

**ANNUAL SALARY GRID**

As per the Memorandum of Agreement between CBC and CMG signed February 15, 2019, the parties have agreed to reopen negotiations on wages only in years subsequent to 2020.

Please see below the CMG salary scales effective April 1, 2021.

Note: This grid is for informational purposes only and represents rounded figures. Actual calculations for salary and overtime purposes are based on the hourly rates.

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**

38.75 Hours Per Week - ANNUALLY									
Date	Start	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2020	81,395.46	83,883.44	86,432.11	88,940.32	91,387.85	93,875.83	96,424.49	99,337.25	102,310.70
April 1, 2021	82,609.11	85,137.55	87,726.67	90,275.33	92,763.32	95,291.75	97,880.87	100,834.09	103,847.99

**Band 13 SP – Senior Producer**

38.75 Hours Per Week - ANNUALLY									
Date	Start	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2020	75,347.44	77,693.83	80,100.90	82,487.75	84,894.82	87,241.21	89,607.83	92,014.90	94,806.29
April 1, 2021	76,480.18	78,867.02	81,294.32	83,721.62	86,169.15	88,556.00	90,942.84	93,390.37	96,222.22

**Band 12**

38.75 Hours Per Week - ANNUALLY									
Date	Start	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2020	70,432.16	72,758.32	75,044.03	77,349.96	79,696.35	81,982.06	84,267.77	86,533.25	88,879.64
April 1, 2021	71,483.99	73,850.60	76,176.77	78,502.93	80,889.77	83,215.94	85,521.87	87,827.81	90,214.65

**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**

<b>38.75 Hours Per Week – ANNUALLY</b>									
Date	Start	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
<b>April 1, 2020</b>	67,195.76	69,461.24	71,767.17	74,052.88	76,379.04	78,644.52	80,930.23	83,215.94	85,461.19
<b>April 1, 2021</b>	68,207.13	70,513.07	72,839.23	75,165.39	77,532.01	79,817.72	82,143.88	84,470.04	86,735.52

**38.75 Hours Per Week**

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

**Band 10**

<b>36.25 Hours Per Week – ANNUALLY</b>									
Date	Start	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
<b>April 1, 2020</b>	59,435.57	61,781.96	64,185.12	66,588.28	69,029.28	71,394.59	73,778.83	76,144.14	78,547.30
<b>April 1, 2021</b>	60,324.93	62,709.17	65,150.17	67,591.17	70,070.02	72,473.18	74,876.33	77,279.49	79,720.49

**36.25 Hours Per Week**

- National Account Manager

<b>38.75 Hours Per Week – ANNUALLY</b>									
Date	Start	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
<b>April 1, 2020</b>	63,534.58	66,042.79	68,611.68	71,180.57	73,789.92	76,318.36	78,867.02	81,395.46	83,964.35
<b>April 1, 2021</b>	64,485.27	67,033.94	69,643.28	72,252.63	74,902.43	77,471.33	80,040.22	82,609.11	85,218.46

**38.75 Hours Per Week**

- Colourist
- Compositor
- 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**

<b>38.75 Hours Per Week - ANNUALLY</b>									
Date	Start	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2020	60,035.22	62,523.20	65,031.41	67,519.40	70,047.83	72,556.04	75,044.03	77,592.69	80,040.22
April 1, 2021	60,945.46	63,453.67	66,002.33	68,530.77	71,099.66	73,648.33	76,176.77	78,765.89	81,233.64

**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**

<b>36.25 Hours Per Week - ANNUALLY</b>									
Date	Start	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2020	55,234.78	57,448.71	59,700.49	61,857.65	64,128.35	66,342.29	68,594.06	70,808.00	73,003.01
April 1, 2021	56,067.37	58,319.15	60,589.85	62,784.86	65,093.40	67,345.18	69,615.88	71,867.66	74,100.51

**36.25 Hours Per Week**

Account Manager  
 Client Sales Support

<b>38.75 Hours Per Week - ANNUALLY</b>									
Date	Start	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2020	59,044.07	61,410.69	63,817.76	66,123.70	68,551.00	70,917.62	73,324.69	75,691.31	78,037.70
April 1, 2021	59,934.08	62,341.16	64,768.46	67,114.85	69,582.60	71,989.67	74,416.97	76,824.05	79,210.89

**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**

36.25 Hours Per Week - ANNUALLY								
Date	Start	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
April 1, 2020	51,469.20	54,250.81	57,089.18	59,889.71	62,671.32	65,509.70	68,329.15	71,148.60
April 1, 2021	52,245.02	55,064.48	57,940.70	60,779.07	63,617.45	66,493.67	69,350.96	72,208.26

**36.25 Hours Per Week**

Marketing and Sales Coordinator  
 Research Analyst

38.75 Hours Per Week - ANNUALLY								
Date	Start	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
April 1, 2020	55,018.80	57,992.24	61,026.37	64,020.04	66,993.48	70,027.61	73,041.50	76,055.40
April 1, 2021	55,848.13	58,862.03	61,936.61	64,970.73	68,004.86	71,079.44	74,133.79	77,188.14

**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**

36.25 Hours Per Week - ANNUALLY							
Date	Start	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
April 1, 2020	49,047.12	52,169.33	55,386.16	58,546.22	61,725.20	64,885.25	68,102.08
April 1, 2021	49,785.10	52,945.16	56,218.75	59,416.65	62,652.40	65,850.30	69,123.89

**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 – ANNUALLY							
Date	Start	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
April 1, 2020	52,429.68	55,767.22	59,205.89	62,583.89	65,982.11	69,360.10	72,798.77
April 1, 2021	53,218.55	56,596.55	60,095.90	63,514.35	66,973.25	70,391.70	73,891.06

**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**

36.25 Hours Per Week – ANNUALLY							
Date	Start	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
April 1, 2020	45,697.84	48,744.36	51,771.96	54,799.56	57,770.39	60,797.99	63,806.67
April 1, 2021	46,379.05	49,482.34	52,547.78	55,613.23	58,640.83	61,706.27	64,771.72

**36.25 Hours Per Week**

- Administrative Support - Level II
- CAD Operator
- Service Centre Analyst

38.75 Hours Per Week – ANNUALLY							
Date	Start	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
April 1, 2020	48,849.41	52,106.04	55,342.44	58,578.84	61,754.56	64,990.96	68,207.13
April 1, 2021	49,577.60	52,894.91	56,171.77	59,448.62	62,685.02	65,961.88	69,238.73

**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
- Robotics/Video Operator
- Scenic Constructor
- Set Decorator
- Staging Rigger
- Supervising Technical Installer
- Trades Technician
- Traffic Coordinator

**Band 4**

36.25 Hours Per Week – ANNUALLY					
Date	Start	Step 2	Step 3	Step 4	Step 5
April 1, 2020	41,875.49	46,303.36	50,806.91	55,234.78	59,700.49
April 1, 2021	42,499.94	47,003.49	51,563.81	56,067.37	60,589.85

**36.25 Hours Per Week**

- Applications Support Analyst
- Operations Analyst

38.75 Hours Per Week – ANNUALLY					
Date	Start	Step 2	Step 3	Step 4	Step 5
April 1, 2020	44,763.46	49,496.69	54,310.84	59,044.07	63,817.76
April 1, 2021	45,430.97	50,245.11	55,119.94	59,934.08	64,768.46

**38.75 Hours Per Week**

- Broadcast Technician
- Broadcast Technologist
- Designer
- Fly Systems Operator
- Mechanical Rigger

**Band 3**

<b>36.25 Hours Per Week – ANNUALLY</b>					
<b>Date</b>	<b>Start</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>April 1, 2020</b>	39,339.88	43,635.29	47,911.77	52,188.26	56,502.59
<b>April 1, 2021</b>	39,926.48	44,297.57	48,630.83	52,964.08	57,354.10

**36.25 Hours Per Week**

Administrative Support - Level I  
 Desktop Support Analyst

<b>38.75 Hours Per Week – ANNUALLY</b>					
<b>Date</b>	<b>Start</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>April 1, 2020</b>	42,052.97	46,644.62	51,216.03	55,787.45	60,399.32
<b>April 1, 2021</b>	42,680.03	47,352.58	51,984.68	56,616.77	61,309.55

**38.75 Hours Per Week**

Communications Assistant  
 Properties and Costumes Storeskeeper  
 Researcher  
 Scenic Carpenter  
 Supervising Stagehand

**Band 2**

<b>36.25 Hours Per Week – ANNUALLY</b>					
<b>Date</b>	<b>Start</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>April 1, 2020</b>	35,782.45	39,093.89	42,367.48	45,659.99	48,990.35
<b>April 1, 2021</b>	36,312.28	39,680.48	43,010.84	46,341.20	49,728.33

**36.25 Hours Per Week**

Generalist - Clerical  
 Regional Computer Support Representative

<b>38.75 Hours Per Week – ANNUALLY</b>					
<b>Date</b>	<b>Start</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>April 1, 2020</b>	38,250.20	41,790.02	45,289.37	48,808.96	52,369.00
<b>April 1, 2021</b>	38,816.57	42,417.07	45,977.11	49,537.15	53,157.87

**38.75 Hours Per Week**

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

**Band 1**

<b>38.75 Hours Per Week – ANNUALLY</b>					
<b>Date</b>	<b>Start</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>April 1, 2020</b>	36,227.45	39,787.49	43,347.53	46,846.89	50,406.93
<b>April 1, 2021</b>	36,773.60	40,394.32	43,994.81	47,554.85	51,155.35

**38.75 Hours Per Week**

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