

**UBCP**

Union of BC Performers

AN AUTONOMOUS BRANCH OF ACTRA

**2009-2012 BC Master Production Agreement
RATES AND TERMS SUMMARY**

400-1155 West Pender Street, Vancouver, BC V6E 2P4

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www.ubcp.com**MINIMUM DAILY FEES**

Effective December 13, 2009:

Category	Daily Fee	Hourly Rate	Overtime Rate @ 1.5	Overtime Rate @ 2x
Principal Actor / Stunt Performer	\$609.96	\$ 76.25	\$114.38	\$152.50
Group Singers / Dancers	\$456.90	\$ 57.11	\$ 85.67	\$114.22
Actor	\$410.50	\$ 51.31	\$ 76.97	\$102.62
Variety Principal	\$913.78	\$114.22	\$171.33	\$228.44
Chorus Performer	\$593.71	\$ 74.21	\$111.32	\$148.42
Stunt Coordinator	\$793.17	\$ 99.15	\$148.73	\$198.30
Stunt Actor	\$911.45	\$113.93	\$170.90	\$227.86
Choreographer	\$609.96	\$ 76.25	\$114.38	\$152.50
Vocal / Dialogue Coach	\$911.45	\$113.93	\$170.90	\$227.86

Effective December 12, 2010:

Category	Daily Fee	Hourly Rate	Overtime Rate @ 1.5	Overtime Rate @ 2x
Principal Actor / Stunt Performer	\$622.16	\$ 77.77	\$116.66	\$155.54
Group Singers / Dancers	\$466.04	\$ 58.26	\$ 87.39	\$116.52
Actor	\$418.71	\$ 52.34	\$ 78.51	\$104.68
Variety Principal	\$932.06	\$116.51	\$174.77	\$233.02
Chorus Performer	\$605.58	\$ 75.70	\$113.55	\$151.40
Stunt Coordinator	\$809.03	\$101.13	\$151.70	\$202.26
Stunt Actor	\$929.68	\$116.21	\$174.32	\$232.42
Choreographer	\$622.16	\$ 77.77	\$116.66	\$155.54
Vocal / Dialogue Coach	\$929.68	\$116.21	\$174.32	\$232.42

Effective December 11, 2011:

Category	Daily Fee	Hourly Rate	Overtime Rate @ 1.5	Overtime Rate @ 2x
Principal Actor / Stunt Performer	\$634.60	\$ 79.33	\$119.00	\$158.66
Group Singers / Dancers	\$475.36	\$ 59.42	\$ 89.13	\$118.84
Actor	\$427.08	\$ 53.39	\$ 80.09	\$106.78
Variety Principal	\$950.70	\$118.84	\$178.26	\$237.68
Chorus Performer	\$617.69	\$ 77.21	\$115.82	\$154.42
Stunt Coordinator	\$825.21	\$103.15	\$154.73	\$206.30
Stunt Actor	\$948.27	\$118.53	\$177.80	\$237.06
Choreographer	\$634.60	\$79.33	\$119.00	\$158.66
Vocal / Dialogue Coach	\$948.27	\$118.53	\$177.80	\$237.06

Note: Not all rates and terms can be provided in this summary. Please visit our website at www.ubcp.com and refer to the BC Master Production Agreement for more detailed information.

PREPAYMENT OPTIONS

- **Theatrical Motion Pictures**
130% of the Performers' Net Fees for worldwide use in all media for a period of 4 years from the date of first use in a residual market.
- **Free Television Series**
105% of the Performers' Net Fees for worldwide use in all media, excluding Theatrical for a period of 5 years from the date of first use in a residual market.
- **Free Television Long-Form Programs**
105% of the Performers' Net Fees for worldwide use in all media, excluding Theatrical for a period of 4 years from the date of first use in a residual market.
- **Cable Television**
105% of the Performers' Net Fees for worldwide use in all media, excluding Theatrical for a period of 5 years from the date of first use in a residual market.
- **Pay Television, Compact Devices, Education Programs**
105% of the Performers' Net Fees for worldwide use in all media, excluding Theatrical for a period of 4 years from the date of first use in a residual market.

PARTICIPATION IN DISTRIBUTORS' GROSS REVENUE OPTION (ADVANCE OPTION)

Option Number	Non-Refundable Advance (% of Net Fees)	Participation in Distributors' Gross Revenue
1	100%	3.6%
2	75%	4.6%
3	50%	5.6%
4*	25%	6.6%

*Limitation of Selection of 25% Advance

The only circumstances that will allow a Producer to select Option 4 is if there is are only exclusively Canadian presale(s) as of the first day of principal photography of the Production.

MINIMUM FEES FOR QUALIFIED BACKGROUND PERFORMERS

Effective December 13, 2009:

Category	Minimum Call	Daily Fee	Hourly Rate	Overtime Rate @ 1.5	Overtime Rate @ 2x
Stand-in	8 hours	\$180.12	\$22.52	\$33.78	\$45.04
General Background Performer	8 hours	\$171.13	\$21.39	\$32.09	\$42.78
Special Ability Background Performer	8 hours	\$229.67	\$28.71	\$43.07	\$57.42
Photographic Double	8 hours	\$171.13	\$21.39	\$32.09	\$42.78

Effective December 12, 2010:

Category	Minimum Call	Daily Fee	Hourly Rate	Overtime Rate @ 1.5	Overtime Rate @ 2x
Stand-in	8 hours	\$183.72	\$22.97	\$34.46	\$45.94
General Background Performer	8 hours	\$174.55	\$21.82	\$32.73	\$43.64
Special Ability Background Performer	8 hours	\$234.26	\$29.28	\$43.92	\$58.56
Photographic Double	8 hours	\$174.55	\$21.82	\$32.73	\$43.64

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Effective December 11, 2011:

Category	Minimum Call	Daily Fee	Hourly Rate	Overtime Rate @ 1.5	Overtime Rate @ 2x
Stand-in	8 hours	\$187.39	\$23.42	\$35.13	\$46.84
General Background Performer	8 hours	\$178.04	\$22.26	\$33.39	\$44.52
Special Ability Background Performer	8 hours	\$238.95	\$29.87	\$44.81	\$59.74
Photographic Double	8 hours	\$178.04	\$22.26	\$33.39	\$44.52

MINIMUM FEES FOR UBCP BACKGROUND EXTRA MEMBERS

Effective December 13, 2009 – March 31, 2012

Category	Hourly Rate
Background Extra Member	\$10.00

This rate applies when a UBCP Background Extra Member is hired, but is not one of the first (15) Background Performers hired on a Production day or one of the first twenty-five (25) Background Performers hired on a Production day for a theatrical motion picture with a budget of Twenty Million Dollars (\$20,000,000) or more.

MINIMUM FEES FOR NON-QUALIFIED BACKGROUND PERFORMER IN PROGRAMS

For those Background Performers who are engaged pursuant to Article D5, the Producer agrees to pay an individually negotiated rate which will be no less than \$10.00 per hour.

NEW MEDIA

Content Made for New Media Platforms

- **Producer Option #1**
 - The minimum daily fee permits up to 5 Productions to be produced in one session
 - Such Productions must be held together by the same title, trade name or mark, indentifying devices or common characters
 - For each additional Production(s) produced beyond the five (5), the Producer shall either i) pay an additional 25% per Production; or ii) pay an additional minimum daily fee which shall allow the Producer to produce up to 5 additional Productions in the same session.
- **Producer Option #2**
 - Where the Producer wishes to produce a single production of 5 minutes or less at a session, the Performer shall be paid at least 50% of the daily minimum fee for a 4 hour work call.
- **Use of Made for Content**
 - Upon payment of the minimum fees, the Producer is entitled to 6 months Use worldwide in any New Media.
 - Following the Declared Use period, the Producer shall pay 3.6% of DGR for Use in New Media.
 - Conversion of Made for Content to a conventional Use: A Producer wishing to use content originally made for New Media may elect the Advance or Prepayment Option prior to making conventional Use of the Production(s). Notwithstanding the foregoing, 3.6% of DGR continues to be paid for any ongoing New Media Use. Where the Prepayment Option is elected the applicable Use period starts as of the date of Use on the conventional platform.

INSURANCE AND RETIREMENT CONTRIBUTIONS

Insurance

- 6% of the Gross Fees (inclusive of Use Fees) paid to all Performers, to a maximum of \$5,000 per Performer per contract of engagement.

Retirement

- 6% of the Gross Fees (inclusive of Use Fees) paid to all Performers, to a maximum of \$6,000 per Performer per contract of engagement.

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ADMINISTRATION FEES

UBCP Fees

If the Producer is a Member in Good Standing of the CFTPA or an affiliate of the AMPTP

1% of the Gross Fees paid to all Performers to the following maximums:

- \$1,500 per Production or Episode
- \$3,000 per Production (excluding Series) if the Gross Performers' Fees exceed \$2,000,000
- No Administration Fees for Pilots and the first 2 seasons of a television series

Residual Administration Fee 0.5% of the Gross Fees paid to all Performers to the following maximums:

- \$250 per Episode to a maximum of \$1,500 per season
- \$1,500 for any other Production

Producers that are not Members in Good Standing with the CFTPA or an affiliate of the AMPTP

- 4% of Gross Fees paid to all Performers with no maximum, which shall be divided equally between UBCP and the BC branch of the CFTPA

CFTPA Fees

If the Producer is a Member in Good Standing of the CFTPA:

1% of the Gross Fees paid to all Performers to the following maximums:

- \$3,000 per Production or Episode
- \$5,000 per Production (excluding Series) if the Gross Performers' Fees exceed \$2,000,000