

**DIRECTORS GUILD OF CANADA, BC DISTRICT COUNCIL**  
**April 1, 2009 – March 31, 2012 COLLECTIVE AGREEMENT**  
**SIDELETTER**

**COVERING LOW BUDGET**  
**FEATURES, CABLE MOVIES AND/OR DIRECT TO VIDEO PRODUCTIONS**  
**BUDGETED AT**  
**FIVE MILLION DOLLARS OR LESS**

This is to memorialize the agreement reached between the undersigned motion picture production company and the production entities which are its affiliates and subsidiaries (the “Employer”) and the Directors Guild Of Canada, B.C. District Council (the “Union”) affiliated with the Directors Guild of Canada (the “DGC”) that the following special conditions shall apply for the qualifying **type of production** currently titled “**Production Name**” in the specified categories of production costs as outlined out below.

The Union and its members recognize that as responsible members of the BC Motion Picture Industry, we have an obligation to assure that projects with budgets insufficient to sustain a DGC crew under the current Collective Agreement are nonetheless produced, with the benefit of the assistance of the skilled membership of the DGC. Likewise, the Employer is desirous of being able to access that skilled membership.

Therefore, in an endeavor to encourage the production of what are essentially British Columbia productions likely to enhance the reputation of the B.C. Motion Picture Industry, the Union and the Employer have agreed to certain provisions, which are set out below. All the terms of the current Collective Agreement shall remain in force and effect except where modified below. The following modifications are intended to act as a positive incentive to the making of low budget Features, Cable Movies and/or Direct to Video productions that seek to achieve a high quality. By applying for registration in one of the aforementioned production types, the Employer undertakes to accept without reservation the terms and conditions of this Side-letter.

1. To qualify, the production must have a *bona fide* budget of Five Million Dollars (\$5,000,000.00) or less. Applications for registration may be made before the financial structuring of the project is completed. In considering an application, the Union will use the following basic criteria, but it reserves the right to extend these criteria where relevant.
2. The production costs for any qualifying production shall consist of all direct and indirect costs actually incurred in connection with the motion picture (i.e., “above and below-the-line”), including, without limitation, all actual direct, out-of-pocket overhead costs. The only costs excluded shall be interest payments, contingent payments to talent, and the cost of a completion guarantee and any applicable tax credits. Costs incurred on account of *force majeure* events, or re-shooting due to faulty negative caused by technical problems outside of the Employer’s control, shall not be counted toward the cost of production.

November 1, 2011

DGC BC Low Budget Agreement will expire April 1, 2012 and be replaced by revised Sideletter No. 4

3. If the actual costs of the motion picture exceed the estimated costs so that the costs make the motion picture subject to a higher production cost category, the provisions hereof pertinent to the higher budget category shall apply and all wages and other terms shall be adjusted accordingly. If the production costs exceed Five Million Dollars (\$5,000,000), all wages discounted under this Side-letter shall become immediately due and payable.
4. Immediately before the commencement of principal photography, the Employer shall send to the Union a copy of a complete, detailed budget that outlines the production costs of which are estimated to be less than Five Million Dollars (\$5,000,000). The copy submitted to the Union shall be signed by an officer of the Employer declaring that it is the *bona fide* budget for this production. Immediately following the completion of an answer print of the motion picture, the Employer shall send to the Union a final budget breakdown of the production costs incurred in connection with the motion picture (i.e., the “negative costs”).
5. The Union, by its designee(s), shall have the right to audit, inspect, and photocopy records, at its expense, relating to the costs of a motion picture for the purpose of assuring compliance with the provisions hereof. In the event the audit discloses that payments in a sum in excess of ten percent (10%) of what has already been paid are due to any Employee, the Employer shall pay the full cost of the audit. In general, the Employer will cooperate in furnishing such information to the Union by mail or telephone.
6. The Employer and the Director engaged pursuant to this Side-letter shall sign completed Schedule “A-1” Standard Form Director Deal Memo, as contained in the Union’s Collective Agreement. The Employer and any Production Manager, Assistant Director, Location Manager, or Production Assistant engaged pursuant to this Side-letter shall sign completed “Schedule “A-2” Standard Form Deal Memo, as contained in the Union’s Collective Agreement.
7. In advance of a Member accepting employment on this production, the Employer must confirm with each Member any applicable reductions in rates and fringes contained in this Sideletter.
8. The provisions of Article A-8 (Director’s Cut) of the Collective Agreement shall apply, except that the period of the Director’s Cut may be limited to four (4) weeks (if that amount of time is more than one-half (1/2) the actual time period available for cutting), followed by a screening of the Director’s Cut pursuant to Article A-8.9 of the Collective Agreement.
9. The provisions of Article 7.9 (Displacement or Work Permit) of the Collective Agreement shall apply for the Director, 1<sup>st</sup> Assistant Director and any non-Canadians permitted to work on the production. However, the Union agrees to waive its permit fees paid by the Employer for all other categories and/or local hires in recognition of the economics of this type of production. The provisions of Article 11.8 (d) (Production Assistant) will apply where such non-members pay Five Dollars (\$5.00) per day of employment to the Union.

10. The provisions of Article 19.3 (Vacation Pay) of the Collective Agreement shall apply and the Employer shall pay each Employee a sum equal to four percent (4%) of his or her Gross Wages as vacation pay.
11. The provisions of Article 19.4 (Health and Welfare Fund) of the Collective Agreement shall apply, and the Employer shall contribute to the DGC Health and Welfare Fund a sum equal to four percent (4%) of the Gross Wages of each Employee plus a supplementary contribution of twelve dollars (\$12.00) per day.
12. The provisions of Article 19.5 (Retirement Fund) of the Collective Agreement shall apply, except that the Employer shall not be required to pay in excess of five percent (5%) of the Gross Wages of each Employee.
13. The provision of Article 19.6 (Contract Administration and Training Fund) of the Collective Agreement shall apply, except that the Employer shall pay to the Union's Contract Administration and Training Fund a sum equal to one-half percent (1/2%) of the gross wages of each Employee.
14. The provisions of Article 21.8 (Security Against Wages) of the Collective Agreement shall apply, except that the Employer shall provide the Union with a monetary guarantee in the amount not less than Twelve Thousand Five Hundred Dollars (\$12,500.00) as security against one week's wages, permit fees, or other financial liabilities, at least seven (7) days prior to any principal photography on each production.
15. The provisions of Article 22.6c (Transportation) of the Collective Agreement shall apply with the exception of those members who are hired for the "run of the show" (i.e. from the beginning to the end of each production).
16. The provisions of Article 22.7 (Accommodation and Transportation Standards) of the Collective Agreement shall apply to for productions with production costs of which are up to and including Five Million Dollars (\$5,000,000.00), except:
  - (a) When traveling by air, the Employees may be sent tourist, coach, economy class, or their equivalent on domestic flights of three (3) hours or less scheduled flight time, unless someone from the production flies in a preferable class. If that occurs, travel will be the same class as the other individual(s). If the scheduled flight time is more than three (3) hours, travel will be business class.
  - (b) When traveling by air, Employees may be sent tourist, coach, economy class, or their equivalent on foreign flights of five (5) hours or less scheduled flight time, unless someone from the production flies in a preferable class. If that occurs, travel will be the same class as the other individual(s). If the scheduled flight time is more than five (5) hours, travel will be business class.

17. The provisions of Article 22.8 (Per Diem Allowance) of the Collective Agreement shall apply. However, where breakfast and lunch are provided at the expense of the Employer, the per diem allowance may be reduced to Thirty Dollars (\$30.00) for dinner. In instances where the Employer does not provide breakfast and lunch, the per diem rate would increase to Sixty-Five Dollars (\$65.00).

## WAGE SCALES

### **18. Qualifying productions with production costs of which are up to and including One Million Two Hundred Thousand Dollars (\$1,200,000):**

- (a) The Director's wages and buyout, where applicable, shall be subject to negotiation between the Employer and the individual Employee(s).
- (b) Production Managers, Unit Managers, Assistant Directors (excluding Background Coordinators), Location Managers and, Assistant Location Managers and Location Scouts assigned to an eligible production budgeted up to and including One Million Two Hundred Thousand Dollars (\$1,200,000) for production costs, may be paid a discounted wage rate as negotiated between the Employer and the individual Employee concerned. Each Employee shall receive his/her individually negotiated daily or weekly wage rate, or the applicable minimum daily wage rate, but in no event less than the applicable minimum wage rate the Employee would have received had s/he been employed as a Trainee under the Collective Agreement. The new total will be rounded to the nearest whole dollar to yield the new scale rates. All Trainees, Location Scouts, Additional Assistant Directors (Background Coordinators) and Production Assistants must be paid per the Collective Agreement. It shall be the responsibility of the Employer to ensure compliance with any applicable provincial employment standards legislation.
- (c) Due to the changing economic factors that affect eligible productions, the Union may, at any time, notify the Employer that the Union wishes to bargain concerning rates and other conditions of employment to be applicable to such eligible productions budgeted at less than One Million Two Hundred Thousand Dollars (\$1,200,000) for production costs. The parties agree to commence such negotiations within five (5) days of receipt of such notice.

Any agreement reached pursuant to the paragraph above shall not be retroactive and shall not modify the discounted wage rates under individual contracts then existing.

If no agreement is reached within sixty (60) days after bargaining has commenced, the Union may, upon written notice to the Employer terminate the special conditions with respect to future eligible productions of which production costs are up to and including One Million Two Hundred Thousand Dollars (\$1,200,000), other than those on which the Employer has

employed any Employees. In such event, the terms and conditions of Paragraph 3 hereof shall be deleted, and the provisions of Paragraph 4 shall be applicable for all future qualifying productions, the production costs of which are up to and including One Million Two Hundred Thousand Dollars (\$1,200,000).

**19. Qualifying productions with production costs over One Million Two Hundred Thousand Dollars (\$1,200,000) up to and including Two Million Dollars (\$2,000,000):**

- (a) The Director’s wages and buyout, where applicable, shall be subject to negotiation between the Employer and the individual Employee(s).
- (b) Production Managers, Unit Managers, Assistant Directors (excluding Background Coordinators), or Location Managers and Assistant Location Managers assigned to a Low Budget Feature budgeted over One Million Two Hundred Thousand Dollars (\$1,200,000) and up to and including Two Million Dollars (\$2,000,000) for production costs, may be paid a discounted wage rate of not less than fifty-five percent (55%) of the applicable minimum daily or weekly wage rate provided in Appendix “B” of the Collective Agreement, but in no event less than the applicable minimum wage rate the Employee would have received had s/he been employed as a Trainee under the Collective Agreement. The new total will be rounded to the nearest whole dollar to yield the new scale rates. All Trainees, Location Scouts, Additional Assistant Directors (Background Coordinators) and Production Assistants must be paid per the Collective Agreement. It shall be the responsibility of the Employer to ensure compliance with any applicable provincial employment standards legislation.

**WAGE SCALES**

**For Low Budget Agreement**

**For Production Over 1,200,000 up to and including 2,000,000**

55%

	<u>Daily Basis</u>		<u>Weekly Basis</u>	
	Per 15 Hour Day	Hourly Base Rate 20.5 Hr./ESA	Per 75 Hour Week	Hourly Base Rate 102.5 Hr./ESA
<b>Production Manager</b>				
<b>Production Manager</b>				
Apr. 1, 2009 - Mar. 31, 2010	439.00	21.40	1,754.00	17.11
Apr. 1, 2010 - Mar. 31, 2011	447.00	21.80	1,789.00	17.45
Apr. 1, 2011 - Mar. 31, 2012	456.00	22.24	1,825.00	17.80
<b>Unit Manager</b>				
Apr. 1, 2009 - Mar. 31, 2010	281.00	13.71	1,124.00	10.97
Apr. 1, 2010 - Mar. 31, 2011	287.00	14.00	1,146.00	11.18
Apr. 1, 2011 - Mar. 31, 2012	292.00	14.24	1,169.00	11.40

**Assistant Directors****First Assistant Director**

Apr. 1, 2009 - Mar. 31, 2010	417.00	20.34	1,667.00	16.26
Apr. 1, 2010 - Mar. 31, 2011	425.00	20.73	1,700.00	16.59
Apr. 1, 2011 - Mar. 31, 2012	434.00	21.17	1,734.00	16.92

**Second Assistant Director**

Apr. 1, 2009 - Mar. 31, 2010	281.00	13.71	1,124.00	10.97
Apr. 1, 2010 - Mar. 31, 2011	287.00	14.00	1,146.00	11.18
Apr. 1, 2011 - Mar. 31, 2012	292.00	14.24	1,169.00	11.40

**Third Assistant Director**

Apr. 1, 2009 - Mar. 31, 2010	259.00	12.63	1,035.00	10.10
Apr. 1, 2010 - Mar. 31, 2011	264.00	12.88	1,056.00	10.30
Apr. 1, 2011 - Mar. 31, 2012	276.00	13.46	1,102.00	10.75

**Trainee Assistant Director**

Apr. 1, 2009 - Mar. 31, 2010	259.00	12.63	1,035.00	10.10
Apr. 1, 2010 - Mar. 31, 2011	264.00	12.88	1,056.00	10.30
Apr. 1, 2011 - Mar. 31, 2012	276.00	13.46	1,102.00	10.75

**Location Managers****Location Manager**

Apr. 1, 2009 - Mar. 31, 2010	287.00	14.00	1,149.95	11.21
Apr. 1, 2010 - Mar. 31, 2011	293.00	14.29	1,172.00	11.43
Apr. 1, 2011 - Mar. 31, 2012	299.00	14.59	1,195.00	11.66

**Assistant Location Manager**

Apr. 1, 2009 - Mar. 31, 2010	259.00	12.63	1,035.00	10.10
Apr. 1, 2010 - Mar. 31, 2011	264.00	12.88	1,056.00	10.30
Apr. 1, 2011 - Mar. 31, 2012	276.00	13.46	1,102.00	10.75

**Trainee Assistant Location Manager**

Apr. 1, 2009 - Mar. 31, 2010	259.00	12.63	1,035.00	10.10
Apr. 1, 2010 - Mar. 31, 2011	264.00	12.88	1,056.00	10.30
Apr. 1, 2011 - Mar. 31, 2012	276.00	13.46	1,102.00	10.75

Per 8 Hour Day	Hourly Base Rate	Per 15 Hour Day	Hourly Base Rate
	8 Hr./ESA		20.5 Hr./ESA

**Location Scout**

Apr. 1, 2009 - Mar. 31, 2010		216.00	10.54
Apr. 1, 2010 - Mar. 31, 2011		220.00	10.73
Apr. 1, 2011 - Mar. 31, 2012		226.00	11.00

**Add'l AD (Background Coordinator)**

Apr. 1, 2009 - Mar. 31, 2010	160.00	20.00		
Apr. 1, 2010 - Mar. 31, 2011	163.20	20.40		
Apr. 1, 2011 - Mar. 31, 2012	166.48	20.81		

Per 8 Hour Day	Hourly Base Rate	Per 15 Hour Day	Hourly Base Rate
	8 Hr./ESA		20.5 Hr./ESA

**Production Assistants**

<b>1st Office Production Assistant hired &amp; 1st Three (3) On Set/Locations Production Assistants</b>				
Apr. 1, 2009 - Mar. 31, 2010	115.00	14.42	197.00	9.61
Apr. 1, 2010 - Mar. 31, 2011	118.00	14.70	201.00	9.80
Apr. 1, 2011 - Mar. 31, 2012	120.00	15.00	215.00	10.50

**Production Assistants**

<b>1<sup>st</sup> Four Non-Key Member Production Assistants</b>				
<b>Hourly Base Rate for a Daily Employee is based on 110% of the current minimum wage</b>				
Effective November 1, 2011	115.50	14.44	205.00	10.00

**Production Assistants**

<b>Additional Production Assistants "Helpers"</b>				
<b>Hourly Base Rate for a Daily Employee is based on the current minimum wage</b>				
Effective November 1, 2011	105.00	13.13	194.75	9.50

**20. Low Budget Features the production costs of which are over Two Million Dollars (\$2,000,000), up to and including Three Million Dollars (\$3,000,000):**

- (a) For Feature productions, the Director’s wages and buyout, where applicable, shall be not less than the applicable rate provided in Article A-15.1 of the Collective Agreement.
- (b) For Cable Movies and Direct-To-Video productions, the Director’s wages shall be not less than the applicable rate provided in Article A-15.1 of the Collective Agreement. The Director’s buyout, where applicable, shall be as per Article A-16 of the Collective Agreement.
- (c) Production Managers, Unit Managers, Assistant Directors (excluding Background Coordinators), Location Managers and Assistant Location Managers assigned to a Low Budget Feature budgeted over Two Million Dollars (\$2,000,000) and up to and including Three Million Dollars (\$3,000,000) for production costs, may be paid a discounted wage rate of not less than sixty-five percent (65%) of the applicable minimum daily or weekly wage rate provided in Appendix “B” of the Collective Agreement, but in no event less than the applicable minimum wage rate the Employee would have received had s/he been employed as a Trainee under the Collective Agreement. The new total will be rounded to the nearest whole dollar to yield the new scale rates. All Trainees, Location Scouts, Additional Assistant Directors (Background Coordinators) and Production Assistants must be paid per the Collective Agreement. It shall be the responsibility of the Employer to ensure compliance with any applicable provincial employment standards legislation.

**WAGE SCALES**

**For Low Budget Agreement**

**For Production Over 2,000,000 up to and including 3,000,000**

65%

	<u>Daily Basis</u>		<u>Weekly Basis</u>	
	Per 15 Hour Day	Hourly Base Rate 20.5 Hr./ESA	Per 75 Hour Week	Hourly Base Rate 102.5 Hr./ESA
<b>Production Manager</b>				
<b>Production Manager</b>				
Apr. 1, 2009 - Mar. 31, 2010	519.00	25.32	2,074.00	20.23
Apr. 1, 2010 - Mar. 31, 2011	529.00	25.80	2,115.00	20.63
Apr. 1, 2011 - Mar. 31, 2012	539.00	26.29	2,157.00	21.04
<b>Unit Manager</b>				
Apr. 1, 2009 - Mar. 31, 2010	332.00	16.20	1,329.00	12.97
Apr. 1, 2010 - Mar. 31, 2011	339.00	16.54	1,356.00	13.23
Apr. 1, 2011 - Mar. 31, 2012	346.00	16.88	1,383.00	13.49

**Assistant Directors**

<b>First Assistant Director</b>				
Apr. 1, 2009 - Mar. 31, 2010	493.00	24.05	1,970.00	19.22
Apr. 1, 2010 - Mar. 31, 2011	502.00	24.49	2,009.00	19.60
Apr. 1, 2011 - Mar. 31, 2012	512.00	24.98	2,049.00	19.99
<b>Second Assistant Director</b>				
Apr. 1, 2009 - Mar. 31, 2010	332.00	16.20	1,329.00	12.97
Apr. 1, 2010 - Mar. 31, 2011	339.00	16.54	1,356.00	13.23
Apr. 1, 2011 - Mar. 31, 2012	346.00	16.88	1,383.00	13.49
<b>Third Assistant Director</b>				
Apr. 1, 2009 - Mar. 31, 2010	259.00	12.63	1,035.00	10.10
Apr. 1, 2010 - Mar. 31, 2011	264.00	12.88	1,056.00	10.30
Apr. 1, 2011 - Mar. 31, 2012	276.00	13.46	1,102.00	10.75
<b>Trainee Assistant Director</b>				
Apr. 1, 2009 - Mar. 31, 2010	259.00	12.63	1,035.00	10.10
Apr. 1, 2010 - Mar. 31, 2011	264.00	12.88	1,056.00	10.30
Apr. 1, 2011 - Mar. 31, 2012	276.00	13.46	1,102.00	10.75

**Location Managers**

<b>Location Manager</b>				
Apr. 1, 2009 - Mar. 31, 2010	340.00	16.59	1,358.00	13.25
Apr. 1, 2010 - Mar. 31, 2011	346.00	16.88	1,385.00	13.51
Apr. 1, 2011 - Mar. 31, 2012	353.00	17.22	1,413.00	13.79
<b>Assistant Location Manager</b>				
Apr. 1, 2009 - Mar. 31, 2010	272.00	13.27	1,088.00	10.61
Apr. 1, 2010 - Mar. 31, 2011	278.00	13.56	1,110.00	10.83
Apr. 1, 2011 - Mar. 31, 2012	283.00	13.80	1,132.00	11.04
<b>Trainee Assistant Location Manager</b>				
Apr. 1, 2009 - Mar. 31, 2010	259.00	12.63	1,035.00	10.10
Apr. 1, 2010 - Mar. 31, 2011	264.00	12.88	1,056.00	10.30
Apr. 1, 2011 - Mar. 31, 2012	276.00	13.46	1,102.00	10.75

Per	Hourly	Per	Hourly
8	Base Rate	15	Base Rate
Hour Day	8	Hour Day	20.5
	Hr./ESA		Hr./ESA

**Location Scout**

Apr. 1, 2009 - Mar. 31, 2010			216.00	10.54
Apr. 1, 2010 - Mar. 31, 2011			220.00	10.73
Apr. 1, 2011 - Mar. 31, 2012			226.00	11.00

**Add'l AD (Background Coordinator)**

Apr. 1, 2009 - Mar. 31, 2010	160.00	20.00		
Apr. 1, 2010 - Mar. 31, 2011	163.20	20.40		
Apr. 1, 2011 - Mar. 31, 2012	166.48	20.81		

**Production Assistants**

<b>1st Office Production Assistant hired &amp; 1st Three (3) On Set/Locations Production Assistants</b>				
Apr. 1, 2009 - Mar. 31, 2010	115.00	14.42	197.00	9.61
Apr. 1, 2010 - Mar. 31, 2011	118.00	14.70	201.00	9.80
Apr. 1, 2011 - Mar. 31, 2012	120.00	15.00	215.00	10.50

Per	Hourly	Per	Hourly
8	Base Rate	15	Base Rate
Hour Day	8	Hour Day	20.5
	Hr./ESA		Hr./ESA

**Production Assistants**

<b>1st Four Non-Key Member Production Assistants</b>				
Effective November 1, 2011	115.50	14.44	205.00	10.00

**Production Assistants**

<b>Additional Production Assistants "Helpers"</b>				
<b>Hourly Base Rate for a Daily Employee is based on the current minimum wage</b>				
Effective November 1, 2011	105.00	13.13	194.75	9.50

**21. Low Budget Features the production costs of which are over Three Million Dollars (\$3,000,000) up to and including Five Million Dollars (\$5,000,000), shall be subject to all the terms of the Collective Agreement except:**

- (a) For Feature productions, the Director’s wages and buyout, where applicable, shall be not less than the applicable rate provided in Article A-15.1 of the Collective Agreement.
- (b) For Cable Movies and Direct-To-Video productions, the Director’s wages shall be not less than the applicable rate provided in Article A-15.1 of the Collective Agreement. The Director’s buyout, where applicable, shall be as per Article A-16 of the Collective Agreement.
- (c) Production Managers, Unit Managers, Assistant Directors (excluding Background Coordinators), Location Managers and Assistant Location Managers assigned to a Low Budget Feature budgeted over Three Million Dollars (\$3,000,000) and up to and including Five Million Dollars (\$5,000,000) for production costs, may be paid a discounted wage rate equal to seventy-five percent (75%) of the applicable minimum wage rate provided in Appendix “B” of the Collective Agreement, but in no event less than the applicable minimum wage rate the Employee would have received had s/he been employed as a Trainee under the Collective Agreement. The new total will be rounded to the nearest whole dollar to yield the new scale rates. All Trainees, Location Scouts, Additional Assistant Directors (Background Coordinators) and Production Assistants must be paid per the Collective Agreement. It shall be the responsibility of the Employer to ensure compliance with any applicable provincial employment standards legislation.

**WAGE SCALES**

**For Low Budget Agreement**

**For Production Over 3,000,000 up to and including 5,000,000**

75%

	<u>Daily Basis</u>		<u>Weekly Basis</u>	
	Per 15 Hour Day	Hourly Base Rate 20.5 Hr./ESA	Per 75 Hour Week	Hourly Base Rate 102.5 Hr./ESA
<b>Production Manager</b>				
<b>Production Manager</b>				
Apr. 1, 2009 - Mar. 31, 2010	598.00	29.17	2,392.00	23.34
Apr. 1, 2010 - Mar. 31, 2011	610.00	29.76	2,440.00	23.80
Apr. 1, 2011 - Mar. 31, 2012	622.00	30.34	2,489.00	24.28
<b>Unit Manager</b>				
Apr. 1, 2009 - Mar. 31, 2010	383.00	18.68	1,533.00	14.96
Apr. 1, 2010 - Mar. 31, 2011	391.00	19.07	1,564.00	15.26
Apr. 1, 2011 - Mar. 31, 2012	399.00	19.46	1,595.00	15.56

**Assistant Directors**

<b>First Assistant Director</b>				
Apr. 1, 2009 - Mar. 31, 2010	568.00	27.71	2,273.00	22.18
Apr. 1, 2010 - Mar. 31, 2011	580.00	28.29	2,318.00	22.61
Apr. 1, 2011 - Mar. 31, 2012	591.00	28.83	2,364.00	23.06
<b>Second Assistant Director</b>				
Apr. 1, 2009 - Mar. 31, 2010	383.00	18.68	1,533.00	14.96
Apr. 1, 2010 - Mar. 31, 2011	391.00	19.07	1,564.00	15.26
Apr. 1, 2011 - Mar. 31, 2012	399.00	19.46	1,595.00	15.56
<b>Third Assistant Director</b>				
Apr. 1, 2009 - Mar. 31, 2010	259.00	12.63	1,035.00	10.10
Apr. 1, 2010 - Mar. 31, 2011	264.00	12.88	1,056.00	10.30
Apr. 1, 2011 - Mar. 31, 2012	276.00	13.46	1,102.00	10.75
<b>Trainee Assistant Director</b>				
Apr. 1, 2009 - Mar. 31, 2010	259.00	12.63	1,035.00	10.10
Apr. 1, 2010 - Mar. 31, 2011	264.00	12.88	1,056.00	10.30
Apr. 1, 2011 - Mar. 31, 2012	276.00	13.46	1,102.00	10.75

**Location Managers**

<b>Location Manager</b>				
Apr. 1, 2009 - Mar. 31, 2010	392.00	19.12	1,566.00	15.28
Apr. 1, 2010 - Mar. 31, 2011	399.00	19.46	1,597.00	15.58
Apr. 1, 2011 - Mar. 31, 2012	407.00	19.85	1,629.00	15.89
<b>Assistant Location Manager</b>				
Apr. 1, 2009 - Mar. 31, 2010	314.00	15.32	1,256.00	12.25
Apr. 1, 2010 - Mar. 31, 2011	320.00	15.61	1,281.00	12.50
Apr. 1, 2011 - Mar. 31, 2012	327.00	15.95	1,307.00	12.75
<b>Trainee Assistant Location Manager</b>				
Apr. 1, 2009 - Mar. 31, 2010	259.00	12.63	1,035.00	10.10
Apr. 1, 2010 - Mar. 31, 2011	264.00	12.88	1,056.00	10.30
Apr. 1, 2011 - Mar. 31, 2012	276.00	13.46	1,102.00	10.75

Per	Hourly	Per	Hourly
8	Base Rate	15	Base Rate
Hour Day	8	Hour Day	20.5
	Hr./ESA		Hr./ESA

**Location Scout**

Apr. 1, 2009 - Mar. 31, 2010			216.00	10.54
Apr. 1, 2010 - Mar. 31, 2011			220.00	10.73
Apr. 1, 2011 - Mar. 31, 2012			226.00	11.00

**Add'l AD (Background Coordinator)**

Apr. 1, 2009 - Mar. 31, 2010	160.00	20.00		
Apr. 1, 2010 - Mar. 31, 2011	163.20	20.40		
Apr. 1, 2011 - Mar. 31, 2012	166.48	20.81		

**Production Assistants**

<b>1st Office Production Assistant hired &amp; 1st Three (3) On Set/Locations Production Assistants</b>				
Apr. 1, 2009 - Mar. 31, 2010	115.00	14.42	197.00	9.61
Apr. 1, 2010 - Mar. 31, 2011	118.00	14.70	201.00	9.80
Apr. 1, 2011 - Mar. 31, 2012	120.00	15.00	215.00	10.50

**Production Assistants**

<b>1<sup>st</sup> Four Non-Key Member Production Assistants</b>				
Effective November 1, 2011	115.50	14.44	205.00	10.00

**Production Assistants**

<b>Additional Production Assistants "Helpers"</b>				
<b>Hourly Base Rate for a Daily Employee is based on the current minimum wage</b>				
Effective November 1, 2011	105.00	13.13	194.75	9.50

In all respects other than as expressly provided in this Sideletter, the Collective Agreement governs the employment of the Employees on motion pictures or programs produced by The Employer or its production affiliates.

The Union shall review the operation of these special conditions from time to time and may vary them as necessary.

This agreement shall be for the production of the motion picture tentatively titled “**Production Title**” only under the provisions of Section **18, 19, 20 or 21 – confirm section production qualifies under**) above where the production costs are (**confirm production cost qualification**).

**AGREED TO AND ACCEPTED**

**AGREED TO AND ACCEPTED**

\_\_\_\_\_  
**Nicholas Kendall**  
**Chair**

\_\_\_\_\_  
*Authorized Signatory*  
*Title*

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Directors Guild of Canada  
BC District Council  
430-1152 Mainland Street  
Vancouver BC V6B 4X2

*Company Name*  
*Address*  
*Address*