

GROUP A

Building Maintenance 1	Receptionist
Cleaner	Shipper
Hospitality/Special Events Asst	Switchboard/Receptionist
Labourer	

Group A	2021 Rate	June 2022 - 2.75% increase	Hourly Rate
Start	40,984.97	42,112.06	20.2462
6 months	43,088.72	44,273.66	21.2854
12 months	45,147.34	46,388.89	22.3024
24 months	47,207.37	48,505.58	23.3200
36 months	49,266.00	50,620.81	24.3369

GROUP A (continued)

June 2023 - 2.5% increase	Hourly Rate	June 2024 - 2.5% increase	Hourly Rate
43,164.86	20.7523	44,243.98	21.2711
45,380.50	21.8175	46,515.01	22.3630
47,548.62	22.8599	48,737.33	23.4314
49,718.22	23.9030	50,961.17	24.5006
51,886.33	24.9454	53,183.49	25.5690

GROUP B

Accessibility Transcriptionist	Communications Assistant - Bravo/Space	Teleprompter Operator
Accounting Clerk 1	Librarian Junior	Traffic Coordinator Junior
Assistant Public Affairs	Programming Assistant	TVA (Television Assistant)
Assistant Public Relations	Promotions/Publicity Assistant	Unit Assistant
Building Maintenance 2	Public Affairs/Audience Relations Asst.	Web Content Coordinator 1
Buyer 1	Secretary	

Group B	2021 Rate	June 2022 - 2.75% increase	Hourly Rate
Start	43,088.72	44,273.66	21.2854
6 months	45,147.34	46,388.89	22.3024
12 months	47,207.37	48,505.58	23.3200
24 months	51,579.83	52,998.28	25.4799
36 months	55,950.88	57,489.53	27.6392

Bell Media

GROUP B (continued)

June 2023 - 2.5% increase	Hourly Rate	June 2024 - 2.5% increase	Hourly Rate
45,380.50	21.8175	46,515.01	22.3630
47,548.62	22.8599	48,737.33	23.4314
49,718.22	23.9030	50,961.17	24.5006
54,323.24	26.1169	55,681.32	26.7699
58,926.77	28.3302	60,399.94	29.0384

Bell Media

GROUP C

Accessibility Administrator	Carpenter	Graphic Artist	Production Coordinator Bell Media Studios
Accessibility Operator	Communications Coordinator	Librarian	Production Coordinator Digital Media
Accessibility Transcriptionist Senior	Coordinator, Creative Services	Make-up Artist	Programming Assistant/Editor
Accounting Clerk 2	Coordinator, Promotions	Media Digitizer	Programming Assistant Senior
Assistant Maintenance Supervisor	Coordinator - Social Policy / Media Education	Production Assistant 1	Technical Assistant
Assistant Shipping Supervisor	Court Artist	Production Coordinator	Technical Storekeeper
Building Maintenance 3	Customer Service Coordinator Digital Media	Production Coordinator Creative	Traffic Coordinator
Camera Operator Junior	Editorial Assistant	Production Coordinator Bell Media Scheduling	Web Content Coordinator 2
			Web Video Content Coordinator 2

Group C	2021 Rate	June 2022 - 2.75% increase	Hourly Rate
Start	47,207.37	48,505.58	23.3200
6 months	49,266.00	50,620.81	24.3369
12 months	51,579.83	52,998.28	25.4799
24 months	55,950.88	57,489.53	27.6392
36 months	60,113.26	61,766.37	29.6954
48 months	64,698.63	66,477.85	31.9605

June 2023 - 2.5% increase	Hourly Rate	June 2024 - 2.5% increase	Hourly Rate
49,718.22	23.9030	50,961.17	24.5006
51,886.33	24.9454	53,183.49	25.5690
54,323.24	26.1169	55,681.32	26.7699
58,926.77	28.3302	60,399.94	29.0384
63,310.53	30.4378	64,893.29	31.1987
68,139.79	32.7595	69,843.29	33.5785

GROUP D

Accessibility Operator Senior	Community Investment Rep	Graphic Designer	Production Scheduler	Sr. Coordinator Creative Services
Accessibility Production Coordinator	EFP Camera Operator Junior	Librarian Senior	Programming Assistant Editor Senior	Technical Storekeeper Senior
Accounting Clerk Senior	EFP Editor Junior	Lighting Technician	Publicist	Traffic Coordinator Senior
Advertising Coordinator	Electronic Graphics	Make Up Artist Senior	Researcher	User Interface (UI) Designer
Assignment Editor Junior	Electronic Graphics -News	Media Services Technician	Scheduler	Voice Over Assistant

Bell Media

GROUP D (continued)

Audio Assistant	ENG Camera Operator Junior	Music Programmer Assistant	Segment Producer Junior	Weather Graphics Operator
Building Maintenance Supervisor	ENG Editor Junior	Production Assistant 1 Senior	Senior Production Coordinator Creative	Web Content Coordinator 3
Camera Operator	Event Planner & Ticketing	Production Assistant 2	Senior Production Coordinator Bell Media Scheduling	Web Media Encoder
Carpenter Senior	Event Program Planner	Production Assistant 2 - News	Senior Production Coordinator Bell Media Studios	
Communications Officer	Feedroom Operator	Production Coordinator Senior	Shipping Supervisor	
Communications Officer, TSN	Floor Director	Production Coordinator Senior Digital Media	Sports Assistant	

Bell Media

GROUP D (continued)

Group D	2021 Rate	June 2022 - 2.75% increase	Hourly Rate
Start	51,579.83	52,998.28	25.4799
6 months	53,721.65	55,198.99	26.5380
12 months	55,950.88	57,489.53	27.6392
24 months	60,113.26	61,766.37	29.6954
36 months	64,694.40	66,473.50	31.9584
48 months	68,856.78	70,750.34	34.0146
60 months	73,437.93	75,457.47	36.2776

GROUP D (continued)**GROUP D (continued)**

June 2023 - 2.5% increase	Hourly Rate	June 2024 - 2.5% increase	Hourly Rate
54,323.24	26.1169	55,681.32	26.7699
56,578.97	27.2014	57,993.44	27.8815
58,926.77	28.3302	60,399.94	29.0384
63,310.53	30.4378	64,893.29	31.1987
68,135.34	32.7574	69,838.72	33.5763
72,519.10	34.8650	74,332.07	35.7366
77,343.91	37.1846	79,277.50	38.1142

GROUP E

Accessibility Coordinator	Broadband Video Editor	ENG Editor	Production Assistant 2 Senior	Supervisor Creative Services News
Accessibility - Production Supervisor	Broadcast Coordinator	Feedroom Operator Senior	Production Assistant Senior - News	Supervisor On-Air Promotions and Scheduling
Assignment Editor	Broadcast Technician Assistant	Field Audio	Production Floater	Unit Production Manager
Assistant Director	Camera Operator Senior	Field Producer	Production Floater - News	Post Production Coordinator
Assistant Lighting Director	Content Coordinator	Floor Director, Senior	Promotions Supervisor	Media Services Coordinator
Assistant Producer - Digital Media	Director Junior	Graphic Designer Senior	Programming Supervisor	Weather Graphics Operator Senior

Bell Media

GROUP E (continued)

Audio CP-24	EFP Camera Operator	Library Supervisor	Segment Producer Live Programming	Web Content Writer Junior
Audio Operator	EFP Editor	Live Eye Operator	Segment Producer Taped Programming	Writer Junior - News
Automated MCR Operator I	Electronic Graphic Operator Senior - News	Playback Media Coordinator	Scheduler Senior	
BNN Studio & Robotics Operator	Electronic Graphic Operator Senior	Post Sound Operator	Squeezeback Editor	
Broadband Video Coordinator	ENG Camera Operator	Production Assistant Senior	Studio Supervisor	

Bell Media

GROUP E (continued)

Group E	2021 Rate	June 2022 - 2.75% increase	Hourly Rate
Start	55,950.88	57,489.53	27.6392
6 months	60,113.26	61,766.37	29.6954
12 months	64,694.40	66,473.50	31.9584
24 months	68,856.78	70,750.34	34.0146
36 months	73,437.93	75,457.47	36.2776
48 months	77,642.59	79,777.76	38.3547
60 months	82,098.24	84,355.95	40.5557

GROUP E (continued)

June 2023 - 2.5% increase	Hourly Rate	June 2024 - 2.5% increase	Hourly Rate
58,926.77	28.3302	60,399.94	29.0384
63,310.53	30.4378	64,893.29	31.1987
68,135.34	32.7574	69,838.72	33.5763
72,519.10	34.8650	74,332.07	35.7366
77,343.91	37.1846	79,277.50	38.1142
81,772.21	39.3136	83,816.51	40.2964
86,464.84	41.5696	88,626.47	42.6089

GROUP F

Assignment Editor Senior	Carpentry Supervisor	Field Producer Senior	Producer/Writer - Promo.
Associate Producer	Computer Graphic Designer	IT Technician I	Production Floater Senior
Associate Producer - News	Commercial Producer	Lighting Director	Production Floater Senior - News
Audio CP24 Senior	Content Coordinator 2	Live Eye Segment Coordinator	Segment Producer/ Director
Audio Operator Senior	EFP Camera Operator Senior	Music Programmer-MUCH	Segment Producer Live Programming Senior

GROUP F (continued)

Automated MCR Operator 2	EFP Camera/Editor	Operations Floater	Segment Producer Taped Programming Senior
	EFP Editor Senior	Operations Floater MCR/VTR	Technical Director - Live Eye
BNN Studio & Robotics Operator Senior	ENG Camera Operator Senior	Packaging Editor Senior	Web Content Writer
Broadcast Technician 1	ENG Editor Senior	Post Sound Operator Senior	Writer - News
			Writer/Producer Creative Services

GROUP F (continued)

Group F	2021 Rate	June 2022	Hourly Rate
Start	60,113.26	61,766.37	29.6954
6 months	64,694.40	66,473.50	31.9584
12 months	68,856.78	70,750.34	34.0146
24 months	73,437.93	75,457.47	36.2776
36 months	77,642.59	79,777.76	38.3547
48 months	82,098.24	84,355.95	40.5557
60 months	88,613.94	91,050.82	43.7744

GROUP F (continued)

June 2023	Hourly Rate	June 2024	Hourly Rate
63,310.53	30.4378	64,893.29	31.1987
68,135.34	32.7574	69,838.72	33.5763
72,519.10	34.8650	74,332.07	35.7366
77,343.91	37.1846	79,277.50	38.1142
81,772.21	39.3136	83,816.51	40.2964
86,464.84	41.5696	88,626.47	42.6089
93,327.09	44.8688	95,660.27	45.9905

GROUP G

Associate Producer Senior	Director/Technical Director	Senior Flash Application Architect	Video Producer/ Editor News
Associate Producer Senior - News	Editor, Compositing/ Finishing	Senior Internet Infrastructure Administrator	Video Producer -MUCH
Automated MCR Operator 3	Information Architect	Senior Writer/Prod. Creative Services	Web Application Architect
Broadcast Technician 2	IT Technician 2	Sponsorship Digital Producer/Editor	Web Content Writer Senior
Commercial Producer Senior	Lighting Director Senior	Technical Director	Web Developer
Comp. Graphic Design Senior	Music Producer – Audio Engineer	User Interface (UI) Designer Senior	Writer - Advertising & Promotion
CP24 On Air Talent	Operations Floater Senior	Video Producer	Writer Senior - News
Director	Producer, Computer Graphics Designer, News	Video Producer/Editor	
Director - News	Quality Analyst – Digital Media	Video Producer/ Editor Digital	

Group G	2021 Rate	June 2022	Hourly Rate
Start	64,694.40	66,473.50	31.9584
6 months	68,856.78	70,750.34	34.0146
12 months	73,437.93	75,457.47	36.2776
24 months	77,642.59	79,777.76	38.3547
36 months	82,098.24	84,355.95	40.5557
48 months	88,613.94	91,050.82	43.7744
60 months	97,357.45	100,034.78	48.0936

June 2023	Hourly Rate	June 2024	Hourly Rate
68,135.34	32.7574	69,838.72	33.5763
72,519.10	34.8650	74,332.07	35.7366
77,343.91	37.1846	79,277.50	38.1142
81,772.21	39.3136	83,816.51	40.2964
86,464.84	41.5696	88,626.47	42.6089
93,327.09	44.8688	95,660.27	45.9905
102,535.65	49.2960	105,099.04	50.5284

72 months	101,001.66	103,779.21	49.8938	106,373.69	51.1412	109,033.03	52.4197	<i>refer to LOA #10</i>
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GROUP H

Broadcast Technician 3	ENG Camera Supervisor	Super. Writer/Producer Creative Services
EFP Supervising Editor	ENG Editing Supervisor	Super. Writer/Producer Creative Services – Space
Director Senior	IT Technician 3	Technical Director Senior
Director Senior - News	Producer - Special Events/Concerts	Technical Producer
Director/Technical Director Senior	Senior Flash Application Architect	Web Application Architect Senior
Editor Senior, Compositing/Finishing	Supervising Operations Technician	
EFP Camera Supervisor	Supervisor Writer/Producer Creative Services MM, MMM	

Group H	2021 Rate	June 2022 - 2.75% increase	Hourly Rate
Start	73,437.93	75,457.47	36.2776
12 months	77,642.59	79,777.76	38.3547
24 months	82,098.24	84,355.95	40.5557
36 months	88,613.94	91,050.82	43.7744
48 months	97,357.45	100,034.78	48.0936
60 months	106,141.85	109,060.76	52.4331

June 2023 - 2.5% increase	Hourly Rate	June 2024 - 2.5% increase	Hourly Rate
77,343.91	37.1846	79,277.50	38.1142
81,772.21	39.3136	83,816.51	40.2964
86,464.84	41.5696	88,626.47	42.6089
93,327.09	44.8688	95,660.27	45.9905
102,535.65	49.2960	105,099.04	50.5284
111,787.27	53.7439	114,581.96	55.0875

GROUP I

Broadcast Technician 4
IT Technician 4
Technical Producer Senior

Group I	2021 Rate	June 2022	Hourly Rate
Start	82,098.24	84,355.95	40.5557
12 months	88,613.94	91,050.82	43.7744
24 months	97,357.45	100,034.78	48.0936
36 months	106,141.85	109,060.76	52.4331
48 months	114,382.00	117,527.50	56.5036

June 2023	Hourly Rate	June 2024	Hourly Rate
86,464.84	41.5696	88,626.47	42.6089
93,327.09	44.8688	95,660.27	45.9905
102,535.65	49.2960	105,099.04	50.5284
111,787.27	53.7439	114,581.96	55.0875
120,465.69	57.9162	123,477.33	59.3641