

The following fees & rates are presented in order to facilitate the negotiation of fair and equitable contracts between engagers and artists. It is the aim of CADA/BC to facilitate artists in negotiating contracts and wages that reflect and respect their career experience and maturity. CADA/BC has chosen to present MINIMUM rates as well as PROFESSIONAL STANDARD RATES in order to emphasize that the minimum fees quoted are the lowest acceptable wage for professional work.

General Provisions

CADA/BC recognizes that funding opportunities vary across Canada, by province and territory as well as by region. Should a contract be incapable of paying the artists engaged the following MINIMUM fees and/or rates, CADA/BC requires the following: the “engager” or “producer”, named in the contract, will contact the funding body(s) that provided funding for the project AND/OR will contact CADA/BC in order to discuss all possible options to enable the project to go forward with the highest possible Professional Standards.

I. Dancer Rehearsal Hourly Fee

Ia) The CADA/BC recommended **MINIMUM** for an hourly wage is **\$21.67/hr***. This rate includes dancers working as “Understudies” as defined by the CADA/BC Basic Dance Agreement.

** Refer to Appendix for methodology and formula of generation for this hourly rate.*

Ib) The above hourly **MINIMUM** is applicable to any hours of work required from the artist outside of the studio such as *technical & dress rehearsals, costume fittings, archival OR publicity photography sessions*. These work hours will be stated clearly in the contract as separate hours to rehearsal hours.

PROFESSIONAL STANDARD RANGE: \$22 - \$30 / HR

Ic) **APPRENTICE RATE:** CADA/BC recommends a **MINIMUM** hourly wage of **\$13/hr**.

PROFESSION STANDARD RANGE: \$13.50 - \$18 / HR

Apprentice rates obey the same general provisions as professional artist rates.

II. Dancer Rehearsal Weekly Fee

Iia) An Engagee contracted for 20 or more hours per week of rehearsals may be paid a weekly, rather than an hourly rate. A weekly fee divided by the number of hours worked shall not be less than the stated **MINIMUM** hourly rehearsal wage.

PROFESSIONAL STANDARD RANGE: \$550 - \$1000 / WEEK

Iib) **EXCLUSIVITY RATE:** When the Engager requires the exclusive right to an Artist, an exclusive weekly rate **MINIMUM** fee should be no less than **\$785.54**, for a maximum 36.25-hour work week, paid to the Artist on a weekly or bi-weekly basis.

PROFESSIONAL STANDARD RANGE: \$797.50 - \$1087.50

III. Dancer Performance Fee

Iia) The CADA/BC recommended **MINIMUM** rate for a performance is **\$100.00**.

**PROFESSIONAL STANDARD RANGE:
\$100 - \$300 / PERFORMANCE**

IV. Rates for Choreography

IVa) Any contract engaging the services of a choreographer must clearly stipulate which party has the **rights** to the completed work.

i. Work created by the choreographer is the property of the Engager who retains the right to remount at any time.

ii. Work created by the choreographer is the property of the choreographer who retains the right to remount or license the work to another party.

iii. Work created by the choreographer is the property of the Engager for a negotiated period of time and the right remains with the choreographer to remount or license the work to another party.

The following fees and rates are for choreography only, Any other duties the choreographer takes on in addition to choreography (e.g. teaching, interpreting/performing, etc.) shall be compensated accordingly.

IVb) PER COMPLETED MINUTE OF CHOREOGRAPHY:

CADA/BC recommends a **MINIMUM** rate of **\$100** per completed minute of choreography.

PROFESSIONAL STANDARD RANGE: \$150 - \$300

IVc) PERCENTAGE OF BUDGET: CADA/BC recommends that a **MINIMUM** of **20%** of the total project budget be allocated as the choreographer's fee.

IVd) PER WEEK OF IN-STUDIO REHEARSAL: CADA/BC recommends a **MINIMUM** rate of **\$906.25**. *Hours in workweek not to exceed 36.25 hrs, workweek will include at least one day off.*

PROFESSIONAL STANDARD RANGE: \$906.25 - \$2000.00

V. Negotiating Royalties

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.

PROFESSIONAL STANDARD RANGE:

1% - 10% of the original fee paid for the work

VI. Rates for Teaching

VIa) The CADA/BC recommended **MINIMUM** rate for a professional level technique class of 1.5 hrs is **\$50/class**.

PROFESSIONAL STANDARD RANGE: \$50 - \$150

VIb) **MASTERCLASS OR WORKSHOP (of no more than 4hrs):**

The CADA/BC recommended **MINIMUM** is **\$50/hr**.

PROFESSIONAL STANDARD RANGE:

2hr class **\$100 - \$250**

4hr workshop **\$280 - \$400**

VII. Rates for Rehearsal Direction

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.

The CADA/BC recommended **MINIMUM** hourly rate for rehearsal direction is **\$21.67/hr**.

PROFESSIONAL STANDARD RANGE: \$22 - \$30/HR

Rates for Associated Professional Work

FILM, TV AND COMMERCIAL PHOTOGRAPHY:

Refer to the rates & fees defined in the *Independent Production Agreement*, established by **ACTRA** (Alliance of Canadian Cinema, Television and Radio Artists) and **CFTPA** (Canadian Film and Television Production Association).

www.actra.ca

www.cfipa.ca

LIVE PERFORMANCE IN THEATRE, OPERA AND DANCE ENTERTAINMENT, STAGE MANAGEMENT:

Refer to the standards, fees and contracts defined by **EQUITY** (Canadian Actor's Equity Association)

www.caea.com

SET, COSTUME, LIGHTING AND SOUND DESIGN:

Refer to the rates, fees and contracts defined by **ADC** (Associated Designers of Canada)

www.designers.ca

Appendix

**Dancer Rehearsal Hourly Fee*

The rate of \$21.67 was generated by the following formula:

- ❖ The 2007 Statistics Canada report of “annual minimum revenue before tax” sites \$21,666.00 as the low income cut off for urban centres with populations of 500,000 inhabitants or more.
- ❖ CADA/BC set an average dance workweek at 20hrs per week.
- ❖ CADA/BC assumed that a dancer could work 50 weeks per year. (full-time with the required 2 week holiday)
- ❖ Therefore, 20hrs/week x 50 weeks = 1000 hrs of work per year
- ❖ Low income cut off number \$21,666 / 1000 hrs of work per year = \$21.67 per hour

By fixing the MINIMUM hourly rate to the Statistics Canada annual low income cut off, CADA/BC hopes to provide a very simple means of measuring whether dance artists are making a “livable” wage. This formula will also allow CADA/BC to increase the suggested MINIMUM rate in order to reflect demonstrated increases in the cost of living.