

Research - Minimum Dance Artist Fees, Rates, Honorariums

COMPANY/ORGANIZATION/ UNION				NOTES	
Alliance of Canadian Cinema and Radio Artists (ACTRA)/ Union of British Columbia Performers (UBCP) https://www.actra.ca https://www.actra.ca/wp-content/uploads/2022/01/2022-2024-IPA-Rates_FINAL-APPROVED.pdf	2022 - 2024 Independent Production Agreement (IPA)				
	Wardrobe				
	2022 - \$103.75	2023 - \$106.75	2024 - \$110.00		
	After-Shows				
	2022 - \$286.75	2023 - \$295.25	2024 - \$304.00		
	Billboards & Bumpers				
	On-cam Perf				
	2022 - \$774.75	2023 - \$798.00	2024 - \$822.00		
	Off-cam Perf/Grp Singers				
	2022 - \$389.75	2023 - \$401.50	2024 - \$413.50		
	PSAs				
	On-cam Perf				
	2022 - \$831.50	2023 - \$856.50	2024 - \$882.25		
	Off-cam Perf				
	2022 - \$583.00	2023 - \$600.50	2024 - \$618.50		
	Hourly Rate				
	2022 - \$103.75	2023 - \$106.75	2024 - \$110.00		
	Interstitials				
	Per 10 Mins of Finished Recording, with 1 Hr Included				
	2022 - \$392.50	2023 - \$404.25	2024 - \$416.50		
	Hourly rate				
	2022 - \$103.75	2023 - \$106.75	2024 - \$110.00		
	Fees				
	Consultation for Stunt Performer				
	2022 - \$235.25	2023 - \$242.25	2024 - \$249.50		
	Consultation for Stunt Coordinator				
	2022 - \$550.50	2023 - \$567.00	2024 - \$584.00		
	Auditions (over 1 hour)				
2022 - \$54.00	2023 - \$55.50	2024 - \$57.25			

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<p>Alliance of Canadian Cinema and Radio Artists (ACTRA)/ Union of British Columbia Performers (UBCP)</p> <p>https://www.actra.ca</p> <p>https://www.actra.ca/wp-content/uploads/2022/01/2022-2024-IPA-Rates_FINAL-APPROVED.pdf</p>	Audition Recall				
	2022 - \$90.25	2023 - \$93.00	2024 - \$95.75		
	Taking Part in Audition				NOTES
	Per Hour				
	2022 - \$36.00	2023 - \$37.00	2024 - \$38.00		
	Minimum Payment				
	2022 - \$181.75	2023 - \$187.25	2024 - \$192.75		
	Publicity Stills, Promos, or Trailers				
	2022 - \$605.25	2023 - \$623.50	2024 - \$642.25		
	Series Theme Music				
	Singers - Solo or Duo				
	Daily Fee				
	2022 - \$583.00	2023 - \$600.50	2024 - \$618.50		
	Hourly Fee				
	2022 - \$103.75	2023 - \$106.75	2024 - \$110.00		
	Overtime Fee				
	2022 - \$156.00	2023 - \$160.75	2024 - \$165.50		
	Group Singers				
	Daily Fee				
	2022 - \$392.75	2023 - \$404.50	2024 - \$416.75		
Hourly Fee					
2022 - \$70.00	2023 - \$72.00	2024 - \$74.25			
Overtime Fee					

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	2022 - \$105.25	2023 - \$108.50	2024 - \$111.75	
Minimum Daily Fees for On Camera Performers (per Performer, Except Background Performer 2022)				
	Daily	Hourly	Overtime	Weekly
Principal Actor, etc.	\$831.50	\$103.75	\$156.00	\$3,534.25
Singer, etc.	\$623.00	\$78.00	\$117.00	\$2,649.00
Actor, etc.	\$561.50	\$70.00	\$105.25	\$2,386.25
Variety Principal	\$1,247.25	\$156.00	\$233.75	\$5,301.25
Chorus Performer	\$808.25	\$101.00	\$151.75	\$3,438.25
Stunt Coordinator	\$1,102.25	\$137.75	\$206.50	N/A
Stunt Actor	\$1,247.25	\$156.00	\$233.75	N/A
Minimum Daily Fees for On Camera Performers (per Performer, Except Background Performer 2023)				
	Daily	Hourly	Overtime	Weekly
Principal Actor, etc.	\$856.50	\$106.75	\$160.75	\$3,640.25
Singer, etc.	\$641.75	\$80.25	\$120.50	\$2,728.50
Actor, etc.	\$578.25	\$72.00	\$108.50	\$2,457.75
Variety Principal	\$1,284.75	\$160.75	\$240.75	\$5,460.25
Chorus Performer	\$832.50	\$104.00	\$156.25	\$3,541.50
Stunt Coordinator	\$1,135.25	\$142.00	\$212.75	N/A
Stunt Actor	1,284.75	\$160.75	\$240.75	N/A
Minimum Daily Fees for On Camera Performers (per Performer, Except Background Performer 2024)				
	Daily	Hourly	Overtime	Weekly

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Principal Actor, etc.	\$882.25	\$110.00	\$165.50	\$3,749.50		
Singer, etc.	\$661.00	\$82.75	\$124.00	\$2,810.25		
Actor, etc.	\$595.50	\$74.25	\$111.75	\$2,531.50		
Variety Principal	\$1,323.25	\$165.50	\$248.00	\$5,624.00		
Chorus Performer	\$857.50	\$107.00	\$161.00	\$3,647.75		
Stunt Coordinator	\$1,169.25	\$146.25	\$219.25	N/A		
Stunt Actor	\$1,323.25	\$165.50	\$248.00	N/A		
Minimum Daily and Weekly Fees for Qualified Background Performers in Programs (Per Production) 2022						
	Daily	Hourly	Overtime	Weekly		
Stand-In	\$253.75	\$31.75	\$47.75	\$1,139.75		
Photo Double	\$240.75	\$29.75	\$45.25	N/A		
Special Skill	\$321.25	\$40.25	\$60.50	N/A		
Background Performer	\$240.75	\$29.75	\$45.25	N/A		
Minimum Daily and Weekly Fees for Qualified Background Performers in Programs (Per Production) 2023						
	Daily	Hourly	Overtime	Weekly		NOTES
Stand-In	\$261.25	\$32.75	\$49.25	\$1,174.00		
Photo Double	\$248.00	\$30.75	\$46.50	N/A		
Special Skill	\$331.00	\$41.50	\$62.25	N/A		
Background Performer	\$248.00	\$30.75	\$46.50	N/A		
Minimum Daily and Weekly Fees for Qualified Background Performers in Programs (Per Production) 2024						
	Daily	Hourly	Overtime	Weekly		
Stand-In	\$269.00	\$33.75	\$50.75	\$1,209.25		
Photo Double	\$255.50	\$31.75	\$48.00	N/A		
Special Skill	341.00	\$42.75	\$64.00	N/A		
Background Performer	\$255.50	\$31.75	\$48.00	N/A		
Min Fees for Additional Background Performers						
Daily 2022 \$14.00		Daily 2023 \$14.50		Daily 2024 \$15.00		
Canadian Actor's Equity Association (CAES) https://www.caea.com	ALBERTA BALLET: https://www.caea.com/Portals/0/Documents/Dance/ABA.pdf					
	Apprentice Dancer Weekly Rate	2021-2022	Supp. Dancer/ Character Artist Weekly Rate	2021-2022	Corps de Ballet/Guest Dancer/	2021-2022
		\$603.25		\$689.29		\$809.29
\$615.32	2022-2023	\$703.07	2022-2023	2022-2023	\$825.47	

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https://www.caea.com/Dance/Agreements-Policies Canadian Actor's Equity Association (CAES) https://www.caea.com https://www.caea.com/Dance/Agreements-Policies					Replacement Dancer, Actor, Singer Weekly Rate				
	Senior Corps	2021-2022 \$910.45	Soloist	2021-2022 \$1,011.61	Principal	2021-2022 \$1,264.51			
		2022-2023 \$928.66		2022-2023 \$1,031.84		2022-2023 \$1,289.80			
	Stage Manager	2021-2022 \$1,223.32	Fight Director Per Day	2021-2022 \$594.03	Fight Director Per Production	2021-2022 \$3,562.15			
		2022-2023 \$1,247.79		2022-2023 \$605.91		2022-2023 \$3,633.40			
	PER DIEM								NOTES
	Purpose of Per Diem Per diem is intended to offset the increased cost of meals when the individual is outside the city of origin. When an Artist is required by the Ballet to be outside the city of origin overnight, per diem will be paid to the individual at the rate specified below.								
	2020-2023 - \$75.00								
	On the day of departure from the City of Origin								
	If departure is prior to 9:00 a.m.: 100% of the per diem specified (\$75.00)		If departure is after 9:00 a.m., but prior to 12:00 p.m.: 75% of the per diem specified (\$56.25)		If departure is after 12:00 p.m., but prior to 7:00 p.m.: 50% of the per diem specified (\$37.50)				
On the day of return to the City of Origin									
If return is after 9:00 a.m., but prior to 12:00 p.m.: 25% of the per diem specified (\$18.75)		If return is after 12:00 p.m., but prior to 6:00 p.m.: 50% of the per diem specified (\$37.50)		If return is after 6:00 p.m.: 100% of the per diem specified (\$75.00)					
All per diem payments to the Artist by the Ballet will be in addition to the Artist's regular contractual salary. The Artist will receive per diem payments a minimum of three (3) days prior to departure from the city of origin.									
OVERTIME COMPENSATION									
Overtime Rate 1: Per each half-hour or part thereof		2021-2022 \$25.13		2022-2023 \$25.16					

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<p>Canadian Actor's Equity Association (CAES) https://www.caea.com https://www.caea.com/Dance/Agreements-Policies</p>	Overtime Rate 2: Per the first half-hour or part thereof	2021-2022 \$36.05	2022-2023 \$36.77		
	Per each subsequent half-hour or part thereof	2021-2022 \$30.59	2022-2023 \$31.20		
	PAYMENT FOR USE OF OWN VEHICLE				
	2021-2022 \$0.56	2022-2023 \$0.56			
	FLYING REHEARSAL BLOCK				
	2020-2023 Additional Compensation per Performance or 3 Hour Rehearsal Block, or portion thereof \$50.00				
	SINGING OR SPEAKING ROLES FEE				NOTES
	2021-2022 \$27.31	2022-2023 \$27.86			
	DANCE TALK PRE-SHOW				
	Dancers participating in Dance Talks pre-show shall be compensated as specified below. Dance Talks are not to exceed a half (1/2) hour. \$50.00				
	PHOTOGRAPHS - APPROVAL FOR COMMERCIAL USE				
	Payment for Exclusive Use by Third Party				
	2021-2022 \$208.08	2022-2023 \$212.24			
	DANCE OPERA BALLET (DOT): https://www.caea.com/Dance/Agreements-Policies				
Touring – Daily Allowance (Per Diem) – 2019-2021 \$59.00					
Late Departure/Early Returns Amounts – 2019-2021					

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<p>Canadian Actor's Equity Association (CAES) https://www.caea.com https://www.caea.com/Dance/Agreements-Policies</p>	Departure after 11:00 a.m. \$46.25	Departure after 2:00 p.m. \$28.25	Return before 11:00 a.m. \$12.75	Return before 4:00 p.m. \$30.75		
	Determination of Applicable Tier - Maximum Weekly Box Office Potential					
	Tier 1 - \$54,654.00 or less		Tier 2 - \$54,654.01 or more			
	Minimum Weekly Fees 2020-2021					
	Performer Tier 1 \$783.00		Performer Tier 2 \$1,027.00			
	Stage Manager Tier 1 \$1,047.00		Stage Manager Tier 2 \$1,370.00			
	ASM Tier 1 \$756.00		ASM Tier 2 \$989.00			
	Choreographer Tier 1 \$1,134.00		Choreographer Tier 2 \$1,485.00			
	Director Tier 1 \$1,134.00		Director Tier 2 \$1,485.00			
	Assistant Director Tier 1 \$817.00		Assistant Director Tier 2 \$1,073.00			
	Fight Director Tier 1 \$72 Per Hour		Fight Director Tier 2 \$94.00 Per Hour			
	Non-Standard Engagements					NOTES
	Fee for rehearsal/workshop activity, including the presentation of a new work in development. (minimum 3 hour call) - 1/30 of the applicable weekly fee per hour (maximum 30 hours, after which overtime applies)		Fee for performance/presentation (maximum 3 hour call) - 1/5 of the applicable weekly fee per performance/presentation			
	LES GRANDES BALLET DE MONTREAL (LGBA)/ CONVENTION COLLECTIVE LES GRANDS BALLET CANADIENS (CCLGB)					
	MINIMUM WEEKLY FEES FOR 2021-2022					
	Principal Dancer	First Soloist	Soloist			
	Year 01 \$1,416.15	Year 01 \$1,199.54	Year 01 \$1,124.98			
	Year 02 \$1,426.15	Year 02 \$1,209.54	Year 02 \$1,134.98			
	Year 03 \$1,436.15	Year 03 \$1,219.54	Year 03 \$1,144.98			
	Year 04 \$1,446.15	Year 04 \$1,229.54	Year 04 \$1,154.98			
Year 05 \$1,456.15	Year 05 \$1,239.54	Year 05 \$1,164.98				
Year 06 \$1,466.15	Year 06 \$1,249.54	Year 06 \$1,174.98				
Year 07 \$1,476.15	Year 07 \$1,259.54	Year 07 \$1,184.98				
Year 08 \$1,486.15	Year 08 \$1,269.54	Year 08 \$1,194.98				
Year 09 \$1,486.15	Year 09 \$1,279.54	Year 09 \$1,204.98				

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<p>Canadian Actor's Equity Association (CAES) https://www.caea.com https://www.caea.com/Dance/Agreements-Policies</p>	Year 10 \$1,506.15	Year 10 \$1,289.54	Year 10 \$1,214.98	
	Year 11 \$1,516.15	Year 11 \$1,299.54		
		Year 12 \$1,309.54		
		Year 13 \$1,319.54		
		Year 14 \$1,329.54		
	Demi-Soloist	Corps de Ballet	Apprentices	NOTES
	Year 01 \$1,027.40	Year 01 \$868.10	Year 01 \$600.57	
	Year 02 \$1,037.40	Year 02 \$878.10		
	Year 03 \$1,047.40	Year 03 \$888.10		
	Year 04 \$1,057.40	Year 04 \$898.10		
	Year 05 \$1,067.40	Year 05 \$908.10		
	Year 06 \$1,077.40	Year 06 \$918.10		
	Year 07 \$1,087.40	Year 07 \$928.10		
	Year 08 \$1,097.40	Year 08 \$938.10		
	Year 09 \$1,107.40	Year 09 \$948.10		
	Year 10 \$1,117.40	Year 10 \$958.10		
		Year 11 \$968.10		
	Overtime Rates 2020-2021			
	Overtime Rate 1 \$47.75 per hour or part thereof	Overtime Rate 2 \$28.65 per half (1/2) hour or part thereof	Overtime Rate 3 \$17.51 per quarter (1/4) hour or part thereof	
	Teaching Class			
If, at the request of a member of the Artistic staff, a Dancer agrees to teach a class, the Dancer shall be paid double Overtime Rate 1 for the duration of the class.				

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<p>Canadian Actor's Equity Association (CAES) https://www.caea.com https://www.caea.com/Dance/Agreements-Policies</p>	<p>Singing/Speaking/Flying The Company agrees that any Dancer in a group of four (4) or less who is required to sing more than eight (8) bars of music or speak fifteen (15) scripted or directed words or more in a ballet shall receive additional compensation at the rate of not less than twenty dollars (\$20.00) for each such performance. When the Company requires a Dancer to "fly" they will be paid an additional duty fee of fifty dollars (\$50.00) per performance.</p>		
	<p>Choreographic Workshop At the end of the Season, the Company, the Communications Committee and Deputies will meet to discuss the Choreographic Workshop for the following Season. The purpose of the meeting is to discuss and agree upon potential dates, the rehearsal schedule including expectations for how much work can be done within the usual rehearsal hours, accessibility to rehearsal studios, budgets and/or support for costumes/sets production support, marketing and promotional support, etc. A second meeting will be held at the start of the Season to review any changes.</p>		
	<p>RRSP From an Apprentice and a Dancer in the Corps de Ballet, the Company will deduct two percent (2%) of the Dancer's contractual weekly fee to which the Company will add a matching contribution of two percent (2%), representing a total RRSP contribution of four percent (4%). From a Demi-Soloist and a Soloist, the Company will deduct three percent (3%) of the Dancer's contractual weekly fee to which the Company will add a matching contribution of three percent (3%), representing a total RRSP contribution of six percent (6%). For each subsequent Season of engagement, the Dancer contribution and the Company contribution will increase by a quarter of a percent (0.25%) to a maximum of four percent (4%) from the Dancer and a maximum of four percent (4%) from the Company. In no case will the Dancer deduction and Company contribution decrease as the result of a promotion. From a First Soloist and a Principal, the Company will deduct four percent (4%) of the Dancer's contractual weekly fee to which the Company will add a matching contribution of four percent (4%), representing a total RRSP contribution of eight percent (8%).</p>		NOTES
	<p>PER DIEM 2021-2022 \$77.71</p>		
	<p>PAID VACATION Entitlement (i) Apprentice or Corps de Ballet All Full Company Dancers engaged as Apprentices or Corps de Ballet shall receive two (2) weeks' paid vacation in each Season. Commencing with their fourth (4th) Season, a Full</p>		

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<p>Canadian Actor's Equity Association (CAES) https://www.caea.com https://www.caea.com/Dance/Agreements-Policies</p>	<p>Company Dancer engaged as an Apprentice or Corps de Ballet shall receive an additional one (1) week of paid vacation in each Season. (ii) Demi-Soloists, Soloists, First Soloists and Principal Dancers Demi-soloists, Soloists, First Soloists and Principal Dancers shall receive three (3) weeks' paid vacation in each Season. (iii) All Dancers, Sixth Season of Seniority or more Commencing with their sixth (6th) Season, a Full Company Dancer shall receive one (1) additional day of paid vacation per Season up to a maximum of one (1) additional week (five (5) working days).</p>				
	THE NATIONAL BALLET OF CANADA (NBCA)				
	CHOREOGRAPHERS – Compensation – 2021-2022				
	Ballet of not more than Twenty (20) Minutes Duration				
	Minimum Fee - \$3,090.88				
	Minimum Royalties per Performance - \$78.20 or 1% of contractual fee whichever is higher				
	All Other Ballets				NOTES
	Minimum Fee - \$8,441.99				
	Minimum Royalties per Performance - 1% of Contractual Fee				
	COMPENSATION AND OTHER BENEFITS				
	Minimum Weekly Fees 2021-2022				
	Petit Corps 1 - \$1,094.69		Petit Corps 2 - \$1,094.69		
	Corps de Ballet 1 \$1,116.58	Corps de Ballet 2 \$1,116.58	Corps de Ballet 3 \$1,116.58	Corps de Ballet 4 \$1,116.58	
	Coryphée 1 - \$1,162.96		Coryphée 2 - \$1,162.96		
	Coryphée 3 - \$1,180.98				
	Senior Corps - \$1,237.64				
	Second Soloist 1 \$1,223.48	Second Soloist 2 \$1,223.48	Second Soloist 3 \$1,223.48	Second Soloist 4 \$1,223.48	
	Senior Second Soloist - \$1,321.35				
	First Soloist 1 \$1,481.05	First Soloist 2 \$1,481.05	First Soloist 3 \$1,481.05	First Soloist 4 \$1,481.05	
	Senior First Soloist - \$1,609.84				
Principal Character - \$1,683.25					
Principal Dancer - \$1,719.31					
Stage Manager - \$1,719.31					
Assistant Stage Manager - \$1,159.09					

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<p>Canadian Actor's Equity Association (CAES) https://www.caea.com https://www.caea.com/Dance/Agreements-Policies</p>	Stage Manager "Outreach & Education" - \$1,094.69					
	Apprentice Stage Manager - \$790.45					
	Ballet Master/Mistress - \$1,481.05					
	Resident Choreographer - \$1,481.05					
	Narrator/Singer/Actor - \$1,187.42					
	Nutcracker Story Time Actor - \$790.53					
	Choreologist - \$1,223.48					
	Repetiteur/Coach - \$1,223.48					
	Fight Director Minimum Fees					
	Hourly \$113.90		Daily \$759.37			
	Additional Services					NOTES
	Additional Services Rate 1 \$31.90	Additional Services Rate 2 \$62.77	Additional Services Rate 3 \$63.85	Additional Services Rate 4 \$125.54		
	Singing and Speaking Roles – 2019 – 2022 – Additional Compensation per Performance \$36.77					
	Flying – 2019 – 2022 – Additional Compensation per Performance \$59.15					
	Tour – 2021 - 2022					
Per Diem Payment \$89.61	Per Diem – Day of Return to City of Origin On the day of return to the City of Origin, if the return is prior to 2:00 p.m., fifty percent (50%) of the per diem specified in Clause 13:06(B) shall be payable.	Per Diem – Day of Departure On the day of departure where the first call of the day after 10:00 a.m. seventyfive percent (75%) of the per diem is due, and where the first call of the day is after 2:00 p.m., fifty percent (50%) of the per diem is due.	Run Out Performances The following applies to touring within or outside the City of Origin where no overnight stay is involved: (i) In the event there is one (1) performance only and the Artist is released by 1:30 p.m., no per diem will be paid. (ii) Otherwise if the Artist is released by 6 p.m. one-third (1/3) per diem will be paid and if the Artist is released after 6:00 p.m. the provisions of Clause 27:02(O) apply.			
Meal Allowance on a Two Performance Day – 2019 – 2022 \$16.10						

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<p>Canadian Actor's Equity Association (CAES) https://www.caea.com https://www.caea.com/Dance/Agreements-Policies</p>	Tour – Personal Luggage – 2019 – 2022			
	Loss or Damage Maximum \$4,596.46	Additional Limit \$2,298.24	Hand Luggage Maximum \$35.23	
	Transportation of Artists' Additional Luggage Reimbursement \$35.23			
	Body Make-up – 2019 – 2022 Cleaning Reimbursement \$32.17			
	Overnight Rest 2021 - 2022			
	Stage Manager Additional Services Rate, per Hour or Part Thereof \$65.82	Assistant Stage Manager Additional Services Rate, per Hour or Part Thereof \$45.02		
	Pointe Shoe Maintenance Allowance \$95.40			
	Promotional Photos and Appearances – Compensation – 2019-2022 Use of Photo \$132.54			NOTES
	Photo Call, per hour \$124.12			
	Principal or Soloist No Longer Under Contract – 2019-2022 Continued Use of Photo, per week \$93.45			
	Termination Initiated by the Artist – 2019-2022 Unused Shoe Maximum \$848.84			
	ROYAL WINNIPEG BALLET (RWBA)			
	CHOREOGRAPHER'S COMPENSATION			
	Ballet of not more than Twenty (20) Minutes' Duration – Minimum Fees			
	2021-2022 \$2,190.29	2022-2023 \$2,212.19		
	Minimum Royalties Per Performance			
The fees as specified below or one percent (1%) of contractual fee, whichever is higher.				
2021-2022	2022-2023			

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<p>Canadian Actor's Equity Association (CAES) https://www.caea.com</p> <p>https://www.caea.com/Dance/Agreements-Policies</p>	\$73.00	\$73.73		
	All Other Ballets – Minimum Fee			
	2021-2022 \$7,885.00	2022-2023 \$7,963.85		
	Minimum Royalties Per Performance One percent (1%) of contractual fee.			
	FEES AND OTHER COMPENSATION – Minimum Fees			
	Apprentice 2021 – 2022 \$650.37	Apprentice 2022 - 2023 \$656.88		
	Corps de Ballet 2021 – 2022 \$874.10	Corps de Ballet 2022 – 2023 \$882.84		
	Second Soloist 2021 – 2022 \$1,015.37	Second Soloist 2022 – 2023 \$1,025.52		
	First Soloist 2021 – 2022 \$1,118.65	First Soloist 2022 – 2023 \$1,129.84		
	Principal 2021 – 2022 \$1,477.66	Principal 2022 – 2023 \$1,492.43	NOTES	
	Fight Director, Per Hour 2021 – 2022 \$109.26	Fight Director, Per Hour 2022 – 2023 \$110.36		
	Fight Director, Half Day 2021 – 2022 \$431.85	Fight Director, Half Day 2022 – 2023 \$436.17		
	Fight Director, Full Day 2021 – 2022 \$715.71	Fight Director, Full Day 2022 – 2023 \$722.87		
	Production Stage Manager 2021 – 2022 \$1,352.79	Production Stage Manager 2022 – 2023 \$1,366.31		
	Stage Manager 2021 – 2022 \$1,137.40	Stage Manager 2022 – 2023 \$1,148.78		
	Stage Manager (3rd and Subsequent Years) 2021 – 2022 \$1,186.21	Stage Manager (3rd and Subsequent Years) 2022 – 2023 \$1,198.08		
	Assistant Stage Manager 2021 – 2022	Assistant Stage Manager 2022 – 2023		

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	\$884.52	\$893.36		
	Resident Choreographer 2021 – 2022 \$1,155.30	Resident Choreographer 2022 – 2023 \$1,166.86		
	Ballet Master 2021 – 2022 \$1,170.68	Ballet Master 2022 – 2023 \$1,182.38		
	Narrator/Singer 2021 – 2022 \$1,044.66	Narrator/Singer 2022 – 2023 \$1,055.11		
	Other Compensation			
	Additional Duty (per performance) 2021 – 2022 \$88.45	Additional Duty (per performance) 2022 – 2023 \$89.34		
	Fight Captain (additional per week) 2021 – 2022 \$36.42	Fight Captain (additional per week) 2022 – 2023 \$36.78		
	Overtime, per 1/4 hour 2021 – 2022 \$18.73	Overtime, per 1/4 hour 2022 – 2023 \$18.92		
	Overtime, per 1/2 hour 2021 – 2022 \$33.30	Overtime, per 1/2 hour 2022 – 2023 \$33.63		
Canadian Actor's Equity Association (CAES) https://www.caea.com https://www.caea.com/Dance/Agreements-Policies	Overtime, per hour 2021 – 2022 \$65.56	Overtime, per hour 2022 – 2023 \$66.22	NOTES	
	Vacation Pay - Category (Contractual in-town - with seniority)			
	Principal - three (3) weeks - Full Season	Principal - six percent (6%)		
	First Soloists - three (3) weeks - Full Season	First Soloists - six percent (6%)		
	Second Soloists - three (3) weeks - Full Season	Second Soloists - six percent (6%)		
	Corps (3rd and Subsequent Years) - three (3) weeks - Full Season	Corps (3rd and Subsequent Years) - six percent (6%)		
	Corps (1st and 2nd year) - two (2) weeks - Full Season	Corps (1st and 2nd year) - six percent (4%)		
	Other Artists - two (2) weeks - Full Season	Other Artists - six percent (4%)		
	Stage Manager - two (2) weeks - Full Season	Stage Manager - six percent (4%)		
	Stage Manager (3rd and Subsequent Years) - three (3) weeks - Full Season	Stage Manager (3rd and Subsequent Years) - six percent (6%)		
	Per Diem 2020-2023 \$77.00			
	Late Departure			

Research - Minimum Dance Artist Fees, Rates, Honorariums

<p>Canadian Actor's Equity Association (CAES) https://www.caea.com https://www.caea.com/Dance/Agreements-Policies</p>	<p>On the day of departure from the City of Origin, if the departure is after 10:00, seventy-five percent (75%) of the amount specified in Clause 18:06(B) is payable, and if the departure is after 14:00, fifty percent (50%) of the amount specified in Clause 18:06(B) is payable.</p>				
	<p>Early Return On the day of return to the City of Origin, if the return is prior to 18:00, fifty percent (50%) of the amount specified in Clause 18:06(B) is payable.</p>				
	<p>Personal Luggage</p>				
	Liability	2021 – 2022 \$3,137.87	2022 – 2023 \$3,169.25		
	Additional Liability	2021 – 2022 \$1,568.93	2022 – 2023 \$1,584.62		
	<p>Working Conditions – Use of Own Vehicle 2020-2023 Per kilometre \$0.59</p>				
	<p>Costume Fittings Prior to the Engagement Period</p>				
	2021-2022 \$114.53	2022-2023 \$115.67			
	<p>Use of Photographs for a Commercial Product - Payment for Usage</p>				NOTES
	<p>If the Artist consents to the use of their image, the Artist shall be paid not less than as specified below for each use.</p>		<p>An Artist called to a photo call for the purpose described in Clause 34:02(A), whether the call is at the theatre or elsewhere, shall be paid as specified below per hour for each call, but shall be paid no additional sums for use of photographs taken during the call.</p>		
2021-2022 \$142.63	2021-2022 \$144.06	2021-2022 \$142.63	2021-2022 \$144.06		
<p>Artist No Longer Under Contract – Continued Use</p>					
2021-2022 \$71.33	2022-2023 \$72.04				
<p>DANCER REHEARSAL FEES</p>					
<p>Canadian Alliance of Dance Art (CADA EAST) Professional Standards for Dance (2021 Edition) (wildapricot.org)</p>	<p>Hourly Rate Professional Artist \$30-60</p>	<p>Weekly Rate Professional Artist \$1280-1530</p>			
<p>DANCER TECHNICAL AND/OR DRESS REHEARSAL FEES</p>					

Research - Minimum Dance Artist Fees, Rates, Honorariums

<p>These rates are “recommended” by CADA EAST.</p> <p>Canadian Alliance of Dance Art (CADA EAST) Professional Standards for Dance (2021 Edition) (wildapricot.org) These rates are “recommended” by CADA EAST.</p>	- should be negotiated separately, even if they fall on a performance day			
	Hourly Rate Professional Artist \$30-60 (2hr min.)			
	DANCER PERFORMANCE FEES			
	Per Performance \$220-550	Professional Artist \$1,040 Max. 36 hrs of activity including performances	Exclusive Agreements \$1,280-\$1,530 Per week	
	CHOREOGRAPHER’S FEES (USE ONE OF 3 OPTIONS)			
	Per Week of In-Studio Rehearsal \$1280-1530	per minute of completed choreography \$300	20% minimum of total budget	
	DANCER/CHOREOGRAPHER’S FEE ADA/East recognizes that this is a complex role, which artists budget differently. We recommend you follow one of the above Choreographer Fee options and minimum fee recommendations.			
	CHOREOGRAPHER ROYALTIES/ REMOUNTS Per Minute \$6	DANCE DRAMATURGE FEE Per Hour \$30-60	RATES FOR REHEARSAL DIRECTION Professional Fees \$30-60 Per Hour, Per 2 Hour Minimum	NOTES
	RATES FOR TEACHING (REGULAR WEEKLY)			
	0-2 Years \$20-40 Per Hour	2-5 Years \$35-65 Per Hour	5-10 Years \$40-75 Per Hour	10+ Years \$50-150 Per Hour
	SPECIAL GUEST WORKSHOP COMPENSATION Should be commensurate with the size of the class, as larger classes will require more energy and expertise from instructors. \$75-300 Per Hour			
	CONVENTION TEACHING Convention Teaching (>50 participants) In recognition of the level of experience, planning, skill, and energy required to teach in this setting. \$150-500 Per Hour			
	PROFESSIONAL/ POST-SECONDARY INSTRUCTION			

Research - Minimum Dance Artist Fees, Rates, Honorariums

<p>Canadian Alliance of Dance Art (CADA EAST) Professional Standards for Dance (2021 Edition) (wildapricot.org) These rates are "recommended" by CADA EAST.</p>	\$65-100 Per Hour				
	RATE FOR ARCHIVAL OR PUBLICITY PHOTOGRAPHY, FILM, & VIDEO				
	Professional Artists \$30-60 Per Hour - Two Hour Minimum				
	RATES FOR COMMERCIAL PHOTOGRAPHY, FILM, & VIDEO				
	CADA/East recognizes ACTRA as an authority in the mainstream television and video industry; the suggested rates are presented as options for dance artists' participation in independently funded, non-union film projects.				
	PROFESSIONAL AND EMERGING ARTISTS				
	\$110 per hour				
	MEAL ALLOWANCE (ON TOUR IN CANADA)				NOTES
	- adjustments must be made internationally to reflect currency & local prices \$60 Per Day (3 Meals)				
	For less than a full day:				
	Breakfast \$12	Lunch \$18	Dinner \$30		
When dance artists are required to make payment for their own accommodation and meals, we recommend a per diem of not less than \$140 per day (in Canada).					
<p>Canadian Alliance of Dance Art (CADA WEST) http://cadawest.org/wp-content/uploads/CADAWest-Fees-Rates-Standards-2015.pdf These rates are "recommended" by CADA WEST.</p>	APPRENTICE	EMERGING	PROFESSIONAL		
	Hourly Rate Minimum \$15.00 - Includes understudies	Hourly Rate Minimum \$23.00 - Includes understudies	Hourly Rate Minimum \$26.00 - Includes understudies		
	Weekly Rate Minimum fee should be no less than \$943.00, for a maximum 36.25 hours of work per week, paid to the Artist on a weekly or bi-weekly basis				
	Performances Rate Minimum 5-20 minutes, single day performance is \$100, when rehearsal time or other related activity is excluded.				

Research - Minimum Dance Artist Fees, Rates, Honorariums

<p>Canadian Alliance of Dance Art (CADA WEST) http://cadawest.org/wp-content/uploads/CADAWest-Fees-Rates-Standards-2015.pdf</p> <p>These rates are “recommended” by CADA West. Canadian Alliance of Dance Art (CADA WEST)</p>	<p>21-40 minutes, single day performance is \$125, when rehearsal time or other related activity is excluded</p> <p>41-60+ minutes, single day performance is \$150, when rehearsal time or other related activity is excluded</p>			
	<p>Choreography Rates Minimum (includes teaching, interpreting, performing, etc.) \$100 per completed minute of choreography</p> <p>\$906.25 Hours in workweek not to exceed 36.25 hrs, workweek will include at least one day off.</p>			
	<p>Royalty Fees pertain to the rights of mounting the work, and are negotiated outside of the original choreography fee; they are based upon the length of the work and are paid out per performance. 1% - 10% of the original fee paid for the work</p>		NOTES	
	Hourly Teaching Rates Minimum			
	<p>Employee Wage Minimum Per Hour \$25</p>	<p>Contractors Wage Minimum Per Hour \$35</p>	<p>Additional Task Wage Minimum for an hourly wage as either an employee or independent contractor is \$15.00/hr.</p> <p><i>For additional tasks relating to teaching, but not involving the classroom, including but not limited to administrative tasks, meeting time, costume fittings, performances, the CADA/West recommended.</i></p> <p>These rates do not cover preparation or travel time. CADA/West recommends taking these factors into account when negotiating these rates.</p>	

Research - Minimum Dance Artist Fees, Rates, Honorariums

	<p>Rehearsal Direction Rates Minimum \$23.00 per hour</p> <p>Rehearsal Directors should be compensated for their work as rehearsal directors in addition to any and all compensation, which may be due to them for their work as choreographers, dancers or teachers on the same contract.</p>				
					NOTES
<p>Canadian Artist Representation Les Front Des Artistes Canadienne (CARFAC) https://carfac-raav.ca/2022-en/2022-en-4</p>	<p>PRESENTATION AND CONSULTATION FEES Presentation - (i.e.: lectures; participating on a panel, roundtable, or informal Q&A; leading workshops or tours; speaking to school groups, and so on) Consultation – (i.e.: giving of advice, input, or opinions that might be associated with project development, exhibitions, or commissions concerning the artist’s own production, or participation in a consultative process concerned with, for example, policy development in the cultural arena.</p>				
	<p>Flat rate per half day, under 4 hours \$328</p>		<p>Flat rate per day, over 4 hours \$579</p>		
	<p>MEDIA ARTS Q&A or SCREENING INTRODUCTION These types of brief speaking engagements, typically held right before or right after the screening, do not require special preparation from the artist, and are usually short (less than 30 minutes). Unlike other types of speaker fees, these rates vary by institutional budget. Rates apply to in-person and online livestreamed presentations.</p>				
	<p>Institutional Operating Budget</p>	<p>\$100K</p>	<p><\$250K</p>	<p><\$500K</p>	<p>>\$500K</p>
	<p>Flat rate presentation under 30 minutes</p>	<p>\$75</p>	<p>\$86</p>	<p>\$98</p>	<p>\$109</p>
	<p>ON-DEMAND VIEWING OF PRESENTATIONS These rates apply to all speaking engagements (C.2.1 and C.2.2) that have been recorded and can later be accessed at the viewer’s convenience. Rates are provided for up to one year (applicable rate + 25%) or unlimited (applicable rate + 50%). Higher amounts are recommended for workshops (i.e.: how to apply to a residency or write a grant), but exact rates are not specified here.</p>				

Research - Minimum Dance Artist Fees, Rates, Honorariums

<p>Canadian Artist Representation Les Front Des Artistes Canadienne (CARFAC) https://carfac-raav.ca/2022-en/2022-en-4</p>				
	<p>JURY FEES For intensive jury processes, such as peer assessment juries at a federal, provincial, or municipal arts council, where an assessment panel is formed to review detailed applications and decide or make recommendations on grant recipients and amounts, that organization is likely to have its own internal guidelines for jury fees. If not, we recommend the following rates:</p>			
	<p>Flat rate per half day, under 4 hours \$328</p>	<p>Flat rate per day, over 4 hours \$579</p>		NOTES
	<p>This fee may also apply to presenters or other types of arts organizations, where preparation work is required of jury members, or some other formula may be used (for example, a reading fee for applications in addition to the above noted jury meeting fee).</p> <p>There may be some instances where participation on a jury involves no preparatory work, and the jury process is likely to take half a day or less. This may include, for example, an artist-run centre or community organization, in which artists are asked to review applications for exhibitions, festivals, prizes, etc. In this instance, the minimum recommended rate is as follows:</p>			
	<p>Flat rate per half day, under 4 hours \$156</p>			
	<p>WRITING FEES .50-\$100 Per Word</p>			
	<p>PRESENTATION FEES Preparation - Is the work associated with producing an exhibition that is done by an artist outside the exhibitor’s premises. Preparation might include correspondence, telephone calls, preparing support materials, proof-reading, framing, making necessary modifications to an existing work to permit physical display, overseeing packing and shipping arrangements, or other mutually agreed upon preparation work.</p>			
	<p>Per half day, under 4 hours \$208</p>	<p>Per day, over 4 hours \$364</p>		
<p>INSTALLATION FEES Installation - Means overseeing or participation in the installation or de-installation of works for an exhibition on the presenter’s premises. Activities associated with installation may include unpacking or packing of works, placing works in an exhibition space, ordering, hanging, calibration of equipment and software, adjustment of</p>				

Research - Minimum Dance Artist Fees, Rates, Honorariums

<p>Canadian Artist Representation Les Front Des Artistes Canadienne (CARFAC) https://carfac-raav.ca/2022-en/2022-en-4</p>	<p>equipment, and so on. Where the participation of the artist and/or their specialized technician(s) is essential to the installation of an exhibition, each person will be compensated for their services separately.</p>			
	<p>Per half day, under 4 hours \$235</p>	<p>Per day, over 4 hours \$468</p>		
<p>Payscale Dancer Hourly Pay in Canada PayScale https://www.payscale.com/research/CA/Job=Dancer/Hourly_Rate</p>				<p>NOTES</p>
<p>ROYALTIES - What the Royalty covers</p> <p>For other related royalties and fees payable to visual and media artists, see the relevant category of the Reproduction Royalty schedule, Exhibition and Screenings Royalty schedule and/or Professional Services Fees schedule.</p> <p>*Specific agreements negotiated under the Status of the Artist Act</p> <p>Mandatory minimum royalties have been negotiated separately with the NGC and the Quebec national museums, under Status of the Artist legislation. https://www.carfac.ca/agreements/ https://raav.org/sites/default/files/pdf/Contrat/entente_sur_une_grille_tarifaire_avec_les_musees_nationaux_du_quebec_eng.pdf</p> <p>Note: Copyright collectives, such as Copyright Visual Arts (CARCC) may request higher royalties for their affiliated artists.</p>	<p>NOTES</p>			

Research - Minimum Dance Artist Fees, Rates, Honorariums

	See listing for Dancers, Dance Choreographers, and Dance Teachers					