Schedule for Home Video and Cable TV Long Form, Each Greenlit Prior to April 1, 2024 (pp. 105-106), for any such production which, prior to April 1, 2024, meets one of the following criteria: (A) the Company has made or obtained a firm commitment for the production, exhibition or distribution of the motion picture; or (B) principal photography of the motion picture has commenced.

The total fringe rate shall be fourteen percent (14%) plus \$12.00 per day additional health and welfare contribution and \$2.00 per day per Employee contribution to the Benevolent Fund.⁴

³ In addition, Company shall deduct from the Employee the amounts provided under Sections (f) and (h) of Article 14, as applicable, and under Section (l) of Article 14.

⁴ In addition, Company shall deduct from the Employee the amounts provided under Sections (g) and (i) of Article 14, as applicable, and under Section (l) of Article 14.

The Union confirms that, upon request, it will give good faith consideration to proposed variations to the terms of this Agreement for specific productions.

Pilots Made for Network, Syndication or Basic Cable:

The scale minimum wage rates for all pilots shall be as per the Supplemental Agreement Wage Schedule for Network Pilots; HB SVOD Pilots; and Pilots made for Syndicated and Cable Television (pp. 91-92), except that wage rates shall be as per the Supplemental Agreement Wage Schedule for Network Pilots; High Budget SVOD Pilots; and Pilots Made for Syndicated and Cable Television, Each Greenlit Prior to April 1, 2024 (pp. 103-104), for a pilot which, prior to April 1, 2024, meets one of the following criteria: (A) the Company has made or obtained a firm commitment for the production, exhibition or distribution of the pilot; or (B) principal photography of the pilot has commenced.

The total fringe rate shall be fourteen percent (14%) plus \$12.00 per day additional health and welfare contribution and \$2.00 per day per Employee contribution to the Benevolent Fund.⁵

The Union confirms that, upon request, it will give good faith consideration to proposed variations to the terms of this Agreement for specific productions.

Syndicated and Cable Television Series:

For Syndicated and Cable Television Series, the scale minimum wage rates shall be as follows:

- a. For the first season of the Series, wage rates shall be as per the Supplemental Agreement Wage Schedule for First Season of Syndicated and Cable TV Series (pp. 95-96), except that wage rates shall be as per the Supplemental Agreement Wage Schedule for the First Season of Syndicated and Cable Television Series, Each Greenlit Prior to April 1, 2024 (pp. 107-108), for any such season of a series which, prior to April 1, 2024, meets one of the following criteria: (A) the Company has made or obtained a firm commitment for the production, exhibition or distribution of the season of the series; or (B) principal photography of the first episode of the season in the series (or first part in the case of a mini-series) has commenced.
- b. For the second season of the Series, wage rates shall be as per the Supplemental Agreement Wage Schedule for Second Season of Syndicated and Cable TV Series (pp. 97-98), except that wage rates shall be as per the Supplemental Agreement Wage Schedule for the Second Season of Syndicated and Cable Television Series, Each Greenlit Prior to April 1, 2024 (pp. 109-110), for any such season of a series which, prior to April 1, 2024, meets one of the following criteria: (A) the Company has made or obtained a firm commitment for the production, exhibition or distribution of the season of

⁵ In addition, Company shall deduct from the Employee the amounts provided under Sections (g) and (i) of Article 14, as applicable, and under Section (l) of Article 14.

the series; or (B) principal photography of the first episode of the season in the series has commenced.

- c. For the third season of the Series, wage rates shall be as per the Supplemental Agreement Wage Schedule for Third Season of Syndicated and Cable TV Series (pp. 99-100), except that wage rates shall be as per the Supplemental Agreement Wage Schedule for the Third Season of Syndicated and Cable Television Series, Each Greenlit Prior to April 1, 2024 (pp. 111-112), for any such season of a series which, prior to April 1, 2024, meets one of the following criteria: (A) the Company has made or obtained a firm commitment for the production, exhibition or distribution of the season of the series; or (B) principal photography of the first episode of the season in the series has commenced.
- d. For the fourth and all subsequent seasons of the Series, wage rates shall be as per the Supplemental Agreement Wage Schedule for Fourth Season of Syndicated and Cable TV Series (pp. 101-102), except that wage rates shall be as per the Supplemental Agreement Wage Schedule for the Fourth or Subsequent Season of Syndicated and Cable Television Series, Each Greenlit Prior to April 1, 2024 (pp. 113-114), for any such season of a series which, prior to April 1, 2024, meets one of the following criteria: (A) the Company has made or obtained a firm commitment for the production, exhibition or distribution of the season of the series; or (B) principal photography of the first episode of the season in the series has commenced.

The total fringe rate will be fourteen percent (14%) plus \$12.00 per day additional health and welfare contribution and \$2.00 per day per Employee contribution to the Benevolent Fund for the first season; fifteen percent (15%) plus \$12.00 per day additional health and welfare contribution and \$2.00 per day per Employee contribution to the Benevolent Fund for the second season; and sixteen percent (16%) plus \$12.00 per day additional health and welfare contribution and \$3.50 per day per Employee contribution to the Benevolent Fund for all subsequent seasons of the Series.⁶

The Union confirms that, upon request, it will give good faith consideration to proposed variations to the terms of this Agreement for specific productions.

⁶ In addition to paying the aforementioned fringe rates, Company shall deduct from the Employee the amounts provided under Sections (g) and (i) of Article 14, as applicable, and under Section (l) of Article 14.

SIDELETTER #1

Re: Generative Artificial Intelligence

During the negotiations for the 2024 Local 873 Long Term Agreement, the parties discussed the use of Generative Artificial Intelligence ('GAI') in the production of motion pictures. The parties acknowledged that definitions of GAI vary, but agreed that the term generally refers to a subset of artificial intelligence that learns patterns from data and produces content based on those patterns (e.g., ChatGPT4, MidJourney, Dall-E2). It does not include 'traditional AI' technologies programmed to perform specific functions, such as those already used during all stages of motion picture production (e.g., CGI and VFX).

The parties recognize that this Sideletter is being entered into at a time when the use of GAI is in the process of exploration, experimentation and innovation. Furthermore, the parties acknowledge that the use of GAI may be discussed during the negotiations for successor Agreements to the IATSE Basic Agreement and the Area Standards Agreement.

Should the parties to the IATSE Basic Agreement agree upon terms and conditions specific to GAI during the negotiations for a successor Agreement to the 2021 IATSE Basic Agreement, the parties agree that the terms and conditions of the Local 873 Agreement shall be modified to reflect those terms and conditions, to the extent that those terms and conditions are applicable to the Local 873 Agreement. Additionally, should the parties to the IATSE Area Standards Agreement agree upon terms and conditions specific to GAI with respect to individuals employed in the Transportation Department during the negotiations for a successor Agreement to the 2021 IATSE Area Standards Agreement, the parties agree that the terms and conditions of the Local 873 Agreement shall be modified to reflect those terms and conditions, to the extent that those terms and conditions are applicable to individuals employed in the Transportation Department under the Local 873 Agreement.

If either the AMPTP or the Union believes that the terms and conditions specific to GAI which are negotiated in the 2024 IATSE Basic Agreement negotiations or the 2024 IATSE Area Standards Agreement negotiations, as applicable, do not apply to the Local 873 Agreement, that party will notify the other party in writing within thirty (30) days after the AMPTP's receipt of notice of ratification of the applicable Agreement. Thereafter, the parties will meet and endeavor to resolve any issues no later than sixty (60) days after the AMPTP's receipt of notice of ratification of the applicable Agreement.

SIDELETTER #2

Re: Parking in the Toronto Central Core – Television

In television production, Companies signatory to this Collective Agreement will use best efforts to endeavor to assist Employees in obtaining reasonable cost parking or transportation to locations in the Toronto central core. Efforts may include locating and identifying reasonable cost parking facilities, ascertaining public transportation availabilities, providing for courtesy transportation from a designated marshalling point, or similar efforts. Such efforts shall not be subject to grievance or arbitration.

SIDELETTER #3

Re: Supervisor Training

The parties recognize that a well-trained workforce is desirable for the benefit of the Company, the Union and the Employees, and promotes the safety of all persons employed in the industry.

Therefore, beginning April 1, 2025, the Company shall ensure that any head of department who is directly selected by the Company pursuant to Articles 6(d), (e) and (f) has successfully completed the Supervisor Health and Safety Training course provided by the Toronto Motion Picture Technicians' Training Centre. In addition, the Company shall ensure that the Costume Supervisor, Set Decorating Lead Person and Transport Captain have taken the course.

This shall not apply to employees working temporarily in a higher classification in the manner set forth in Article 6(l).

The Company and Union acknowledge the Ontario Film and Television Section 21 Advisory Committee's efforts to formulate safety guidelines for the film and television industry in Ontario. The parties hereto agree to foster the industry-wide dissemination of said guidelines.

SIDELETTER #4

Re: Sustainability Practices

The bargaining parties mutually embrace the philosophy of financially efficient sustainable practices that benefit the environment. To that end, the bargaining parties affirm their commitment to review existing and/or develop new sustainable practices that can be disseminated to production as a resource in the vital endeavor to reduce the carbon footprint of our workplaces.

SIDELETTER #5

Re: Productions Made for New Media

This confirms the understanding of IATSE Local 873 and the Company concerning the terms and conditions which the Company may elect to apply to the production of entertainment motion pictures of the type that have traditionally been covered under the Collective Agreement or Supplemental Agreement which are made for the Internet, mobile devices, or any other new media platform in existence as of April 1, 2009 (hereinafter collectively referred to as “New Media”).¹

A. Terms and Conditions of Employment on Derivative New Media Productions (other than High Budget Derivative Productions Made for Subscription Consumer Pay New Media Platforms)

A “Derivative New Media Production” is a production for New Media based on an existing dramatic television motion picture covered by the Collective Agreement, including the Supplemental Agreement, that was produced for “traditional” media – *e.g.*, a free television, basic cable or pay television motion picture (‘the source production’) – and is otherwise included among the types of motion pictures traditionally covered by the Collective or Supplemental Agreements.

Except as provided in Section D. below with respect to derivative dramatic motion pictures and series made for subscription consumer pay new media platforms, the following terms and conditions shall apply to Derivative New Media Productions:

Employees may be employed by a Company and assigned to a Derivative New Media Production as part of their regular workday on the source production. The work for the Derivative Production shall be considered part of the workday for the Employees on the source production and shall trigger overtime if work on the Derivative Production extends the workday on the source production past the point at which overtime would normally be triggered on the source production. All other terms and conditions, including fringe benefits, shall continue as if the Employee were continuing to work on the source production.²

¹ This Sideletter applies to the production of certain types of programs intended for initial use in New Media and does not cover work involved in the selection of content for, design or management of any website or any other New Media platform on which productions made for New Media appear.

² Company may elect to produce any high budget derivative dramatic motion picture or series made for a subscription consumer pay new media platform under the terms of this Section in lieu of the provisions of Section D. below and, in doing so, shall be in full compliance with the terms of this Sideletter, provided the terms and conditions of employment on the source production are not less than those offered under Section D. below.

In all other situations, terms and conditions of employment are freely negotiable between the Employee and the Company, to the extent permitted by applicable law, except for those provisions identified in Section C. below, and provided that the Company and Employee cannot negotiate wages and overtime less than the minimums provided by applicable law for Employees not covered by a collective agreement.

B. Terms and Conditions of Employment on Original New Media Productions (other than “High Budget” Original Dramatic Motion Pictures and Series Made for Subscription Consumer Pay New Media Platforms)

Terms and conditions of employment on Original New Media Productions (other than “High Budget” Original Dramatic Motion Pictures and Series Made for Subscription Consumer Pay New Media Platforms) are freely negotiable between the Employee and the Company, to the extent permitted by applicable law, except for those provisions identified in Section C. below, and provided that the Employee and Company cannot negotiate wages and overtime less than the minimums provided by applicable law for Employees not covered by a collective agreement.

C. Other Provisions for New Media Productions (other than High Budget Original and Derivative Dramatic Motion Pictures and Series Made for Subscription Consumer Pay New Media Platforms)

(1) Fringe Rates

(a) The aggregate fringe rate payable for Pension, Health, Benevolent Fund and Vacation Pay on covered New Media Productions with a budget under \$25,000 CAD per exhibited minute shall be ten percent (10%) of straight time earnings only. The \$12.00 per day additional health and welfare contribution shall not apply.

(b) The aggregate fringe rate payable for Pension, Health, Benevolent Fund and Vacation Pay on covered New Media Productions with a budget over \$25,000 CAD per exhibited minute shall be fourteen percent (14%) of straight time earnings only. The \$12.00 per day additional health and welfare contribution shall not apply.

(c) For purposes of this Article, the term “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 10% of the budget, costs of financing and bonds.

The Union shall allocate the percentage among the aforementioned fringe categories. The Company is not required to make Pension and Health contributions on behalf of any Employee who has been issued a work permit, provided that proof of payment to such Employee's applicable IATSE Pension and Health Plan is provided to the Union.

(2) Grievance and Arbitration

The provisions of Article Twenty-One of the Collective Agreement, "Settlement of Disputes," shall apply.

(3) Staffing

It is expressly understood and agreed that there shall be no staffing requirements on New Media Productions and that there will be full interchange of job functions among Employees, so that a single Employee may be required to perform the functions of multiple job classifications covered hereunder.

(4) No Strike, No Lockout

The provisions of Article Two, paragraphs (h) and (i), of the Collective Agreement shall apply.

(5) Dues

The provisions of Article Fourteen, paragraph (l), of the Collective Agreement shall apply.

(6) Layoff, Termination of Employment and Replacement

The following provisions of the Collective Agreement shall apply to all Employees employed on New Media Productions: Article One, paragraph (d) (1), "Union Representatives," and Article Twenty, "Layoff, Discipline and Discharge."

(7) Budget Verification

Upon request of the Union, the Company shall provide the Union with the top sheet of the budget of a production longer than twenty (20) minutes made for a subscription consumer pay new media platform and covered under Section A. or B. Any such request shall be made within thirty (30) days from commencement of principal photography. The Union shall treat all budget top sheets provided to it as confidential.

(8) No Other Terms Applicable

Except as expressly provided in this Sideletter, no other terms and conditions of the Collective Agreement or the Supplemental Agreement shall be applicable to Employees employed on New Media Productions.

D. Terms and Conditions of Employment for “High Budget” Original and Derivative Dramatic Motion Pictures and Series Made for Subscription Consumer Pay New Media Platforms

- (1) (a) The Union and the Companies confirm that no series that qualified as a “Legacy” High Budget SVOD Series³ pursuant to Section D.(1) of the New Media Sideletter in the 2018 IATSE 873 Long Term Agreement exists any longer.
- (b) The terms and conditions set forth in this Section D. shall not apply to a High Budget SVOD Program or episode of a High Budget SVOD series, the license agreement for which was entered into prior to April 1, 2021 and that did not qualify as a “Legacy” High Budget SVOD Series pursuant to Section D.(1) of the New Media Sideletter in the 2018 IATSE 873 Long Term Agreement. Any such program or series shall continue to be subject to the terms of the New Media Sideletter in the 2018 IATSE 873 Long Term Agreement and the terms and conditions incorporated therein, except that:
- (i) Any such series that is subject to the minimum wage rates for Network Television Productions shall apply the minimum wage rates for Network Television Productions under the 2021 IATSE 873 Long Term Agreement for the period beginning April 1, 2023 and ending March 30, 2024, increased by seven percent (7%) effective March 31, 2024; by an additional four percent (4%) effective March 29, 2025; by an additional three and one-half percent (3.5%) effective March 29, 2026; and by an additional three percent (3%) effective April 4, 2027. These increases shall be compounded.
- (ii) Any such series that is subject to the minimum wage rates for Cable Television Series shall apply the discounts in the 2018 IATSE 873 Supplemental Agreement in effect on

³ During the 2021 negotiations, the parties agreed as a matter of housekeeping to rename “grandfathered” High Budget SVOD Programs and series as “Legacy” High Budget SVOD Programs and series.

March 31, 2021 for Cable Television Series to the applicable rates in the Television Production Rate Card in the 2021 IATSE 873 Long Term Agreement for the period beginning April 1, 2023 and ending March 30, 2024, increased by seven percent (7%) effective March 31, 2024; by an additional four percent (4%) effective March 29, 2025; by an additional three and one-half percent (3.5%) effective March 29, 2026; and by an additional three percent (3%) effective April 4, 2027. These increases shall be compounded.

If the licensee orders additional High Budget SVOD Programs or episodes of a High Budget SVOD series, the license agreement for which is entered into prior to April 1, 2021, and the Company has the right to negotiate with respect to the material terms and conditions of the license for such additional High Budget SVOD Programs or episodes of a High Budget SVOD series, then the additional High Budget SVOD Program or episodes of the High Budget SVOD series shall be subject to the terms of the New Media Sideletter in the 2021 IATSE 873 Long Term Agreement.

- (c) In the event that the Company asserts that a program or series is a Legacy High Budget SVOD Program or series under the provisions of Paragraph D.(1)(b) above, a limited number of representatives of the IATSE, subject to the execution of a confidentiality agreement satisfactory in form to the Company, may inspect those portions of the license agreement that are relevant to determine whether the Company had the right to renegotiate with respect to the material terms and conditions of the license for the additional programs or episodes. All information received or reviewed by representatives of the IATSE shall be kept confidential, and neither the IATSE nor its representatives shall disclose any such information, except as necessary to enforce its rights under this Agreement.

- (2) Original and derivative dramatic new media productions made for initial exhibition on a subscription consumer pay platform (such as Netflix) which meet the following criteria will be considered “high budget” (hereinafter “High Budget SVOD Program”):

<u>Length of Program as Initially Exhibited*</u>	<u>“High Budget” Threshold</u>
20-35 Minutes	\$1,475,000 CAD and above
36-65 Minutes	\$2,825,000 CAD and above
66 Minutes or more	\$3,400,000 CAD and above
* Programs less than 20 minutes are not considered “high budget” for purposes of this provision, regardless of their budgets.	

- (3) **“Tier 1” and “Tier 2” Defined**

For purposes of this Section D., Tier 1 and Tier 2 shall be defined as follows:

<u>Program Length</u>	<u>Budget Tier</u>
<u>20-35 Minutes</u>	<u>Tier 1: \$2,700,000 CAD or more</u>
	<u>Tier 2: \$1,475,000 CAD or more but less than \$2,700,000 CAD</u>
<u>36-65 Minutes</u>	<u>Tier 1: \$4,900,000 CAD or more</u>
	<u>Tier 2: \$2,825,000 CAD or more but less than \$4,900,000 CAD</u>
<u>66-95 Minutes</u>	<u>Tier 1: \$5,100,000 CAD or more</u>
	<u>Tier 2: \$3,400,000 CAD or more but less than \$5,100,000 CAD</u>
<u>96 Minutes or more</u>	<u>Tier 1: \$5,800,000 CAD (plus \$2,900,000 CAD for each additional 35 minutes or portion thereof) or more</u>
	<u>Tier 2: \$3,400,000 CAD or more but less than \$5,800,000 (plus \$2,900,000 CAD for each additional 35 minutes or portion thereof)</u>

(4) Minimum Wages and Fringe Rate

- (a) The minimum wages and fringe rates for Employees employed on a High Budget SVOD Program in Tier 1, as defined in subparagraph (3) above, that are intended for initial exhibition on a subscription video-on-demand consumer pay platform with twenty million (20,000,000) or more subscribers in the United States and Canada shall be as provided in the 2024 IATSE Local 873 Long Term Agreement for Network Television Productions.

However, with respect to High Budget SVOD Programs that meet the following conditions:

- (i) The minimum wages and fringe rates shall be as provided in the 2024 IATSE Local 873 Long Term Agreement for Feature Films for Employees employed on a High Budget SVOD Program (other than a pilot, episode of a series or part of a mini-series) that is:
- (A) 96 minutes or more in length;
 - (B) budgeted at over \$45,671,745 CAD [*to be increased by the wage and fringe increases in each year of the Agreement*];^{4,5}
 - (C) intended for initial exhibition on a subscription video-on-demand consumer pay platform with

⁴ The budget threshold increases to over \$47,498,615 CAD effective March 30, 2025, to over \$49,161,067 CAD effective March 29, 2026 and to over \$50,635,899 CAD effective April 4, 2027.

⁵ The budget shall be determined by the production costs, including the “above” and “below the line” costs and “pre-production” and “post-production” costs. Production costs shall not include: (a) the costs of the premium for a completion bond; (b) a contingency fund not to exceed ten percent (10%) of the budget; (c) costs reimbursed by insurance; and (d) overages caused by a force majeure event or governmental action. The Company shall provide the IATSE, upon request, with a report of the actual expenditures of the production (“Final Expenditure Report”) and such other relevant materials as the IATSE may require which show the actual cost of the production. Local 873 may request that the IATSE conduct such review and make a determination of whether the budget is over the budget threshold set forth in Paragraph D.(4). In the event that the IATSE refuses to do so, Local 873 reserves its right to conduct such review. All information received or reviewed by representatives of the IATSE or Local 873 or their retained professionals shall be confidential and neither the IATSE or Local 873 nor their representatives or retained professionals shall disclose any such information except as necessary to enforce their rights under this Agreement.

twenty million (20,000,000) or more subscribers in the United States and Canada; and

- (D) subject to a license agreement entered into on or after October 1, 2021 (or, in the absence of a license agreement, the principal photography of which commences on or after October 1, 2021).
- (ii) The minimum wage rates shall be as provided in the 2024 IATSE Local 873 Long Term Agreement under the “Television Production Rate Card” for the third and subsequent seasons of a Network Television series for Employees employed on a High Budget SVOD Program (other than a pilot, episode of a series or part of a mini-series) that is:
 - (A) 85 minutes or more in length;
 - (B) budgeted at \$27,000,000 CAD or more [*to be increased by the wage and fringe increases in each year of the Agreement*];^{6,7} and
 - (C) subject to a license agreement entered into on or after April 1, 2024 (or, in the absence of a license agreement, the principal photography of which commences on or after April 1, 2024).
- (b) The minimum wages and fringe rates for Employees employed on a High Budget SVOD Program in Tier 2, as defined in subparagraph (3) above, or those Employees employed on a High Budget SVOD Program in Tier 1, as defined in subparagraph (3) above, that are intended for initial exhibition on a subscription video-on-demand consumer pay platform with fewer than twenty million (20,000,000) subscribers in the United States and Canada shall be those applicable to Cable Television Series under the IATSE Local 873 Supplemental Agreement. However, the minimum wage rates shall be as provided in the 2024 IATSE Local 873 Long Term Agreement under the “Television Production Rate Card” for the third and subsequent seasons of a Network

^{6, 8} The budget threshold increases to \$28,080,000 CAD or more effective March 30, 2025, to \$29,062,800 CAD or more effective March 29, 2026 and to \$29,934,684 CAD or more effective April 4, 2027.

^{7, 9} The budget shall be determined as described in footnote 5 to Paragraph D.(4) above.

Television series for Employees employed on a High Budget SVOD Program (other than a pilot, episode of a series or part of a mini-series) that is:

- (i) 85 minutes or more in length;
- (ii) budgeted at \$27,000,000 CAD or more [*to be increased by the wage and fringe increases in each year of the Agreement*];⁸; and
- (iii) subject to a license agreement entered into on or after April 1, 2024 (or, in the absence of a license agreement, the principal photography of which commences on or after April 1, 2024).

(5) All Other Terms and Conditions

All other terms and conditions for Employees employed on a High Budget SVOD Program in Tier 1, as defined in subparagraph (3) above, that are intended for initial exhibition on a subscription video-on-demand consumer pay platform with twenty million (20,000,000) or more subscribers in the United States and Canada shall be as provided in the 2024 IATSE Local 873 Long Term Agreement for Network Television Productions, except that all other terms and conditions shall be as provided in the 2024 IATSE 873 Long Term Agreement for Feature Films for Employees employed on a High Budget SVOD program described in Paragraph D.(4)(a)(i) above in this Sideletter (other than a pilot, episode of a series or part of a mini-series).

All other terms and conditions for Employees employed on a High Budget SVOD Program in Tier 2, as defined in subparagraph (3) above, or those Employees employed on a High Budget SVOD Program in Tier 1, as defined in subparagraph (3) above, that are intended for initial exhibition on a subscription video-on-demand consumer pay platform with fewer than twenty million (20,000,000) subscribers in the United States and Canada, shall be those applicable to television series covered under the Supplemental Agreement.

The Union further agrees that the current practice relating to inter-departmental cooperation shall remain unchanged.

SIDELETTER #6

Re: IATSE Entertainment and Exhibition Industries Training Trust Fund

The Companies have agreed to discuss the above-referenced matter with the Local as soon as practicable should the Companies agree to participate in the IATSE Entertainment and Exhibition Industries Training Trust Fund pursuant to any other collective agreements with the IATSE.

SIDELETTER #7

Re: Number of Subscribers to a Subscription Consumer Pay Platform

This sideletter confirms the parties' understanding that any agreement between the AMPTP and the IATSE regarding the number of subscribers to a subscription consumer pay New Media platform in the United States and Canada shall also apply under the Local 873 Collective Agreement for purposes of applying the provisions on High Budget SVOD Programs in Paragraph D. of the Sideletter #5 re: Productions Made for New Media.

SIDELETTER #8

Re: Work Performed Outside Canada and the United States and its Territories

This sideletter confirms the understanding that should a Company elect to employ a person within the geographic jurisdiction of Local 873 to perform work outside the limits of Canada and the United States and its territories in any of the job classifications covered hereunder, in the production of motion pictures, the provisions of this Agreement do not apply to such employment, except that the Company shall pay retirement and health contributions pursuant to this Agreement, provided that the Trust Agreement for the IATSE Local 873 Health and Welfare Trust permits such contributions. The bargaining parties agree to make a recommendation to the Trustees of the IATSE Local 873 Health and Welfare Trust to amend the Trust Agreement, if required, to allow such contributions.

SIDELETTER #9

Re: Reconciliation, Equity, Diversity and Inclusion

The Companies on the list of signatories supplied to Local 873 by the AMPTP, on the one hand, and the Union, on the other hand (collectively referred to as the “Parties”), recognize their joint interest in promoting reconciliation, equity, diversity, and inclusion in the workplace, so that people from disadvantaged and under-represented groups are provided with employment opportunities and greater representation in the film and television industry in Ontario. The Parties’ goal in pursuing these initiatives is to increase measurably the diversity in the active workforce in the film and television industry in Ontario, at all times guided by the Ontario Human Rights Code and its principles.

Committee

In furtherance of this goal, the Parties shall form a committee (“Committee”) within thirty (30) days of the Companies’ receipt of notice of ratification consisting of:

- a. four representatives from the Union; and
- b. four representatives from the Companies.

The Committee shall be co-chaired by one Union representative and one Company representative.

The Committee’s first meeting shall take place within 30 days of its formation and shall meet as needed to accomplish its work, which shall include the matters described in this Sideletter.

The parties recommend that funding of costs associated with the application for the special program described in paragraphs 1 through 9 below be provided by the Toronto Motion Picture Technicians’ Training Centre, and that the Training Centre take any necessary steps to effectuate its provision of funding. The Committee will discuss funding for costs associated with the work of the Committee which are not otherwise borne by the Company or the Union.

Special Program

The Parties agree to make a joint application for a special program under Section 14 of the Ontario Human Rights Code (‘OHRC’). The Committee will promptly develop and mutually agree on the elements of the special program.

1. The goals of the special program include:
 - (a) to address under-representation and/or barriers in the industry faced by persons or groups with one or more protected characteristics;

- (b) to provide meaningful employment opportunities for residents of Ontario that will allow such persons to establish and maintain a career in the industry; and
- (c) to establish accountability and monitoring, including ways to measure and track success in increasing diversity in the active workforce.

2. The Committee will:

- (a) no later than three (3) months after its formation, conduct a voluntary, anonymous survey to establish which groups with protected characteristics as set out in the OHRC (“Protected Characteristics”) are statistically under-represented in the Ontario film industry as compared to the general Ontario labour pool, understanding that the purpose of examining the general Ontario labour pool is to ascertain where gaps exist in representation within the industry;
- (b) no later than one (1) month after the completion of the work described in subparagraph (a) above, identify those groups the Parties intend to prioritize with the special program, including groups identified in Paragraph 2.(a) above or other groups deemed to be a priority by the Committee (the “Target Group(s)”), and make such recommendations as it considers necessary to ensure that hires under the special program as set out in this Sideletter reflect these priorities;
- (c) develop mechanisms to allow the Union to collect and maintain a database of persons on the Union hiring rosters who voluntarily self-identify as having one or more Protected Characteristics;
- (d) allow Companies to provide meaningful employment opportunities to such persons;
- (e) identify and ameliorate specific barriers to entry and retention in the industry, including accommodations;
- (f) identify how to track, and regularly report to the Parties, success in increasing diversity in the active workforce; and
- (g) agree on the time frame in which the special program shall be in effect, subject to a mutual agreement to make a renewal application to, or otherwise, extend it in whole or in part.

The Parties agree that the Committee will complete its preliminary work and submit the joint application for the special program no later than six (6) months after the formation of the Committee.

3. As part of the Parties' shared commitment to the goal of increasing diversity, the Parties agree to cooperate in providing whatever additional information the Committee and/or the Ontario Human Rights Commission may require while complying with Ontario privacy and other applicable law.
4. Subject to approval of the application for the special program, the Parties agree that:
 - (a) Companies will be permitted to seek candidates who already possess the skills necessary for work in the industry for employment based on Protected Characteristics;
 - (b) Companies may hire Employees based on membership in the Target Groups as set out in this Sideletter.
 - (c) The special program will permit collection of information regarding the Protected Characteristics of the existing and future workforce by asking Employees to self-identify, so that the Parties can measure whether they are making progress towards the goal of increasing diversity.
 - (d) The Parties further agree that implementation of special programs approved under this Sideletter will not constitute a violation of Article 28 of the Local 873 Agreement.
5. For greater clarity, and subject to approval under the special program, the following will permit the Company and the Union to agree to hire persons who have voluntarily self-identified as being a member of a Target Group(s) on specific productions as set out below:
 - (a) If the Company is directly hiring Employees, the Company shall request from the Union a list of those in a particular classification on the Group 1 Members Availability List who are from a Target Group(s). In the event there are no Group 1 Members available from a Target Group, the Company may request a list of those in the same classification on the Group 2 non-Members Availability List who are from a Target Group(s). If the Union is unable to fulfill the Company's request from those on the Group 1 Members Availability List or Group 2 non-Members Availability List, the Company may engage a qualified individual from the Target Group from outside Group 1/Group 2 pursuant to the special program under this paragraph 5(a). During the first year of the special program, the maximum number of individuals hired pursuant to the preceding sentence at any given time shall be limited to no more than one (1) per department.

Thereafter, these numbers shall be increased as determined by the Committee. Further, a Company may only hire an individual from outside Group 1/Group 2 pursuant to this paragraph 5(a) in a particular department if at least one (1) individual on the Group 1 Members Availability List is engaged in that department, provided that a qualified individual from Group 1 is available.

- (b) If the Company is requesting Employees through dispatch, the Company may request priority dispatch under the special program of individuals from the Target Group(s), and the Union will dispatch individuals in the Target Group(s), if any are available. Such requests shall be limited at any given time to one (1) per department.
 - (c) Any individual hired under (a) shall be included in the aggregate number of persons dispatched under (b).
 - (d) For purposes of this paragraph 5, the departments shall be as follows: Construction/Scenic/Paint; Costume; Electric; Grips; Hair; Make-Up; Property/Set Decorating/Greens; Script; Sound; Special Effects; Transportation.
 - (e) An individual not on the Group 1 Members Availability List or Group 2 non-Members Availability List who has worked at least one (1) day pursuant to the special program provisions of paragraph 5(a) above shall be entitled to the same priority in hiring pursuant to the "Order of Dispatch" provisions in Article 6(f) as is applicable to any individual on the Group 2 non-Members Availability List in the same classification. That is, that individual may be hired directly by the Company notwithstanding the fact that qualified persons on the Group 2 non-Members Availability List may be available. The individual may also continue to be hired pursuant to the special program provisions of paragraph 5(a) above. The Union shall maintain a listing of individuals who, by virtue of their employment under paragraph 5(a) above, are entitled to the same priority in hiring as any person on the Group 2 non-Members Availability List. The Union shall make the list freely available to Companies, upon request.
6. Persons hired pursuant to the special program shall work under the Local 873 Agreement.
7. An individual hired pursuant to the special program must successfully complete the Workplace Hazardous Materials Information Systems (WHMIS), Worker Health and Safety Awareness courses, STEP UP: Respect in the Workplace, Permit Orientation course and any mandatory departmental requirements on or prior to the individual's first day of employment.

8. If an individual hired pursuant to the special program completes a course specified in paragraph 7 above while in the employ of a Company, the Company shall reimburse the individual for the costs incurred in connection with the course, if any, and shall compensate the individual for time spent in completing the course at the individual's straight time contracted hourly rate.
9. Any individual hired pursuant to the special program whose job duties cannot be performed without fulfilling a statutory entrance requirement(s) must satisfy the requirements prior to working on a production.
10. The parties agree that the foregoing special program is not the only special program permitted under this Agreement; rather, a Company and the Union may mutually agree to additional special program(s) on a Company-by-Company basis. Such special programs shall be guided by the Ontario Human Rights Code and its principles and shall apply and be subject to the provisions of Paragraphs 4 through 9, above. It is further understood that such special program(s) may prioritize disadvantaged and under-represented groups other than those prioritized by the Committee under Paragraph 2(b) and, in such case, these other groups shall be deemed "Target Group(s)" as defined herein.

Training Program - Ontario Residents Only

11. The Parties hereby agree to establish a training program(s) which allows a Company to hire trainees either from among the Target Group(s) established by the Committee pursuant to Paragraph 2(b) above or from such other disadvantaged and under-represented groups as the Company and the Union may agree to prioritize ("Trainees"), so that they will have opportunities for hands-on training and continued work in the film and television industry in Ontario. The training program(s) shall not be part of the special program application nor subject to its approval. The training program(s) may be implemented on a Company-by-Company basis, and shall contain the following elements:
 - (a) With notice to the Union, on each production, the Company may place one Trainee in each recognized department of the Union. No Trainee shall be placed as a Production Labourer. During the assignment, the Trainee may learn and perform bargaining unit work within an otherwise fully-staffed department. Trainees in this capacity will not displace any crew members working under the terms of the Local 873 Agreement and will be an additional position in the department. The Company will consult the department head about the placement. Trainees are not to be utilized to displace experienced Employees and shall work under the supervision of the appropriate department head.
 - (b) Any such Trainee must successfully complete the Workplace Hazardous Materials Information Systems (WHMIS), Worker Health and Safety Awareness courses, STEP UP: Respect in the Workplace, Permit

Orientation course and any mandatory departmental requirements on or prior to the individual's first day of employment.

- (c) The Company shall reimburse the Trainee for the costs incurred in connection with the course, if any, in paragraph 11(b) above and shall compensate the Trainee for time spent in completing such courses at the rate specified in paragraph 11(e) below.
- (d) Any Trainee whose job duties cannot be performed without fulfilling a statutory entrance requirement(s) must satisfy the requirement(s) prior to placement on a production.
- (e) Trainees shall work under the Local 873 Agreement and shall be compensated at the rate of \$25.00 per hour. This rate shall be increased to \$26.00 per hour effective March 30, 2025; to \$26.91 per hour effective March 29, 2026; and to \$27.72 per hour effective April 4, 2027.
- (f) A Company may employ a Trainee on a participating production on a weekly basis of five (5) days per week on a single production in any single department.
- (g) A Company has discretion to continue to employ a Trainee up to a maximum of one hundred twenty (120) days and may allow a Trainee to rotate to another of its productions (or a production of an affiliated or related Company).
- (h) In accordance with Article 6, Section (c), a Trainee who works under a Local 873 Agreement and who has applied for and been accepted into membership with the Union (which membership shall not be unreasonably withheld) will be added to the Group 1 Members Availability List, and will be removed from the Trainee Program. In the event that a Company (or its related or affiliated Companies) does not have sufficient work to employ a Trainee for the workdays necessary to obtain placement on the Group 1 Members Availability List, other unrelated or unaffiliated Companies may hire that individual as a Trainee under the provisions of this paragraph 10, or, if the Trainee has completed sixty (60) workdays as a Trainee, under the provisions of paragraph 5 above. A Company shall notify the Union of any Trainee who has not yet completed the workdays necessary to obtain placement on the Group 1 Members Availability List and who is no longer working for that Company (or a related or affiliated Company) due to insufficient work and indicate the number of workdays that the Trainee has completed in each department in which the Trainee worked. The Union shall maintain a list of such Trainees, as well as the number of workdays each Trainee has completed in a given department and shall make the list freely available to Companies, upon request.

- (i) The training program shall not constitute a violation of Article 28 of the Local 873 Agreement.

Communications Plan

12. The Parties acknowledge the importance of receiving the support of the membership of the Union in achieving the goal of creating a welcoming and inclusive environment for Employees from the Target Groups or other disadvantaged and under-represented groups prioritized by the Parties.

Ongoing Review

13. As part of the ongoing review and assessment of the special program, and based on recommendations from the Commission and the Committee, the Parties may mutually agree to modify the provisions herein, including changes to the maximum number of hires or trainees, by production or department, as the case may be, in order to achieve the goal of increased representation of persons in the Target Groups or other disadvantaged and under-represented groups prioritized by the Parties.

LETTER OF UNDERSTANDING

Notwithstanding and irrespective of the job classifications expressly set out in Schedule “A” of this Agreement, work covered by the Collective Agreement has historically included and shall continue to include the driving, operation and/or “wrangling” of all terrestrial and/or marine vehicles, man-lifts, tele-handlers, forklifts, heavy equipment and/or “picture vehicles” as well as any construction, modification and/or maintenance of same, including but not limited to all welding of same.

The Union and the Company have entered into this Letter of Understanding in the interests of clarity. The understanding committed to writing herein reflects the longstanding practices of the parties.

SCHEDULE "A" Job Classifications

CONSTRUCTION SUPERVISOR	PRODUCTION LABOURER	PRODUCTION SOUND MIXER
CONSTRUCTION COORDINATOR	CRAFT SERVICE	BOOM OPERATOR
HEAD CARPENTER		PLAYBACK OPERATOR
ON-SET CARPENTER	KEY SCENIC ARTIST	SOUND UTILITY
ASSISTANT HEAD CARPENTER	SCENIC ARTIST	
CARPENTER	ASSISTANT SCENIC ARTIST	COORDINATOR (SPFX)
	HEAD PAINTER	HEAD OF SPFX
HEAD LIGHTING TECHNICIAN	ON-SET PAINTER	ASSISTANT HEAD OF SPFX
SECOND LIGHTING	ASSISTANT HEAD PAINTER	SPFX TECHNICIAN
TECHNICIAN	PAINTER	
LIGHTING TECHNICIAN	SIGN WRITER	TRANSPORTATION
GENERATOR OPERATOR		CO-ORDINATOR
HEAD RIGGING LIGHTING	MOULD MAKER	TRANSPORT CAPTAIN
TECHNICIAN		PICTURE VEHICLE CAPTAIN
SECOND RIGGING LIGHTING	PROPERTY MASTER	TRANSPORT CO-CAPTAIN
TECHNICIAN	BUYER	DRIVER
RIGGING LIGHTING	ASSISTANT PROPERTY MASTER	TRACTOR TRAILER DRIVER*
TECHNICIAN	PROP PERSON	BUS DRIVERS**
LIGHTING CONSOLE OPERATOR		
SET WIREPERSON	SCRIPT SUPERVISOR	COSTUME DESIGNER
ASSISTANT SET WIREPERSON	SCRIPT ASSISTANT	ASSISTANT COSTUME
		DESIGNER
KEY GRIP	SET DECORATOR	COSTUME SUPERVISOR
ASSISTANT KEY GRIP	BUYER	COSTUME SET KEY
DOLLY GRIP	ON-SET DRESSER	COSTUME BUYER
GRIP	ASSISTANT ON-SET DRESSER	ASSISTANT COSTUME SET
KEY RIGGING GRIP	LEAD PERSON	SUPERVISOR
ASSISTANT RIGGING GRIP	ASSISTANT SET DECORATOR	COSTUME DRESSER
	SET DRESSER	SEAMSTER
RIGGING GRIP	KEY GREENS-PERSON	COSTUME ASSISTANT
	ASSISTANT GREENS-PERSON	BACKGROUND COSTUME
HAIR DEPARTMENT HEAD	GREENS-PERSON	COORDINATOR
KEY HAIR STYLIST		COSTUME CUTTER
ASSISTANT HAIR STYLIST		FIRST HAND SEAMSTER
		AGER AND DYER
MAKE-UP DEPARTMENT HEAD		TAILOR
ASSISTANT HEAD OF		
DEPARTMENT		
MAKE-UP ARTIST		

* Applicable to persons engaged to operate equipment that requires an AZ license.

** Applicable to persons engaged to operate equipment that requires a C license.

**SCHEDULE “B”
Name-Hire Positions**

Electric	Grips	Construction	Scenic/Paint
Head Lighting Technician	Key Grip	Coordinator	Scenic Artist
Second Lighting Technician	Assistant Key Grip	Head Carpenter	Assistant Scenic Artist
Generator Operator	Dolly Grip	Assistant Head Carpenter	Head Painter
Lighting Console Operator	Key Rigging Grip	2 nd Assistant Head	Assistant Head Painter
Head Rigging Lighting Technician	Assistant Rigging Grip	On-Set Carpenter	On-Set Painter
Second Rigging Lighting Technician			
Set Wireperson			
Assistant Set Wireperson			
Transportation	Costume	Set Decorator	Props
Coordinator	Costume Designer	Set Decorator	Property Master
Transport Captain	Assistant Costume Designer	Lead Person	Assistant Property Master
Co-Captain	Costume Supervisor	Buyer	Buyer
Picture Vehicle Captain	Costume Set Key	On-Set Dresser	
Picture Vehicle Co-Captain	Assistant Costume Set Supervisor	Assistant On-Set Dresser	
	Costume Buyer	Key Greensperson	
	Background Costume Coordinator	Assistant Greensperson	
	Costume Cutter		
	First Hand Seamster		
	Ager and Dyer		
	Tailor		
Special Effects	Hair	Make-Up	Sound
Coordinator	Head of Department	Head of Department	Mixer
Head Special Effects	Key Hair Stylist	Assistant Head of Department	Boom Operator
Assistant Head	Assistant Hair Stylist	Make-Up Artist	Second Boom Operator
Shop Foreman			Sound Utility
Rigging Key			
Script		Performance Rigging	Prosthetics
Script Supervisor		Performance Coordinator	Coordinator
		Performance Key	Head of Department
		Performance Assistant Key	First Assistant

Feature Film Wage Schedule

	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Construction Department					
Construction Supervisor	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head Carpenter/On-set Carp	\$51.39	\$53.96	\$56.12	\$58.08	\$59.82
Assistant Head Carpenter	\$49.06	\$51.51	\$53.57	\$55.44	\$57.10
Carpenter	\$48.12	\$50.53	\$52.55	\$54.39	\$56.02
Costume Department					
Costume Designer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Costume Designer	\$51.39	\$53.96	\$56.12	\$58.08	\$59.82
Costume Supervisor	\$51.39	\$53.96	\$56.12	\$58.08	\$59.82
Costume Set Key	\$51.39	\$53.96	\$56.12	\$58.08	\$59.82
Assistant Costume Set Supervisor	\$48.12	\$50.53	\$52.55	\$54.39	\$56.02
Costume Dresser/Seamster	\$48.12	\$50.53	\$52.55	\$54.39	\$56.02
Costume Assistant	\$43.00	\$45.15	\$46.96	\$48.60	\$50.06
Electric Department					
Head Lighting Technician	\$51.39	\$53.96	\$56.12	\$58.08	\$59.82
Second Lighting Technician	\$48.12	\$50.53	\$52.55	\$54.39	\$56.02
Lighting Technician	\$43.00	\$45.15	\$46.96	\$48.60	\$50.06
Generator Operator	\$46.26	\$48.57	\$50.51	\$52.28	\$53.85
Head Rigging Lighting Technician	\$51.39	\$53.96	\$56.12	\$58.08	\$59.82
Second Rigging Lighting Tech.	\$48.12	\$50.53	\$52.55	\$54.39	\$56.02
Rigging Lighting Technician	\$43.00	\$45.15	\$46.96	\$48.60	\$50.06
Grip Department					
Key Grip	\$51.39	\$53.96	\$56.12	\$58.08	\$59.82
Assistant Key Grip	\$48.12	\$50.53	\$52.55	\$54.39	\$56.02
Dolly Grip	\$48.12	\$50.53	\$52.55	\$54.39	\$56.02
Grip	\$43.00	\$45.15	\$46.96	\$48.60	\$50.06
Key Rigging Grip	\$51.39	\$53.96	\$56.12	\$58.08	\$59.82
Assistant Rigging Grip	\$48.12	\$50.53	\$52.55	\$54.39	\$56.02
Rigging Grip	\$43.00	\$45.15	\$46.96	\$48.60	\$50.06
Hair Department					
Head of Department	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Key Hair Stylist	\$51.39	\$53.96	\$56.12	\$58.08	\$59.82
Assistant Hair Stylist	\$51.39	\$53.96	\$56.12	\$58.08	\$59.82
Make-up Department					
Head of Department	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Head of Department	\$51.39	\$53.96	\$56.12	\$58.08	\$59.82
Misc.					
Mould Maker	\$48.12	\$50.53	\$52.55	\$54.39	\$56.02
Production Labourer Craft Service	\$35.59	\$37.37	\$38.86	\$40.22	\$41.43
	\$35.59	\$37.37	\$38.86	\$40.22	\$41.43
Property Department					
Property Master/Buyer	\$51.39	\$53.96	\$56.12	\$58.08	\$59.82
Assistant Property Master	\$48.12	\$50.53	\$52.55	\$54.39	\$56.02
Prop Person	\$43.00	\$45.15	\$46.96	\$48.60	\$50.06

Feature Film Wage Schedule

<i>(Continued)</i>	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Scenic/Paint Department					
Key Scenic Artist	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Scenic Artist	\$51.39	\$53.96	\$56.12	\$58.08	\$59.82
Head Painter/On-set Painter	\$51.39	\$53.96	\$56.12	\$58.08	\$59.82
Assistant Head Painter	\$49.06	\$51.51	\$53.57	\$55.44	\$57.10
Painter/Sign Writer	\$48.12	\$50.53	\$52.55	\$54.39	\$56.02
Script Department					
Script Supervisor	\$51.39	\$53.96	\$56.12	\$58.08	\$59.82
Script Assistant	\$48.12	\$50.53	\$52.55	\$54.39	\$56.02
Set Decorating					
Set Decorator/Buyer	\$51.39	\$53.96	\$56.12	\$58.08	\$59.82
Assistant Set Decorator	\$48.12	\$50.53	\$52.55	\$54.39	\$56.02
On-Set Dresser	\$51.39	\$53.96	\$56.12	\$58.08	\$59.82
Assistant On-Set Dresser	\$48.12	\$50.53	\$52.55	\$54.39	\$56.02
Set Dresser	\$43.00	\$45.15	\$46.96	\$48.60	\$50.06
Key Greens-Person	\$51.39	\$53.96	\$56.12	\$58.08	\$59.82
Assistant Greens-Person	\$48.12	\$50.53	\$52.55	\$54.39	\$56.02
Greens-Person	\$43.00	\$45.15	\$46.96	\$48.60	\$50.06
Sound Department					
Production Sound Mixer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Boom Operator	\$51.39	\$53.96	\$56.12	\$58.08	\$59.82
Playback Operator	\$48.12	\$50.53	\$52.55	\$54.39	\$56.02
Sound Utility	\$43.00	\$45.15	\$46.96	\$48.60	\$50.06
Special Effects Department					
Coordinator	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head of Special Effects	\$51.39	\$53.96	\$56.12	\$58.08	\$59.82
Assistant Head of Special Effects	\$48.12	\$50.53	\$52.55	\$54.39	\$56.02
Special Effects Technician	\$43.00	\$45.15	\$46.96	\$48.60	\$50.06
Transportation Department					
Coordinator	\$43.87	\$46.06	\$47.90	\$49.58	\$51.07
Transport Captain	\$41.02	\$43.07	\$44.79	\$46.36	\$47.75
Picture Vehicle Captain	\$41.02	\$43.07	\$44.79	\$46.36	\$47.75
Transport Co-Captain	\$38.56	\$40.49	\$42.11	\$43.58	\$44.89
Driver	\$38.38	\$40.30	\$41.91	\$43.38	\$44.68
Tractor Trailer Driver/Bus Driver	\$38.88	\$40.80	\$42.41	\$43.88	\$45.18

**Supplemental Agreement Wage Schedule
Low Budget Feature Films Over \$8 Million up to \$14 Million CAD**

	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Construction Department					
Construction Supervisor	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head Carpenter/On-set Carp	\$40.03	\$42.03	\$43.71	\$45.24	\$46.60
Assistant Head Carpenter	\$38.23	\$40.14	\$41.75	\$43.21	\$44.51
Carpenter	\$37.42	\$39.29	\$40.86	\$42.29	\$43.56
Costume Department					
Costume Designer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Costume Designer	\$40.03	\$42.03	\$43.71	\$45.24	\$46.60
Costume Supervisor	\$40.03	\$42.03	\$43.71	\$45.24	\$46.60
Costume Set Key	\$40.03	\$42.03	\$43.71	\$45.24	\$46.60
Assistant Costume Set Supervisor	\$37.42	\$39.29	\$40.86	\$42.29	\$43.56
Costume Dresser/Seamster	\$37.42	\$39.29	\$40.86	\$42.29	\$43.56
Costume Assistant	\$33.40	\$35.07	\$36.47	\$37.75	\$38.88
Electric Department					
Head Lighting Technician	\$40.03	\$42.03	\$43.71	\$45.24	\$46.60
Second Lighting Technician	\$37.42	\$39.29	\$40.86	\$42.29	\$43.56
Lighting Technician	\$33.40	\$35.07	\$36.47	\$37.75	\$38.88
Generator Operator	\$35.91	\$37.71	\$39.22	\$40.59	\$41.81
Head Rigging Lighting Technician	\$40.03	\$42.03	\$43.71	\$45.24	\$46.60
Second Rigging Lighting Tech.	\$37.42	\$39.29	\$40.86	\$42.29	\$43.56
Rigging Lighting Technician	\$33.40	\$35.07	\$36.47	\$37.75	\$38.88
Grip Department					
Key Grip	\$40.03	\$42.03	\$43.71	\$45.24	\$46.60
Assistant Key Grip	\$37.42	\$39.29	\$40.86	\$42.29	\$43.56
Dolly Grip	\$37.42	\$39.29	\$40.86	\$42.29	\$43.56
Grip	\$33.40	\$35.07	\$36.47	\$37.75	\$38.88
Key Rigging Grip	\$40.03	\$42.03	\$43.71	\$45.24	\$46.60
Assistant Rigging Grip	\$37.42	\$39.29	\$40.86	\$42.29	\$43.56
Rigging Grip	\$33.40	\$35.07	\$36.47	\$37.75	\$38.88
Hair Department					
Head of Department	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Key Hair Stylist	\$40.03	\$42.03	\$43.71	\$45.24	\$46.60
Assistant Hair Stylist	\$40.03	\$42.03	\$43.71	\$45.24	\$46.60
Make-up Department					
Head of Department	\$40.03	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Head of Department	\$37.42	\$42.03	\$43.71	\$45.24	\$46.60
Misc.					
Mould Maker	\$37.42	\$39.29	\$40.86	\$42.29	\$43.56
Production Labourer	\$27.65	\$29.03	\$30.19	\$31.25	\$32.19
Craft Service	\$27.65	\$29.03	\$30.19	\$31.25	\$32.19
Property Department					
Property Master/Buyer	\$40.03	\$42.03	\$43.71	\$45.24	\$46.60
Assistant Property Master	\$37.42	\$39.29	\$40.86	\$42.29	\$43.56
Prop Person	\$33.40	\$35.07	\$36.47	\$37.75	\$38.88

**Supplemental Agreement Wage Schedule
Low Budget Feature Films Over \$8 Million up to \$14 Million CAD**

<i>(Continued)</i>	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Scenic/Paint Department					
Key Scenic Artist	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Scenic Artist	\$40.03	\$42.03	\$43.71	\$45.24	\$46.60
Head Painter/On-set Painter	\$40.03	\$42.03	\$43.71	\$45.24	\$46.60
Assistant Head Painter	\$38.23	\$40.14	\$41.75	\$43.21	\$44.51
Painter/Sign Writer	\$37.42	\$39.29	\$40.86	\$42.29	\$43.56
Script Department					
Script Supervisor	\$40.03	\$42.03	\$43.71	\$45.24	\$46.60
Script Assistant	\$37.42	\$39.29	\$40.86	\$42.29	\$43.56
Set Decorating					
Set Decorator/Buyer	\$40.03	\$42.03	\$43.71	\$45.24	\$46.60
Assistant Set Decorator	\$37.42	\$39.29	\$40.86	\$42.29	\$43.56
On-Set Dresser	\$40.03	\$42.03	\$43.71	\$45.24	\$46.60
Assistant On-Set Dresser	\$37.42	\$39.29	\$40.86	\$42.29	\$43.56
Set Dresser	\$33.40	\$35.07	\$36.47	\$37.75	\$38.88
Key Greens-Person	\$40.03	\$42.03	\$43.71	\$45.24	\$46.60
Assistant Greens-Person	\$37.42	\$39.29	\$40.86	\$42.29	\$43.56
Greens-Person	\$33.40	\$35.07	\$36.47	\$37.75	\$38.88
Sound Department					
Production Sound Mixer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Boom Operator	\$40.03	\$42.03	\$43.71	\$45.24	\$46.60
Playback Operator	\$37.42	\$39.29	\$40.86	\$42.29	\$43.56
Sound Utility	\$33.40	\$35.07	\$36.47	\$37.75	\$38.88
Special Effects Department					
Coordinator	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head of Special Effects	\$40.03	\$42.03	\$43.71	\$45.24	\$46.60
Assistant Head of Special Effects	\$37.42	\$39.29	\$40.86	\$42.29	\$43.56
Special Effects Technician	\$33.40	\$35.07	\$36.47	\$37.75	\$38.88
Transportation Department					
Coordinator	\$35.22	\$36.98	\$38.46	\$39.81	\$41.00
Transport Captain	\$34.01	\$35.71	\$37.14	\$38.44	\$39.59
Picture Vehicle Captain	\$34.01	\$35.71	\$37.14	\$38.44	\$39.59
Transport Co-Captain	\$33.29	\$34.95	\$36.35	\$37.62	\$38.75
Driver	\$32.86	\$34.50	\$35.88	\$37.14	\$38.25
Tractor Trailer Driver/Bus Driver	\$33.36	\$35.00	\$36.38	\$37.64	\$38.75

Supplemental Agreement Wage Schedule
Low Budget Feature Films Over \$3 Million up to \$8 Million CAD

	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Construction Department					
Construction Supervisor	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head Carpenter/On-set Carp	\$36.03	\$37.83	\$39.34	\$40.72	\$41.94
Assistant Head Carpenter	\$34.41	\$36.13	\$37.58	\$38.90	\$40.07
Carpenter	\$33.68	\$35.36	\$36.77	\$38.06	\$39.20
Costume Department					
Costume Designer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Costume Designer	\$36.03	\$37.83	\$39.34	\$40.72	\$41.94
Costume Supervisor	\$36.03	\$37.83	\$39.34	\$40.72	\$41.94
Costume Set Key	\$36.03	\$37.83	\$39.34	\$40.72	\$41.94
Assistant Costume Set Supervisor	\$33.68	\$35.36	\$36.77	\$38.06	\$39.20
Costume Dresser/Seamster	\$33.68	\$35.36	\$36.77	\$38.06	\$39.20
Costume Assistant	\$30.06	\$31.56	\$32.82	\$33.97	\$34.99
Electric Department					
Head Lighting Technician	\$36.03	\$37.83	\$39.34	\$40.72	\$41.94
Second Lighting Technician	\$33.68	\$35.36	\$36.77	\$38.06	\$39.20
Lighting Technician	\$30.06	\$31.56	\$32.82	\$33.97	\$34.99
Generator Operator	\$32.32	\$33.94	\$35.30	\$36.54	\$37.64
Head Rigging Lighting Technician	\$36.03	\$37.83	\$39.34	\$40.72	\$41.94
Second Rigging Lighting Tech.	\$33.68	\$35.36	\$36.77	\$38.06	\$39.20
Rigging Lighting Technician	\$30.06	\$31.56	\$32.82	\$33.97	\$34.99
Grip Department					
Key Grip	\$36.03	\$37.83	\$39.34	\$40.72	\$41.94
Assistant Key Grip	\$33.68	\$35.36	\$36.77	\$38.06	\$39.20
Dolly Grip	\$33.68	\$35.36	\$36.77	\$38.06	\$39.20
Grip	\$30.06	\$31.56	\$32.82	\$33.97	\$34.99
Key Rigging Grip	\$36.03	\$37.83	\$39.34	\$40.72	\$41.94
Assistant Rigging Grip	\$33.68	\$35.36	\$36.77	\$38.06	\$39.20
Rigging Grip	\$30.06	\$31.56	\$32.82	\$33.97	\$34.99
Hair Department					
Head of Department	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Key Hair Stylist	\$36.03	\$37.83	\$39.34	\$40.72	\$41.94
Assistant Hair Stylist	\$36.03	\$37.83	\$39.34	\$40.72	\$41.94
Make-up Department					
Head of Department	\$36.03	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Head of Department	\$33.68	\$37.83	\$39.34	\$40.72	\$41.94
Misc.					
Mould Maker	\$33.68	\$35.36	\$36.77	\$38.06	\$39.20
Production Labourer	\$24.89	\$26.13	\$27.18	\$28.13	\$28.97
Craft Service	\$24.89	\$26.13	\$27.18	\$28.13	\$28.97
Property Department					
Property Master/Buyer	\$36.03	\$37.83	\$39.34	\$40.72	\$41.94
Assistant Property Master	\$33.68	\$35.36	\$36.77	\$38.06	\$39.20
Prop Person	\$30.06	\$31.56	\$32.82	\$33.97	\$34.99

Supplemental Agreement Wage Schedule
Low Budget Feature Films Over \$3 Million up to \$8 Million CAD

<i>(Continued)</i>	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Scenic/Paint Department					
Key Scenic Artist	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Scenic Artist	\$36.03	\$37.83	\$39.34	\$40.72	\$41.94
Head Painter/On-set Painter	\$36.03	\$37.83	\$39.34	\$40.72	\$41.94
Assistant Head Painter	\$34.41	\$36.13	\$37.58	\$38.90	\$40.07
Painter/Sign Writer	\$33.68	\$35.36	\$36.77	\$38.06	\$39.20
Script Department					
Script Supervisor	\$36.03	\$37.83	\$39.34	\$40.72	\$41.94
Script Assistant	\$33.68	\$35.36	\$36.77	\$38.06	\$39.20
Set Decorating					
Set Decorator/Buyer	\$36.03	\$37.83	\$39.34	\$40.72	\$41.94
Assistant Set Decorator	\$33.68	\$35.36	\$36.77	\$38.06	\$39.20
On-Set Dresser	\$36.03	\$37.83	\$39.34	\$40.72	\$41.94
Assistant On-Set Dresser	\$33.68	\$35.36	\$36.77	\$38.06	\$39.20
Set Dresser	\$30.06	\$31.56	\$32.82	\$33.97	\$34.99
Key Greens-Person	\$36.03	\$37.83	\$39.34	\$40.72	\$41.94
Assistant Greens-Person	\$33.68	\$35.36	\$36.77	\$38.06	\$39.20
Greens-Person	\$30.06	\$31.56	\$32.82	\$33.97	\$34.99
Sound Department					
Production Sound Mixer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Boom Operator	\$36.03	\$37.83	\$39.34	\$40.72	\$41.94
Playback Operator	\$33.68	\$35.36	\$36.77	\$38.06	\$39.20
Sound Utility	\$30.06	\$31.56	\$32.82	\$33.97	\$34.99
Special Effects Department					
Coordinator	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head of Special Effects	\$36.03	\$37.83	\$39.34	\$40.72	\$41.94
Assistant Head of Special Effects	\$33.68	\$35.36	\$36.77	\$38.06	\$39.20
Special Effects Technician	\$30.06	\$31.56	\$32.82	\$33.97	\$34.99
Transportation Department					
Coordinator	\$31.70	\$33.29	\$34.62	\$35.83	\$36.90
Transport Captain	\$30.61	\$32.14	\$33.43	\$34.60	\$35.64
Picture Vehicle Captain	\$30.61	\$32.14	\$33.43	\$34.60	\$35.64
Transport Co-Captain	\$29.96	\$31.46	\$32.72	\$33.87	\$34.89
Driver	\$29.57	\$31.05	\$32.29	\$33.42	\$34.42
Tractor Trailer Driver/Bus Driver	\$30.07	\$31.55	\$32.79	\$33.92	\$34.92

**Supplemental Agreement Wage Schedule
Low Budget Feature Films \$3 Million CAD and Below**

	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Construction Department					
Construction Supervisor	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head Carpenter/On-set Carp	\$34.03	\$35.73	\$37.16	\$38.46	\$39.61
Assistant Head Carpenter	\$32.50	\$34.13	\$35.50	\$36.74	\$37.84
Carpenter	\$31.81	\$33.40	\$34.74	\$35.96	\$37.04
Costume Department					
Costume Designer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Costume Designer	\$34.03	\$35.73	\$37.16	\$38.46	\$39.61
Costume Supervisor	\$34.03	\$35.73	\$37.16	\$38.46	\$39.61
Costume Set Key	\$34.03	\$35.73	\$37.16	\$38.46	\$39.61
Assistant Costume Set Supervisor	\$31.81	\$33.40	\$34.74	\$35.96	\$37.04
Costume Dresser/Seamster	\$31.81	\$33.40	\$34.74	\$35.96	\$37.04
Costume Assistant	\$28.39	\$29.81	\$31.00	\$32.09	\$33.05
Electric Department					
Head Lighting Technician	\$34.03	\$35.73	\$37.16	\$38.46	\$39.61
Second Lighting Technician	\$31.81	\$33.40	\$34.74	\$35.96	\$37.04
Lighting Technician	\$28.39	\$29.81	\$31.00	\$32.09	\$33.05
Generator Operator	\$30.52	\$32.05	\$33.33	\$34.50	\$35.54
Head Rigging Lighting Technician	\$34.03	\$35.73	\$37.16	\$38.46	\$39.61
Second Rigging Lighting Tech.	\$31.81	\$33.40	\$34.74	\$35.96	\$37.04
Rigging Lighting Technician	\$28.39	\$29.81	\$31.00	\$32.09	\$33.05
Grip Department					
Key Grip	\$34.03	\$35.73	\$37.16	\$38.46	\$39.61
Assistant Key Grip	\$31.81	\$33.40	\$34.74	\$35.96	\$37.04
Dolly Grip	\$31.81	\$33.40	\$34.74	\$35.96	\$37.04
Grip	\$28.39	\$29.81	\$31.00	\$32.09	\$33.05
Key Rigging Grip	\$34.03	\$35.73	\$37.16	\$38.46	\$39.61
Assistant Rigging Grip	\$31.81	\$33.40	\$34.74	\$35.96	\$37.04
Rigging Grip	\$28.39	\$29.81	\$31.00	\$32.09	\$33.05
Hair Department					
Head of Department	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Key Hair Stylist	\$34.03	\$35.73	\$37.16	\$38.46	\$39.61
Assistant Hair Stylist	\$34.03	\$35.73	\$37.16	\$38.46	\$39.61
Make-up Department					
Head of Department	\$34.03	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Head of Department	\$31.81	\$35.73	\$37.16	\$38.46	\$39.61
Misc.					
Mould Maker	\$31.81	\$33.40	\$34.74	\$35.96	\$37.04
Production Labourer	\$23.50	\$24.68	\$25.67	\$26.57	\$27.37
Craft Service	\$23.50	\$24.68	\$25.67	\$26.57	\$27.37
Property Department					
Property Master/Buyer	\$34.03	\$35.73	\$37.16	\$38.46	\$39.61
Assistant Property Master	\$31.81	\$33.40	\$34.74	\$35.96	\$37.04
Prop Person	\$28.39	\$29.81	\$31.00	\$32.09	\$33.05

**Supplemental Agreement Wage Schedule
Low Budget Feature Films \$3 Million CAD and Below**

<i>(Continued)</i>	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Scenic/Paint Department					
Key Scenic Artist	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Scenic Artist	\$34.03	\$35.73	\$37.16	\$38.46	\$39.61
Head Painter/On-set Painter	\$34.03	\$35.73	\$37.16	\$38.46	\$39.61
Assistant Head Painter	\$32.50	\$34.13	\$35.50	\$36.74	\$37.84
Painter/Sign Writer	\$31.81	\$33.40	\$34.74	\$35.96	\$37.04
Script Department					
Script Supervisor	\$34.03	\$35.73	\$37.16	\$38.46	\$39.61
Script Assistant	\$31.81	\$33.40	\$34.74	\$35.96	\$37.04
Set Decorating					
Set Decorator/Buyer	\$34.03	\$35.73	\$37.16	\$38.46	\$39.61
Assistant Set Decorator	\$31.81	\$33.40	\$34.74	\$35.96	\$37.04
On-Set Dresser	\$34.03	\$35.73	\$37.16	\$38.46	\$39.61
Assistant On-Set Dresser	\$31.81	\$33.40	\$34.74	\$35.96	\$37.04
Set Dresser	\$28.39	\$29.81	\$31.00	\$32.09	\$33.05
Key Greens-Person	\$34.03	\$35.73	\$37.16	\$38.46	\$39.61
Assistant Greens-Person	\$31.81	\$33.40	\$34.74	\$35.96	\$37.04
Greens-Person	\$28.39	\$29.81	\$31.00	\$32.09	\$33.05
Sound Department					
Production Sound Mixer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Boom Operator	\$34.03	\$35.73	\$37.16	\$38.46	\$39.61
Playback Operator	\$31.81	\$33.40	\$34.74	\$35.96	\$37.04
Sound Utility	\$28.39	\$29.81	\$31.00	\$32.09	\$33.05
Special Effects Department					
Coordinator	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head of Special Effects	\$34.03	\$35.73	\$37.16	\$38.46	\$39.61
Assistant Head of Special Effects	\$31.81	\$33.40	\$34.74	\$35.96	\$37.04
Special Effects Technician	\$28.39	\$29.81	\$31.00	\$32.09	\$33.05
Transportation Department					
Coordinator	\$29.94	\$31.44	\$32.70	\$33.84	\$34.86
Transport Captain	\$28.91	\$30.36	\$31.57	\$32.67	\$33.65
Picture Vehicle Captain	\$28.91	\$30.36	\$31.57	\$32.67	\$33.65
Transport Co-Captain	\$28.30	\$29.72	\$30.91	\$31.99	\$32.95
Driver	\$27.93	\$29.33	\$30.50	\$31.57	\$32.52
Tractor Trailer Driver/Bus Driver	\$28.43	\$29.83	\$31.00	\$32.07	\$33.02

Television Production Rate Card
One-Time Programs Other than Long Form Television;
3rd and Subsequent Seasons of Network Series; and
3rd and Subsequent Seasons of Tier 1 HB SVOD Series Made for 20M+ Subscribers

The following rates are applicable to the types of productions listed above which, prior to April 1, 2024, do not meet one of the following criteria: (A) the Company has made or obtained a firm commitment for the production, exhibition or distribution of the production or season of the series; or (B) principal photography of the production, or the first episode of the season in the case of a series, has commenced.

	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23-3/30/24	3/31/24-3/29/25	3/30/25-3/28/26	3/29/26-4/3/27	4/4/27-3/31/28
Construction Department					
Construction Supervisor	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head Carpenter/On-set Carp	\$40.03	\$43.44	\$45.88	\$48.21	\$50.25
Assistant Head Carpenter	\$38.23	\$41.47	\$43.79	\$46.02	\$47.96
Carpenter	\$37.42	\$40.68	\$42.96	\$45.14	\$47.06
Costume Department					
Costume Designer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Costume Designer	\$40.03	\$43.44	\$45.88	\$48.21	\$50.25
Costume Supervisor	\$40.03	\$43.44	\$45.88	\$48.21	\$50.25
Costume Set Key	\$40.03	\$43.44	\$45.88	\$48.21	\$50.25
Assistant Costume Set Supervisor	\$37.42	\$40.68	\$42.96	\$45.14	\$47.06
Costume Dresser/Seamster	\$37.42	\$40.68	\$42.96	\$45.14	\$47.06
Costume Assistant	\$33.40	\$36.35	\$38.39	\$40.34	\$42.05
Electric Department					
Head Lighting Technician	\$40.03	\$43.44	\$45.88	\$48.21	\$50.25
Second Lighting Technician	\$37.42	\$40.68	\$42.96	\$45.14	\$47.06
Lighting Technician	\$33.40	\$36.35	\$38.39	\$40.34	\$42.05
Generator Operator	\$35.91	\$39.10	\$41.29	\$43.39	\$45.23
Head Rigging Lighting Technician	\$40.03	\$43.44	\$45.88	\$48.21	\$50.25
Second Rigging Lighting Tech.	\$37.42	\$40.68	\$42.96	\$45.14	\$47.06
Rigging Lighting Technician	\$33.40	\$36.35	\$38.39	\$40.34	\$42.05
Grip Department					
Key Grip	\$40.03	\$43.44	\$45.88	\$48.21	\$50.25
Assistant Key Grip	\$37.42	\$40.68	\$42.96	\$45.14	\$47.06
Dolly Grip	\$37.42	\$40.68	\$42.96	\$45.14	\$47.06
Grip	\$33.40	\$36.35	\$38.39	\$40.34	\$42.05
Key Rigging Grip	\$40.03	\$43.44	\$45.88	\$48.21	\$50.25
Assistant Rigging Grip	\$37.42	\$40.68	\$42.96	\$45.14	\$47.06
Rigging Grip	\$33.40	\$36.35	\$38.39	\$40.34	\$42.05
Hair Department					
Head of Department	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Key Hair Stylist	\$40.03	\$43.44	\$45.88	\$48.21	\$50.25
Assistant Hair Stylist	\$40.03	\$43.44	\$45.88	\$48.21	\$50.25
Make-up Department					
Head of Department	\$40.03	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Head of Department	\$37.42	\$43.44	\$45.88	\$48.21	\$50.25
Misc.					
Mould Maker	\$37.42	\$40.68	\$42.96	\$45.14	\$47.06
Production Labourer	\$27.65	\$30.08	\$31.77	\$33.38	\$34.80
Craft Service	\$27.65	\$30.08	\$31.77	\$33.38	\$34.80

Television Production Rate Card
One-Time Programs Other than Long Form Television;
3rd and Subsequent Seasons of Network Series; and
3rd and Subsequent Seasons of Tier 1 HB SVOD Series Made for 20M+ Subscribers

<i>(Continued)</i>	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Property Department					
Property Master/Buyer	\$40.03	\$43.44	\$45.88	\$48.21	\$50.25
Assistant Property Master	\$37.42	\$40.68	\$42.96	\$45.14	\$47.06
Prop Person	\$33.40	\$36.35	\$38.39	\$40.34	\$42.05
Scenic/Paint Department					
Key Scenic Artist	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Scenic Artist	\$40.03	\$43.44	\$45.88	\$48.21	\$50.25
Head Painter/On-set Painter	\$40.03	\$43.44	\$45.88	\$48.21	\$50.25
Assistant Head Painter	\$38.23	\$41.47	\$43.79	\$46.02	\$47.96
Painter/Sign Writer	\$37.42	\$40.68	\$42.96	\$45.14	\$47.06
Script Department					
Script Supervisor	\$40.03	\$43.44	\$45.88	\$48.21	\$50.25
Script Assistant	\$37.42	\$40.68	\$42.96	\$45.14	\$47.06
Set Decorating					
Set Decorator/Buyer	\$40.03	\$43.44	\$45.88	\$48.21	\$50.25
Assistant Set Decorator	\$37.42	\$40.68	\$42.96	\$45.14	\$47.06
On-Set Dresser	\$40.03	\$43.44	\$45.88	\$48.21	\$50.25
Assistant On-Set Dresser	\$37.42	\$40.68	\$42.96	\$45.14	\$47.06
Set Dresser	\$33.40	\$36.35	\$38.39	\$40.34	\$42.05
Key Greens-Person	\$40.03	\$43.44	\$45.88	\$48.21	\$50.25
Assistant Greens-Person	\$37.42	\$40.68	\$42.96	\$45.14	\$47.06
Greens-Person	\$33.40	\$36.35	\$38.39	\$40.34	\$42.05
Sound Department					
Production Sound Mixer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Boom Operator	\$40.03	\$43.44	\$45.88	\$48.21	\$50.25
Playback Operator	\$37.42	\$40.68	\$42.96	\$45.14	\$47.06
Sound Utility	\$33.40	\$36.35	\$38.39	\$40.34	\$42.05
Special Effects Department					
Coordinator	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head of Special Effects	\$40.03	\$43.44	\$45.88	\$48.21	\$50.25
Assistant Head of Special Effects	\$37.42	\$40.68	\$42.96	\$45.14	\$47.06
Special Effects Technician	\$33.40	\$36.35	\$38.39	\$40.34	\$42.05
Transportation Department					
Coordinator	\$35.22	\$38.23	\$40.48	\$42.64	\$44.43
Transport Captain	\$34.01	\$37.04	\$39.19	\$41.26	\$42.98
Picture Vehicle Captain	\$34.01	\$37.04	\$39.19	\$41.26	\$42.98
Transport Co-Captain	\$33.29	\$36.04	\$38.11	\$40.09	\$41.75
Driver	\$32.86	\$35.87	\$37.93	\$39.91	\$41.55
Tractor Trailer Driver/Bus Driver	\$33.36	\$36.37	\$38.43	\$40.41	\$42.05

Television Production Rate Card
Network Long Form; 1st Season Network Series; Tier 1 HB SVOD Long Form; and
1st Season Tier 1 HB SVOD Series Made for 20M+ Subscribers

The following rates are applicable to the types of productions listed above which, prior to April 1, 2024, do not meet one of the following criteria: (A) the Company has made or obtained a firm commitment for the production, exhibition or distribution of the production or season of the series; or (B) principal photography of the production, or the first episode of the season in the case of a series, has commenced.

	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Construction Department					
Construction Supervisor	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head Carpenter/On-set Carp	\$37.18	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Head Carpenter	\$35.56	\$38.57	\$40.72	\$42.80	\$44.60
Carpenter	\$34.79	\$37.83	\$39.95	\$41.98	\$43.77
Costume Department					
Costume Designer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Costume Designer	\$37.18	\$40.40	\$42.67	\$44.84	\$46.73
Costume Supervisor	\$37.18	\$40.40	\$42.67	\$44.84	\$46.73
Costume Set Key	\$37.18	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Costume Set Supervisor	\$34.79	\$37.83	\$39.95	\$41.98	\$43.77
Costume Dresser/Seamster	\$34.79	\$37.83	\$39.95	\$41.98	\$43.77
Costume Assistant	\$31.05	\$33.81	\$35.70	\$37.52	\$39.11
Electric Department					
Head Lighting Technician	\$37.18	\$40.40	\$42.67	\$44.84	\$46.73
Second Lighting Technician	\$34.79	\$37.83	\$39.95	\$41.98	\$43.77
Lighting Technician	\$31.05	\$33.81	\$35.70	\$37.52	\$39.11
Generator Operator	\$33.39	\$36.36	\$38.40	\$40.35	\$42.06
Head Rigging Lighting Technician	\$37.18	\$40.40	\$42.67	\$44.84	\$46.73
Second Rigging Lighting Tech.	\$34.79	\$37.83	\$39.95	\$41.98	\$43.77
Rigging Lighting Technician	\$31.05	\$33.81	\$35.70	\$37.52	\$39.11
Grip Department					
Key Grip	\$37.18	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Key Grip	\$34.79	\$37.83	\$39.95	\$41.98	\$43.77
Dolly Grip	\$34.79	\$37.83	\$39.95	\$41.98	\$43.77
Grip	\$31.05	\$33.81	\$35.70	\$37.52	\$39.11
Key Rigging Grip	\$37.18	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Rigging Grip	\$34.79	\$37.83	\$39.95	\$41.98	\$43.77
Rigging Grip	\$31.05	\$33.81	\$35.70	\$37.52	\$39.11
Hair Department					
Head of Department	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Key Hair Stylist	\$37.18	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Hair Stylist	\$37.18	\$40.40	\$42.67	\$44.84	\$46.73
Make-up Department					
Head of Department	\$37.18	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Head of Department	\$34.79	\$40.40	\$42.67	\$44.84	\$46.73
Misc.					
Mould Maker	\$34.79	\$37.83	\$39.95	\$41.98	\$43.77
Production Labourer	\$25.69	\$27.97	\$29.55	\$31.04	\$32.36
Craft Service	\$25.69	\$27.97	\$29.55	\$31.04	\$32.36

Television Production Rate Card
Network Long Form; 1st Season Network Series; Tier 1 HB SVOD Long Form; and
1st Season Tier 1 HB SVOD Series Made for 20M+ Subscribers

<i>(Continued)</i>	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Property Department					
Property Master/Buyer	\$37.18	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Property Master	\$34.79	\$37.83	\$39.95	\$41.98	\$43.77
Prop Person	\$31.05	\$33.81	\$35.70	\$37.52	\$39.11
Scenic/Paint Department					
Key Scenic Artist	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Scenic Artist	\$37.18	\$40.40	\$42.67	\$44.84	\$46.73
Head Painter/On-set Painter	\$37.18	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Head Painter	\$35.56	\$38.57	\$40.72	\$42.80	\$44.60
Painter/Sign Writer	\$34.79	\$37.83	\$39.95	\$41.98	\$43.77
Script Department					
Script Supervisor	\$37.18	\$40.40	\$42.67	\$44.84	\$46.73
Script Assistant	\$34.79	\$37.83	\$39.95	\$41.98	\$43.77
Set Decorating					
Set Decorator/Buyer	\$37.18	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Set Decorator	\$34.79	\$37.83	\$39.95	\$41.98	\$43.77
On-Set Dresser	\$37.18	\$40.40	\$42.67	\$44.84	\$46.73
Assistant On-Set Dresser	\$34.79	\$37.83	\$39.95	\$41.98	\$43.77
Set Dresser	\$31.05	\$33.81	\$35.70	\$37.52	\$39.11
Key Greens-Person	\$37.18	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Greens-Person	\$34.79	\$37.83	\$39.95	\$41.98	\$43.77
Greens-Person	\$31.05	\$33.81	\$35.70	\$37.52	\$39.11
Sound Department					
Production Sound Mixer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Boom Operator	\$37.62	\$40.40	\$42.67	\$44.84	\$46.73
Playback Operator	\$34.79	\$37.83	\$39.95	\$41.98	\$43.77
Sound Utility	\$31.05	\$33.81	\$35.70	\$37.52	\$39.11
Special Effects Department					
Coordinator	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head of Special Effects	\$37.18	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Head of Special Effects	\$34.79	\$37.83	\$39.95	\$41.98	\$43.77
Special Effects Technician	\$31.05	\$33.81	\$35.70	\$37.52	\$39.11
Transportation Department					
Coordinator	\$32.95	\$35.55	\$37.65	\$39.66	\$41.32
Transport Captain	\$31.80	\$34.45	\$36.45	\$38.37	\$39.97
Picture Vehicle Captain	\$31.80	\$34.45	\$36.45	\$38.37	\$39.97
Transport Co-Captain	\$31.15	\$33.52	\$35.44	\$37.28	\$38.83
Driver	\$30.75	\$33.36	\$35.27	\$37.12	\$38.64
Tractor Trailer Driver/Bus Driver	\$31.25	\$33.86	\$35.77	\$37.62	\$39.14

Television Production Rate Card
2nd Season Network Series and
2nd Season Tier 1 HB SVOD Series Made for 20M+ Subscribers

The following rates are applicable to the types of productions listed above which, prior to April 1, 2024, do not meet one of the following criteria: (A) the Company has made or obtained a firm commitment for the production, exhibition or distribution of the season of the series; or (B) principal photography of the first episode of the season has commenced.

	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Construction Department					
Construction Supervisor	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head Carpenter/On-set Carp	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Assistant Head Carpenter	\$37.12	\$38.23	\$41.47	\$43.79	\$46.02
Carpenter	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Costume Department					
Costume Designer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Costume Designer	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Costume Supervisor	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Costume Set Key	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Assistant Costume Set Supervisor	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Costume Dresser/Seamster	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Costume Assistant	\$32.43	\$33.40	\$36.35	\$38.39	\$40.34
Electric Department					
Head Lighting Technician	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Second Lighting Technician	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Lighting Technician	\$32.43	\$33.40	\$36.35	\$38.39	\$40.34
Generator Operator	\$34.86	\$35.91	\$39.10	\$41.29	\$43.39
Head Rigging Lighting Technician	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Second Rigging Lighting Tech.	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Rigging Lighting Technician	\$32.43	\$33.40	\$36.35	\$38.39	\$40.34
Grip Department					
Key Grip	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Assistant Key Grip	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Dolly Grip	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Grip	\$32.43	\$33.40	\$36.35	\$38.39	\$40.34
Key Rigging Grip	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Assistant Rigging Grip	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Rigging Grip	\$32.43	\$33.40	\$36.35	\$38.39	\$40.34
Hair Department					
Head of Department	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Key Hair Stylist	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Assistant Hair Stylist	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Make-up Department					
Head of Department	\$38.86	40.03	Negotiable	Negotiable	Negotiable
Assistant Head of Department	\$36.33	\$40.03	\$43.44	\$45.88	\$48.21
Misc.					
Mould Maker	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Production Labourer	\$26.84	\$27.65	\$30.08	\$31.77	\$33.38
Craft Service	\$26.84	\$27.65	\$30.08	\$31.77	\$33.38

Television Production Rate Card
2nd Season Network Series and
2nd Season Tier 1 HB SVOD Series Made for 20M+ Subscribers

<i>(Continued)</i>	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Property Department					
Property Master/Buyer	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Assistant Property Master	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Prop Person	\$32.43	\$33.40	\$36.35	\$38.39	\$40.34
Scenic/Paint Department					
Key Scenic Artist	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Scenic Artist	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Head Painter/On-set Painter	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Assistant Head Painter	\$37.12	\$38.23	\$41.47	\$43.79	\$46.02
Painter/Sign Writer	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Script Department					
Script Supervisor	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Script Assistant	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Set Decorating					
Set Decorator/Buyer	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Assistant Set Decorator	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
On-Set Dresser	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Assistant On-Set Dresser	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Set Dresser	\$32.43	\$33.40	\$36.35	\$38.39	\$40.34
Key Greens-Person	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Assistant Greens-Person	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Greens-Person	\$32.43	\$33.40	\$36.35	\$38.39	\$40.34
Sound Department					
Production Sound Mixer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Boom Operator	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Playback Operator	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Sound Utility	\$32.43	\$33.40	\$36.35	\$38.39	\$40.34
Special Effects Department					
Coordinator	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head of Special Effects	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Assistant Head of Special Effects	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Special Effects Technician	\$32.43	\$33.40	\$36.35	\$38.39	\$40.34
Transportation Department					
Coordinator	\$34.19	\$35.22	\$38.23	\$40.48	\$42.64
Transport Captain	\$33.02	\$34.01	\$37.04	\$39.19	\$41.26
Picture Vehicle Captain	\$33.02	\$34.01	\$37.04	\$39.19	\$41.26
Transport Co-Captain	\$32.32	\$33.29	\$36.04	\$38.11	\$40.09
Driver	\$31.90	\$32.86	\$35.87	\$37.93	\$39.91
Tractor Trailer Driver/Bus Driver	\$32.40	\$33.36	\$36.37	\$38.43	\$40.41

Television Production Rate Card
3rd and Subsequent Seasons of Network Series and 3rd and Subsequent Seasons of
Tier 1 HB SVOD Series Made for 20M+ Subscribers, Each Greenlit Prior to 4/1/24

The following rates are applicable to the types of productions listed above which, prior to April 1, 2024, meet one of the following criteria: (A) the Company has made or obtained a firm commitment for the production, exhibition or distribution of the season of the series; or (B) principal photography of the first episode of the season has commenced.

	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23-3/30/24	3/31/24-3/29/25	3/30/25-3/28/26	3/29/26-4/3/27	4/4/27-3/31/28
Construction Department					
Construction Supervisor	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head Carpenter/On-set Carp	\$40.03	\$42.83	\$44.54	\$46.10	\$47.48
Assistant Head Carpenter	\$38.23	\$40.91	\$42.55	\$44.04	\$45.36
Carpenter	\$37.42	\$40.04	\$41.64	\$43.10	\$44.39
Costume Department					
Costume Designer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Costume Designer	\$40.03	\$42.83	\$44.54	\$46.10	\$47.48
Costume Supervisor	\$40.03	\$42.83	\$44.54	\$46.10	\$47.48
Costume Set Key	\$40.03	\$42.83	\$44.54	\$46.10	\$47.48
Assistant Costume Set Supervisor	\$37.42	\$40.04	\$41.64	\$43.10	\$44.39
Costume Dresser/Seamster	\$37.42	\$40.04	\$41.64	\$43.10	\$44.39
Costume Assistant	\$33.40	\$35.74	\$37.17	\$38.47	\$39.62
Electric Department					
Head Lighting Technician	\$40.03	\$42.83	\$44.54	\$46.10	\$47.48
Second Lighting Technician	\$37.42	\$40.04	\$41.64	\$43.10	\$44.39
Lighting Technician	\$33.40	\$35.74	\$37.17	\$38.47	\$39.62
Generator Operator	\$35.91	\$38.42	\$39.96	\$41.36	\$42.60
Head Rigging Lighting Technician	\$40.03	\$42.83	\$44.54	\$46.10	\$47.48
Second Rigging Lighting Tech.	\$37.42	\$40.04	\$41.64	\$43.10	\$44.39
Rigging Lighting Technician	\$33.40	\$35.74	\$37.17	\$38.47	\$39.62
Grip Department					
Key Grip	\$40.03	\$42.83	\$44.54	\$46.10	\$47.48
Assistant Key Grip	\$37.42	\$40.04	\$41.64	\$43.10	\$44.39
Dolly Grip	\$37.42	\$40.04	\$41.64	\$43.10	\$44.39
Grip	\$33.40	\$35.74	\$37.17	\$38.47	\$39.62
Key Rigging Grip	\$40.03	\$42.83	\$44.54	\$46.10	\$47.48
Assistant Rigging Grip	\$37.42	\$40.04	\$41.64	\$43.10	\$44.39
Rigging Grip	\$33.40	\$35.74	\$37.17	\$38.47	\$39.62
Hair Department					
Head of Department	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Key Hair Stylist	\$40.03	\$42.83	\$44.54	\$46.10	\$47.48
Assistant Hair Stylist	\$40.03	\$42.83	\$44.54	\$46.10	\$47.48
Make-up Department					
Head of Department	\$40.03	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Head of Department	\$37.42	\$42.83	\$44.54	\$46.10	\$47.48
Misc.					
Mould Maker	\$37.42	\$40.04	\$41.64	\$43.10	\$44.39
Production Labourer	\$27.65	\$29.59	\$30.77	\$31.85	\$32.81
Craft Service	\$27.65	\$29.59	\$30.77	\$31.85	\$32.81

Television Production Rate Card
3rd and Subsequent Seasons of Network Series and 3rd and Subsequent Seasons of
Tier 1 HB SVOD Series Made for 20M+ Subscribers, Each Greenlit Prior to 4/1/24

<i>(Continued)</i>	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23-3/30/24	3/31/24-3/29/25	3/30/25-3/28/26	3/29/26-4/3/27	4/4/27-3/31/28
Property Department					
Property Master/Buyer	\$40.03	\$42.83	\$44.54	\$46.10	\$47.48
Assistant Property Master	\$37.42	\$40.04	\$41.64	\$43.10	\$44.39
Prop Person	\$33.40	\$35.74	\$37.17	\$38.47	\$39.62
Scenic/Paint Department					
Key Scenic Artist	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Scenic Artist	\$40.03	\$42.83	\$44.54	\$46.10	\$47.48
Head Painter/On-set Painter	\$40.03	\$42.83	\$44.54	\$46.10	\$47.48
Assistant Head Painter	\$38.23	\$40.91	\$42.55	\$44.04	\$45.36
Painter/Sign Writer	\$37.42	\$40.04	\$41.64	\$43.10	\$44.39
Script Department					
Script Supervisor	\$40.03	\$42.83	\$44.54	\$46.10	\$47.48
Script Assistant	\$37.42	\$40.04	\$41.64	\$43.10	\$44.39
Set Decorating					
Set Decorator/Buyer	\$40.03	\$42.83	\$44.54	\$46.10	\$47.48
Assistant Set Decorator	\$37.42	\$40.04	\$41.64	\$43.10	\$44.39
On-Set Dresser	\$40.03	\$42.83	\$44.54	\$46.10	\$47.48
Assistant On-Set Dresser	\$37.42	\$40.04	\$41.64	\$43.10	\$44.39
Set Dresser	\$33.40	\$35.74	\$37.17	\$38.47	\$39.62
Key Greens-Person	\$40.03	\$42.83	\$44.54	\$46.10	\$47.48
Assistant Greens-Person	\$37.42	\$40.04	\$41.64	\$43.10	\$44.39
Greens-Person	\$33.40	\$35.74	\$37.17	\$38.47	\$39.62
Sound Department					
Production Sound Mixer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Boom Operator	\$40.03	\$42.83	\$44.54	\$46.10	\$47.48
Playback Operator	\$37.42	\$40.04	\$41.64	\$43.10	\$44.39
Sound Utility	\$33.40	\$35.74	\$37.17	\$38.47	\$39.62
Special Effects Department					
Coordinator	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head of Special Effects	\$40.03	\$42.83	\$44.54	\$46.10	\$47.48
Assistant Head of Special Effects	\$37.42	\$40.04	\$41.64	\$43.10	\$44.39
Special Effects Technician	\$33.40	\$35.74	\$37.17	\$38.47	\$39.62
Transportation Department					
Coordinator	\$35.22	\$37.69	\$39.20	\$40.57	\$41.79
Transport Captain	\$34.01	\$36.39	\$37.85	\$39.17	\$40.35
Picture Vehicle Captain	\$34.01	\$36.39	\$37.85	\$39.17	\$40.35
Transport Co-Captain	\$33.29	\$35.62	\$37.04	\$38.34	\$39.49
Driver	\$32.86	\$35.16	\$36.57	\$37.85	\$38.99
Tractor Trailer Driver/Bus Driver	\$33.36	\$35.66	\$37.07	\$38.35	\$39.49

Television Production Rate Card

Network Long Form; 1st Season Network Series; Tier 1 HB SVOD Long Form; Tier 1 HB SVOD Mini-Series Made for 20M+ Subscribers; and 1st Season Tier 1 HB SVOD Series Made for 20M+ Subscribers, Each Greenlit Prior to 4/1/24

The following rates are applicable to the types of productions listed above which, prior to April 1, 2024, meet one of the following criteria: (A) the Company has made or obtained a firm commitment for the production, exhibition or distribution of the production or the mini-series or season of the series; or (B) principal photography of the production or the first episode of the season in the case of a series, or of the first part in the case of a mini-series, has commenced.

	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23-3/30/24	3/31/24-3/29/25	3/30/25-3/28/26	3/29/26-4/3/27	4/4/27-3/31/28
Construction Department					
Construction Supervisor	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head Carpenter/On-set Carp	\$37.18	\$39.78	\$41.37	\$42.82	\$44.10
Assistant Head Carpenter	\$35.56	\$38.05	\$39.57	\$40.95	\$42.18
Carpenter	\$34.79	\$37.23	\$38.72	\$40.08	\$41.28
Costume Department					
Costume Designer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Costume Designer	\$37.18	\$39.78	\$41.37	\$42.82	\$44.10
Costume Supervisor	\$37.18	\$39.78	\$41.37	\$42.82	\$44.10
Costume Set Key	\$37.18	\$39.78	\$41.37	\$42.82	\$44.10
Assistant Costume Set Supervisor	\$34.79	\$37.23	\$38.72	\$40.08	\$41.28
Costume Dresser/Seamster	\$34.79	\$37.23	\$38.72	\$40.08	\$41.28
Costume Assistant	\$31.05	\$33.22	\$34.55	\$35.76	\$36.83
Electric Department					
Head Lighting Technician	\$37.18	\$39.78	\$41.37	\$42.82	\$44.10
Second Lighting Technician	\$34.79	\$37.23	\$38.72	\$40.08	\$41.28
Lighting Technician	\$31.05	\$33.22	\$34.55	\$35.76	\$36.83
Generator Operator	\$33.39	\$35.73	\$37.16	\$38.46	\$39.61
Head Rigging Lighting Technician	\$37.18	\$39.78	\$41.37	\$42.82	\$44.10
Second Rigging Lighting Tech.	\$34.79	\$37.23	\$38.72	\$40.08	\$41.28
Rigging Lighting Technician	\$31.05	\$33.22	\$34.55	\$35.76	\$36.83
Grip Department					
Key Grip	\$37.18	\$39.78	\$41.37	\$42.82	\$44.10
Assistant Key Grip	\$34.79	\$37.23	\$38.72	\$40.08	\$41.28
Dolly Grip	\$34.79	\$37.23	\$38.72	\$40.08	\$41.28
Grip	\$31.05	\$33.22	\$34.55	\$35.76	\$36.83
Key Rigging Grip	\$37.18	\$39.78	\$41.37	\$42.82	\$44.10
Assistant Rigging Grip	\$34.79	\$37.23	\$38.72	\$40.08	\$41.28
Rigging Grip	\$31.05	\$33.22	\$34.55	\$35.76	\$36.83
Hair Department					
Head of Department	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Key Hair Stylist	\$37.18	\$39.78	\$41.37	\$42.82	\$44.10
Assistant Hair Stylist	\$37.18	\$39.78	\$41.37	\$42.82	\$44.10
Make-up Department					
Head of Department	\$37.18	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Head of Department	\$34.79	\$39.78	\$41.37	\$42.82	\$44.10
Misc.					
Mould Maker	\$34.79	\$37.23	\$38.72	\$40.08	\$41.28
Production Labourer	\$25.69	\$27.49	\$28.59	\$29.59	\$30.48
Craft Service	\$25.69	\$27.49	\$28.59	\$29.59	\$30.48

Television Production Rate Card

Network Long Form; 1st Season Network Series; Tier 1 HB SVOD Long Form; Tier 1 HB SVOD Mini-Series Made for 20M+ Subscribers; and 1st Season Tier 1 HB SVOD Series Made for 20M+ Subscribers, Each Greenlit Prior to 4/1/24

<i>(Continued)</i>	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23-3/30/24	3/31/24-3/29/25	3/30/25-3/28/26	3/29/26-4/3/27	4/4/27-3/31/28
Property Department					
Property Master/Buyer	\$37.18	\$39.78	\$41.37	\$42.82	\$44.10
Assistant Property Master	\$34.79	\$37.23	\$38.72	\$40.08	\$41.28
Prop Person	\$31.05	\$33.22	\$34.55	\$35.76	\$36.83
Scenic/Paint Department					
Key Scenic Artist	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Scenic Artist	\$37.18	\$39.78	\$41.37	\$42.82	\$44.10
Head Painter/On-set Painter	\$37.18	\$39.78	\$41.37	\$42.82	\$44.10
Assistant Head Painter	\$35.56	\$38.05	\$39.57	\$40.95	\$42.18
Painter/Sign Writer	\$34.79	\$37.23	\$38.72	\$40.08	\$41.28
Script Department					
Script Supervisor	\$37.18	\$39.78	\$41.37	\$42.82	\$44.10
Script Assistant	\$34.79	\$37.23	\$38.72	\$40.08	\$41.28
Set Decorating					
Set Decorator/Buyer	\$37.18	\$39.78	\$41.37	\$42.82	\$44.10
Assistant Set Decorator	\$34.79	\$37.23	\$38.72	\$40.08	\$41.28
On-Set Dresser	\$37.18	\$39.78	\$41.37	\$42.82	\$44.10
Assistant On-Set Dresser	\$34.79	\$37.23	\$38.72	\$40.08	\$41.28
Set Dresser	\$31.05	\$33.22	\$34.55	\$35.76	\$36.83
Key Greens-Person	\$37.18	\$39.78	\$41.37	\$42.82	\$44.10
Assistant Greens-Person	\$34.79	\$37.23	\$38.72	\$40.08	\$41.28
Greens-Person	\$31.05	\$33.22	\$34.55	\$35.76	\$36.83
Sound Department					
Production Sound Mixer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Boom Operator	\$37.62	\$40.25	\$41.86	\$43.33	\$44.63
Playback Operator	\$34.79	\$37.23	\$38.72	\$40.08	\$41.28
Sound Utility	\$31.05	\$33.22	\$34.55	\$35.76	\$36.83
Special Effects Department					
Coordinator	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head of Special Effects	\$37.18	\$39.78	\$41.37	\$42.82	\$44.10
Assistant Head of Special Effects	\$34.79	\$37.23	\$38.72	\$40.08	\$41.28
Special Effects Technician	\$31.05	\$33.22	\$34.55	\$35.76	\$36.83
Transportation Department					
Coordinator	\$32.95	\$35.26	\$36.67	\$37.95	\$39.09
Transport Captain	\$31.80	\$34.03	\$35.39	\$36.63	\$37.73
Picture Vehicle Captain	\$31.80	\$34.03	\$35.39	\$36.63	\$37.73
Transport Co-Captain	\$31.15	\$33.33	\$34.66	\$35.87	\$36.95
Driver	\$30.75	\$32.90	\$34.22	\$35.42	\$36.48
Tractor Trailer Driver/Bus Driver	\$31.25	\$33.40	\$34.72	\$35.92	\$36.98

**Television Production Rate Card
2nd Season Network Series and
2nd Season Tier 1 HB SVOD Series Made for 20M+ Subscribers, Each Greenlit Prior to 4/1/24**

The following rates are applicable to the types of productions listed above which, prior to April 1, 2024, meet one of the following criteria: (A) the Company has made or obtained a firm commitment for the production, exhibition or distribution of the season of the series; or (B) principal photography of the first episode of the season has commenced.

	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23-3/30/24	3/31/24-3/29/25	3/30/25-3/28/26	3/29/26-4/3/27	4/4/27-3/31/28
Construction Department					
Construction Supervisor	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head Carpenter/On-set Carp	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Assistant Head Carpenter	\$37.12	\$39.72	\$41.31	\$42.76	\$44.04
Carpenter	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Costume Department					
Costume Designer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Costume Designer	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Costume Supervisor	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Costume Set Key	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Assistant Costume Set Supervisor	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Costume Dresser/Seamster	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Costume Assistant	\$32.43	\$34.70	\$36.09	\$37.35	\$38.47
Electric Department					
Head Lighting Technician	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Second Lighting Technician	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Lighting Technician	\$32.43	\$34.70	\$36.09	\$37.35	\$38.47
Generator Operator	\$34.86	\$37.30	\$38.79	\$40.15	\$41.35
Head Rigging Lighting Technician	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Second Rigging Lighting Tech.	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Rigging Lighting Technician	\$32.43	\$34.70	\$36.09	\$37.35	\$38.47
Grip Department					
Key Grip	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Assistant Key Grip	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Dolly Grip	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Grip	\$32.43	\$34.70	\$36.09	\$37.35	\$38.47
Key Rigging Grip	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Assistant Rigging Grip	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Rigging Grip	\$32.43	\$34.70	\$36.09	\$37.35	\$38.47
Hair Department					
Head of Department	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Key Hair Stylist	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Assistant Hair Stylist	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Make-up Department					
Head of Department	\$38.86	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Head of Department	\$36.33	\$41.58	\$43.24	\$44.75	\$46.09
Misc.					
Mould Maker	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Production Labourer	\$26.84	\$28.72	\$29.87	\$30.92	\$31.85
Craft Service	\$26.84	\$28.72	\$29.87	\$30.92	\$31.85

**Television Production Rate Card
2nd Season Network Series and
2nd Season Tier 1 HB SVOD Series Made for 20M+ Subscribers, Each Greenlit Prior to 4/1/24**

<i>(Continued)</i>	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Property Department					
Property Master/Buyer	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Assistant Property Master	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Prop Person	\$32.43	\$34.70	\$36.09	\$37.35	\$38.47
Scenic/Paint Department					
Key Scenic Artist	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Scenic Artist	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Head Painter/On-set Painter	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Assistant Head Painter	\$37.12	\$39.72	\$41.31	\$42.76	\$44.04
Painter/Sign Writer	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Script Department					
Script Supervisor	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Script Assistant	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Set Decorating					
Set Decorator/Buyer	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Assistant Set Decorator	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
On-Set Dresser	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Assistant On-Set Dresser	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Set Dresser	\$32.43	\$34.70	\$36.09	\$37.35	\$38.47
Key Greens-Person	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Assistant Greens-Person	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Greens-Person	\$32.43	\$34.70	\$36.09	\$37.35	\$38.47
Sound Department					
Production Sound Mixer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Boom Operator	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Playback Operator	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Sound Utility	\$32.43	\$34.70	\$36.09	\$37.35	\$38.47
Special Effects Department					
Coordinator	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head of Special Effects	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Assistant Head of Special Effects	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Special Effects Technician	\$32.43	\$34.70	\$36.09	\$37.35	\$38.47
Transportation Department					
Coordinator	\$34.19	\$36.58	\$38.04	\$39.37	\$40.55
Transport Captain	\$33.02	\$35.33	\$36.74	\$38.03	\$39.17
Picture Vehicle Captain	\$33.02	\$35.33	\$36.74	\$38.03	\$39.17
Transport Co-Captain	\$32.32	\$34.58	\$35.96	\$37.22	\$38.34
Driver	\$31.90	\$34.13	\$35.50	\$36.74	\$37.84
Tractor Trailer Driver/Bus Driver	\$32.40	\$34.63	\$36.00	\$37.24	\$38.34

**Supplemental Agreement Wage Schedule
Network Pilots; HB SVOD Pilots; and Pilots Made for Syndicated and Cable Television**

The following rates are applicable to the types of pilots listed above which, prior to April 1, 2024, do not meet one of the following criteria: (A) the Company has made or obtained a firm commitment for the production, exhibition or distribution of the pilot; or (B) principal photography of the pilot has commenced.

	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Construction Department					
Construction Supervisor	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head Carpenter/On-set Carp	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Head Carpenter	\$35.55	\$38.57	\$40.72	\$42.80	\$44.60
Carpenter	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Costume Department					
Costume Designer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Costume Designer	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Costume Supervisor	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Costume Set Key	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Costume Set Supervisor	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Costume Dresser/Seamster	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Costume Assistant	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Electric Department					
Head Lighting Technician	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Second Lighting Technician	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Lighting Technician	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Generator Operator	\$33.40	\$36.36	\$38.40	\$40.35	\$42.06
Head Rigging Lighting Technician	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Second Rigging Lighting Tech.	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Rigging Lighting Technician	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Grip Department					
Key Grip	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Key Grip	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Dolly Grip	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Grip	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Key Rigging Grip	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Rigging Grip	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Rigging Grip	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Hair Department					
Head of Department	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Key Hair Stylist	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Hair Stylist	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Make-up Department					
Head of Department	\$37.23	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Head of Department	\$34.80	\$40.40	\$42.67	\$44.84	\$46.73
Misc.					
Mould Maker	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Production Labourer	\$25.71	\$27.97	\$29.55	\$31.04	\$32.36
Craft Service	\$25.71	\$27.97	\$29.55	\$31.04	\$32.36

**Supplemental Agreement Wage Schedule
Network Pilots; HB SVOD Pilots; and Pilots Made for Syndicated and Cable Television**

<i>(Continued)</i>	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Property Department					
Property Master/Buyer	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Property Master	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Prop Person	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Scenic/Paint Department					
Key Scenic Artist	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Scenic Artist	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Head Painter/On-set Painter	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Head Painter	\$35.55	\$38.57	\$40.72	\$42.80	\$44.60
Painter/Sign Writer	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Script Department					
Script Supervisor	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Script Assistant	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Set Decorating					
Set Decorator/Buyer	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Set Decorator	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
On-Set Dresser	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant On-Set Dresser	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Set Dresser	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Key Greens-Person	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Greens-Person	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Greens-Person	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Sound Department					
Production Sound Mixer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Boom Operator	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Playback Operator	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Sound Utility	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Special Effects Department					
Coordinator	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head of Special Effects	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Head of Special Effects	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Special Effects Technician	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Transportation Department					
Coordinator	\$32.75	\$35.55	\$37.65	\$39.66	\$41.32
Transport Captain	\$31.63	\$34.45	\$36.45	\$38.37	\$39.97
Picture Vehicle Captain	\$31.63	\$34.45	\$36.45	\$38.37	\$39.97
Transport Co-Captain	\$30.96	\$33.52	\$35.44	\$37.28	\$38.83
Driver	\$30.56	\$33.36	\$35.27	\$37.12	\$38.64
Tractor Trailer Driver/Bus Driver	\$31.06	\$33.86	\$35.77	\$37.62	\$39.14

Supplemental Agreement Wage Schedule
Home Video; Cable TV Long Form; Tier 2 HB SVOD Long Form Made for 20M+ Subscribers;
HB SVOD Long Form Made for <20M Subscribers; Tier 2 HB SVOD Mini-Series Made for 20M+
Subscribers; and HB SVOD Mini-Series Made for <20M Subscribers

The following rates are applicable to the types of productions listed above which, prior to April 1, 2024, do not meet one of the following criteria: (A) the Company has made or obtained a firm commitment for the production, exhibition or distribution of the production or mini-series; or (B) principal photography of the production, or of the first part in the case of a mini-series, has commenced.

	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Construction Department					
Construction Supervisor	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head Carpenter/On-set Carp	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Head Carpenter	\$35.55	\$38.57	\$40.72	\$42.80	\$44.60
Carpenter	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Costume Department					
Costume Designer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Costume Designer	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Costume Supervisor	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Costume Set Key	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Costume Set Supervisor	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Costume Dresser/Seamster	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Costume Assistant	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Electric Department					
Head Lighting Technician	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Second Lighting Technician	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Lighting Technician	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Generator Operator	\$33.40	\$36.36	\$38.40	\$40.35	\$42.06
Head Rigging Lighting Technician	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Second Rigging Lighting Tech.	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Rigging Lighting Technician	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Grip Department					
Key Grip	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Key Grip	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Dolly Grip	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Grip	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Key Rigging Grip	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Rigging Grip	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Rigging Grip	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Hair Department					
Head of Department	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Key Hair Stylist	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Hair Stylist	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Make-up Department					
Head of Department	\$37.23	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Head of Department	\$34.80	\$40.40	\$42.67	\$44.84	\$46.73
Misc.					
Mould Maker	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Production Labourer	\$25.71	\$27.97	\$29.55	\$31.04	\$32.36
Craft Service	\$25.71	\$27.97	\$29.55	\$31.04	\$32.36

Supplemental Agreement Wage Schedule
Home Video; Cable TV Long Form; Tier 2 HB SVOD Long Form Made for 20M+ Subscribers;
HB SVOD Long Form Made for <20M Subscribers; Tier 2 HB SVOD Mini-Series Made for 20M+
Subscribers; and HB SVOD Mini-Series Made for <20M Subscribers

<i>(Continued)</i>	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Property Department					
Property Master/Buyer	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Property Master	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Prop Person	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Scenic/Paint Department					
Key Scenic Artist	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Scenic Artist	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Head Painter/On-set Painter	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Head Painter	\$35.55	\$38.57	\$40.72	\$42.80	\$44.60
Painter/Sign Writer	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Script Department					
Script Supervisor	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Script Assistant	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Set Decorating					
Set Decorator/Buyer	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Set Decorator	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
On-Set Dresser	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant On-Set Dresser	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Set Dresser	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Key Greens-Person	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Greens-Person	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Greens-Person	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Sound Department					
Production Sound Mixer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Boom Operator	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Playback Operator	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Sound Utility	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Special Effects Department					
Coordinator	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head of Special Effects	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Head of Special Effects	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Special Effects Technician	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Transportation Department					
Coordinator	\$32.75	\$35.55	\$37.65	\$39.66	\$41.32
Transport Captain	\$31.63	\$34.45	\$36.45	\$38.37	\$39.97
Picture Vehicle Captain	\$31.63	\$34.45	\$36.45	\$38.37	\$39.97
Transport Co-Captain	\$30.96	\$33.52	\$35.44	\$37.28	\$38.83
Driver	\$30.56	\$33.36	\$35.27	\$37.12	\$38.64
Tractor Trailer Driver/Bus Driver	\$31.06	\$33.86	\$35.77	\$37.62	\$39.14

Supplemental Agreement Wage Schedule
1st Season of Syndicated and Cable TV Series; 1st Season of Tier 2 HB SVOD Series Made for 20M+ Subscribers; and 1st Season of HB SVOD Series Made for <20M Subscribers

The following rates are applicable to the types of productions listed above which, prior to April 1, 2024, do not meet one of the following criteria: (A) the Company has made or obtained a firm commitment for the production, exhibition or distribution of the season of the series; or (B) principal photography of the first episode of the season has commenced.

	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23-3/30/24	3/31/24-3/29/25	3/30/25-3/28/26	3/29/26-4/3/27	4/4/27-3/31/28
Construction Department					
Construction Supervisor	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head Carpenter/On-set Carp	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Head Carpenter	\$35.55	\$38.57	\$40.72	\$42.80	\$44.60
Carpenter	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Costume Department					
Costume Designer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Costume Designer	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Costume Supervisor	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Costume Set Key	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Costume Set Supervisor	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Costume Dresser/Seamster	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Costume Assistant	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Electric Department					
Head Lighting Technician	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Second Lighting Technician	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Lighting Technician	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Generator Operator	\$33.40	\$36.36	\$38.40	\$40.35	\$42.06
Head Rigging Lighting Technician	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Second Rigging Lighting Tech.	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Rigging Lighting Technician	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Grip Department					
Key Grip	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Key Grip	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Dolly Grip	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Grip	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Key Rigging Grip	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Rigging Grip	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Rigging Grip	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Hair Department					
Head of Department	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Key Hair Stylist	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Hair Stylist	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Make-up Department					
Head of Department	\$37.23	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Head of Department	\$34.80	\$40.40	\$42.67	\$44.84	\$46.73
Misc.					
Mould Maker	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Production Labourer	\$25.71	\$27.97	\$29.55	\$31.04	\$32.36
Craft Service	\$25.71	\$27.97	\$29.55	\$31.04	\$32.36

Supplemental Agreement Wage Schedule
1st Season of Syndicated and Cable TV Series; 1st Season of Tier 2 HB SVOD Series Made for 20M+ Subscribers; and 1st Season of HB SVOD Series Made for <20M Subscribers

<i>(Continued)</i>	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23-3/30/24	3/31/24-3/29/25	3/30/25-3/28/26	3/29/26-4/3/27	4/4/27-3/31/28
Property Department					
Property Master/Buyer	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Property Master	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Prop Person	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Scenic/Paint Department					
Key Scenic Artist	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Scenic Artist	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Head Painter/On-set Painter	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Head Painter	\$35.55	\$38.57	\$40.72	\$42.80	\$44.60
Painter/Sign Writer	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Script Department					
Script Supervisor	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Script Assistant	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Set Decorating					
Set Decorator/Buyer	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Set Decorator	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
On-Set Dresser	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant On-Set Dresser	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Set Dresser	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Key Greens-Person	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Greens-Person	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Greens-Person	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Sound Department					
Production Sound Mixer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Boom Operator	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Playback Operator	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Sound Utility	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Special Effects Department					
Coordinator	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head of Special Effects	\$37.23	\$40.40	\$42.67	\$44.84	\$46.73
Assistant Head of Special Effects	\$34.80	\$37.83	\$39.95	\$41.98	\$43.77
Special Effects Technician	\$31.06	\$33.81	\$35.70	\$37.52	\$39.11
Transportation Department					
Coordinator	\$32.75	\$35.55	\$37.65	\$39.66	\$41.32
Transport Captain	\$31.63	\$34.45	\$36.45	\$38.37	\$39.97
Picture Vehicle Captain	\$31.63	\$34.45	\$36.45	\$38.37	\$39.97
Transport Co-Captain	\$30.96	\$33.52	\$35.44	\$37.28	\$38.83
Driver	\$30.56	\$33.36	\$35.27	\$37.12	\$38.64
Tractor Trailer Driver/Bus Driver	\$31.06	\$33.86	\$35.77	\$37.62	\$39.14

Supplemental Agreement Wage Schedule
2nd Season of Syndicated and Cable TV Series; 2nd Season of Tier 2 HB SVOD Series Made for
20M+ Subscribers; and 2nd Season of HB SVOD Series Made for <20M Subscribers

The following rates are applicable to the types of productions listed above which, prior to April 1, 2024, do not meet one of the following criteria: (A) the Company has made or obtained a firm commitment for the production, exhibition or distribution of the season of the series; or (B) principal photography of the first episode of the season has commenced.

	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23-3/30/24	3/31/24-3/29/25	3/30/25-3/28/26	3/29/26-4/3/27	4/4/27-3/31/28
Construction Department					
Construction Supervisor	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head Carpenter/On-set Carp	\$37.63	\$40.83	\$43.13	\$45.32	\$47.24
Assistant Head Carpenter	\$35.94	\$38.98	\$41.16	\$43.26	\$45.08
Carpenter	\$35.17	\$38.24	\$40.38	\$42.43	\$44.24
Costume Department					
Costume Designer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Costume Designer	\$37.63	\$40.83	\$43.13	\$45.32	\$47.24
Costume Supervisor	\$37.63	\$40.83	\$43.13	\$45.32	\$47.24
Costume Set Key	\$37.63	\$40.83	\$43.13	\$45.32	\$47.24
Assistant Costume Set Supervisor	\$35.17	\$38.24	\$40.38	\$42.43	\$44.24
Costume Dresser/Seamster	\$35.17	\$38.24	\$40.38	\$42.43	\$44.24
Costume Assistant	\$31.40	\$34.17	\$36.09	\$37.92	\$39.53
Electric Department					
Head Lighting Technician	\$37.63	\$40.83	\$43.13	\$45.32	\$47.24
Second Lighting Technician	\$35.17	\$38.24	\$40.38	\$42.43	\$44.24
Lighting Technician	\$31.40	\$34.17	\$36.09	\$37.92	\$39.53
Generator Operator	\$33.76	\$36.75	\$38.81	\$40.79	\$42.52
Head Rigging Lighting Technician	\$37.63	\$40.83	\$43.13	\$45.32	\$47.24
Second Rigging Lighting Tech.	\$35.17	\$38.24	\$40.38	\$42.43	\$44.24
Rigging Lighting Technician	\$31.40	\$34.17	\$36.09	\$37.92	\$39.53
Grip Department					
Key Grip	\$37.63	\$40.83	\$43.13	\$45.32	\$47.24
Assistant Key Grip	\$35.17	\$38.24	\$40.38	\$42.43	\$44.24
Dolly Grip	\$35.17	\$38.24	\$40.38	\$42.43	\$44.24
Grip	\$31.40	\$34.17	\$36.09	\$37.92	\$39.53
Key Rigging Grip	\$37.63	\$40.83	\$43.13	\$45.32	\$47.24
Assistant Rigging Grip	\$35.17	\$38.24	\$40.38	\$42.43	\$44.24
Rigging Grip	\$31.40	\$34.17	\$36.09	\$37.92	\$39.53
Hair Department					
Head of Department	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Key Hair Stylist	\$37.63	\$40.83	\$43.13	\$45.32	\$47.24
Assistant Hair Stylist	\$37.63	\$40.83	\$43.13	\$45.32	\$47.24
Make-up Department					
Head of Department	\$37.63	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Head of Department	\$35.17	\$40.83	\$43.13	\$45.32	\$47.24
Misc.					
Mould Maker	\$35.17	\$38.24	\$40.38	\$42.43	\$44.24
Production Labourer	\$25.99	\$28.28	\$29.86	\$31.38	\$32.71
Craft Service	\$25.99	\$28.28	\$29.86	\$31.38	\$32.71

Supplemental Agreement Wage Schedule
2nd Season of Syndicated and Cable TV Series; 2nd Season of Tier 2 HB SVOD Series Made for
20M+ Subscribers; and 2nd Season of HB SVOD Series Made for <20M Subscribers

<i>(Continued)</i>	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Property Department					
Property Master/Buyer	\$37.63	\$40.83	\$43.13	\$45.32	\$47.24
Assistant Property Master	\$35.17	\$38.24	\$40.38	\$42.43	\$44.24
Prop Person	\$31.40	\$34.17	\$36.09	\$37.92	\$39.53
Scenic/Paint Department					
Key Scenic Artist	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Scenic Artist	\$37.63	\$40.83	\$43.13	\$45.32	\$47.24
Head Painter/On-set Painter	\$37.63	\$40.83	\$43.13	\$45.32	\$47.24
Assistant Head Painter	\$35.94	\$38.98	\$41.16	\$43.26	\$45.08
Painter/Sign Writer	\$35.17	\$38.24	\$40.38	\$42.43	\$44.24
Script Department					
Script Supervisor	\$37.63	\$40.83	\$43.13	\$45.32	\$47.24
Script Assistant	\$35.17	\$38.24	\$40.38	\$42.43	\$44.24
Set Decorating					
Set Decorator/Buyer	\$37.63	\$40.83	\$43.13	\$45.32	\$47.24
Assistant Set Decorator	\$35.17	\$38.24	\$40.38	\$42.43	\$44.24
On-Set Dresser	\$37.63	\$40.83	\$43.13	\$45.32	\$47.24
Assistant On-Set Dresser	\$35.17	\$38.24	\$40.38	\$42.43	\$44.24
Set Dresser	\$31.40	\$34.17	\$36.09	\$37.92	\$39.53
Key Greens-Person	\$37.63	\$40.83	\$43.13	\$45.32	\$47.24
Assistant Greens-Person	\$35.17	\$38.24	\$40.38	\$42.43	\$44.24
Greens-Person	\$31.40	\$34.17	\$36.09	\$37.92	\$39.53
Sound Department					
Production Sound Mixer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Boom Operator	\$37.63	\$40.83	\$43.13	\$45.32	\$47.24
Playback Operator	\$35.17	\$38.24	\$40.38	\$42.43	\$44.24
Sound Utility	\$31.40	\$34.17	\$36.09	\$37.92	\$39.53
Special Effects Department					
Coordinator	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head of Special Effects	\$37.63	\$40.83	\$43.13	\$45.32	\$47.24
Assistant Head of Special Effects	\$35.17	\$38.24	\$40.38	\$42.43	\$44.24
Special Effects Technician	\$31.40	\$34.17	\$36.09	\$37.92	\$39.53
Transportation Department					
Coordinator	\$33.11	\$35.94	\$38.05	\$40.08	\$41.76
Transport Captain	\$31.97	\$34.82	\$36.84	\$38.78	\$40.40
Picture Vehicle Captain	\$31.97	\$34.82	\$36.84	\$38.78	\$40.40
Transport Co-Captain	\$31.29	\$33.88	\$35.82	\$37.68	\$39.25
Driver	\$30.89	\$33.72	\$35.65	\$37.52	\$39.06
Tractor Trailer Driver/Bus Driver	\$31.39	\$34.22	\$36.15	\$38.02	\$39.56

Supplemental Agreement Wage Schedule

3rd Season of Syndicated and Cable TV Series; 3rd Season of Tier 2 HB SVOD Series Made for 20M+ Subscribers; and 3rd Season of HB SVOD Series Made for <20M Subscribers

The following rates are applicable to the types of productions listed above which, prior to April 1, 2024, do not meet one of the following criteria: (A) the Company has made or obtained a firm commitment for the production, exhibition or distribution of the season of the series; or (B) principal photography of the first episode of the season has commenced.

	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23-3/30/24	3/31/24-3/29/25	3/30/25-3/28/26	3/29/26-4/3/27	4/4/27-3/31/28
Construction Department					
Construction Supervisor	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head Carpenter/On-set Carp	\$38.43	\$41.70	\$44.04	\$46.28	\$48.24
Assistant Head Carpenter	\$36.70	\$39.81	\$42.04	\$44.18	\$46.04
Carpenter	\$35.92	\$39.05	\$41.24	\$43.33	\$45.18
Costume Department					
Costume Designer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Costume Designer	\$38.43	\$41.70	\$44.04	\$46.28	\$48.24
Costume Supervisor	\$38.43	\$41.70	\$44.04	\$46.28	\$48.24
Costume Set Key	\$38.43	\$41.70	\$44.04	\$46.28	\$48.24
Assistant Costume Set Supervisor	\$35.92	\$39.05	\$41.24	\$43.33	\$45.18
Costume Dresser/Seamster	\$35.92	\$39.05	\$41.24	\$43.33	\$45.18
Costume Assistant	\$32.06	\$34.90	\$36.85	\$38.73	\$40.37
Electric Department					
Head Lighting Technician	\$38.43	\$41.70	\$44.04	\$46.28	\$48.24
Second Lighting Technician	\$35.92	\$39.05	\$41.24	\$43.33	\$45.18
Lighting Technician	\$32.06	\$34.90	\$36.85	\$38.73	\$40.37
Generator Operator	\$34.47	\$37.54	\$39.64	\$41.65	\$43.42
Head Rigging Lighting Technician	\$38.43	\$41.70	\$44.04	\$46.28	\$48.24
Second Rigging Lighting Tech.	\$35.92	\$39.05	\$41.24	\$43.33	\$45.18
Rigging Lighting Technician	\$32.06	\$34.90	\$36.85	\$38.73	\$40.37
Grip Department					
Key Grip	\$38.43	\$41.70	\$44.04	\$46.28	\$48.24
Assistant Key Grip	\$35.92	\$39.05	\$41.24	\$43.33	\$45.18
Dolly Grip	\$35.92	\$39.05	\$41.24	\$43.33	\$45.18
Grip	\$32.06	\$34.90	\$36.85	\$38.73	\$40.37
Key Rigging Grip	\$38.43	\$41.70	\$44.04	\$46.28	\$48.24
Assistant Rigging Grip	\$35.92	\$39.05	\$41.24	\$43.33	\$45.18
Rigging Grip	\$32.06	\$34.90	\$36.85	\$38.73	\$40.37
Hair Department					
Head of Department	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Key Hair Stylist	\$38.43	\$41.70	\$44.04	\$46.28	\$48.24
Assistant Hair Stylist	\$38.43	\$41.70	\$44.04	\$46.28	\$48.24
Make-up Department					
Head of Department	\$38.43	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Head of Department	\$35.92	\$41.70	\$44.04	\$46.28	\$48.24
Misc.					
Mould Maker	\$35.92	\$39.05	\$41.24	\$43.33	\$45.18
Production Labourer	\$26.54	\$28.88	\$30.50	\$32.04	\$33.41
Craft Service	\$26.54	\$28.88	\$30.50	\$32.04	\$33.41

Supplemental Agreement Wage Schedule
3rd Season of Syndicated and Cable TV Series; 3rd Season of Tier 2 HB SVOD Series Made for 20M+ Subscribers; and 3rd Season of HB SVOD Series Made for <20M Subscribers

<i>(Continued)</i>	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23-3/30/24	3/31/24-3/29/25	3/30/25-3/28/26	3/29/26-4/3/27	4/4/27-3/31/28
Property Department					
Property Master/Buyer	\$38.43	\$41.70	\$44.04	\$46.28	\$48.24
Assistant Property Master	\$35.92	\$39.05	\$41.24	\$43.33	\$45.18
Prop Person	\$32.06	\$34.90	\$36.85	\$38.73	\$40.37
Scenic/Paint Department					
Key Scenic Artist	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Scenic Artist	\$38.43	\$41.70	\$44.04	\$46.28	\$48.24
Head Painter/On-set Painter	\$38.43	\$41.70	\$44.04	\$46.28	\$48.24
Assistant Head Painter	\$36.70	\$39.81	\$42.04	\$44.18	\$46.04
Painter/Sign Writer	\$35.92	\$39.05	\$41.24	\$43.33	\$45.18
Script Department					
Script Supervisor	\$38.43	\$41.70	\$44.04	\$46.28	\$48.24
Script Assistant	\$35.92	\$39.05	\$41.24	\$43.33	\$45.18
Set Decorating					
Set Decorator/Buyer	\$38.43	\$41.70	\$44.04	\$46.28	\$48.24
Assistant Set Decorator	\$35.92	\$39.05	\$41.24	\$43.33	\$45.18
On-Set Dresser	\$38.43	\$41.70	\$44.04	\$46.28	\$48.24
Assistant On-Set Dresser	\$35.92	\$39.05	\$41.24	\$43.33	\$45.18
Set Dresser	\$32.06	\$34.90	\$36.85	\$38.73	\$40.37
Key Greens-Person	\$38.43	\$41.70	\$44.04	\$46.28	\$48.24
Assistant Greens-Person	\$35.92	\$39.05	\$41.24	\$43.33	\$45.18
Greens-Person	\$32.06	\$34.90	\$36.85	\$38.73	\$40.37
Sound Department					
Production Sound Mixer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Boom Operator	\$38.43	\$41.70	\$44.04	\$46.28	\$48.24
Playback Operator	\$35.92	\$39.05	\$41.24	\$43.33	\$45.18
Sound Utility	\$32.06	\$34.90	\$36.85	\$38.73	\$40.37
Special Effects Department					
Coordinator	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head of Special Effects	\$38.43	\$41.70	\$44.04	\$46.28	\$48.24
Assistant Head of Special Effects	\$35.92	\$39.05	\$41.24	\$43.33	\$45.18
Special Effects Technician	\$32.06	\$34.90	\$36.85	\$38.73	\$40.37
Transportation Department					
Coordinator	\$33.81	\$36.70	\$38.86	\$40.93	\$42.65
Transport Captain	\$32.65	\$35.56	\$37.62	\$39.61	\$41.26
Picture Vehicle Captain	\$32.65	\$35.56	\$37.62	\$39.61	\$41.26
Transport Co-Captain	\$31.96	\$34.60	\$36.59	\$38.49	\$40.08
Driver	\$31.55	\$34.44	\$36.41	\$38.31	\$39.89
Tractor Trailer Driver/Bus Driver	\$32.05	\$34.94	\$36.91	\$38.81	\$40.39

Supplemental Agreement Wage Schedule
4th or Subsequent Season of Syndicated and Cable TV Series;
4th or Subsequent Season of Tier 2 HB SVOD Series Made for 20M+ Subscribers; and
4th or Subsequent Season of HB SVOD Series Made for <20M Subscribers

The following rates are applicable to the types of productions listed above which, prior to April 1, 2024, do not meet one of the following criteria: (A) the Company has made or obtained a firm commitment for the production, exhibition or distribution of the season of the series; or (B) principal photography of the first episode of the season has commenced.

	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Construction Department					
Construction Supervisor	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head Carpenter/On-set Carp	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Assistant Head Carpenter	\$37.12	\$38.23	\$41.47	\$43.79	\$46.02
Carpenter	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Costume Department					
Costume Designer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Costume Designer	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Costume Supervisor	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Costume Set Key	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Assistant Costume Set Supervisor	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Costume Dresser/Seamster	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Costume Assistant	\$32.43	\$33.40	\$36.35	\$38.39	\$40.34
Electric Department					
Head Lighting Technician	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Second Lighting Technician	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Lighting Technician	\$32.43	\$33.40	\$36.35	\$38.39	\$40.34
Generator Operator	\$34.86	\$35.91	\$39.10	\$41.29	\$43.39
Head Rigging Lighting Technician	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Second Rigging Lighting Tech.	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Rigging Lighting Technician	\$32.43	\$33.40	\$36.35	\$38.39	\$40.34
Grip Department					
Key Grip	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Assistant Key Grip	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Dolly Grip	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Grip	\$32.43	\$33.40	\$36.35	\$38.39	\$40.34
Key Rigging Grip	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Assistant Rigging Grip	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Rigging Grip	\$32.43	\$33.40	\$36.35	\$38.39	\$40.34
Hair Department					
Head of Department	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Key Hair Stylist	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Assistant Hair Stylist	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Make-up Department					
Head of Department	\$38.86	\$40.03	Negotiable	Negotiable	Negotiable
Assistant Head of Department	\$36.33	\$40.03	\$43.44	\$45.88	\$48.21
Misc.					
Mould Maker	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Production Labourer	\$26.84	\$27.65	\$30.08	\$31.77	\$33.38
Craft Service	\$26.84	\$27.65	\$30.08	\$31.77	\$33.38

Supplemental Agreement Wage Schedule
4th or Subsequent Season of Syndicated and Cable TV Series;
4th or Subsequent Season of Tier 2 HB SVOD Series Made for 20M+ Subscribers; and
4th or Subsequent Season of HB SVOD Series Made for <20M Subscribers

<i>(Continued)</i>	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Property Department					
Property Master/Buyer	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Assistant Property Master	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Prop Person	\$32.43	\$33.40	\$36.35	\$38.39	\$40.34
Scenic/Paint Department					
Key Scenic Artist	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Scenic Artist	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Head Painter/On-set Painter	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Assistant Head Painter	\$37.12	\$38.23	\$41.47	\$43.79	\$46.02
Painter/Sign Writer	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Script Department					
Script Supervisor	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Script Assistant	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Set Decorating					
Set Decorator/Buyer	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Assistant Set Decorator	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
On-Set Dresser	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Assistant On-Set Dresser	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Set Dresser	\$32.43	\$33.40	\$36.35	\$38.39	\$40.34
Key Greens-Person	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Assistant Greens-Person	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Greens-Person	\$32.43	\$33.40	\$36.35	\$38.39	\$40.34
Sound Department					
Production Sound Mixer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Boom Operator	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Playback Operator	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Sound Utility	\$32.43	\$33.40	\$36.35	\$38.39	\$40.34
Special Effects Department					
Coordinator	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head of Special Effects	\$38.86	\$40.03	\$43.44	\$45.88	\$48.21
Assistant Head of Special Effects	\$36.33	\$37.42	\$40.68	\$42.96	\$45.14
Special Effects Technician	\$32.43	\$33.40	\$36.35	\$38.39	\$40.34
Transportation Department					
Coordinator	\$34.19	\$35.22	\$38.23	\$40.48	\$42.64
Transport Captain	\$33.02	\$34.01	\$37.04	\$39.19	\$41.26
Picture Vehicle Captain	\$33.02	\$34.01	\$37.04	\$39.19	\$41.26
Transport Co-Captain	\$32.32	\$33.29	\$36.04	\$38.11	\$40.09
Driver	\$31.90	\$32.86	\$35.87	\$37.93	\$39.91
Tractor Trailer Driver/Bus Driver	\$32.40	\$33.36	\$36.37	\$38.43	\$40.41

Supplemental Agreement Wage Schedule
Network Pilots; HB SVOD Pilots; and Pilots Made for Syndicated and Cable Television,
Each Greenlit Prior to 4/1/24

The following rates are applicable to the types of pilots listed above which, prior to April 1, 2024, meet one of the following criteria: (A) the Company has made or obtained a firm commitment for the production, exhibition or distribution of the pilot; or (B) principal photography of the pilot has commenced.

	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Construction Department					
Construction Supervisor	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head Carpenter/On-set Carp	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Head Carpenter	\$35.55	\$38.04	\$39.56	\$40.94	\$42.17
Carpenter	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Costume Department					
Costume Designer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Costume Designer	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Costume Supervisor	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Costume Set Key	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Costume Set Supervisor	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Costume Dresser/Seamster	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Costume Assistant	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Electric Department					
Head Lighting Technician	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Second Lighting Technician	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Lighting Technician	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Generator Operator	\$33.40	\$35.74	\$37.17	\$38.47	\$39.62
Head Rigging Lighting Technician	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Second Rigging Lighting Tech.	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Rigging Lighting Technician	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Grip Department					
Key Grip	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Key Grip	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Dolly Grip	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Grip	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Key Rigging Grip	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Rigging Grip	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Rigging Grip	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Hair Department					
Head of Department	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Key Hair Stylist	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Hair Stylist	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Make-up Department					
Head of Department	\$37.23	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Head of Department	\$34.80	\$39.84	\$41.43	\$42.88	\$44.17
Misc.					
Mould Maker	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Production Labourer	\$25.71	\$27.51	\$28.61	\$29.61	\$30.50
Craft Service	\$25.71	\$27.51	\$28.61	\$29.61	\$30.50

Supplemental Agreement Wage Schedule
Network Pilots; HB SVOD Pilots; and Pilots Made for Syndicated and Cable Television,
Each Greenlit Prior to 4/1/24

<i>(Continued)</i>	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Property Department					
Property Master/Buyer	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Property Master	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Prop Person	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Scenic/Paint Department					
Key Scenic Artist	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Scenic Artist	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Head Painter/On-set Painter	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Head Painter	\$35.55	\$38.04	\$39.56	\$40.94	\$42.17
Painter/Sign Writer	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Script Department					
Script Supervisor	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Script Assistant	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Set Decorating					
Set Decorator/Buyer	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Set Decorator	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
On-Set Dresser	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant On-Set Dresser	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Set Dresser	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Key Greens-Person	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Greens-Person	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Greens-Person	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Sound Department					
Production Sound Mixer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Boom Operator	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Playback Operator	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Sound Utility	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Special Effects Department					
Coordinator	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head of Special Effects	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Head of Special Effects	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Special Effects Technician	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Transportation Department					
Coordinator	\$32.75	\$35.04	\$36.44	\$37.72	\$38.85
Transport Captain	\$31.63	\$33.84	\$35.19	\$36.42	\$37.51
Picture Vehicle Captain	\$31.63	\$33.84	\$35.19	\$36.42	\$37.51
Transport Co-Captain	\$30.96	\$33.13	\$34.46	\$35.67	\$36.74
Driver	\$30.56	\$32.70	\$34.01	\$35.20	\$36.26
Tractor Trailer Driver/Bus Driver	\$31.06	\$33.20	\$34.51	\$35.70	\$36.76

Supplemental Agreement Wage Schedule
Home Video; Cable TV Long Form; Tier 2 HB SVOD Long Form Made for 20M+ Subscribers;
HB SVOD Long Form Made for <20M Subscribers; Tier 2 HB SVOD Mini-Series Made for
20M+ Subscribers; and HB SVOD Mini-Series Made for <20M+ Subscribers,
Each Greenlit Prior to 4/1/24

The following rates are applicable to the types of productions listed above which, prior to April 1, 2024, meet one of the following criteria: (A) the Company has made or obtained a firm commitment for the production, exhibition or distribution of the production; or (B) principal photography of the production has commenced.

	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Construction Department					
Construction Supervisor	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head Carpenter/On-set Carp	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Head Carpenter	\$35.55	\$38.04	\$39.56	\$40.94	\$42.17
Carpenter	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Costume Department					
Costume Designer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Costume Designer	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Costume Supervisor	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Costume Set Key	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Costume Set Supervisor	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Costume Dresser/Seamster	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Costume Assistant	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Electric Department					
Head Lighting Technician	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Second Lighting Technician	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Lighting Technician	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Generator Operator	\$33.40	\$35.74	\$37.17	\$38.47	\$39.62
Head Rigging Lighting Technician	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Second Rigging Lighting Tech.	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Rigging Lighting Technician	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Grip Department					
Key Grip	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Key Grip	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Dolly Grip	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Grip	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Key Rigging Grip	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Rigging Grip	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Rigging Grip	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Hair Department					
Head of Department	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Key Hair Stylist	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Hair Stylist	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Make-up Department					
Head of Department	\$37.23	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Head of Department	\$34.80	\$39.84	\$41.43	\$42.88	\$44.17
Misc.					
Mould Maker	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Production Labourer	\$25.71	\$27.51	\$28.61	\$29.61	\$30.50
Craft Service	\$25.71	\$27.51	\$28.61	\$29.61	\$30.50

Supplemental Agreement Wage Schedule
Home Video; Cable TV Long Form; Tier 2 HB SVOD Long Form Made for 20M+ Subscribers;
HB SVOD Long Form Made for <20M Subscribers; Tier 2 HB SVOD Mini-Series Made for
20M+ Subscribers; and HB SVOD Mini-Series Made for <20M+ Subscribers,
Each Greenlit Prior to 4/1/24

<i>(Continued)</i>	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Property Department					
Property Master/Buyer	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Property Master	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Prop Person	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Scenic/Paint Department					
Key Scenic Artist	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Scenic Artist	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Head Painter/On-set Painter	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Head Painter	\$35.55	\$38.04	\$39.56	\$40.94	\$42.17
Painter/Sign Writer	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Script Department					
Script Supervisor	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Script Assistant	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Set Decorating					
Set Decorator/Buyer	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Set Decorator	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
On-Set Dresser	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant On-Set Dresser	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Set Dresser	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Key Greens-Person	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Greens-Person	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Greens-Person	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Sound Department					
Production Sound Mixer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Boom Operator	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Playback Operator	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Sound Utility	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Special Effects Department					
Coordinator	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head of Special Effects	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Head of Special Effects	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Special Effects Technician	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Transportation Department					
Coordinator	\$32.75	\$35.04	\$36.44	\$37.72	\$38.85
Transport Captain	\$31.63	\$33.84	\$35.19	\$36.42	\$37.51
Picture Vehicle Captain	\$31.63	\$33.84	\$35.19	\$36.42	\$37.51
Transport Co-Captain	\$30.96	\$33.13	\$34.46	\$35.67	\$36.74
Driver	\$30.56	\$32.70	\$34.01	\$35.20	\$36.26
Tractor Trailer Driver/Bus Driver	\$31.06	\$33.20	\$34.51	\$35.70	\$36.76

Supplemental Agreement Wage Schedule

1st Season of Syndicated and Cable TV Series; 1st Season of Tier 2 HB SVOD Series Made for 20M+ Subscribers; and 1st Season of HB SVOD Series Made for <20M Subscribers, Each Greenlit Prior to 4/1/24

The following rates are applicable to the types of productions listed above which, prior to April 1, 2024, meet one of the following criteria: (A) the Company has made or obtained a firm commitment for the production, exhibition or distribution of the season of the series; or (B) principal photography of the first episode of the season has commenced.

	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23-3/30/24	3/31/24-3/29/25	3/30/25-3/28/26	3/29/26-4/3/27	4/4/27-3/31/28
Construction Department					
Construction Supervisor	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head Carpenter/On-set Carp	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Head Carpenter	\$35.55	\$38.04	\$39.56	\$40.94	\$42.17
Carpenter	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Costume Department					
Costume Designer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Costume Designer	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Costume Supervisor	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Costume Set Key	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Costume Set Supervisor	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Costume Dresser/Seamster	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Costume Assistant	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Electric Department					
Head Lighting Technician	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Second Lighting Technician	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Lighting Technician	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Generator Operator	\$33.40	\$35.74	\$37.17	\$38.47	\$39.62
Head Rigging Lighting Technician	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Second Rigging Lighting Tech.	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Rigging Lighting Technician	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Grip Department					
Key Grip	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Key Grip	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Dolly Grip	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Grip	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Key Rigging Grip	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Rigging Grip	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Rigging Grip	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Hair Department					
Head of Department	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Key Hair Stylist	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Hair Stylist	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Make-up Department					
Head of Department	\$37.23	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Head of Department	\$34.80	\$39.84	\$41.43	\$42.88	\$44.17
Misc.					
Mould Maker	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Production Labourer	\$25.71	\$27.51	\$28.61	\$29.61	\$30.50
Craft Service	\$25.71	\$27.51	\$28.61	\$29.61	\$30.50

Supplemental Agreement Wage Schedule

1st Season of Syndicated and Cable TV Series; 1st Season of Tier 2 HB SVOD Series Made for 20M+ Subscribers; and 1st Season of HB SVOD Series Made for <20M Subscribers, Each Greenlit Prior to 4/1/24

<i>(Continued)</i>	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23-3/30/24	3/31/24-3/29/25	3/30/25-3/28/26	3/29/26-4/3/27	4/4/27-3/31/28
Property Department					
Property Master/Buyer	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Property Master	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Prop Person	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Scenic/Paint Department					
Key Scenic Artist	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Scenic Artist	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Head Painter/On-set Painter	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Head Painter	\$35.55	\$38.04	\$39.56	\$40.94	\$42.17
Painter/Sign Writer	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Script Department					
Script Supervisor	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Script Assistant	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Set Decorating					
Set Decorator/Buyer	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Set Decorator	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
On-Set Dresser	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant On-Set Dresser	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Set Dresser	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Key Greens-Person	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Greens-Person	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Greens-Person	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Sound Department					
Production Sound Mixer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Boom Operator	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Playback Operator	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Sound Utility	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Special Effects Department					
Coordinator	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head of Special Effects	\$37.23	\$39.84	\$41.43	\$42.88	\$44.17
Assistant Head of Special Effects	\$34.80	\$37.24	\$38.73	\$40.09	\$41.29
Special Effects Technician	\$31.06	\$33.23	\$34.56	\$35.77	\$36.84
Transportation Department					
Coordinator	\$32.75	\$35.04	\$36.44	\$37.72	\$38.85
Transport Captain	\$31.63	\$33.84	\$35.19	\$36.42	\$37.51
Picture Vehicle Captain	\$31.63	\$33.84	\$35.19	\$36.42	\$37.51
Transport Co-Captain	\$30.96	\$33.13	\$34.46	\$35.67	\$36.74
Driver	\$30.56	\$32.70	\$34.01	\$35.20	\$36.26
Tractor Trailer Driver/Bus Driver	\$31.06	\$33.20	\$34.51	\$35.70	\$36.76

Supplemental Agreement Wage Schedule
2nd Season of Syndicated and Cable TV Series; 2nd Season of Tier 2 HB SVOD Series Made for 20M+ Subscribers; and 2nd Season of HB SVOD Series Made for <20M Subscribers, Each Greenlit Prior to 4/1/24

The following rates are applicable to the types of productions listed above which, prior to April 1, 2024, meet one of the following criteria: (A) the Company has made or obtained a firm commitment for the production, exhibition or distribution of the season of the series; or (B) principal photography of the first episode of the season has commenced.

	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23-3/30/24	3/31/24-3/29/25	3/30/25-3/28/26	3/29/26-4/3/27	4/4/27-3/31/28
Construction Department					
Construction Supervisor	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head Carpenter/On-set Carp	\$37.63	\$40.26	\$41.87	\$43.34	\$44.64
Assistant Head Carpenter	\$35.94	\$38.46	\$40.00	\$41.40	\$42.64
Carpenter	\$35.17	\$37.63	\$39.14	\$40.51	\$41.73
Costume Department					
Costume Designer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Costume Designer	\$37.63	\$40.26	\$41.87	\$43.34	\$44.64
Costume Supervisor	\$37.63	\$40.26	\$41.87	\$43.34	\$44.64
Costume Set Key	\$37.63	\$40.26	\$41.87	\$43.34	\$44.64
Assistant Costume Set Supervisor	\$35.17	\$37.63	\$39.14	\$40.51	\$41.73
Costume Dresser/Seamster	\$35.17	\$37.63	\$39.14	\$40.51	\$41.73
Costume Assistant	\$31.40	\$33.60	\$34.94	\$36.16	\$37.24
Electric Department					
Head Lighting Technician	\$37.63	\$40.26	\$41.87	\$43.34	\$44.64
Second Lighting Technician	\$35.17	\$37.63	\$39.14	\$40.51	\$41.73
Lighting Technician	\$31.40	\$33.60	\$34.94	\$36.16	\$37.24
Generator Operator	\$33.76	\$36.12	\$37.56	\$38.87	\$40.04
Head Rigging Lighting Technician	\$37.63	\$40.26	\$41.87	\$43.34	\$44.64
Second Rigging Lighting Tech.	\$35.17	\$37.63	\$39.14	\$40.51	\$41.73
Rigging Lighting Technician	\$31.40	\$33.60	\$34.94	\$36.16	\$37.24
Grip Department					
Key Grip	\$37.63	\$40.26	\$41.87	\$43.34	\$44.64
Assistant Key Grip	\$35.17	\$37.63	\$39.14	\$40.51	\$41.73
Dolly Grip	\$35.17	\$37.63	\$39.14	\$40.51	\$41.73
Grip	\$31.40	\$33.60	\$34.94	\$36.16	\$37.24
Key Rigging Grip	\$37.63	\$40.26	\$41.87	\$43.34	\$44.64
Assistant Rigging Grip	\$35.17	\$37.63	\$39.14	\$40.51	\$41.73
Rigging Grip	\$31.40	\$33.60	\$34.94	\$36.16	\$37.24
Hair Department					
Head of Department	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Key Hair Stylist	\$37.63	\$40.26	\$41.87	\$43.34	\$44.64
Assistant Hair Stylist	\$37.63	\$40.26	\$41.87	\$43.34	\$44.64
Make-up Department					
Head of Department	\$37.63	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Head of Department	\$35.17	\$40.26	\$41.87	\$43.34	\$44.64
Misc.					
Mould Maker	\$35.17	\$37.63	\$39.14	\$40.51	\$41.73
Production Labourer	\$25.99	\$27.81	\$28.92	\$29.93	\$30.83
Craft Service	\$25.99	\$27.81	\$28.92	\$29.93	\$30.83

Supplemental Agreement Wage Schedule
2nd Season of Syndicated and Cable TV Series; 2nd Season of Tier 2 HB SVOD Series Made for 20M+
Subscribers; and 2nd Season of HB SVOD Series Made for <20M Subscribers,
Each Greenlit Prior to 4/1/24

<i>(Continued)</i>	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Property Department					
Property Master/Buyer	\$37.63	\$40.26	\$41.87	\$43.34	\$44.64
Assistant Property Master	\$35.17	\$37.63	\$39.14	\$40.51	\$41.73
Prop Person	\$31.40	\$33.60	\$34.94	\$36.16	\$37.24
Scenic/Paint Department					
Key Scenic Artist	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Scenic Artist	\$37.63	\$40.26	\$41.87	\$43.34	\$44.64
Head Painter/On-set Painter	\$37.63	\$40.26	\$41.87	\$43.34	\$44.64
Assistant Head Painter	\$35.94	\$38.46	\$40.00	\$41.40	\$42.64
Painter/Sign Writer	\$35.17	\$37.63	\$39.14	\$40.51	\$41.73
Script Department					
Script Supervisor	\$37.63	\$40.26	\$41.87	\$43.34	\$44.64
Script Assistant	\$35.17	\$37.63	\$39.14	\$40.51	\$41.73
Set Decorating					
Set Decorator/Buyer	\$37.63	\$40.26	\$41.87	\$43.34	\$44.64
Assistant Set Decorator	\$35.17	\$37.63	\$39.14	\$40.51	\$41.73
On-Set Dresser	\$37.63	\$40.26	\$41.87	\$43.34	\$44.64
Assistant On-Set Dresser	\$35.17	\$37.63	\$39.14	\$40.51	\$41.73
Set Dresser	\$31.40	\$33.60	\$34.94	\$36.16	\$37.24
Key Greens-Person	\$37.63	\$40.26	\$41.87	\$43.34	\$44.64
Assistant Greens-Person	\$35.17	\$37.63	\$39.14	\$40.51	\$41.73
Greens-Person	\$31.40	\$33.60	\$34.94	\$36.16	\$37.24
Sound Department					
Production Sound Mixer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Boom Operator	\$37.63	\$40.26	\$41.87	\$43.34	\$44.64
Playback Operator	\$35.17	\$37.63	\$39.14	\$40.51	\$41.73
Sound Utility	\$31.40	\$33.60	\$34.94	\$36.16	\$37.24
Special Effects Department					
Coordinator	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head of Special Effects	\$37.63	\$40.26	\$41.87	\$43.34	\$44.64
Assistant Head of Special Effects	\$35.17	\$37.63	\$39.14	\$40.51	\$41.73
Special Effects Technician	\$31.40	\$33.60	\$34.94	\$36.16	\$37.24
Transportation Department					
Coordinator	\$33.11	\$35.43	\$36.85	\$38.14	\$39.28
Transport Captain	\$31.97	\$34.21	\$35.58	\$36.83	\$37.93
Picture Vehicle Captain	\$31.97	\$34.21	\$35.58	\$36.83	\$37.93
Transport Co-Captain	\$31.29	\$33.48	\$34.82	\$36.04	\$37.12
Driver	\$30.89	\$33.05	\$34.37	\$35.57	\$36.64
Tractor Trailer Driver/Bus Driver	\$31.39	\$33.55	\$34.87	\$36.07	\$37.14

Supplemental Agreement Wage Schedule
3rd Season of Syndicated and Cable TV Series; 3rd Season of Tier 2 HB SVOD Series
Made for 20M+ Subscribers; and 3rd Season of HB SVOD Series Made for <20M Subscribers,
Each Greenlit Prior to 4/1/24

The following rates are applicable to the types of productions listed above which, prior to April 1, 2024, meet one of the following criteria: (A) the Company has made or obtained a firm commitment for the production, exhibition or distribution of the season of the series; or (B) principal photography of the first episode of the season has commenced.

	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Construction Department					
Construction Supervisor	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head Carpenter/On-set Carp	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Head Carpenter	\$36.70	\$39.27	\$40.84	\$42.27	\$43.54
Carpenter	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Costume Department					
Costume Designer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Costume Designer	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Costume Supervisor	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Costume Set Key	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Costume Set Supervisor	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Costume Dresser/Seamster	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Costume Assistant	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03
Electric Department					
Head Lighting Technician	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Second Lighting Technician	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Lighting Technician	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03
Generator Operator	\$34.47	\$36.88	\$38.36	\$39.70	\$40.89
Head Rigging Lighting Technician	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Second Rigging Lighting Tech.	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Rigging Lighting Technician	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03
Grip Department					
Key Grip	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Key Grip	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Dolly Grip	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Grip	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03
Key Rigging Grip	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Rigging Grip	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Rigging Grip	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03
Hair Department					
Head of Department	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Key Hair Stylist	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Hair Stylist	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Make-up Department					
Head of Department	\$38.43	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Head of Department	\$35.92	\$41.12	\$42.76	\$44.26	\$45.59
Misc.					
Mould Maker	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Production Labourer	\$26.54	\$28.40	\$29.54	\$30.57	\$31.49
Craft Service	\$26.54	\$28.40	\$29.54	\$30.57	\$31.49

Supplemental Agreement Wage Schedule
3rd Season of Syndicated and Cable TV Series; 3rd Season of Tier 2 HB SVOD Series
Made for 20M+ Subscribers; and 3rd Season of HB SVOD Series Made for <20M Subscribers,
Each Greenlit Prior to 4/1/24

<i>(Continued)</i>	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Property Department					
Property Master/Buyer	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Property Master	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Prop Person	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03
Scenic/Paint Department					
Key Scenic Artist	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Scenic Artist	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Head Painter/On-set Painter	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Head Painter	\$36.70	\$39.27	\$40.84	\$42.27	\$43.54
Painter/Sign Writer	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Script Department					
Script Supervisor	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Script Assistant	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Set Decorating					
Set Decorator/Buyer	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Set Decorator	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
On-Set Dresser	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant On-Set Dresser	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Set Dresser	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03
Key Greens-Person	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Greens-Person	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Greens-Person	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03
Sound Department					
Production Sound Mixer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Boom Operator	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Playback Operator	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Sound Utility	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03
Special Effects Department					
Coordinator	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head of Special Effects	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Head of Special Effects	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Special Effects Technician	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03
Transportation Department					
Coordinator	\$33.81	\$36.18	\$37.63	\$38.95	\$40.12
Transport Captain	\$32.65	\$34.94	\$36.34	\$37.61	\$38.74
Picture Vehicle Captain	\$32.65	\$34.94	\$36.34	\$37.61	\$38.74
Transport Co-Captain	\$31.96	\$34.20	\$35.57	\$36.81	\$37.91
Driver	\$31.55	\$33.76	\$35.11	\$36.34	\$37.43
Tractor Trailer Driver/Bus Driver	\$32.05	\$34.26	\$35.61	\$36.84	\$37.93

Supplemental Agreement Wage Schedule
4th or Subsequent Season of Syndicated and Cable TV Series; 4th or Subsequent Season
of Tier 2 HB SVOD Series Made for 20M+ Subscribers; and 4th or Subsequent Season
of HB SVOD Series Made for <20M Subscribers, Each Greenlit Prior to 4/1/24

The following rates are applicable to the types of productions listed above which, prior to April 1, 2024, meet one of the following criteria: (A) the Company has made or obtained a firm commitment for the production, exhibition or distribution of the season of the series; or (B) principal photography of the first episode of the has commenced.

	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23-3/30/24	3/31/24-3/29/25	3/30/25-3/28/26	3/29/26-4/3/27	4/4/27-3/31/28
Construction Department					
Construction Supervisor	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head Carpenter/On-set Carp	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Assistant Head Carpenter	\$37.12	\$39.72	\$41.31	\$42.76	\$44.04
Carpenter	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Costume Department					
Costume Designer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Costume Designer	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Costume Supervisor	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Costume Set Key	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Assistant Costume Set Supervisor	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Costume Dresser/Seamster	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Costume Assistant	\$32.43	\$34.70	\$36.09	\$37.35	\$38.47
Electric Department					
Head Lighting Technician	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Second Lighting Technician	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Lighting Technician	\$32.43	\$34.70	\$36.09	\$37.35	\$38.47
Generator Operator	\$34.86	\$37.30	\$38.79	\$40.15	\$41.35
Head Rigging Lighting Technician	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Second Rigging Lighting Tech.	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Rigging Lighting Technician	\$32.43	\$34.70	\$36.09	\$37.35	\$38.47
Grip Department					
Key Grip	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Assistant Key Grip	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Dolly Grip	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Grip	\$32.43	\$34.70	\$36.09	\$37.35	\$38.47
Key Rigging Grip	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Assistant Rigging Grip	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Rigging Grip	\$32.43	\$34.70	\$36.09	\$37.35	\$38.47
Hair Department					
Head of Department	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Key Hair Stylist	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Assistant Hair Stylist	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Make-up Department					
Head of Department	\$38.86	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Head of Department	\$36.33	\$41.58	\$43.24	\$44.75	\$46.09
Misc.					
Mould Maker	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Production Labourer	\$26.84	\$28.72	\$29.87	\$30.92	\$31.85
Craft Service	\$26.84	\$28.72	\$29.87	\$30.92	\$31.85

Supplemental Agreement Wage Schedule
4th or Subsequent Season of Syndicated and Cable TV Series; 4th or Subsequent Season
of Tier 2 HB SVOD Series Made for 20M+ Subscribers; and 4th or Subsequent Season
of HB SVOD Series Made for <20M Subscribers, Each Greenlit Prior to 4/1/24

(Continued)	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Property Department					
Property Master/Buyer	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Assistant Property Master	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Prop Person	\$32.43	\$34.70	\$36.09	\$37.35	\$38.47
Scenic/Paint Department					
Key Scenic Artist	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Scenic Artist	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Head Painter/On-set Painter	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Assistant Head Painter	\$37.12	\$39.72	\$41.31	\$42.76	\$44.04
Painter/Sign Writer	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Script Department					
Script Supervisor	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Script Assistant	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Set Decorating					
Set Decorator/Buyer	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Assistant Set Decorator	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
On-Set Dresser	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Assistant On-Set Dresser	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Set Dresser	\$32.43	\$34.70	\$36.09	\$37.35	\$38.47
Key Greens-Person	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Assistant Greens-Person	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Greens-Person	\$32.43	\$34.70	\$36.09	\$37.35	\$38.47
Sound Department					
Production Sound Mixer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Boom Operator	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Playback Operator	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Sound Utility	\$32.43	\$34.70	\$36.09	\$37.35	\$38.47
Special Effects Department					
Coordinator	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head of Special Effects	\$38.86	\$41.58	\$43.24	\$44.75	\$46.09
Assistant Head of Special Effects	\$36.33	\$38.87	\$40.42	\$41.83	\$43.08
Special Effects Technician	\$32.43	\$34.70	\$36.09	\$37.35	\$38.47
Transportation Department					
Coordinator	\$34.19	\$36.58	\$38.04	\$39.37	\$40.55
Transport Captain	\$33.02	\$35.33	\$36.74	\$38.03	\$39.17
Picture Vehicle Captain	\$33.02	\$35.33	\$36.74	\$38.03	\$39.17
Transport Co-Captain	\$32.32	\$34.58	\$35.96	\$37.22	\$38.34
Driver	\$31.90	\$34.13	\$35.50	\$36.74	\$37.84
Tractor Trailer Driver/Bus Driver	\$32.40	\$34.63	\$36.00	\$37.24	\$38.34

Supplemental Agreement Wage Schedule
5th and Subsequent Seasons of "Legacy" HB SVOD Series Subject to the 2015 Agreement

	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Construction Department					
Construction Supervisor	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head Carpenter/On-set Carp	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Head Carpenter	\$36.70	\$39.27	\$40.84	\$42.27	\$43.54
Carpenter	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Costume Department					
Costume Designer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Costume Designer	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Costume Supervisor	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Costume Set Key	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Costume Set Supervisor	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Costume Dresser/Seamster	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Costume Assistant	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03
Electric Department					
Head Lighting Technician	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Second Lighting Technician	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Lighting Technician	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03
Generator Operator	\$34.47	\$36.88	\$38.36	\$39.70	\$40.89
Head Rigging Lighting Technician	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Second Rigging Lighting Tech.	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Rigging Lighting Technician	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03
Grip Department					
Key Grip	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Key Grip	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Dolly Grip	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Grip	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03
Key Rigging Grip	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Rigging Grip	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Rigging Grip	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03
Hair Department					
Head of Department	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Key Hair Stylist	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Hair Stylist	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Make-up Department					
Head of Department	\$38.43	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Head of Department	\$35.92	\$41.12	\$42.76	\$44.26	\$45.59
Misc.					
Mould Maker	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Production Labourer	\$26.54	\$28.40	\$29.54	\$30.57	\$31.49
Craft Service	\$26.54	\$28.40	\$29.54	\$30.57	\$31.49
Property Department					
Property Master/Buyer	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Property Master	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Prop Person	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03

Supplemental Agreement Wage Schedule
5th and Subsequent Seasons of "Legacy" HB SVOD Series Subject to the 2015 Agreement

<i>(Continued)</i>	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Scenic/Paint Department					
Key Scenic Artist	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Scenic Artist	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Head Painter/On-set Painter	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Head Painter	\$36.70	\$39.27	\$40.84	\$42.27	\$43.54
Painter/Sign Writer	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Script Department					
Script Supervisor	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Script Assistant	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Set Decorating					
Set Decorator/Buyer	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Set Decorator	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
On-Set Dresser	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant On-Set Dresser	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Set Dresser	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03
Key Greens-Person	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Greens-Person	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Greens-Person	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03
Sound Department					
Production Sound Mixer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Boom Operator	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Playback Operator	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Sound Utility	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03
Special Effects Department					
Coordinator	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head of Special Effects	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Head of Special Effects	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Special Effects Technician	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03
Transportation Department					
Coordinator	\$33.81	\$36.18	\$37.63	\$38.95	\$40.12
Transport Captain	\$32.65	\$34.94	\$36.34	\$37.61	\$38.74
Picture Vehicle Captain	\$32.65	\$34.94	\$36.34	\$37.61	\$38.74
Transport Co-Captain	\$31.96	\$34.20	\$35.57	\$36.81	\$37.91
Driver	\$31.55	\$33.76	\$35.11	\$36.34	\$37.43
Tractor Trailer Driver/Bus Driver	\$32.05	\$34.26	\$35.61	\$36.84	\$37.93

Supplemental Agreement Wage Schedule
3rd and 4th Seasons of "Legacy" HB SVOD Series and "Legacy" HB SVOD Programs
Subject to the 2018 Agreement

	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Construction Department					
Construction Supervisor	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head Carpenter/On-set Carp	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Head Carpenter	\$36.70	\$39.27	\$40.84	\$42.27	\$43.54
Carpenter	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Costume Department					
Costume Designer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Costume Designer	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Costume Supervisor	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Costume Set Key	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Costume Set Supervisor	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Costume Dresser/Seamster	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Costume Assistant	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03
Electric Department					
Head Lighting Technician	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Second Lighting Technician	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Lighting Technician	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03
Generator Operator	\$34.47	\$36.88	\$38.36	\$39.70	\$40.89
Head Rigging Lighting Technician	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Second Rigging Lighting Tech.	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Rigging Lighting Technician	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03
Grip Department					
Key Grip	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Key Grip	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Dolly Grip	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Grip	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03
Key Rigging Grip	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Rigging Grip	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Rigging Grip	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03
Hair Department					
Head of Department	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Key Hair Stylist	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Hair Stylist	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Make-up Department					
Head of Department	\$38.43	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Head of Department	\$35.92	\$41.12	\$42.76	\$44.26	\$45.59
Misc.					
Mould Maker	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Production Labourer	\$26.54	\$28.40	\$29.54	\$30.57	\$31.49
Craft Service	\$26.54	\$28.40	\$29.54	\$30.57	\$31.49
Property Department					
Property Master/Buyer	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Property Master	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Prop Person	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03

Supplemental Agreement Wage Schedule
3rd and 4th Seasons of "Legacy" HB SVOD Series and "Legacy" HB SVOD Programs
Subject to the 2018 Agreement

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<i>(Continued)</i>	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Scenic/Paint Department					
Key Scenic Artist	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Scenic Artist	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Head Painter/On-set Painter	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Head Painter	\$36.70	\$39.27	\$40.84	\$42.27	\$43.54
Painter/Sign Writer	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Script Department					
Script Supervisor	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Script Assistant	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Set Decorating					
Set Decorator/Buyer	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Set Decorator	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
On-Set Dresser	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant On-Set Dresser	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Set Dresser	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03
Key Greens-Person	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Greens-Person	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Greens-Person	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03
Sound Department					
Production Sound Mixer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Boom Operator	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Playback Operator	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Sound Utility	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03
Special Effects Department					
Coordinator	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head of Special Effects	\$38.43	\$41.12	\$42.76	\$44.26	\$45.59
Assistant Head of Special Effects	\$35.92	\$38.43	\$39.97	\$41.37	\$42.61
Special Effects Technician	\$32.06	\$34.30	\$35.67	\$36.92	\$38.03
Transportation Department					
Coordinator	\$33.81	\$36.18	\$37.63	\$38.95	\$40.12
Transport Captain	\$32.65	\$34.94	\$36.34	\$37.61	\$38.74
Picture Vehicle Captain	\$32.65	\$34.94	\$36.34	\$37.61	\$38.74
Transport Co-Captain	\$31.96	\$34.20	\$35.57	\$36.81	\$37.91
Driver	\$31.55	\$33.76	\$35.11	\$36.34	\$37.43
Tractor Trailer Driver/Bus Driver	\$32.05	\$34.26	\$35.61	\$36.84	\$37.93

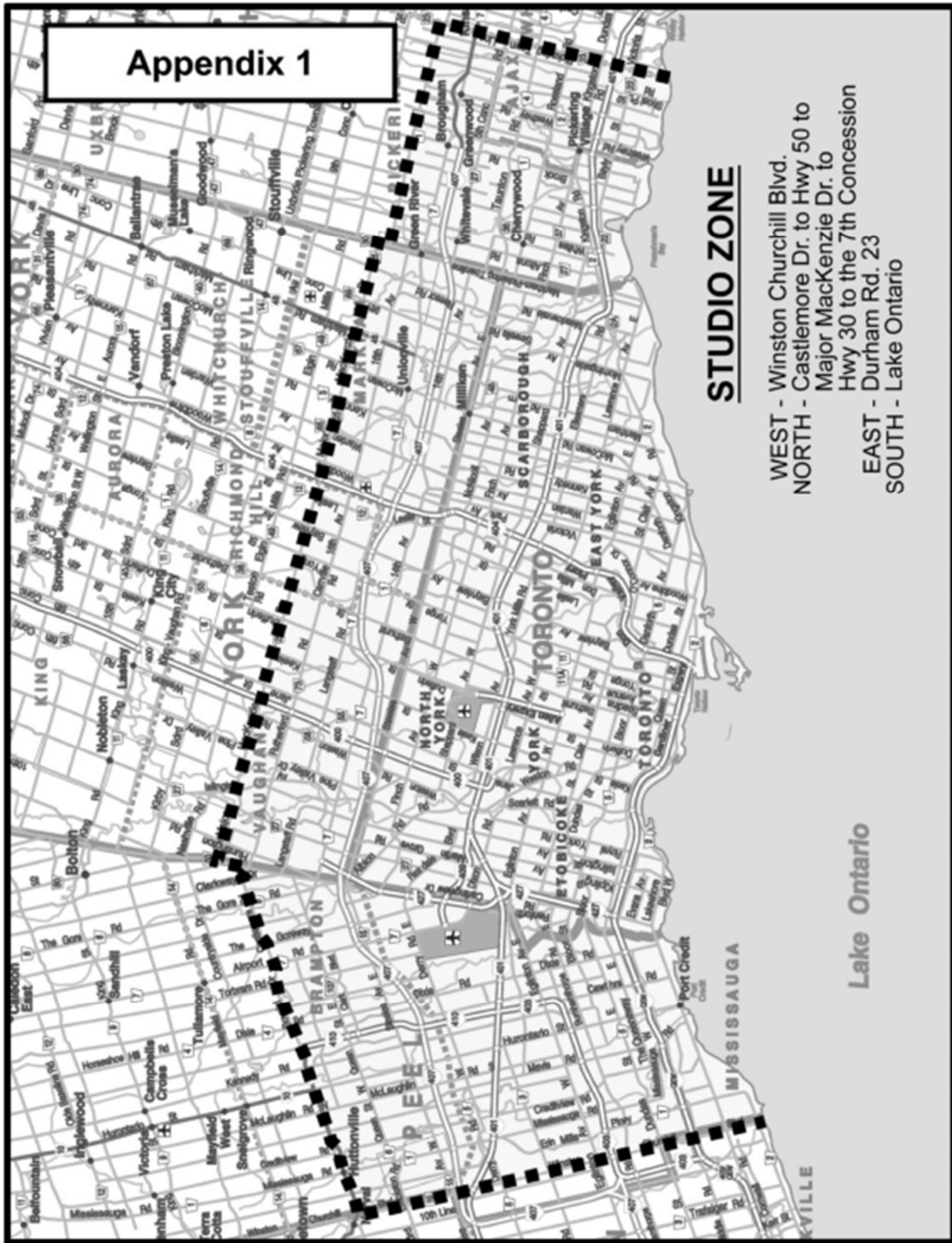
Supplemental Agreement Wage Schedule
5th and Subsequent Seasons of "Legacy" HB SVOD Series and "Legacy" HB SVOD Programs
Subject to the 2018 Agreement

	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Construction Department					
Construction Supervisor	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head Carpenter/On-set Carp	\$38.83	\$41.55	\$43.21	\$44.72	\$46.06
Assistant Head Carpenter	\$37.08	\$39.68	\$41.27	\$42.71	\$43.99
Carpenter	\$36.30	\$38.84	\$40.39	\$41.80	\$43.05
Costume Department					
Costume Designer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Costume Designer	\$38.83	\$41.55	\$43.21	\$44.72	\$46.06
Costume Supervisor	\$38.83	\$41.55	\$43.21	\$44.72	\$46.06
Costume Set Key	\$38.83	\$41.55	\$43.21	\$44.72	\$46.06
Assistant Costume Set Supervisor	\$36.30	\$38.84	\$40.39	\$41.80	\$43.05
Costume Dresser/Seamster	\$36.30	\$38.84	\$40.39	\$41.80	\$43.05
Costume Assistant	\$32.40	\$34.67	\$36.06	\$37.32	\$38.44
Electric Department					
Head Lighting Technician	\$38.83	\$41.55	\$43.21	\$44.72	\$46.06
Second Lighting Technician	\$36.30	\$38.84	\$40.39	\$41.80	\$43.05
Lighting Technician	\$32.40	\$34.67	\$36.06	\$37.32	\$38.44
Generator Operator	\$34.83	\$37.27	\$38.76	\$40.12	\$41.32
Head Rigging Lighting Technician	\$38.83	\$41.55	\$43.21	\$44.72	\$46.06
Second Rigging Lighting Tech.	\$36.30	\$38.84	\$40.39	\$41.80	\$43.05
Rigging Lighting Technician	\$32.40	\$34.67	\$36.06	\$37.32	\$38.44
Grip Department					
Key Grip	\$38.83	\$41.55	\$43.21	\$44.72	\$46.06
Assistant Key Grip	\$36.30	\$38.84	\$40.39	\$41.80	\$43.05
Dolly Grip	\$36.30	\$38.84	\$40.39	\$41.80	\$43.05
Grip	\$32.40	\$34.67	\$36.06	\$37.32	\$38.44
Key Rigging Grip	\$38.83	\$41.55	\$43.21	\$44.72	\$46.06
Assistant Rigging Grip	\$36.30	\$38.84	\$40.39	\$41.80	\$43.05
Rigging Grip	\$32.40	\$34.67	\$36.06	\$37.32	\$38.44
Hair Department					
Head of Department	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Key Hair Stylist	\$38.83	\$41.55	\$43.21	\$44.72	\$46.06
Assistant Hair Stylist	\$38.83	\$41.55	\$43.21	\$44.72	\$46.06
Make-up Department					
Head of Department	\$38.83	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Head of Department	\$36.30	\$41.55	\$43.21	\$44.72	\$46.06
Misc.					
Mould Maker	\$36.30	\$38.84	\$40.39	\$41.80	\$43.05
Production Labourer	\$26.82	\$28.70	\$29.85	\$30.89	\$31.82
Craft Service	\$26.82	\$28.70	\$29.85	\$30.89	\$31.82
Property Department					
Property Master/Buyer	\$38.83	\$41.55	\$43.21	\$44.72	\$46.06
Assistant Property Master	\$36.30	\$38.84	\$40.39	\$41.80	\$43.05
Prop Person	\$32.40	\$34.67	\$36.06	\$37.32	\$38.44

Supplemental Agreement Wage Schedule
5th and Subsequent Seasons of "Legacy" HB SVOD Series and "Legacy" HB SVOD Programs
Subject to the 2018 Agreement

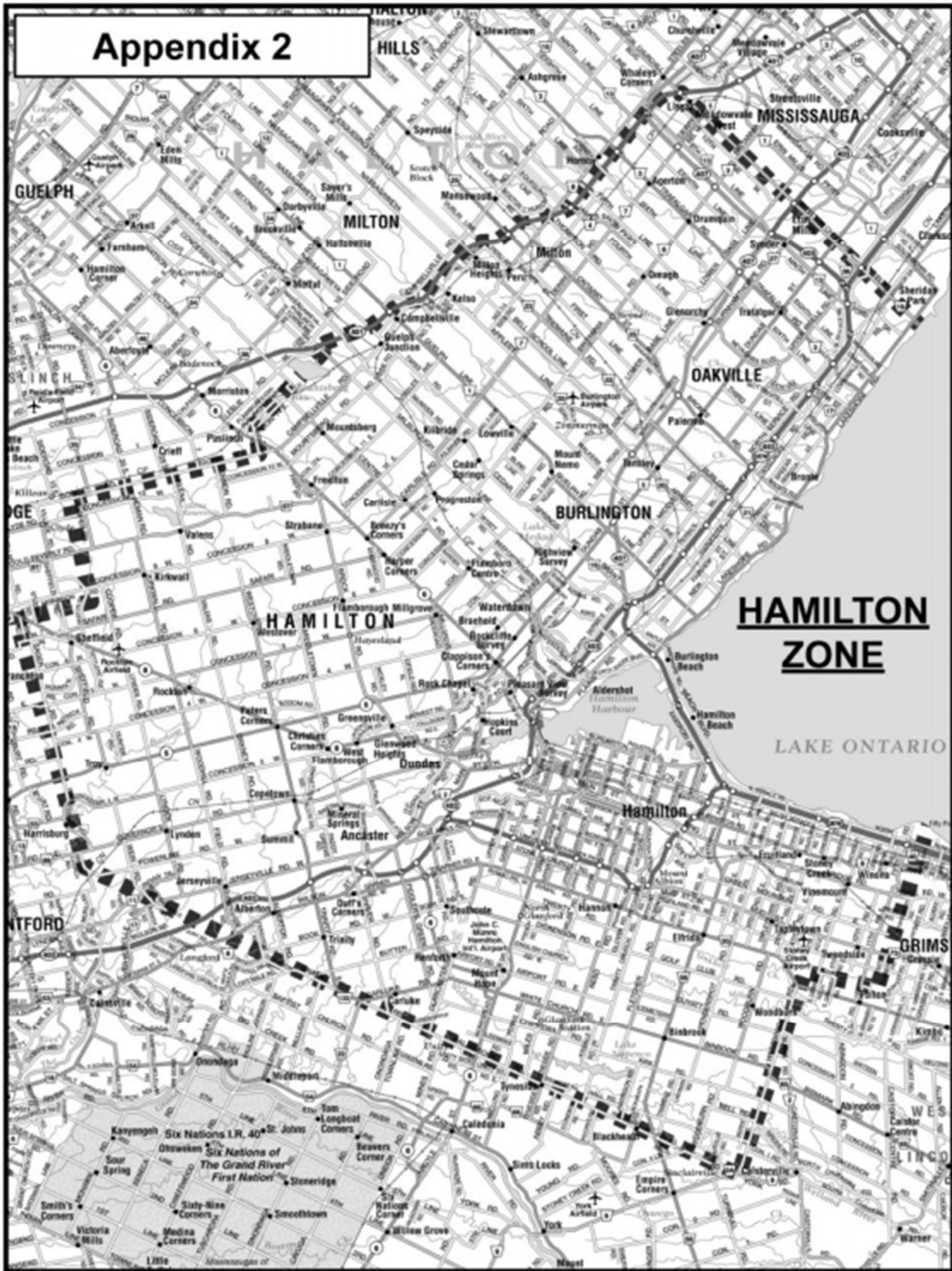
<i>(Continued)</i>	Base	Year 1	Year 2	Year 3	Year 4
	4/2/23- 3/30/24	3/31/24- 3/29/25	3/30/25- 3/28/26	3/29/26- 4/3/27	4/4/27- 3/31/28
Scenic/Paint Department					
Key Scenic Artist	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Scenic Artist	\$38.83	\$41.55	\$43.21	\$44.72	\$46.06
Head Painter/On-set Painter	\$38.83	\$41.55	\$43.21	\$44.72	\$46.06
Assistant Head Painter	\$37.08	\$39.68	\$41.27	\$42.71	\$43.99
Painter/Sign Writer	\$36.30	\$38.84	\$40.39	\$41.80	\$43.05
Script Department					
Script Supervisor	\$38.83	\$41.55	\$43.21	\$44.72	\$46.06
Script Assistant	\$36.30	\$38.84	\$40.39	\$41.80	\$43.05
Set Decorating					
Set Decorator/Buyer	\$38.83	\$41.55	\$43.21	\$44.72	\$46.06
Assistant Set Decorator	\$36.30	\$38.84	\$40.39	\$41.80	\$43.05
On-Set Dresser	\$38.83	\$41.55	\$43.21	\$44.72	\$46.06
Assistant On-Set Dresser	\$36.30	\$38.84	\$40.39	\$41.80	\$43.05
Set Dresser	\$32.40	\$34.67	\$36.06	\$37.32	\$38.44
Key Greens-Person	\$38.83	\$41.55	\$43.21	\$44.72	\$46.06
Assistant Greens-Person	\$36.30	\$38.84	\$40.39	\$41.80	\$43.05
Greens-Person	\$32.40	\$34.67	\$36.06	\$37.32	\$38.44
Sound Department					
Production Sound Mixer	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Boom Operator	\$38.83	\$41.55	\$43.21	\$44.72	\$46.06
Playback Operator	\$36.30	\$38.84	\$40.39	\$41.80	\$43.05
Sound Utility	\$32.40	\$34.67	\$36.06	\$37.32	\$38.44
Special Effects Department					
Coordinator	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable
Head of Special Effects	\$38.83	\$41.55	\$43.21	\$44.72	\$46.06
Assistant Head of Special Effects	\$36.30	\$38.84	\$40.39	\$41.80	\$43.05
Special Effects Technician	\$32.40	\$34.67	\$36.06	\$37.32	\$38.44
Transportation Department					
Coordinator	\$34.16	\$36.55	\$38.01	\$39.34	\$40.52
Transport Captain	\$32.99	\$35.30	\$36.71	\$37.99	\$39.13
Picture Vehicle Captain	\$32.99	\$35.30	\$36.71	\$37.99	\$39.13
Transport Co-Captain	\$32.29	\$34.55	\$35.93	\$37.19	\$38.31
Driver	\$31.87	\$34.10	\$35.46	\$36.70	\$37.80
Tractor Trailer Driver/Bus Driver	\$32.37	\$34.60	\$35.96	\$37.20	\$38.30

Appendix 1



STUDIO ZONE

WEST - Winston Churchill Blvd.
NORTH - Castlemore Dr. to Hwy 50 to
Major MacKenzie Dr. to
Hwy 30 to the 7th Concession
EAST - Durham Rd. 23
SOUTH - Lake Ontario



4932-5229-5684, v. 16