

**\*16.4.1** Unless the Company decides otherwise, employees shall, on a weekly basis, complete and submit their time sheets electronically using on-line forms provided by the Company or physical forms.

**16.4.2** It is the responsibility of the employee to make claims for any and all premiums, bonuses and/or penalties (collectively referred to as "Additional Pay") owed to them by the Company. Employees must indicate any and all additional pay claimed on the time sheet submitted for the week in which such additional pay was earned. The time sheets as submitted by the employee shall be reviewed by the Company to ensure that the Agreement has been properly applied, based on the information contained on the time sheet.

Employees will be advised of any changes made on their time sheet after their original submission and a photocopy will be provided the employee, if requested.

**16.5 Wage Groups and Classifications** - Senior positions within the following classifications are merit appointments and may be filled at the Company's discretion:

**GROUP A**

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

<b>Group A</b>	June 2024 Rate	June 2025 - 2.00% increase	Hourly Rate	June 2026 - 2.50% increase	Hourly Rate	June 2027 - 2.50% increase	Hourly Rate
Start	\$44,243.98	\$45,128.86	\$21.6966	\$46,257.08	\$22.2390	\$47,413.51	\$22.7950
6 months	\$46,515.01	\$47,445.31	\$22.8102	\$48,631.44	\$23.3805	\$49,847.23	\$23.9650
12 months	\$48,737.33	\$49,712.08	\$23.9000	\$50,954.88	\$24.4975	\$52,228.75	\$25.1100
24 months	\$50,961.17	\$51,980.39	\$24.9906	\$53,279.90	\$25.6153	\$54,611.90	\$26.2557
36 months	\$53,183.49	\$54,247.16	\$26.0804	\$55,603.34	\$26.7324	\$56,993.42	\$27.4007

**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	

<b>Group B</b>	June 2024 Rate	June 2025 - 2.00% increase	Hourly Rate	June 2026 - 2.50% increase	Hourly Rate	June 2027 - 2.50% increase	Hourly Rate
Start	\$46,515.01	\$47,445.31	\$22.8102	\$48,631.44	\$23.3805	\$49,847.23	\$23.9650
6 months	\$48,737.33	\$49,712.08	\$23.9000	\$50,954.88	\$24.4975	\$52,228.75	\$25.1100
12 months	\$50,961.17	\$51,980.39	\$24.9906	\$53,279.90	\$25.6153	\$54,611.90	\$26.2557
24 months	\$55,681.32	\$56,794.95	\$27.3053	\$58,214.82	\$27.9879	\$59,670.19	\$28.6876
36 months	\$60,399.94	\$61,607.94	\$29.6192	\$63,148.14	\$30.3597	\$64,726.84	\$31.1187

**Bell Media** \_\_\_\_\_ **105**  
**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

\*Positions entitled to a pay equity adjustment (see letter of agreement 15)

<b>Group C</b>	June 2024 Rate	June 2025 - 2.00% increase	Hourly Rate	June 2026 - 2.50% increase	Hourly Rate	June 2027 - 2.50% increase	Hourly Rate
Start	\$50,961.17	\$51,980.39	\$24.9906	\$53,279.90	\$25.6153	\$54,611.90	\$26.2557
6 months	\$53,183.49	\$54,247.16	\$26.0804	\$55,603.34	\$26.7324	\$56,993.42	\$27.4007
12 months	\$55,681.32	\$56,794.95	\$27.3053	\$58,214.82	\$27.9879	\$59,670.19	\$28.6876
24 months	\$60,399.94	\$61,607.94	\$29.6192	\$63,148.14	\$30.3597	\$64,726.84	\$31.1187
36 months	\$64,893.29	\$66,191.16	\$31.8227	\$67,845.93	\$32.6182	\$69,542.08	\$33.4337
48 months	\$69,843.29	\$71,240.16	\$34.2501	\$73,021.16	\$35.1063	\$74,846.69	\$35.9840

**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
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	Production Coordinator Creative Sr.*	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*	<b>Accessibility Media Operator (AMO)</b>
Communications Officer	Feedroom Operator	Production Coordinator Senior	Shipping Supervisor	
Communications Officer, TSN	Floor Director	Production Coordinator Senior Digital Media	Sports Assistant	

**Bell Media** \_\_\_\_\_ **107**

\*Positions entitled to a pay equity adjustment (see letter of agreement 15)

**GROUP D**

<b>Group D</b>	June 2024 Rate	June 2025 - 2.00% increase	Hourly Rate	June 2026 - 2.50% increase	Hourly Rate	June 2027 - 2.50% increase	Hourly Rate
Start	\$55,681.32	\$56,794.95	\$27.3053	\$58,214.82	\$27.9879	\$59,670.19	\$28.6876
6 months	\$57,993.44	\$59,153.31	\$28.4391	\$60,632.14	\$29.1501	\$62,147.95	\$29.8788
12 months	\$60,399.94	\$61,607.94	\$29.6192	\$63,148.14	\$30.3597	\$64,726.84	\$31.1187
24 months	\$64,893.29	\$66,191.16	\$31.8227	\$67,845.93	\$32.6182	\$69,542.08	\$33.4337
36 months	\$69,838.72	\$71,235.49	\$34.2478	\$73,016.38	\$35.1040	\$74,841.79	\$35.9816
48 months	\$74,332.07	\$75,818.71	\$36.4513	\$77,714.18	\$37.3626	\$79,657.03	\$38.2967
60 months	\$79,277.50	\$80,863.05	\$38.8765	\$82,884.63	\$39.8484	\$84,956.74	\$40.8446

**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
Studio Supervisor	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 1	Electronic Graphic Operator Senior - News	Playback Media Coordinator	Scheduler Senior	Production Assistant Senior
ENG Camera Operator	Electronic Graphic Operator Senior	Post Sound Operator	Squeezeback Editor	<b>Accessibility Media Operator Sr. (AMO SR.)</b>

**Bell Media** \_\_\_\_\_ **109**

Broadband Video Coordinator	<b>Sr. Event Planning and Ticketing</b>			
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**GROUP E**

<b>Group E</b>	June 2024 Rate	June 2025 - 2.00% increase	Hourly Rate	June 2026 - 2.50% increase	Hourly Rate	June 2027 - 2.50% increase	Hourly Rate
Start	\$60,399.94	\$61,607.94	\$29.6192	\$63,148.14	\$30.3597	\$64,726.84	\$31.1187
6 months	\$64,893.29	\$66,191.16	\$31.8227	\$67,845.93	\$32.6182	\$69,542.08	\$33.4337
12 months	\$69,838.72	\$71,235.49	\$34.2478	\$73,016.38	\$35.1040	\$74,841.79	\$35.9816
24 months	\$74,332.07	\$75,818.71	\$36.4513	\$77,714.18	\$37.3626	\$79,657.03	\$38.2967
36 months	\$79,277.50	\$80,863.05	\$38.8765	\$82,884.63	\$39.8484	\$84,956.74	\$40.8446
48 months	\$83,816.51	\$85,492.84	\$41.1023	\$87,630.16	\$42.1299	\$89,820.92	\$43.1831
60 months	\$88,626.47	\$90,399.00	\$43.4611	\$92,658.97	\$44.5476	\$94,975.45	\$45.6613

**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
	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
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
<b>Media Services Coordinator Senior</b>	ENG Camera Operator Senior	Packaging Editor Senior	Web Content Writer
Broadcast Technician 1	ENG Editor Senior	Post Sound Operator Senior	Writer - News
<b>Social Producer &amp; Community Engagement</b>	<b>Accessibility Media Supervisor</b>	<b>Web Content Editor</b>	Writer/Producer Creative Services

<b>Group F</b>	June 2024 Rate	June 2025 - 2.00% increase	Hourly Rate	June 2026 - 2.50% increase	Hourly Rate	June 2027 - 2.50% increase	Hourly Rate
Start	\$64,893.29	\$66,191.16	\$31.8227	\$67,845.93	\$32.6182	\$69,542.08	\$33.4337
6 months	\$69,838.72	\$71,235.49	\$34.2478	\$73,016.38	\$35.1040	\$74,841.79	\$35.9816
12 months	\$74,332.07	\$75,818.71	\$36.4513	\$77,714.18	\$37.3626	\$79,657.03	\$38.2967
24 months	\$79,277.50	\$80,863.05	\$38.8765	\$82,884.63	\$39.8484	\$84,956.74	\$40.8446
36 months	\$83,816.51	\$85,492.84	\$41.1023	\$87,630.16	\$42.1299	\$89,820.92	\$43.1831
48 months	\$88,626.47	\$90,399.00	\$43.4611	\$92,658.97	\$44.5476	\$94,975.45	\$45.6613
60 months	\$95,660.27	\$97,573.48	\$46.9103	\$100,012.81	\$48.0831	\$102,513.13	\$49.2852

**Bell Media** \_\_\_\_\_ **111**

**GROUP G**

Associate Producer Senior	Director/Technical Director			Senior Flash Application Architect	Web Application Architect		
Associate Producer Senior - News	Editor, Compositing/ Finishing			Senior Internet Infrastructure Administrator	Web Content Writer Senior		
Automated MCR Operator 3	Information Architect			Senior Writer/Prod. Creative Services	Web Developer		
Broadcast Technician 2	IT Technician 2			Sponsorship Digital Producer/Editor	Writer - Advertising & Promotion		
Commercial Producer Senior	Lighting Director Senior			Technical Director	Writer Senior - News		
Comp. Graphic Design Senior	Music Producer – Audio Engineer			User Interface (UI) Designer Senior			
Director	Operations Floater Senior			Video Producer			
Video Producer/Editor - Digital	Producer, Computer Graphics Designer, News			Video Producer/Editor News	<b>Supervising Designer</b>		
Director - News	Quality Analyst – Digital Media			<b>Video Producer and Post Production</b>	Video Producer MUCH		
<b>Group G</b>	June 2024 Rate	June 2025 - 2.00% increase	Hourly Rate	June 2026 - 2.50% increase	Hourly Rate	June 2027 - 2.50% increase	Hourly Rate
Start	\$69,838.72	\$71,235.49	\$34.2478	\$73,016.38	\$35.1040	\$74,841.79	\$35.9816
6 months	\$74,332.07	\$75,818.71	\$36.4513	\$77,714.18	\$37.3626	\$79,657.03	\$38.2967
12 months	\$79,277.50	\$80,863.05	\$38.8765	\$82,884.63	\$39.8484	\$84,956.74	\$40.8446
24 months	\$83,816.51	\$85,492.84	\$41.1023	\$87,630.16	\$42.1299	\$89,820.92	\$43.1831
36 months	\$88,626.47	\$90,399.00	\$43.4611	\$92,658.97	\$44.5476	\$94,975.45	\$45.6613
48 months	\$95,660.27	\$97,573.48	\$46.9103	\$100,012.81	\$48.0831	\$102,513.13	\$49.2852
60 months	\$105,099.04	\$107,201.02	\$51.5390	\$109,881.05	\$52.8274	\$112,628.07	\$54.1481

**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	<b>Senior Music Producer – Audio Engineer</b>
EFP Camera Supervisor	Supervisor Writer/Producer Creative Services MM, MMM	

<b>Group H</b>	June 2024 Rate	June 2025 - 2.00% increase	Hourly Rate	June 2026 - 2.50% increase	Hourly Rate	June 2027 - 2.50% increase	Hourly Rate
Start	\$79,277.50	\$80,863.05	\$38.8765	\$82,884.63	\$39.8484	\$84,956.74	\$40.8446
12 months	\$83,816.51	\$85,492.84	\$41.1023	\$87,630.16	\$42.1299	\$89,820.92	\$43.1831
24 months	\$88,626.47	\$90,399.00	\$43.4611	\$92,658.97	\$44.5476	\$94,975.45	\$45.6613
36 months	\$95,660.27	\$97,573.48	\$46.9103	\$100,012.81	\$48.0831	\$102,513.13	\$49.2852
48 months	\$105,099.04	\$107,201.02	\$51.5390	\$109,881.05	\$52.8274	\$112,628.07	\$54.1481
60 months	\$114,581.96	\$116,873.60	\$56.1892	\$119,795.44	\$57.5940	\$122,790.33	\$59.0338

**GROUP I**

Broadcast Technician 4
IT Technician 4
Technical Producer Senior

<b>Group I</b>	June 2024 Rate	June 2025 - 2.00% increase	Hourly Rate	June 2026 - 2.50% increase	Hourly Rate	June 2027 - 2.50% increase	Hourly Rate
Start	\$88,626.47	\$90,399.00	\$43.4611	\$92,658.97	\$44.5476	\$94,975.45	\$45.6613
12 months	\$95,660.27	\$97,573.48	\$46.9103	\$100,012.81	\$48.0831	\$102,513.13	\$49.2852
24 months	\$105,099.04	\$107,201.02	\$51.5390	\$109,881.05	\$52.8274	\$112,628.07	\$54.1481
36 months	\$114,581.96	\$116,873.60	\$56.1892	\$119,795.44	\$57.5940	\$122,790.33	\$59.0338
48 months	\$123,477.33	\$125,946.88	\$60.5514	\$129,095.55	\$62.0652	\$132,322.94	\$63.6168

**Bell Media** \_\_\_\_\_ **115**  
**GROUP J**

Production Automation Studio
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Group J	June 2024 Rate	June 2025 - 2.00% increase	Hourly Rate	June 2026 - 2.50% increase	Hourly Rate	June 2027 - 2.50% increase	Hourly Rate
Start	\$61,607.94	\$62,840.10	\$30.2116	\$64,411.10	\$30.9669	\$66,021.38	\$31.7410
6 months	\$66,191.16	\$67,514.98	\$32.4591	\$69,202.86	\$33.2706	\$70,932.93	\$34.1024
12 months	\$71,235.49	\$72,660.20	\$34.9328	\$74,476.70	\$35.8061	\$76,338.62	\$36.7013
24 months	\$75,818.71	\$77,335.08	\$37.1803	\$79,268.46	\$38.1098	\$81,250.17	\$39.0626
36 months	\$80,863.05	\$82,480.31	\$39.6540	\$84,542.32	\$40.6453	\$86,655.88	\$41.6615
48 months	\$81,671.68	\$83,305.11	\$40.0505	\$85,387.74	\$41.0518	\$87,522.43	\$42.0781
60 months	\$82,488.40	\$84,138.17	\$40.4510	\$86,241.62	\$41.4623	\$88,397.66	\$42.4989

116

GROUP K

Bell Media

Production Automation Studio Senior

<b>Group K</b>	June 2024 Rate	June 2025 - 2.00% increase	Hourly Rate	June 2026 - 2.50% increase	Hourly Rate	June 2027 - 2.50% increase	Hourly Rate
Start	\$71,235.49	\$72,660.20	\$34.9328	\$74,476.70	\$35.8061	\$76,338.62	\$36.7013
6 months	\$75,818.71	\$77,335.08	\$37.1803	\$79,268.46	\$38.1098	\$81,250.17	\$39.0626
12 months	\$80,863.05	\$82,480.31	\$39.6540	\$84,542.32	\$40.6453	\$86,655.88	\$41.6615
24 months	\$85,492.84	\$87,202.70	\$41.9244	\$89,382.76	\$42.9725	\$91,617.33	\$44.0468
36 months	\$90,399.00	\$92,206.98	\$44.3303	\$94,512.15	\$45.4385	\$96,874.96	\$46.5745
48 months	\$91,302.99	\$93,129.05	\$44.7736	\$95,457.28	\$45.8929	\$97,843.71	\$47.0402
60 months	\$92,216.02	\$94,060.34	\$45.2213	\$96,411.85	\$46.3519	\$98,822.15	\$47.5106

**Bell Media** \_\_\_\_\_ **117**  
**GROUP L**

Production Automation Director (PAD)	Production Automation Floater (PAF)
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<b>Group L</b>	June 2024 Rate	June 2025 - 2.00% increase	Hourly Rate	June 2026 - 2.50% increase	Hourly Rate	June 2027 - 2.50% increase	Hourly Rate
Start	\$92,591.20	\$94,443.02	\$45.4053	\$96,804.10	\$46.5404	\$99,224.20	\$47.7039
12 months	\$98,157.80	\$100,120.96	\$48.1351	\$102,623.98	\$49.3385	\$105,189.58	\$50.5719
24 months	\$104,929.76	\$107,028.36	\$51.4559	\$109,704.06	\$52.7423	\$112,446.67	\$54.0609
36 months	\$106,503.28	\$108,633.35	\$52.2276	\$111,349.18	\$53.5333	\$114,132.91	\$54.8716
48 months	\$108,100.20	\$110,262.20	\$53.0107	\$113,018.76	\$54.3359	\$115,844.23	\$55.6943
60 months	\$109,721.56	\$111,915.99	\$53.8058	\$114,713.89	\$55.1509	\$117,581.74	\$56.5297
72 months	\$111,367.36	\$113,594.71	\$54.6128	\$116,434.57	\$55.9782	\$119,345.44	\$57.3776

Production Automation Director Senior

<b>Group M</b>	June 2024 Rate	June 2025 - 2.00% increase	Hourly Rate	June 2026 - 2.50% increase	Hourly Rate	June 2027 - 2.50% increase	Hourly Rate
<b>Start</b>	\$110,260.80	\$112,466.02	\$54.0702	\$115,277.67	\$55.4220	\$118,159.61	\$56.8075
<b>12 months</b>	\$112,063.12	\$114,304.38	\$54.9540	\$117,161.99	\$56.3279	\$120,091.04	\$57.7361
<b>24 months</b>	\$113,735.44	\$116,010.15	\$55.7741	\$118,910.40	\$57.1685	\$121,883.16	\$58.5977
<b>36 months</b>	\$115,441.04	\$117,749.86	\$56.6105	\$120,693.61	\$58.0258	\$123,710.95	\$59.4764
<b>48 months</b>	\$117,172.64	\$119,516.09	\$57.4597	\$122,504.00	\$58.8962	\$125,566.59	\$60.3686