

1. **FREELANCERS AND CONTRIBUTORS**

30 **FREELANCERS**

30.4 a) Technical Freelancers

The minimum daily rates are as follows:

March 24, 2025	April 6, 2026
\$ 400	\$ 400

30.6.5 Minimum Rates: Freelance Contributors

A. Audio Contributor Rates and Categories

Commentator

Commentators are engaged on Specific Services contracts, using the rates below:

Length of item	March 24, 2025	April 6, 2026
Up to 5 minutes	\$ 135.08	\$ 137.11
15 minutes	\$ 183.15	\$ 185.90
30 minutes	\$ 278.72	\$ 282.90
45 minutes	\$ 397.93	\$ 403.90
60 minutes	\$ 517.35	\$ 525.11
Each additional 15 minutes	\$ 79.48	\$ 80.67

The above rates include work time (e.g. for research or preparation) equal to double the length of the item, with a minimum of one (1) hour. Any additional work time agreed to will be paid at no less than the basic hourly rate for a Senior Researcher (Salary Band 6) at top of scale.

Analyst

Length of item	March 24, 2025	April 6, 2026
Up to 90 seconds	\$ 103.49	\$ 105.04
90 seconds – 2 minutes	\$ 134.54	\$ 136.56
2 - 3 minutes	\$ 181.25	\$ 183.97
Each additional minute	\$ 13.58	\$ 13.78

Contributing Reporter

Length of item	March 24, 2025	April 6, 2026
Up to 90 seconds	\$ 129.34	\$ 131.28
90 seconds to 2 minutes	\$ 168.19	\$ 170.71
2 minutes to 3 minutes	\$ 226.55	\$ 229.95
Each additional minute	\$ 16.98	\$ 17.23

Analyst-Specialist

Length of item	March 24, 2025	April 6, 2026
Up to 90 seconds	\$ 155.20	\$ 157.53
90 seconds – 2 minutes	\$ 207.06	\$ 210.17
2-3 minutes	\$ 279.42	\$ 283.61
Each additional minute	\$ 39.33	\$ 39.92

Contributing Producer

Length of item	March 24, 2025	April 6, 2026
Up to 3 minutes	\$ 327.38	\$ 332.29
Each additional minute up to and including 20 minutes	\$ 108.65	\$ 110.28
30 minutes or less	\$ 3,218.64	\$ 3,266.92
60 minutes or less	\$ 6,437.21	\$ 6,533.77
90 minutes or less	\$ 9,661.00	\$ 9,805.92
Over 90 minutes	Negotiable	Negotiable

B. Audio-Visual/Video Contributor Rates and Categories

Commentator

Commentators are engaged on Specific Services contracts, using the rates below:

Length of item	March 24, 2025	April 6, 2026
Up to 15 minutes	\$ 326.21	\$ 331.10
16 to 30 minutes	\$ 557.10	\$ 565.46
31 to 45 minutes	\$ 628.52	\$ 637.95
46 to 60 minutes	\$ 771.69	\$ 783.27
Each additional 15 minutes	\$ 111.53	\$ 113.20

The above rates include work time (e.g. for research or preparation) equal to double the length of the item, with a minimum of one (1) hour. Any additional work time agreed to:

March 24, 2025	April 6, 2026
\$ 35.67	\$ 36.21

Contributing Reporter

Length of item	March 24, 2025	April 6, 2026
Up to 90 seconds	\$ 245.90	\$ 249.59
90 seconds to 2 minutes	\$ 266.60	\$ 270.60
2 minutes to 4 minutes	\$ 303.76	\$ 308.32
4 to 15 minutes	\$ 326.21	\$ 331.10
16 to 30 minutes	\$ 557.10	\$ 565.46
31 to 45 minutes	\$ 628.52	\$ 637.95
46 to 60 minutes	\$ 771.69	\$ 783.27
Each additional 15 minutes	\$ 111.53	\$ 113.20

Contributing Producer

Length of item	March 24, 2025	April 6, 2026
Up to 3 minutes	\$ 348.76	\$ 353.99
Over 3 minutes	Negotiable	Negotiable

Syndication (Applies to Live Audio and Audio-Visual/Video contributions)

For each additional presentation after the first in any Live Audio and Audio-Visual/Video contributions: \$45.00.

C. Text Contributor Rates and Categories

Contributing Reporter – Text Contribution

Length of item	March 24, 2025	April 6, 2026
Per word	\$ 0.70	\$ 0.70

30.6.6 Photographs

Number of photographs	March 24, 2025	April 6, 2026
1 or 2	\$ 70.67	\$ 71.73
3 to 5	\$ 56.54	\$ 57.39
6 to 10	\$ 42.42	\$ 43.06
Each additional photograph	\$ 28.27	\$ 28.69