



client alert

November 11, 2011

ACTRA – CANADIAN AD INDUSTRY TERMS OF AGREEMENT 2011-2014 2011-2012 RATES

As the industry leader, Talent Partners is pleased to keep our valued clients updated with the latest information regarding Canadian production.

The terms of the proposed agreement were ratified by the membership of ACTRA and the new agreement is effective October 31, 2011.

Attached are the Year 1 rate charts (2011-2012) for ACTRA productions, as well as the final Memorandum of Settlement between the Association of Canadian Advertisers (ACA), the Institute of Communication Agencies (ICA) and the National Commercial Agreement (NCA). As outlined in the agreement, all production and residual cycle dates on or after October 31, 2011 are subject to rate increase. Additional information is available at: www.actra.com.

These rates are programmed into our system for payment and estimating. ACTRA has advised they will make detailed rate sheets for Years 2 and 3 of this contract available in a few months.

Please contact your Talent Partners representative with any questions or concerns regarding this information.

chicago
los angeles
new york

Memorandum of Settlement

Between the Alliance of Canadian Cinema, Television and Radio Artists (ACTRA) and the Institute of Communication Agencies (ICA) and the Association of Canadian Advertisers (ACA) (known collectively as "the Parties") with respect to the 2011-2014 National Commercial Agreement (NCA)

1. Term and Rates
Three year agreement commencing upon ratification and expiring on June 30, 2014.
Effective as of date of ratification – 2.5% general increase in minimum fees;
July 1, 2012 – 2.5% general increase in minimum fees;
July 1, 2013 – 2.5% general increase in minimum fees.
2. Article 506 Equal Opportunity Policy
(b) The Engager shall cast Performers in accordance with this policy, in all types of roles and work categories, so that the composition of Canadian society may be portrayed realistically. **Commercials should reflect the wide spectrum of Canadian life, portraying men and women of various ages, backgrounds and appearances actively pursuing a wide range of interests, sports, hobbies and business, as well as home-centered activities.**
3. Article 705 Work Permits for Canadian Non-members
Subclauses (a), (c), (d) and (e) are unchanged. See new Article 706, Employees of the Advertiser
4. Article 706 (new) **Exclusions**
The following persons shall be excluded from the terms and conditions of the NCA, except for the provisions of Article 1220 Accident on Set Insurance, where applicable.
 - (a) **Employees of the Advertiser**
 - (i) **Executive officers of companies, such as Chief Executive Officer, President, Chairperson of the Board or other equivalent title, when they appear as themselves in a commercial for their company. Such officers shall be identified.**
 - (ii) **Employees at their usual place of business, engaged in their regular employment, where it would be considered unsafe to replace them with an ACTRA member.**
 - (iii) **Employees specifically making or representing a claim, such as, "I work for (company name) and I care because I own the company."**
 - (b) **Lottery/Contest Winners, and members of their immediate family (partner and children) whose winnings exceed 10 times the session**

fee. (\$7500) for a Principal Performer, pursuant to Article 1202. This exclusion shall be used for one commercial only.

5. **Article 707** (was Article 706) Violations of Section 7
A violation of the intent of any of these Articles may be referred for disposition to the Joint Standing Committee under Section 34.
6. Article 1215 Rest Periods
There shall be a paid rest period of not less than fifteen (15) minutes ... for the duration of the rest period. **Seating shall be available to performers during rest periods in a smoke-free environment.**
7. Article 1406 Dressing Rooms, Rehearsal Facilities and Sanitary Provisions
 - (e) **A supply of potable drinking water shall be provided and available at all times during production.**
 - (f) **When craft services and food catering are provided to Performers, every effort shall be made to provide a clean environment. For example, caterers shall wear clean latex or rubber gloves, a hat, net or cap, clean clothes. Clothing shall not be used to wipe or dry hands.**
8. **Article 1508 Environmental Conditions On Set** (new)
Engagers shall take every precaution to protect all Performers from the adverse effects of
 - (a) **Extreme Weather**
During intemperate or inclement weather, Performers shall be given adequate rest periods where the Engager shall provide appropriate shelter from the elements;
 - (b) **Airborne Special Effects**
Whenever fire, fog, smoke, or other airborne special effects are used, the Engager shall make best efforts to provide a room or space where Performers may breathe clean air when they are not required on the set.
9. Article 1606 Work Day and Rest Periods
 - (d) For Minors 16 to 17 years of age, the additional work time (Article 1208) and overtime (Article 1209) provisions shall apply. **The work day shall not exceed twelve (12) hours per day, excluding meal periods, unless permission to extend the day is granted by the Minor's Parent or Chaperon.**

10. Article 1609 Infants
 - (e) Infants under the age of ± 2 years will not be kept on set for longer than six (6) hours.
 - (f) An infant under the age of six (6) months shall be handled only by his/her Parent, Chaperon or trained medical personnel when not in front of the camera.**
11. Article 1610 Dangerous Work
 - (b) (New) A minor may be asked to perform unusual physical, athletic or acrobatic activity or stunts, provided that the minor and the parent represent that the minor is fully capable of performing such activity and the parent grants prior written consent thereto. In such situation the local ACTRA office shall be notified. In no event shall the activity or stunt take place unless the Stunt Coordinator is satisfied that the minor is properly rehearsed and prepared to execute the activity or stunt.**
 - (e) (New) Personnel certified in emergency medical intervention shall be required to be on set until the Minor(s) work session is wrapped.**
12. **Article 1707 Stunt Safety**

In order to ensure the safety of all Performers, a requirement has been added that the Stunt Coordinator **and personnel certified in emergency medical intervention** be present on set until the performance of all stunts is complete.
13. **Article 1708 Stunt Doubling (new)**

Where a Stunt Performer doubles for a Role that is identifiable as female and/or a visible minority and/or Aboriginal and/or has a disability, and these characteristics are also identifiable when the stunt is being performed, every effort shall be made to cast a qualified Performer with these characteristics. Where the stunt performed does not reveal the Role's characteristics, the Engager shall use best efforts to increase the employment of Performers who are women, visible minorities, Aboriginal and/or have a disability, for such stunts.
14. Articles 1804 and 1805

ACTRA and ACA/ICA commit to study the proper implementation of population changes on Market Units, and to report and discuss such issue through the Joint Committee. In the interim, effective as of the date of ratification, a 1.5% increase in Market Unit Rates for Wild Spot and Network use will apply.
15. **Article 1810 French/English Commercials**
 - (d) Double-Language Commercials

- (i) **The casting breakdown will be written in English for all auditions requiring ACTRA Performers. The Engager may not audition ACTRA Performers for Background categories unless the Engager has notified ACTRA in advance of such requirement. As well, such notification shall be given on the casting breakdown.**

16. 1811 Other Languages

The Parties agree to establish a joint committee to monitor and research, as appropriate, developments as they pertain to this agreement. Accident on Set Insurance is payable on the Voice-Over session for commercials transformed into languages other than English and French.

No Contract Service Fees shall be payable for commercials produced under this pilot project. Terms and conditions of the NCA will apply to all other fees.

- (a) **The union jurisdiction applicable to commercials produced in a language other than English or French (e.g., Italian, German, Greek, etc.) for use in Canada shall be determined by the Reciprocal Agreement between ACTRA and Uda.**
- (b) **Performers engaged in commercials under the jurisdiction of ACTRA shall be qualified, contracted and paid in accordance with this Agreement. When a commercial is dubbed into another language(s) version, the on-camera performers shall be compensated, regardless of the number of additional languages, for one additional session fee and one additional residual fee as per the grid below. Performers providing the additional language voicing shall be permitted and contracted as per the grid below for each language.**
- (c) **When a commercial produced under the terms of this Agreement is transformed into another language version (other than French) through the addition of a Voice-Over in that language, the Silent On Camera Performers in the commercial shall be paid additional residual fees in accordance with the unit value of the additional markets, if any, in which the commercial is used. Performers providing the additional language voicing shall be permitted and contracted as per the grid below for each language.**

Session and Use Fees are payable per Addendum 1, Local and Regional Television and Radio Commercials, Category 3. Session and residual fees include up to 2 language versions per commercial.

If it is not possible to secure the talent required by the Engager from among the members of ACTRA, the work permit fees for Apprentice Members and non-ACTRA Performers shall cost, per commercial, \$43.75 for Apprentice Members and \$52.50 for non-ACTRA Performers.

17. Article 1818 Television Commercials Used in Other Media

(a) Commercials Used in Other Media When television commercials made under the jurisdiction of this Agreement for use on television are also used in the following media:

- (i) movie theatres
- (ii) fairs and exhibitions
- (iii) mobile displays
- (iv) in-store monitors
- (v) shopping centres
- (vi) closed-circuit television in hotels
- (vii) in-flight exhibition
- (viii) stadia, arenas and similar public places,

no additional payment is due to the Performers, provided the commercial is currently in cycle. If the commercial is not concurrently receiving television exposure, Performers shall receive residual payments according to Article 1804, Table A, for ~~1-5~~ **10** units for each thirteen (13)-week cycle. This payment shall cover use in all of the above-noted media.

18. Article 1819 Specialty and Cable Television Use

Performers engaged in commercials produced specifically for specialty and cable television use shall be paid the session fee prescribed in Article 1202 of this Agreement. Other production-related fees (such as, but not limited to, hourly work time, additional work time, overtime, etc.) shall be as provided for in the respective sections of this Agreement. Performers shall receive residual payments according to Article 1804, Table A, for ~~1-5~~ **10** units. One (1) additional unit shall be payable for each additional specialty service on which the commercial is used. Where material produced originally for specialty and cable television use is used on conventional television, appropriate step-up fees shall be paid to compensate for the additional use. The total fees payable shall be equal, whether a specialty and cable television commercial is used on conventional television or vice versa, when the same markets are involved.

(i) and (ii) unchanged

(iii) where the commercial is running, but not in all markets covered by specialty and cable television use, no additional payment shall be required, provided at least ~~17~~ **24** units are paid for.

19. Article 1820 New Media

(a) Commercials Produced for New Media

~~In order to stimulate growth and employment opportunities in this new and rapidly evolving medium, the Parties agree to a pilot project expiring 6 months prior to the end of the Agreement. The Parties agree to establish a~~

~~joint committee to monitor and research, as appropriate, developments in New Media as they pertain to this Agreement. The joint committee will meet quarterly to report on the progress of this pilot project, which commences with the effective date of this Agreement. The pilot project may be extended by the mutual agreement of the Parties.~~

The Parties agree that the New Media pilot project shall expire on June 30, 2013; but may be extended by mutual agreement of the Parties. (See Side Letter #4, Letter of Understanding Relative to the New Media Pilot Project, attached.)

~~Rates proposed for this pilot project are exempt from any increases provided for elsewhere in this Agreement.~~ **Performers engaged in New Media commercials shall be paid 50% of the applicable session fees per Articles 1202 and 2101. The number of work hours in the applicable basic work session shall be 50% of the hours provided for in Articles 1202 and 2101. All New Media rates are subject to general increases (per item #1 above).**

No contract service fees shall be payable for commercials produced under this pilot project.

Members of the Public Waiver Permit The Engager shall pay for a waiver permit in the amount of \$100 for the use of members of the public to appear in one commercial made for New Media. At least 2 business days prior to the production of a commercial in which the Engager wishes to shoot undirected/unscripted street scenes, the idea or outline for the commercial shall be provided to ACTRA. Provided that one of the criteria outlined below is met, the waiver for use of members of the public shall be considered "automatic". Only one commercial shall be made from material recorded at an event where ACTRA has granted such a waiver permit. No subsequent waivers shall be provided.

Criteria:

- (i) Undirected background scenes, per Article 2204(a); or**
- (ii) Undirected/Unscripted Street Scenes. Such scenes can include members of the public reacting to an event, provided that the event is not staged for the purposes of making a commercial. Members of the public shall not be notified in advance that a commercial is being made. At the time of the event, members of the public may be notified that the event is being recorded.**

If the waiver permit application does not meet one of the above criteria, the Engager may still apply for a waiver pursuant to Article 106 Extraordinary Circumstances.

- (b) Broadcast Commercials Used in New Media (Moveover)
- (iii) **Prepaid Option** At the time of engagement, the Engager may contract Performers for use of a commercial in broadcast and New Media. In addition to the television session and residual fees payable for broadcast use, Performers in residual categories shall be paid not less than 2 Session Fees, per Articles 1202 and 2101, as use fees for one year on unlimited platforms and/or websites. The Prepaid Option must be identified on the original engagement contract. The Prepaid Option payment is guaranteed and is due when the Session Fee is paid. This payment entitles the advertiser to three hundred and sixty-five (365) days' use from the date that the commercial is made available on any New Media platform.
- This Prepaid Option is not renewable.**
- (iv) [was (iii)]

20. **Article 1902** Alternate Versions

A commercial may be edited to make three (3) additional versions of that commercial, provided the material added was shot at the original session. The footage added must not materially change the **nature or setting of the** original commercial **message**. A soundtrack may be recorded to fit such a commercial for timing and synchronization purposes. **However, a** Performer required to record such additional soundtrack **at a separate work session** shall be paid an additional session fee. Re-performance ... Performers shall receive cycle payments for two (2) commercials.

21. **Article 1907** Payment for Allowable Changes

(c) If a Performer is required to do more than ~~twenty (20)~~ **twenty-five (25)** changes for the same commercial at the same session, additional changes beyond the ~~twenty (20)~~ **twenty-five (25)** shall not be paid for. Should the session exceed eight (8) hours for on-camera Performers or four (4) hours for off-camera Performers, the appropriate hourly work time, additional work time or overtime rate shall be paid.

22. **Article 2003** Disclosure – Residual Category

If a Performer has been engaged in a residual category ... obligated to disclose information on any performance ~~twelve (12) months~~ **nine (9) months** after its last air-date. Any Performer subject to a finding of the Joint Standing Committee.

23. Article 2602 Payment Time Requirements

Payments to each Performer shall be made as follows:

- (a) Session Payments All payments for services rendered for each television or radio commercial, including session fees, preproduction rehearsal fees and other incidental fees such as for auditions, travel, etc., including applicable penalty payments (e.g., meal period infringement) as provided for in this Agreement, shall be made not later than ~~fifteen (15) working~~ **twenty-one (21) calendar** days after the work session.

- (b) Edited Commercials Payments to be made under Section 19, Editing of Commercials, if not covered elsewhere, shall be made not later than ~~fifteen (15) working~~ **twenty-one (21) calendar** days after the first air-date of the edited commercial.

- (c) Use or Residual Payments Whenever reference is made in this Agreement to "cycle," it shall be deemed to mean a period of thirteen (13) consecutive weeks. Use of all commercials must be declared in cycles.
 - (i) Wild Spot or Network Spot Cycle: Television Residual payments for wild spot or network spot usage shall be paid within ~~twenty (20) working~~ **twenty-eight (28) calendar** days of the first play or the beginning of the applicable cycle of each television commercial.

 - (ii) An Engager may change a commercial in spot usage to a higher classification during a cycle of use by either declaring a new cycle and making full payment under the new classification, or by paying the difference between the old classification and the new classification and continuing in the present cycle of use. However, such change as herein provided shall not extend the lifespan of the commercial beyond the provisions of Article 1814.

If, during any cycle of use, a commercial is used at a higher classification or in additional Television markets not originally declared, additional payments for the upgrade shall be made within ~~twenty (20) working~~ **twenty-eight (28) calendar** days of the date of first use in the higher classification or additional market(s).

 - (iii) Program Cycle: Television All residual payments for program cycles, including the first cycle and minimum guarantees, shall be paid within ~~twenty (20) working~~ **twenty-eight (28) calendar** days of the

beginning of the applicable cycle. Prepayments referred to in Article 1806(c) must be paid within fifteen ~~(15) working~~ **twenty-one (21) calendar** days of the beginning of the cycle. Additional use payments within any cycle shall be made within ~~twenty (20) working~~ **twenty-eight (28) calendar** days of the end of the applicable cycle.

- (iv) All Cycles: Radio Residual payments for use of radio commercials shall be paid within ~~twenty (20) working~~ **twenty-eight (28) calendar** days of the first play or the beginning of the applicable cycle.

However, since the first cycle of use of a radio commercial is covered by the session payment, it will still be necessary to report the cycle dates for applicable commercials within the time periods specified.

- (d) Failure to make payments within the periods specified in this Agreement shall result in the following penalty payments being payable to the Performer:
 - (i) A penalty payment of \$6.00 per Performer is due for each ~~working~~ **calendar** day, beginning with the day following the date of default, up to ~~thirty (30)~~ **forty-two (42) working calendar** days.
 - (ii) Thereafter the penalty shall cease unless ACTRA notifies the Engager that full payment has not been made. In the event that full payment, including accrued penalties, is not made within ~~twelve (12) working~~ **sixteen (16) calendar** days thereafter, the penalty payment shall be resumed, retroactive to the date of receipt of notice of non-payment. The amount shall then be \$10.00 per Performer per ~~working~~ **calendar** day, without limitation, until the full payment is made.

24. **(New) Appendix "R"**

LETTER OF UNDERSTANDING REGARDING WORKING CONDITIONS

The Parties to this Agreement agree to uphold the basic working conditions contained in this Agreement. As part of this objective, the Parties will specifically address the items contained below in this Letter of Understanding.

The following terms and conditions represent fundamental working conditions for Performers. These include but are not limited to:

- (a) The Casting Director shall remit Appendix J (Statutory Declaration) per Article 509 and forward a copy of the casting breakdown to the local ACTRA office, per Article 503.

- (b) Roles for Silent-On-Camera Performers shall be properly auditioned, per Article 902.
- (c) Audition sign-in sheets shall be forwarded to the local ACTRA office on a timely basis, per Article 907 (b).
- (d) Spokesperson or hero roles shall be auditioned singly, per Article 912.
- (e) Proper audition facilities shall be provided, per Article 914.
- (f) All contracts, before they are provided to the Performer, shall be signed by the Engager, per Article 1003.
- (g) Contracts shall be provided to performers before work commences, per Articles 1003 and 1004.
- (h) All Performers have access to the same and ample selection of food items from the craft service table for their substantial snack, per Article 1214.
- (i) Performers shall be provided with seating during rest and meal periods, per Article 1215.
- (j) A Performer's injury shall be reported to ACTRA at the earliest opportunity, per Article 1221.
- (k) Security for the safekeeping of Performers' personal wardrobe/effects shall be provided, per Article 1404.
- (l) Clean and accessible toilets and washrooms shall be provided, per Article 1406 (a)
- (m) Sufficient studio seats shall be available for Performers during rehearsals, per Article 1406 (b).
- (n) Privacy shall be provided when a complete change in wardrobe is required, per Article 1406 (c).
- (o) Access to a supply of potable drinking water shall be provided, per Article 1406 **(e)**.
- (p) When craft service or catering is supplied to Performers, every effort shall be made to provide a clean environment, per Article 1406 **(f)**.
- (q) Basic sanitary conditions — e.g., using same hair or makeup brush for multiple Performers without sanitizing these brushes between uses shall be adhered to, per Article 1407.
- (r) Every precaution shall be taken to provide performers with protection from adverse environmental conditions on set, per **Article 1508**.
- (s) Minors shall be provided with appropriate rest breaks, per Article 1603.
- (t) When the Engager is required to provide transportation, reasonable efforts shall be made to ensure that Minors leave the set within 30 minutes of the end of the working day, per Article 1606 (h).

Any breach of these provisions shall be addressed immediately between ACTRA and the Engager. The provisions of Section 34 – Grievance and Complaints shall apply in all respects, Furthermore, such breaches shall be discussed at quarterly meetings, but in no event shall such discussions undermine the grievance process.

25. Housekeeping language agreed by the Parties on July 21, 2011 shall also form part of this Memorandum of Settlement.

Letter of Understanding relative to the New Media Pilot Project

During the 2011 round of negotiations leading to conclusion of the 2011-2014 NCA, the Parties to the NCA agreed that the new media pilot project (Article 1820(a)) would expire on June 30, 2013; but may be extended by mutual agreement of the Parties. In the course of negotiations leading to this result, the Parties considered the process for evaluation of the success of the pilot project; agreed to compile and monitor data relative to the production and use of made-for-new media commercials; and to review the data during the regular quarterly interpretation meetings (NCA; Sideletter #2). In reaching this understanding, the Parties have also agreed that the fundamental objectives of the new media pilot project are:

- **to “do no harm”;**
- **to increase the production of made-for-new media commercials engaging professional performers; and,**
- **to encourage agencies to become NCA-signatory in the production of made-for-new media commercials.**

As part of the evaluation process, the Parties have agreed to jointly compile and share data, such as but not limited to:

- **total number of new media productions;**
- **total number of Performers in new media productions;**
- **total number of commercials produced @ the full rate (e.g. over 4 hours) versus the 4 hour rate;**
- **total ad spend for video-on-line versus total television ad spend;**
- **productions budgets of TV in comparison with on-line video.**

The Parties have further agreed to monitor and share data relative to the production of commercials made for new media engaging members of the public/ real people on waivers, such data to include, but not be limited to:

- total number of commercials with members of the public/ real people on waivers;
- total number of members of the public/ real people on waivers;
- total number of Performers engaged in commercials with members of the public/real people on waivers.

A New Media commercial in which a waiver permit for members of the public (Article 1820(a)) has been obtained, cannot be used on conventional television unless all people in the commercial are permitted and paid as per the terms and conditions of the National Commercial Agreement.

The Engager agrees that when producing a commercial with members of the public, the following will be provided to the local ACTRA branch:

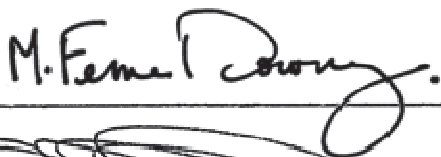
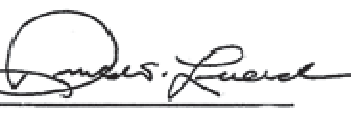
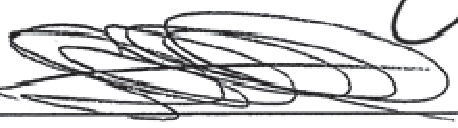
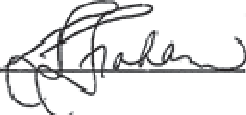
- a) Prior to production - Production report (see attached)
- b) Following production – A copy of the final edit of the commercial will be forwarded to the nearest ACTRA office.

If the Parties cannot agree that the pilot project should be extended beyond June 30, 2013, then the Parties will refer the issue to an Arbitrator (per Section 34).

The Parties will recommend approval of this Memorandum of Settlement to their respective boards/councils. In the case of ACTRA, this Memorandum of Settlement will be submitted to eligible members for approval via referendum vote.

Agreed this 23rd day of September, 2011, in Toronto, Ontario.

Signatures

ACTRA		ACA	
ACTRA		ICA	

National Commercial Agreement
 Rates - October 31, 2011 - June 30, 2012

905 Improv Fee 65.50

906 Detained in Audition 74.50

908 Taking Part in Audition 74.50
 298.50

910 Special Wardrobe 69.00

	Session Fee	Included Work Time	Hourly Rate	Additional Work Time	Overtime	Recall
1202						
Princ/Solo Singer (on-camera)	706.00	8 hours	89.50	116.50	131.00	
SOC	706.00	8 hours	89.50	116.50	131.00	
VO/Solo Singer (off-camera)	514.50	4 hours	74.50	93.50	116.50	
Demonstrator	706.00	8 hours	89.50	116.50	131.00	
Group Singer	223.00	1 hour	74.50	93.50	116.50	
Stunt Performer	706.00	8 hours	89.50	116.50	131.00	
Stunt Coordinator	941.50	8 hours	117.50	143.00	175.00	
Background Performer	432.00	8 hours	55.50	66.50	83.00	
Group Background (1 to 25)	288.50	8 hours	36.00	46.50	54.00	
26-50 bg	7,239.50					
51+ bg	10,859.00					

Group Background Performer Grid

1 to 25	288.50	8 hours	36.00	47.00	54.00	144.00
1 to 26 (\$7239.50)	278.50	8 hours	35.00	45.50	52.50	140.00
1 to 27	268.00	8 hours	33.50	43.50	50.50	134.00
1 to 28	258.50	8 hours	32.50	42.50	49.00	130.00
1 to 29 & up to 50	249.50	8 hours	31.50	41.00	47.50	126.00
1 to 51 (\$10859.00)	213.00	8 hours	26.50	34.50	40.00	106.00
1 to 52	209.00	8 hours	26.00	34.00	39.00	104.00
1 to 53	205.00	8 hours	25.50	33.00	38.50	102.00
1 to 54	201.00	8 hours	25.00	32.50	37.50	100.00
55 & over	197.50	8 hours	24.50	32.00	37.00	98.00

Example (a)	706.00	x	3	=	2,118.00
Example (b)	706.00	+	1,412.00	=	
Example (c)	706.00	x	3	=	2,118.00

National Commercial Agreement
 Rates - October 31, 2011 - June 30, 2012

1203 Demo & Test Comm'l

(b) Group Singers	223.00
	109.50
	74.50
	223.00
	223.00

(c) Presentation Demo	274.00
	138.00

1210 Night Work

(a) Example 1 (8 hours work time) premium payment = 3 x (2 x AWT)	699.00
session fee	706.00
Total	1,405.00

(a) Example 2 (8 hours work time) premium payment = 4 x (2 x AWT)	932.00
session fee	706.00
Total	1,638.00

(b) Example session fee (8 hours work time)	706.00
2 hours additional work time	233.00
4 hours overtime	524.00
25% Night Work Premium	
1 hour (hourly rate \$89.50)	22.50
2 hours AWT (AWT rate \$116.50)	58.50
3 hours OT (OT rate \$131.00)	98.50
Total	1,642.50

1213 Recall & Preprod. Rhs'l Fees

	Fee	Work Time
Princ/Solo Singer (on cam)	352.00	89.50
SOC	352.00	89.50
VO/Solo Singer (off cam)	223.00	74.50
Demonstrator	352.00	89.50
Group Singer	148.00	74.50
Stunt Performer	352.00	89.50
Stunt Coordinator	469.50	117.50
Background Performers	216.50	55.50
Group Background (1 - 25)	144.50	36.00

1214 Meal Penalty	74.50
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1301 (b) Kilometrage	0.494
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National Commercial Agreement
Rates - October 31, 2011 - June 30, 2012

1301 (c) Per Diem

Per Diem	244.50
Per Diem - meals	105.00
- breakfast	21.50
- lunch	29.00
- dinner	54.00

1403 Special Personal Wardrobe 23.00

1502 Holding Call

Performer	353.50
Background Performer	216.50
Group Background (25 or fewer)	144.50

1703 Stunt Performance & Fee

(a)	706.00
(e)	2,824.50

1705 Conditions of Engagement

(b) minimum fee	941.50
additional work time	143.00
overtime	175.00

1804 Table A: Wild Spot Commercials, National TV

	Market Unit	Principal	SOC	Solo Singer/VO	Group Singer
Vancouver	1 - 5	558.35	409.20	273.25	163.65
	6	572.95	418.55	283.35	168.70
	7	588.05	428.10	292.90	174.55
	8	603.05	437.45	302.70	180.05
	9	617.75	446.65	312.10	185.70
Montreal	10	632.75	455.95	321.85	191.10
	11	647.65	464.95	331.35	194.80
	12	662.35	474.40	341.25	199.30
	13	677.75	484.10	351.75	202.85
	14	697.35	492.50	361.15	207.05
Toronto	15	707.20	502.35	370.55	211.20
	16	722.00	511.60	380.65	214.55
	17	743.80	520.75	390.15	219.25
	18	758.35	529.95	399.65	223.10
	19	766.10	539.35	409.60	226.95
	20	781.65	548.60	419.25	230.75
	21	796.65	556.00	429.30	235.05
	22	811.50	563.95	439.30	238.90
	23	826.70	571.55	448.80	243.00
	24	841.20	578.15	458.25	247.50
	25	855.90	586.65	468.75	250.35
	26	870.85	594.80	474.20	255.20
	27	886.20	602.10	480.10	258.00
	28	900.75	609.35	485.95	261.45
	Global (Ont)	29	915.95	617.50	491.80
30		931.10	624.80	497.80	268.50
31		942.30	632.75	503.30	271.75
32		952.80	640.20	509.60	275.35
33		964.55	647.65	515.45	278.55
34		975.90	655.35	521.30	282.65
35		987.30	662.40	527.10	285.90
36		998.55	668.25	531.55	289.05
37		1009.55	673.70	535.50	292.70
38		1021.10	680.15	540.35	296.05
39		1032.05	685.15	543.80	299.30
40		1043.45	690.95	548.40	303.10
41		1051.05	694.65	552.20	305.60
42		1058.50	702.20	556.60	308.85
43		1066.05	707.90	560.55	311.30
44	1073.80	713.60	564.40	314.70	
45	1081.10	718.90	568.85	317.20	
46	1089.10	724.65	573.20	320.75	
47	1096.65	730.40	577.30	323.50	
48	1104.35	735.95	581.55	326.25	
49	1111.85	741.60	585.80	329.05	
50	1119.55	747.10	590.15	332.00	
51 and over: add per unit		1.45	1.12	0.83	0.45
e.g. Global (Ntl) 73		1152.81	772.94	609.30	342.27

1805 Table B: Network Spot Commercials, National TV

	Market Unit	Princ.	SOC	Solo Singer/VO	Group Singer
Vancouver	1 - 5	780.75	572.85	364.35	208.45
	6	801.60	585.40	377.45	215.00
	7	822.50	598.40	390.85	221.95
	8	843.90	611.50	403.70	228.90
	9	864.95	624.70	417.75	236.10
Montreal	10	885.10	637.40	430.40	242.60
	11	906.55	650.30	443.75	247.95
	12	927.10	663.20	457.00	253.40
	13	947.80	675.80	470.25	258.85
	14	969.15	689.25	484.10	264.40
	15	989.95	702.15	496.80	269.45
Toronto	16	1,010.70	714.45	509.60	274.60
	17	1,031.30	727.65	522.70	280.35
	18	1,052.60	740.65	535.50	285.45
	19	1,072.85	753.70	548.55	290.35
	20	1,093.95	766.10	561.85	297.75
	21	1,115.25	777.30	573.75	300.65
	22	1,136.05	788.25	586.80	305.20
	23	1,156.85	799.25	600.15	309.50
	24	1,177.30	810.50	612.70	314.35
	25	1,198.70	821.30	625.55	319.10
	26	1,219.15	831.75	633.80	323.75
	27	1,239.95	842.95	642.15	328.40
	28	1,259.70	853.75	649.90	332.85
	CTV (Ont)	29	1,280.65	865.20	657.95
30		1,301.05	875.75	666.00	342.10
31		1,317.60	886.60	673.65	346.85
32		1,332.90	896.65	681.30	350.70
33		1,348.50	907.30	689.60	355.00
34		1,364.95	914.50	697.30	359.10
35		1,380.60	928.25	705.80	363.45
36		1,396.45	936.70	711.00	368.10
37		1,412.25	944.75	716.30	372.45
38		1,428.05	952.50	721.40	376.80
39		1,444.35	960.25	726.65	380.90
40		1,459.70	968.45	732.25	385.10
41		1,470.65	975.90	737.40	388.25
42		1,480.85	983.50	742.65	392.40
43		1,491.45	991.80	747.65	396.15
44		1,502.65	999.30	753.10	399.60
45		1,512.80	1,006.30	758.70	403.55
46		1,524.00	1,014.50	763.20	406.80
47		1,534.10	1,021.55	768.60	409.60
48		1,544.40	1,028.75	773.45	413.55
49		1,555.30	1,037.05	778.40	416.15
50		1,565.85	1,044.45	783.85	420.00
	51 and over: add per unit	2.03	1.56	1.02	0.55
	CBC 68	1,602.40	1,072.50	802.20	429.90
	CTV 68	1,602.40	1,072.50	802.20	429.90
	Global&CTV 80	1,626.75	1,091.25	814.45	436.55
	CTV & CBC 80	1,626.75	1,091.25	814.45	436.55
	CBC & Global 80	1,626.75	1,091.25	814.45	436.55
	CBC, CTV, Global 84	1,634.85	1,097.50	818.55	438.75

1806 Table C: Program Commercials, National TV

Market Units	Principal	SOC	Solo Singer/VO	Group Singer
0 - 51	2,069.80	1,314.95	1,119.25	895.30
52 - 81	2,197.85	1,426.70	1,231.15	950.80
82 - 111	2,462.05	1,538.75	1,314.95	1,035.05
112 +	2,657.95	1,622.50	1,426.65	1,119.25

1807 Table D: Program Commercials, National TV

Market Unit	Principal	SOC	Solo Singer/VO	Group Singer
1 - 5	69.10	44.25	44.25	31.60
6	74.80	47.60	47.15	33.50
7	81.25	50.85	49.85	36.00
8	86.80	54.55	52.55	38.00
9	92.60	57.50	55.50	40.25
10	98.55	60.85	57.95	42.40
11	102.45	64.05	60.25	44.25
12	106.70	66.75	62.05	45.90
13	111.15	69.30	64.20	47.60
14	115.30	71.80	66.00	49.45
15	119.30	75.00	68.40	50.90
16	123.65	77.55	69.60	52.55
17	127.55	79.85	71.45	54.55
18	132.15	82.75	73.30	56.10
19	136.15	85.20	74.80	57.50
20	140.50	87.65	76.40	59.20
21	142.70	89.15	78.00	60.25
22	145.50	90.00	79.30	60.90
23	148.20	91.85	80.75	61.90
24	150.45	93.15	81.95	62.60
25	153.05	94.60	83.60	63.90
26	155.50	96.20	84.85	64.30
27	158.10	97.20	85.30	65.25
28	160.55	98.80	86.80	66.00
29	163.10	99.95	87.70	66.85
30	165.55	102.05	89.25	67.70
31	166.55	102.45	89.60	68.75
32	167.95	103.75	90.60	69.35
33	168.95	104.85	91.55	70.30
34	169.80	106.10	92.40	70.95
35	171.15	107.30	93.15	71.60
36	172.60	108.15	94.10	72.85
37	173.50	108.75	94.35	73.30
38	174.60	110.30	94.65	73.50
39	175.85	110.65	95.10	73.65
40	176.90	111.55	96.20	74.80
41	177.55	112.15	96.60	75.30
42	178.60	113.25	97.20	75.70
43	179.20	113.55	97.85	76.40
44	180.25	115.15	98.15	77.15
45	180.85	115.40	98.70	77.55
46	182.25	116.25	99.35	78.00
47	182.55	116.40	99.70	78.20
48	183.60	117.05	100.55	78.70
49	184.30	117.70	100.95	78.80
50	185.20	118.25	102.05	79.00
51 and over: add per unit	0.61	0.41	0.34	0.27

1808 Table E: Program Commercials, National TV

Market Unit	Principal	SOC	Solo Singer/VO	Group Singer
1 - 5	34.95	22.30	22.05	15.45
6	37.80	24.30	23.55	17.05
7	40.40	25.60	25.25	18.20
8	43.65	27.40	26.75	19.35
9	46.95	29.55	28.50	20.65
10	49.85	31.45	29.65	21.40
11	52.00	32.45	30.70	22.70
12	54.15	33.80	31.75	23.65
13	56.30	35.10	32.65	24.45
14	58.65	36.10	33.10	25.30
15	60.35	37.60	34.40	26.55
16	62.60	38.80	35.50	26.90
17	64.85	40.20	36.10	27.40
18	66.90	41.30	37.55	28.50
19	69.05	42.30	38.15	28.95
20	71.40	43.55	39.35	29.55
21	72.55	44.40	39.70	29.95
22	73.40	45.55	40.30	30.70
23	74.80	46.05	41.30	31.45
24	75.75	47.40	41.80	31.75
25	77.20	48.00	42.10	32.65
26	78.70	49.00	43.00	32.75
27	79.60	49.85	43.50	32.95
28	81.25	50.90	43.95	33.10
29	82.00	51.65	44.60	33.80
30	83.55	52.65	45.50	34.15
31	83.90	52.90	45.65	34.40
32	84.85	53.50	45.90	35.00
33	85.25	53.85	46.05	35.30
34	85.80	54.30	46.95	35.50
35	86.35	54.60	47.15	35.95
36	86.95	54.75	47.35	36.00
37	87.65	55.15	47.60	36.10
38	88.05	56.00	47.95	36.35
39	89.05	56.30	48.10	36.80
40	89.55	56.45	48.90	37.05
41	89.85	56.90	48.95	37.50
42	90.00	57.25	49.30	37.55
43	90.60	57.50	49.45	37.75
44	90.70	57.55	49.65	37.80
45	90.95	58.60	49.85	38.00
46	91.55	58.75	49.90	38.15
47	91.85	58.90	50.30	38.25
48	92.30	59.05	50.35	38.80
49	92.40	59.20	50.50	39.20
50	92.75	60.10	50.90	39.25
51 and over: add per unit	0.34	0.13	0.13	0.11

National Commercial Agreement
Rates - October 31, 2011 - June 30, 2012

1809 Billboards

Voiceover - session	514.50	527.50	540.50
Voiceover - segment	145.50	149.00	152.50

Principal - session	706.00	723.50	741.50
Principal - segment	211.50	217.00	222.50

1817 Dealer Commercials

Principal	3,564.00	3,653.00	3,744.50
SOC	2,394.00	2,454.00	2,515.50
Solo Singer/VO	1,784.50	1,829.00	1,874.50
Group Singer	948.00	971.50	996.00

1820 New Media

	Session Fee	Included Work Time	Use Fees	
Video (unlimited websites)				
Principal Performer	353.00	4 hours	1 day - 4 wks (35%)	27 wks - 1 yr (100%)
Silent On Camera	353.00	4 hours	5 - 8 wks (50%)	9 - 26 wks (75%)
Voiceover/Solo Singer	257.50	2 hours	5 - 8 wks (50%)	9 - 26 wks (75%)
Stunt Performer	353.00	4 hours	5 - 8 wks (50%)	9 - 26 wks (75%)
Stunt Co-ordinator	471.00	4 hours		
Demonstrator	353.00	4 hours		
Background Performer	216.00	4 hours		
Group BG Performer	144.50	4 hours		
Group Singer	111.50	.5 hours	(35%)	(100%)
Audio (unlimited websites)				
Solo Voice/Solo Singer 1 or 2 cut	275.00	1 hour	(35%)	(100%)
Multiple Voice/Group Singer 1 or 2 cut	206.25	1 hour	(35%)	(100%)
Solo Voice/Solo Singer per additional cut	137.50	1 hour	(35%)	(100%)
Multiple Voice/Group Singer per additional cut	103.25	1 hour	(35%)	(100%)

National Commercial Agreement
Rates - October 31, 2011 - June 30, 2012

1824 IDs

Voiceover - session	514.50
Voiceover - additional IDs (2)	514.50

Principal - session	706.00
Principal - additional IDs (2)	706.00

1907 Payment for Allowable Changes

On camera	183.00
Off camera	109.50

1910 Group Singers Payment Option

Table A usage	5,045.50
Table B usage	5,982.00
Radio	4,036.00

National Commercial Agreement
 Rates -October 31, 2011 - June 30, 2012

	Single Voice/ Solo Singer	Multiple Voice/ Group Singer
2101 Session and Residual Fees		
(a)		
minimum per session/cycle	549.75	412.50
all comm'ls (per cut)	275.00	206.50
2102 Additional Work Time	27.75	
2103 Billboards/IDs/Tags		
(a)		
per billboard	146.00	
minimum per session/cycle	443.25	
(b)		
per ID	203.75	152.75
minimum per session/cycle	549.75	412.50
(c) Payment for Allowable Changes		
(i) 1 comm'l + 1-4 tag changes	549.75	
(ii) 1 comm'l + 5 tag changes	605.75	
Example:		
per cut rate of \$249.00 includes		
2 tags + 3 tags @ 100.00 = \$549.00		
(iii) 2 comm'ls + 2 tag changes	549.75	
(iv) each subsequent tag change	110.25	
per tag change	110.25	
minimum per session/cycle	549.75	
(f) Dealer Commercials	1,649.75	1,239.00
2105 Demo Commercial	27.75	
2107 Recall Fees		
Minimum Recall Fee	275.00	206.50
Add'l Work Time (per half hour)	27.75	27.75

National Commercial Agreement
 Rates - October 31, 2011 - June 30, 2012

	Single Voice/ Solo Singer	Multiple Voice/ Group Singer
2501 Combination of Canadian and US Use		
(c) additional tags, per tag	110.25	
(c) (i)		
New York City (1 unit)	275.00	206.50
Chicago (1 unit)	275.00	206.50
Los Angeles (1 unit)	275.00	206.50
Each group of 25 cities other than...	275.00	206.50
(c) (ii)		
Any 2 units of use	549.75	412.50
Any 3 units of use	615.75	461.25
Any 4 units of use	699.75	525.25
Each additional unit of use beyond...	84.25	62.25
All US	1,120.75	840.75
Example (1)		
session	549.75	
+ New York City (1 unit)	<u>275.00</u>	
	824.75	
Example (2)		
session		412.50
+ Chicago, Los Angeles & 41 other...		<u>525.25</u>
		937.75
2502 Exclusive US Use		
(a) additional tags, per tag	110.25	
(b)		
Any 3 units of use	615.75	461.25
Any 4 units of use	699.75	525.25
Each additional unit beyond 4 units	84.25	62.25
All US	1,120.75	840.75
Example (1)		
session	549.75	
Example (2)		
4 units of use		525.25

403 Television National Short-Life Session Fee

	Session Fee	Hourly Work Time Rate
Princ/Solo Singer (on-camera)	706.00	89.50
SOC	706.00	89.50
VO/Solo Singer (off-camera)	514.50	74.50
Demonstrator	706.00	89.50
Group Singer	223.00	74.50
Stunt Performer	706.00	89.50
Stunt Coordinator	941.50	117.50
Background Performer	432.00	55.50
Group Background (1 to 25)	288.50	36.00

26-50 bg (\$7239.50)
 51+ bg (\$10859.00)

403 Television National Short-Life Additional Work time and Overtime

	Additional Work Time	Overtime Rate
Princ/Solo Singer (on-camera)	116.50	131.00
SOC	116.50	131.00
VO/Solo Singer (off-camera)	93.50	116.50
Demonstrator	116.50	131.00
Group Singer	93.50	116.50
Stunt Performer	116.50	131.00
Stunt Coordinator	143.00	175.00
Background Performer	66.50	83.00
Group Background (1 to 25)	46.50	54.00

(a) per change

On Camera	183.00
Off Camera	109.50

(b) session fee (9 hours)

On Camera	706.00
Off Camera	514.50
per change	
On Camera	183.00
Off Camera	109.50

403 Television National Short-Life Recall and Preproduction Rehearsal Fees

	Min. Recall & Preprod. RhsI Fees	Hourly Work Time Rate
Princ/Solo Singer (on-camera)	352.00	89.50
SOC	352.00	89.50
VO/Solo Singer (off-camera)	223.00	74.50
Demonstrator	352.00	89.50
Group Singer	148.00	74.50
Stunt Performer	352.00	89.50
Stunt Coordinator	469.50	117.50
Background Performer	216.50	55.50
Group Background Perf (1-25)	144.50	36.00

404 Table F: Short-Life Commercials, National TV

Cumulative Payment of Wild Spot Commercials

	Market Unit	Principal	SOC	Solo Singer/VO	Group Singer
Vancouver	1 - 5	569.25	417.05	278.45	166.50
	6	583.95	426.50	288.80	172.10
	7	599.30	436.40	298.50	177.80
	8	614.60	445.85	308.45	183.40
	9	629.60	455.10	318.35	189.30
Montreal	10	645.05	464.65	328.20	194.85
	11	659.80	473.85	337.80	198.65
	12	675.10	483.40	347.75	203.25
	13	690.75	493.10	358.35	206.70
	14	710.70	502.05	368.10	211.10
Toronto	15	720.60	511.95	377.65	215.25
	16	735.80	521.30	387.90	218.70
	17	758.05	530.70	397.40	223.40
	18	772.65	540.00	407.35	227.05
	19	780.75	549.65	417.40	231.40
	20	796.65	559.15	427.20	235.25
	21	811.70	566.80	437.75	239.40
	22	826.95	574.60	447.60	243.55
	23	842.50	582.50	457.35	247.75
	24	857.25	589.30	467.15	252.15
	25	872.10	597.75	477.75	255.35
	26	887.65	606.05	483.15	260.05
	27	903.35	613.30	489.10	262.90
	28	917.95	620.80	495.05	266.50
	Global (Ont)	29	933.35	629.10	501.30
30		948.75	636.55	507.30	273.60
31		960.25	645.05	512.85	277.15
32		970.90	652.35	519.45	280.40
33		982.90	659.80	525.35	284.00
34		994.35	667.95	531.05	288.15
35		1,006.20	675.20	537.40	291.30
36		1,017.45	681.10	541.85	294.65
37		1,028.85	686.60	545.80	298.20
38		1,040.50	693.00	550.65	301.70
39		1,051.50	698.30	554.10	305.20
40		1,063.30	703.95	558.95	308.65
41		1,071.20	707.85	562.80	311.45
42		1,078.60	715.60	567.40	314.70
43		1,086.40	721.30	571.25	317.20
44	1,094.25	727.25	575.05	320.80	
45	1,101.75	732.55	579.55	323.35	
46	1,109.80	738.50	584.20	326.80	
47	1,117.50	744.15	588.30	329.50	
48	1,125.25	750.20	592.55	332.45	
49	1,133.05	755.70	597.05	335.35	
50	1,141.05	761.45	601.30	338.25	
51 and over: add per unit		1.48	1.14	0.84	0.46
eg. Global (Ntl) 73		1,175.09	787.67	620.62	348.83

404 Table G: Short-Life Commercials, National TV

Cumulative Payment of Network Spot/Wild Spot and Network Spot Commercials

Market Unit	Principal	SOC	Solo Singer/VO	Group Singer
1 - 5	795.75	583.50	371.10	212.45
6	816.75	596.65	384.75	219.00
7	838.05	609.75	398.30	226.25
8	859.90	623.10	411.40	233.15
9	881.40	636.30	425.85	240.55
10	902.20	649.65	438.80	247.20
11	923.85	662.85	452.30	252.70
12	944.75	675.80	465.65	258.20
13	965.85	688.70	479.25	263.85
14	987.70	702.40	493.10	269.45
15	1,008.60	715.45	506.20	274.50
16	1,029.85	728.15	519.45	279.90
17	1,050.80	741.55	532.90	285.55
18	1,072.55	754.80	545.80	291.05
19	1,093.45	768.20	559.05	295.95
20	1,114.85	780.65	572.60	303.30
21	1,136.55	792.25	584.80	306.30
22	1,157.85	803.20	597.85	311.05
23	1,178.75	814.40	611.50	315.45
24	1,199.70	825.90	624.60	320.55
25	1,221.60	836.85	637.65	325.25
26	1,242.35	847.50	645.95	330.00
27	1,263.50	859.10	654.15	334.55
28	1,283.70	870.05	662.20	339.10
29	1,305.15	881.50	670.50	343.70
30	1,325.80	892.15	678.75	348.80
CTV (Ont) 31	1,342.35	903.50	686.50	353.70
32	1,358.30	913.85	694.35	357.20
33	1,374.25	924.70	702.85	361.80
34	1,391.00	931.85	710.50	366.00
35	1,406.70	946.10	719.05	370.30
36	1,423.10	954.55	724.65	375.20
37	1,438.90	962.55	730.05	379.55
38	1,455.45	970.50	735.25	383.90
39	1,471.70	978.65	740.50	387.95
40	1,487.80	986.80	746.10	392.55
41	1,498.65	994.45	751.10	395.75
42	1,509.10	1,002.05	756.70	399.70
43	1,519.75	1,010.70	761.75	403.80
44	1,531.10	1,018.10	767.35	407.30
45	1,541.80	1,025.35	773.20	411.15
46	1,553.05	1,033.90	777.70	414.45
47	1,563.20	1,041.00	783.10	417.40
48	1,574.00	1,048.05	788.00	421.15
49	1,585.05	1,056.90	793.20	424.15
50	1,595.90	1,064.30	798.50	428.00
51 and over: add per unit	2.07	1.59	1.03	0.55
CBC 68	1,633.15	1,092.96	817.03	437.94
CTV 68	1,633.15	1,092.96	817.03	437.94
Global&CTV 80	1,657.99	1,112.06	829.39	444.55
CTV & CBC 80	1,657.99	1,112.06	829.39	444.55
CBC & Global 80	1,657.99	1,112.06	829.39	444.55
CBC, CTV, Global 84	1,666.28	1,118.42	833.51	446.76

406 Radio Session and Residual Fees

	Session and Use Period							
	7 Days		14 Days		31 Days		45 Days	
	SV	MV	SV	MV	SV	MV	SV	MV
Fee per master	140.25	104.25	184.25	139.00	211.00	158.00	238.50	178.25
Min. Guarantee per session	280.25	210.75	370.50	277.25	420.50	316.25	476.25	357.75

(a) Fee per Change 54.50

(c) Sole Purpose of Making Changes

	Master Commercial Use			
	7 Days	14 Days	31 Days	45 Days
Per Change	54.50	54.50	54.50	54.50
Minimum Guarantee	280.25	370.50	420.50	476.25

(e) Short-Life Radio Recall Fees

	7 Days		14 Days		31 Days		45 Days	
	SV	MV	SV	MV	SV	MV	SV	MV
	Recall Fee	140.25	104.25	184.25	139.00	211.00	158.00	238.50

Additional Work Time 28.25

**Infomercials
 Television**

(b) Compensation

	Principal Performers, etc.	Actors, etc.
Residual Categories		
first day of work	969.25	624.25
each addtl day of work	692.75	485.00
Hourly Work Time Rate	87.75	
Hours beyond 9	121.50	

	8 Hours of Work	4 Hours of Work	Hourly Work Time Rate	Overtime Rate
Non-Residual Categories				
Stunt Coordinator	901.00		118.25	138.75
Demonstrator	692.75		87.75	121.50
Background Performer	416.00	207.00	54.00	56.00
Group Background Perf.	277.00	138.75	34.00	41.00

Prepaid Use for Residual Categories	Principal Performers, etc.	Actors, etc.
per annum	2,078.50	1,661.75
per 13 week cycle	832.00	692.75

Radio	Single Voice	Multiple Voices
(d)	611.75	475.25