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**Directors Guild of Canada  
Quebec**

**708-4200 Saint-Laurent Blvd.  
Montreal, Quebec, H2W 2R2**

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**Core Agreement Rate Sheet  
January 1, 2010**

**Minimum Rates**

Classification	Weekly	Daily
2 <sup>nd</sup> Unit Director	\$9,568	\$2,392
Production Manager	\$3,198	\$800
1 <sup>st</sup> Assistant Director	\$3,075	\$769
2 <sup>nd</sup> Assistant Director	\$2,392	\$598
3 <sup>rd</sup> Assistant Director	\$1,663	\$416
Trainee Assistant Director	\$995	N/A
Production Designer	\$3,896	\$974
Art Director Head of Department	\$3,427	\$857
Art Director	\$2,586	\$647
Assistant Art Director	\$1,928	\$482
Set Designer	\$1,821	\$455
Draftsman	\$1,561	\$390
Art Department Coordinator	\$1,770	\$443
Assistant Art Department Coordinator	\$1,122	\$281

Production Accountant	\$2,499	\$625
1 <sup>st</sup> Assistant Accountant (General)	\$1,591	\$398
1 <sup>st</sup> Assistant Accountant (Payroll)	\$1,545	\$386
2 <sup>nd</sup> Assistant Accountant	\$1,040	\$260
3 <sup>rd</sup> Assistant Accountant	\$831	\$208
Trainee Assistant Accountant	\$627	\$157

## Overtime

Overtime shall be calculated for each one hour or portion thereof, based on ¼ hour increments of time worked, including paid meal breaks. (Qc 2.05)

A Producer shall only be obligated to pay premium pay where the Producer or its duly-authorized representative grants approval for the performance of the work which attracts the premium pay. (Qc 2.09)

### **Production Department** (Assistant Directors, Production Managers, Location department personnel)

#### **First 5 Days, After 14 Hours of work**

For all work exceeding 14 hours, but less than 16 hours on any one of the first five work days of the work week, the Producer must pay to each Guild Member premium pay for each one hour or portion thereof of time worked, calculated in accordance with the following formula:

DAILY RATE (Contracted Rate ÷ 8 x 2)

WEEKLY RATE (Contracted Rate ÷ 40 x 2)

6<sup>th</sup> Day, after 14 Hours (Daily or Weekly Rate)

6<sup>th</sup> Day rate divided by 8x2/hour

7<sup>th</sup> Day, After 14 Hours (Daily or Weekly Rate)

7<sup>th</sup> Day Rate divided by 8 x 2/hour

### **Art and Accounting Department**

First 5 Days after 12 Hours

Daily Rate Contracted Rate divided by 8 x 2/hour

6<sup>th</sup> Day, After 12 Hours (Daily or Weekly Rate)

6<sup>th</sup> Day Rate divided by 8 x 2/hour

#### **First 5 Days, After 16 Hours of work**

For all work exceeding 16 hours on any one of the first five work days of the work week, the Producer must pay to each Guild Member premium pay for each one hour or portion thereof of time worked, calculated in accordance with the following formula:

DAILY RATE (Contracted Rate ÷ 8 x 3)

WEEKLY RATE (Contracted Rate ÷ 40 x 3)

6<sup>th</sup> Day , after 16 Hours (Daily or Weekly Rate)

6<sup>th</sup> Day Rate divided by 8 x 3/hr

7<sup>th</sup> Day, After 16 Hours (Daily or Weekly Rate)

7<sup>th</sup> day Rate divided by 8 x 3/hour

First 5 Days Ater 16 Hours

Daily Rate Contracted rate divided by 8 x 3/hour

6<sup>th</sup> Day, After 16 Hours (Daily or Weekly Rate)

6<sup>th</sup> Day Rate divided by 8 x 3/hour

7<sup>th</sup> Day, After 12 Hours (Daily or Weekly Rate)  
7<sup>th</sup> Day Rate divided by 8 x 3/hour

7<sup>th</sup> Day, After 16 Hours (Daily or Weekly Rate)  
7<sup>th</sup> Day Rate divided by 8 x 3/hour

### **6th Day Rate**

A Guild Member who works a 6th work day in a period of 7 consecutive calendar days shall be paid a 6th day rate calculated in accordance with the following formula:

DAILY RATE (Contracted Rate x 1 1/2)

WEEKLY RATE (Contracted Rate ÷ 5 x 1 1/2)

### **7th Day Rate**

A Guild Member who works a 7th work day in a period of 7 consecutive calendar days shall be paid a 7th day rate calculated in accordance with the following formula:

DAILY RATE (Contracted Rate x 2)

WEEKLY RATE (Contracted Rate ÷ 5 x 2)

### **Meal Breaks/Meal Penalty**

(a) The Producer shall ensure that each Guild Member has a paid meal break of at least one-half (1/2) hour, at intervals that will result in no Guild Member working longer than 6 consecutive hours without a first paid meal break and eight consecutive hours without a second paid meal break, failing which, each affected Guild Member will receive an additional \$20.00 to a maximum of \$20.00 per day.

If the Guild Member is given both:

- (i) a non-deductible meal appropriate to the time of day, prior to the general crew call, and
  - (ii) a substantial snack no more than two and one half hours before the first paid meal break,
- then, the first paid meal break may be six (6) hours following the general crew call.

On a reasonable and bona fide basis, the Producer shall have the right to complete a shot in progress to a maximum of ten (10) minutes into the paid meal break without incurring the meal penalty, provided that the set-up or shot was commenced within a reasonable period in advance of the required paid meal break and provided that there is no reduction in the paid meal break.

(b) Time on meal breaks shall be considered time worked.

(c) The Producer shall provide to each Guild Member, craft services of coffee, tea, water, and other beverages throughout the work Day.

(d) Where the Producer provides free catering of food and/or beverages to the members of any other labour organization, the Producer shall provide the same catering benefits to all Guild Members at no cost.

## Turnaround

### **Regular Work Week**

Each Guild Member must have a turnaround or rest period between each work day not less than **10 hours** free from work.

The minimum rest period for each Guild Member on a regular work week shall be **54 consecutive hours** free from work.

On 2 occasions in a four-week cycle, and with 48 hours written notice to the Guild, the Producer may reduce the weekend turnaround by 4 hours.

### **Six Day Work Week**

The minimum rest period for each Guild Member on a 6 day work week shall be 34 consecutive hours free from work.

### **Four Day Work Week**

In the event of a holiday resulting in a 3 day weekend, the minimum rest period for each Guild Member on a 4 day work week shall be **72 consecutive hours** free from work.

### **Turnaround Encroachment**

For each one hour or portion thereof, based on 1/2 hour increments of encroachment into any applicable turnaround or rest period, in addition to the Guild Member's contracted rate, the Producer must pay to each Guild member thus affected premium pay calculated in accordance with the following formulae:

Daily rate      contracted rate divided by 8 x 2/hour  
Weekly rate    contracted rate divided by 40 x 2/hour

## **Holidays**

The following days are recognized as paid holidays:

New Year's Day  
Good Friday  
Victoria Day  
Quebec National Holiday  
Canada Day  
Labour Day  
Thanksgiving Day  
Christmas Day  
Boxing Day,

and any other day declared a holiday by the federal, provincial, or municipal (local) government.

## **Holiday Rate**

Work performed, including travel to and from Nearby and Distant Locations, on a holiday shall be paid a holiday rate calculated in accordance with the following formula:

DAILY RATE (Contracted Rate x 2)

WEEKLY RATE (Contracted Rate ÷ 5 x 2)

## **Unworked Holidays During Regular Work Week**

When a holiday not worked falls within the Guild Member's weekly or longer guaranteed period of engagement, no deductions shall be made from guaranteed remuneration. When such holiday not worked occurs within a partial work week following a Guild Member's period of engagement, or where a Guild Member's period of engagement is a number of days, such Guild Members who worked the regular work Day before and the regular work Day after the holiday shall receive one day's remuneration based on the Contracted daily Rate or one-fifth (1/5th) the Contracted Weekly Rate, as applicable.

## **Holidays Falling on Days Off**

- (a) When a holiday falls on a Guild Member's normal Day off, the Guild Member shall be given a Day off on either the work Day before or the work Day after the holiday.
- (b) When two holidays fall on a Guild Member's normal Days off, the Guild Member shall be given 4 consecutive Days off including the two consecutive normal Days off.
- (c) If the appropriate number of days off is not provided in lieu of the holidays as required in article QC4.04 (a) or (b), then the Producer shall pay to the Guild Member one day's remuneration based on the contracted daily rate or one-fifth (1/5) of the contracted weekly rate as applicable for each such day off not provided.

- (d) The Producer shall designate the day(s) to be granted as the Day(s) off.

### **Studio Zone**

For the purposes of this Agreement, the Studio Zone shall be considered the area within a circle with a radius of twenty-five (25) kilometres, centred at the Beaubien Metro Station in the city of Montreal. "Home Base" shall be the location of the Producer's mailing address within the boundaries of the Studio Zone where the production office is located. In the event that the Producer's "Home Base" is not located inside the boundaries of the Studio Zone, the Beaubien Metro Station in the city of Montreal shall be used for the purposes of this Agreement

#### **Remote Location**

Where the remote location of the "report to" location, or the infrequency of public transportation or the lateness of the hour could affect the Guild Member's safety, the Producer will arrange for safe and convenient transportation from the "report to" location to a safe and convenient location, without cost to the Guild Member.

### **Nearby Location**

- (a) Studio zone working conditions shall prevail on Nearby Locations.
- (b) Work time and travel distance, if applicable, concerning work by any Guild Member on any Nearby Location shall commence when the Guild Member crosses the studio zone boundary and ends at this same point..
- (c) Transportation to and from Nearby Locations shall be provided by the Producer. All costs for a taxi, limousine, bus or other transportation which the Guild Member is required by the Producer to use in order to get to and from a Nearby Location shall be paid by the Producer. If the Guild Member is required to use his own personal vehicle for transportation to a Nearby Location, the provisions of article QCQC9.06 (c) shall apply.
- (d) When any work Day, at a Distant Location, that falls outside a one (1) hour drive starting from the edge of the studio zone, is fourteen (14) hours in duration or longer, the Producer will make available supplied accommodation to the Guild Member. The Producer will make reservations for and provide first class accommodation and provide a per diem to the Guild Member in accordance with QC9.03 (b) (ii).

### **Per Diem**

The Producer shall pay in advance to each Guild Member a per diem allowance of \$15.00 in Canadian funds per Distant Location day in Canada, or \$15.00 in U.S. funds per Distant Location day in the U.S. or elsewhere in the world to cover miscellaneous expenses.

In addition, the Producer shall pay to each Guild Member in advance a per diem allowance of \$50.00 in Canadian funds per Distant Location day in Canada, or \$50.00 in U.S. funds per Distant Location day in the U.S. or elsewhere in the world to cover meal costs. However, if certain meals are provided by the Producer on Distant Location, the per diem meal allowance may be reduced by \$10.00 for breakfast, \$15.00 for lunch, and \$25.00 for supper in the applicable funds

**FRINGE BENEFITS DIRECTORS GUILD OF CANADA - QUEBEC**

<b>CATEGORY</b>	<b>RETIREMENT CONTRIBUTION 6% gross salary</b>	<b>HEALTH &amp; WELFARE (HW) 4% gross salary</b>	<b>*ADMINISTRATION AND TRAINING FUND 1.5% gross salary</b>	<b>VACATION PAY 5% gross salary</b>	<b>PERMIT FEES</b>	<b>MEMBERS' CHECK-OFF</b>
Guild Members All Categories Except Permittees	Payable by Producer to Financial Institution SEE BELOW	*Payable by Producer to Guild	Payable by Producer to Guild ( plus GST & QST)	Payable by Producer to Member	N/A	*2% of gross deducted from Member & paid to Guild
Non-Canadian Permittees Excluding DGA, BECTU, U.S.IATSE, including IATSE Local 829	Payable by Producer to Financial Institution SEE BELOW	N/A	Payable by Producer to Guild ( plus GST & QST)	Payable by Producer to Permittee	\$50/day capped at \$200/week deducted from Permittee or paid by Producer & remitted to Guild ( plus GST & QST)	2% of gross deducted from Permittee & paid to Guild
DGA, BECTU, U.S. IATSE & UNSCA Permittees Only	N/A	N/A	Payable by Producer to Guild ( plus GST & QST)	N/A	\$50/day capped at \$200/week deducted from Permittee or paid by Producer & remitted to Guild ( plus GST & QST)	2% of gross deducted from Permittee & paid to Guild
Non-Canadian Production Accountants (for Tier A only)	Payable by Producer to Financial Institution SEE BELOW	N/A	Payable by Producer to Guild ( plus GST & QST)	Payable by Producer to Permittee	\$100/week deducted from Permittee or paid by Producer & remitted to Guild ( plus GST & QST)	2% of gross deducted from Permittee & paid to Guild
Canadian Permittees All Categories (except Director **)	Payable by Producer to Financial Institution SEE BELOW	N/A	Payable by Producer to Guild ( plus GST & QST)	Payable by Producer to Permittee	\$50/week or portion thereof deducted from Permittee or paid by Producer & remitted to Guild ( plus GST & QST)	2% of gross deducted from Permittee & paid to Guild

\*That portion of the Gross Remuneration paid to a Guild Member in excess of \$125,000 cdn. on a per Production basis, shall not be subject to any further deduction or payment, as the case may be, with respect to Members' check-off (Qc5.04) and health and Welfare (Qc5.02) In the case of article Qc5.03 (administration and Training Fund) the cap will be \$50,000 cdn.

