

**CLASSIFICATIONS AND HOURLY RATES**

As per the Memorandum of Agreement between CBC and CMG signed November 21, 2013, the parties have agreed to reopen negotiations on an annual basis for the duration of the current CBC/CMG collective agreement.

Please see below the CMG salary scales effective April 1, 2017.

Although there are no set hours for self-assigned employees, they will be paid an annual salary based on the normal hours of work for their classification listed below.

**Annual Salary = Hourly Rate x Hours Per Week x 52.2 Weeks**

**Band 13 EP – Executive Producer**

| Date          | Start | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
|---------------|-------|--------|--------|--------|--------|--------|--------|--------|--------|
| April 1, 2016 | 37.99 | 39.15  | 40.35  | 41.51  | 42.65  | 43.81  | 45.00  | 46.35  | 47.74  |
| April 1, 2017 | 38.52 | 39.70  | 40.91  | 42.09  | 43.25  | 44.42  | 45.63  | 47.00  | 48.41  |

**38.75 Hours Per Week**

Executive Producer

**Band 13 SP – Senior Producer**

| Date          | Start | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
|---------------|-------|--------|--------|--------|--------|--------|--------|--------|--------|
| April 1, 2016 | 35.16 | 36.26  | 37.38  | 38.50  | 39.63  | 40.71  | 41.83  | 42.95  | 44.24  |
| April 1, 2017 | 35.65 | 36.77  | 37.90  | 39.04  | 40.18  | 41.28  | 42.42  | 43.55  | 44.86  |

**38.75 Hours Per Week**

Senior Producer

**Band 12**

| Date          | Start | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
|---------------|-------|--------|--------|--------|--------|--------|--------|--------|--------|
| April 1, 2016 | 32.88 | 33.95  | 35.02  | 36.09  | 37.19  | 38.26  | 39.32  | 40.39  | 41.48  |
| April 1, 2017 | 33.34 | 34.43  | 35.51  | 36.60  | 37.71  | 38.80  | 39.87  | 40.96  | 42.06  |

**38.75 Hours Per Week**

Consulting Technologist  
 Director  
 Producer  
 Producer/Recording Engineer  
 Remote Area Transmitter Systems Technologist  
 Senior Host  
 Senior Reporter  
 Switcher/Director

**Band 11**

| Date          | Start | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
|---------------|-------|--------|--------|--------|--------|--------|--------|--------|--------|
| April 1, 2016 | 31.36 | 32.42  | 33.50  | 34.56  | 35.64  | 36.71  | 37.77  | 38.84  | 39.89  |
| April 1, 2017 | 31.80 | 32.87  | 33.97  | 35.04  | 36.14  | 37.22  | 38.30  | 39.38  | 40.45  |

**38.75 Hours Per Week**

Art Director  
 Host  
 Integrated Account Lead  
 Mobile Engineer-in-Charge  
 Senior Production Editor  
 Senior TV Post Production Audio Engineer  
 Senior Videographer  
 Station Technician in Charge  
 Supervising Scenic Artist  
 Systems Technologist

**Band 10**

| Date          | Start | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
|---------------|-------|--------|--------|--------|--------|--------|--------|--------|--------|
| April 1, 2016 | 29.65 | 30.83  | 32.03  | 33.22  | 34.43  | 35.61  | 36.80  | 37.99  | 39.19  |
| April 1, 2017 | 30.07 | 31.26  | 32.48  | 33.69  | 34.91  | 36.11  | 37.32  | 38.52  | 39.74  |

**36.25 Hours Per Week**

National Account Manager

**38.75 Hours Per Week**

Colourist  
 Composer  
 Promo Producer/Director  
 Provincial Affairs Reporter  
 Radio Recording Engineer  
 Senior Communications Officer  
 Senior Lighting Director  
 Senior Production Audio Mixer  
 Senior Production Switcher  
 Senior Writer  
 Social Editor/Presenter  
 Supervising Make-Up Artist/Hairdresser  
 Supervising Remote Area Transmitter Technologist  
 Supervising Special Effects Technician  
 TV Post Production Audio Engineer  
 Video Producer  
 Video-Journalist

**Band 9**

| Date          | Start | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
|---------------|-------|--------|--------|--------|--------|--------|--------|--------|--------|
| April 1, 2016 | 28.02 | 29.18  | 30.35  | 31.52  | 32.70  | 33.86  | 35.02  | 36.21  | 37.36  |
| April 1, 2017 | 28.41 | 29.59  | 30.77  | 31.96  | 33.16  | 34.33  | 35.51  | 36.72  | 37.88  |

**38.75 Hours Per Week**

Announcer Operator  
 Coordinating Associate Director  
 Library Coordinator  
 News Editor Presenter  
 Newsworld Production Coordinator  
 Scenic Artist  
 Senior Remote Area Transmitter Technologist  
 Supervising Scenic Constructor

**Band 8**

| Date          | Start | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
|---------------|-------|--------|--------|--------|--------|--------|--------|--------|--------|
| April 1, 2016 | 27.55 | 28.66  | 29.78  | 30.87  | 32.00  | 33.10  | 34.21  | 35.33  | 36.42  |
| April 1, 2017 | 27.94 | 29.06  | 30.20  | 31.30  | 32.45  | 33.56  | 34.69  | 35.82  | 36.93  |

**36.25 Hours Per Week**

Account Manager  
 Client Sales Support

**38.75 Hours Per Week**

Dialogue and Effects Editor  
 Production Editor  
 Reporter/Editor  
 Resource Specialist  
 Senior Designer  
 Senior Media Librarian  
 Sound Effects Specialist  
 Supervising Staging Rigger  
 Supervising Technician  
 Supervising Technologist  
 Technical Instructor  
 Videographer

**Band 7**

| Date          | Start | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 |
|---------------|-------|--------|--------|--------|--------|--------|--------|--------|
| April 1, 2016 | 25.68 | 27.07  | 28.48  | 29.88  | 31.27  | 32.69  | 34.09  | 35.49  |
| April 1, 2017 | 26.04 | 27.45  | 28.88  | 30.30  | 31.71  | 33.15  | 34.57  | 35.99  |

**36.25 Hours Per Week**

Marketing and Sales Coordinator  
 Research Analyst

**38.75 Hours Per Week**

Associate Producer  
 Associate Producer/Technician  
 Design Coordinator  
 Editor  
 Motion Capture Specialist  
 Senior Broadcast Technologist  
 Senior Character Generator  
 Supervising Set Decorator  
 Supervising Trades Technician  
 Video Specialist

**Band 6**

| Date          | Start | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
|---------------|-------|--------|--------|--------|--------|--------|--------|
| April 1, 2016 | 24.47 | 26.03  | 27.63  | 29.21  | 30.80  | 32.37  | 33.97  |
| April 1, 2017 | 24.81 | 26.39  | 28.02  | 29.62  | 31.23  | 32.82  | 34.45  |

**36.25 Hours Per Week**

Administrative Specialist  
 Applications Support Specialist  
 Desktop Support Specialist  
 Programmer/Analyst  
 Senior Service Centre Analyst  
 Specialist - Contract Administration  
 Specialist - Finance and Administration  
 Specialist - Marketing and Sales  
 Specialist - Pension & Benefits Administration  
 Specialist - Pension Fund Investment Administration  
 Telecom - Network Support Representative

**38.75 Hours Per Week**

Advertising and Layout Artist  
 Announcer  
 Associate Art Director  
 Associate Director  
 Costume Cutter  
 Lighting Director  
 Makeup Artist / Hairdresser  
 Master Control Technician  
 Mobile Transmission Technician

Network Presentation Coordinator  
 Production Audio Mixer  
 Production Camera  
 Production Switcher  
 Remote Area Transmitter Technologist  
 Senior Researcher  
 Sound Reinforcement Mixer  
 Special Effects Technician  
 Supervising Mechanical Rigger  
 Supervising Stagehand (Production)

**Band 5**

| Date          | Start | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
|---------------|-------|--------|--------|--------|--------|--------|--------|
| April 1, 2016 | 22.80 | 24.31  | 25.83  | 27.34  | 28.83  | 30.34  | 31.83  |
| April 1, 2017 | 23.12 | 24.65  | 26.19  | 27.72  | 29.23  | 30.76  | 32.28  |

**36.25 Hours Per Week**

Administrative Support - Level II  
 Service Centre Analyst

**38.75 Hours Per Week**

Associate Promo Producer  
 Closed Captioner  
 Communications Officer  
 Dolly Operator  
 Fabric Specialist  
 Field Sound Technician  
 Media Librarian  
 Network Control Centre Technician  
 Presentation Technician  
 Scenic Constructor  
 Set Decorator  
 Staging Rigger  
 Supervising Technical Installer  
 Trades Technician  
 Traffic Coordinator

**Band 4**

| Date          | Start | Step 2 | Step 3 | Step 4 | Step 5 |
|---------------|-------|--------|--------|--------|--------|
| April 1, 2016 | 20.89 | 23.11  | 25.35  | 27.55  | 29.78  |
| April 1, 2017 | 21.18 | 23.43  | 25.70  | 27.94  | 30.20  |

**36.25 Hours Per Week**

Applications Support Analyst  
 Operations Analyst

**38.75 Hours Per Week**

Broadcast Technician  
 Broadcast Technologist  
 Designer  
 Fly Systems Operator  
 Mechanical Rigger

**Band 3**

| Date          | Start | Step 2 | Step 3 | Step 4 | Step 5 |
|---------------|-------|--------|--------|--------|--------|
| April 1, 2016 | 19.63 | 21.78  | 23.92  | 26.04  | 28.19  |
| April 1, 2017 | 19.90 | 22.08  | 24.25  | 26.40  | 28.58  |

**36.25 Hours Per Week**

Administrative Support - Level I  
 Desktop Support Analyst

**38.75 Hours Per Week**

Communications Assistant  
 Properties and Costumes Storeskeeper  
 Researcher  
 Scenic Carpenter  
 Supervising Stagehand

**Band 2**

| Date          | Start | Step 2 | Step 3 | Step 4 | Step 5 |
|---------------|-------|--------|--------|--------|--------|
| April 1, 2016 | 17.85 | 19.50  | 21.14  | 22.78  | 24.44  |
| April 1, 2017 | 18.10 | 19.77  | 21.44  | 23.10  | 24.78  |

**36.25 Hours Per Week**

CAD Operator  
 Generalist - Clerical  
 Regional Computer Support Representative

**38.75 Hours Per Week**

Assistant Layout Artist  
 Assistant Program Editor  
 Assistant Scenic Artist  
 Senior Radio and Television Assistant  
 Technician/Announcer

**Band 1**

| <b>Date</b>          | <b>Start</b> | <b>Step<br/>2</b> | <b>Step<br/>3</b> | <b>Step<br/>4</b> | <b>Step<br/>5</b> |
|----------------------|--------------|-------------------|-------------------|-------------------|-------------------|
| <b>April 1, 2016</b> | 16.91        | 18.57             | 20.23             | 21.87             | 23.53             |
| <b>April 1, 2017</b> | 17.15        | 18.83             | 20.51             | 22.18             | 23.86             |

**38.75 Hours Per Week**

- Assistant Fabric Specialist
- Editorial Assistant
- Library Assistant
- Program Assistant - Radio
- Program Assistant – TV
- Radio and Television Assistant