



Fees & Rates Standards

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

General Provisions

CADA/West 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/West 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/West in order to discuss all possible options to enable the project to go forward with the highest possible Professional Standards.

1. Dancer Hourly Fee

1.1. The CADA/West recommended MINIMUM for an hourly wage is \$26.00/hr for professional artists; \$23.00 for emerging artists¹. These rates include dancers working as “Understudies” as defined by the CADA/West Basic Dance Agreement.

The above hourly wage is applicable to any hours of work required from the artist outside of the studio or on the stage such as costume fittings, archival OR publicity photography sessions. These work hours will be stated clearly in the contract as separate hours to rehearsal and performance hours.

1.2. APPRENTICE RATE: CADA/West recommends a MINIMUM hourly wage of \$15.00/hr. Apprentice rates obey the same general provisions as professional artist rates.

2. Dancer Weekly Fee

2.1. An Engagee contracted for 20 or more hours per week 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 wage.

2.2. EXCLUSIVITY RATE: When the Engager requires the exclusive right to an Artist, an exclusive weekly rate MINIMUM fee should be no less than \$943.00, for a maximum 36.25-hour work week, paid to the Artist on a weekly or bi-weekly basis.

3. Dancer Performance Fee

- 3.1. The CADA/West recommended MINIMUM rate for a 5-20 minute, single day performance is \$100, when rehearsal time or other related activity is excluded.
- 3.2. The CADA/West recommended MINIMUM rate for a 21-40 minute, single day performance is \$125, when rehearsal time or other related activity is excluded.
- 3.3. The CADA/West recommended MINIMUM rate for a 41-60+ minute, single day performance is \$150, when rehearsal time or other related activity is excluded.

4. Rates for Choreography

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.

Any contract engaging the services of a choreographer must clearly stipulate which party has the rights to the completed work. Please see “negotiating royalties” section below.

- 4.1. PER COMPLETED MINUTE OF CHOREOGRAPHY: CADA/West recommends a MINIMUM rate of \$100 per completed minute of choreography.
- 4.2. PER WEEK OF IN-STUDIO REHEARSAL: CADA/West recommends a MINIMUM rate of \$906.25. Hours in workweek not to exceed 36.25 hrs, workweek will include at least one day off.

5. Negotiating Royalties

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

- Work created by the choreographer is the property of the Engager who retains the right to remount at any time.
- Work created by the choreographer is the property of the choreographer who retains the right to remount or license the work to another party.
- 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.

- 5.1. 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

6. Rates for Teaching

- 6.1. The CADA/West recommended MINIMUM for an hourly wage as an employee² is \$25.00/hr.
- 6.2. The CADA/West recommended MINIMUM for an hourly wage as a contractor is \$35.00/hr.
- 6.3. 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 MINIMUM for an hourly wage as either an employee or independent contractor is \$15.00/hr.

These rates do not cover preparation or travel time. CADA/West recommends taking these factors into account when negotiating these rates.

We suggest that this hourly wage will increase in recognition of number of years experience in dance teaching and performing, education completed in dance teaching, length of engagement (hours/day, number of days, length of term of contract) and technical experience of class attendees.

7. **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/West recommended MINIMUM hourly rate for rehearsal direction is \$23.00/hr.

8. **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.cftpa.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

¹ April of 2015 CADA/West voted to increase minimum fees for dancers to reflect a unified national average between CADA-ON and CADA/West.

² An employee is someone whose employer deducts tax from their pay cheque and all income from the employment is reported to the CRA by the employer. The employer also makes contributions/covers the employee's CPP, EI and WCB premiums. Further, the employee is covered under the employer's general liability policy.