

	April 2/17 - March 31/18		April 1/18 - March 30/19		March 31/19 - March 28/20	
	8.03(a), S3.01, S3.03 i)	8.03(b), S3.02, S3.03 ii)	8.03(a), S3.01, S3.03 i)	8.03(b), S3.02, S3.03 ii)	8.03(a), S3.01, S3.03 i)	8.03(b), S3.02, S3.03 ii)
	Tier 1	Tier 2	Tier 1	Tier 2	Tier 1	Tier 2
<b>IATSE Local 891 Supplemental Master Agreement Rates</b>						
<b>ACCOUNTING</b>						
Assistant Accountant	\$34.98	\$31.87	\$36.04	\$32.83	\$37.12	\$33.82
Accounting Clerk 1	\$23.77	\$21.66	\$24.48	\$22.30	\$25.22	\$22.98
Accounting Clerk 2	\$19.80	\$18.04	\$20.39	\$18.58	\$21.01	\$19.14
Accounting Trainee	\$15.98	\$14.56	\$16.45	\$14.99	\$16.95	\$15.44
<b>ART</b>						
Production Designer	Negotiable		Negotiable		Negotiable	
Art Director	\$43.19	\$39.35	\$44.49	\$40.53	\$45.82	\$41.75
Assistant Art Director	\$37.50	\$34.17	\$38.63	\$35.19	\$39.79	\$36.25
Draftsperson	\$30.43	\$27.72	\$31.34	\$28.55	\$32.27	\$29.41
Graphics / Illustrator / Storyboard Artist / Set Designer	\$33.39	\$30.42	\$34.39	\$31.33	\$35.42	\$32.28
Art Department Assistant	\$15.98	\$14.56	\$16.45	\$14.99	\$16.95	\$15.44
<b>CONSTRUCTION</b>						
Construction Coordinator	\$39.43	\$35.92	\$40.61	\$37.00	\$41.82	\$38.11
Construction Foreman	\$37.81	\$34.45	\$38.94	\$35.48	\$40.11	\$36.55
Lead Carpenter	\$35.68	\$32.50	\$36.75	\$33.48	\$37.85	\$34.48
Scenic Carpenter	\$33.39	\$30.42	\$34.39	\$31.33	\$35.42	\$32.28
Scenic Helper	\$31.15	\$28.38	\$32.09	\$29.23	\$33.05	\$30.11
Lead Metal Fabricator	\$35.68	\$32.50	\$36.75	\$33.48	\$37.85	\$34.48
Scenic Metal Fabricator	\$33.39	\$30.42	\$34.39	\$31.33	\$35.42	\$32.28
Metal Fabricator Helper	\$26.57	\$24.21	\$27.37	\$24.94	\$28.19	\$25.68
Construction Buyer	\$33.39	\$30.42	\$34.39	\$31.33	\$35.42	\$32.28
Maintenance Person	\$31.15	\$28.38	\$32.09	\$29.23	\$33.05	\$30.11
Sculptor	\$35.68	\$32.50	\$36.75	\$33.48	\$37.85	\$34.48
Model Maker	\$35.68	\$32.50	\$36.75	\$33.48	\$37.85	\$34.48
Lead Labourer	\$26.57	\$24.21	\$27.37	\$24.94	\$28.19	\$25.68
Labourer (Construction)	\$24.36	\$22.20	\$25.09	\$22.86	\$25.85	\$23.55
<b>COSTUME</b>						
Costume Designer	Negotiable		Negotiable		Negotiable	
Asst. Costume Designer / Coordinator	\$34.13	\$31.09	\$35.15	\$32.03	\$36.21	\$32.99
Set Supervisor	\$34.13	\$31.09	\$35.15	\$32.03	\$36.21	\$32.99
Performer's Costumer	\$30.43	\$27.72	\$31.34	\$28.55	\$32.27	\$29.41
Set Costumer	\$30.43	\$27.72	\$31.34	\$28.55	\$32.27	\$29.41
Prep Costumer	\$30.43	\$27.72	\$31.34	\$28.55	\$32.27	\$29.41
Cutter	\$30.43	\$27.72	\$31.34	\$28.55	\$32.27	\$29.41
Costume Breakdown/FX	\$30.43	\$27.72	\$31.34	\$28.55	\$32.27	\$29.41
Dresser	\$25.62	\$23.35	\$26.39	\$24.04	\$27.18	\$24.76
Seamster/Seamstress	\$28.67	\$26.13	\$29.54	\$26.91	\$30.42	\$27.72
<b>EDITING</b>						
Supervising Editor	\$41.21	\$37.55	\$42.44	\$38.67	\$43.71	\$39.83
Supervising Sound Editor	\$41.21	\$37.55	\$42.44	\$38.67	\$43.71	\$39.83
Editor	\$38.65	\$35.21	\$39.81	\$36.27	\$41.00	\$37.36
Sound Effects Editor	\$34.98	\$31.87	\$36.04	\$32.83	\$37.12	\$33.82
Music Editor	\$34.98	\$31.87	\$36.04	\$32.83	\$37.12	\$33.82
First Assistant Editor	\$31.28	\$28.50	\$32.22	\$29.36	\$33.18	\$30.23
Assistant Dialogue Editor	\$31.28	\$28.50	\$32.22	\$29.36	\$33.18	\$30.23
Assistant Sound Effects Editor	\$31.28	\$28.50	\$32.22	\$29.36	\$33.18	\$30.23
Second Assistant Editor	\$28.67	\$26.13	\$29.54	\$26.91	\$30.42	\$27.72
Negative Cutter/Conformer	\$34.13	\$31.09	\$35.15	\$32.03	\$36.21	\$32.99

	April 2/17 - March 31/18		April 1/18 - March 30/19		March 31/19 - March 28/20	
	Tier 1	Tier 2	Tier 1	Tier 2	Tier 1	Tier 2
<b>IATSE Local 891 Supplemental Master Agreement Rates (continued)</b>						
<b>FIRST AID/CRAFT SERVICE</b>						
First Aid/Craft Service	\$34.98	\$31.87	\$36.04	\$32.83	\$37.12	\$33.82
First Aid	\$28.67	\$26.13	\$29.54	\$26.91	\$30.42	\$27.72
Craft Service	\$26.57	\$24.21	\$27.37	\$24.94	\$28.19	\$25.68
<b>GREENS</b>						
Head Greensperson	\$34.98	\$31.87	\$36.04	\$32.83	\$37.12	\$33.82
Best Person (Lead Person)	\$31.28	\$28.50	\$32.22	\$29.36	\$33.18	\$30.23
Greensperson	\$28.67	\$26.13	\$29.54	\$26.91	\$30.42	\$27.72
Greens Helper	\$25.62	\$23.35	\$26.39	\$24.04	\$27.18	\$24.76
<b>GRIPS</b>						
Key Grip	\$34.98	\$31.87	\$36.04	\$32.83	\$37.12	\$33.82
Second Grip	\$31.28	\$28.50	\$32.22	\$29.36	\$33.18	\$30.23
Leadman/Setup	\$31.28	\$28.50	\$32.22	\$29.36	\$33.18	\$30.23
Dolly Operator	\$31.28	\$28.50	\$32.22	\$29.36	\$33.18	\$30.23
Rigging Grip	\$30.43	\$27.72	\$31.34	\$28.55	\$32.27	\$29.41
Grip	\$28.67	\$26.13	\$29.54	\$26.91	\$30.42	\$27.72
<b>HAIR</b>						
Hair Department Head	\$34.98	\$31.87	\$36.04	\$32.83	\$37.12	\$33.82
Assistant Hairstylist	\$31.28	\$28.50	\$32.22	\$29.36	\$33.18	\$30.23
Second Assistant Hairstylist	\$28.67	\$26.13	\$29.54	\$26.91	\$30.42	\$27.72
<b>LIGHTING/ELECTRICS</b>						
Chief Lighting Technician / Gaffer	\$34.98	\$31.87	\$36.04	\$32.83	\$37.12	\$33.82
Asst. Chief Lighting Tech. / Best Boy	\$31.28	\$28.50	\$32.22	\$29.36	\$33.18	\$30.23
Lighting Board Operator	\$31.28	\$28.50	\$32.22	\$29.36	\$33.18	\$30.23
Rigging Gaffer	\$31.28	\$28.50	\$32.22	\$29.36	\$33.18	\$30.23
Generator Operator	\$31.28	\$28.50	\$32.22	\$29.36	\$33.18	\$30.23
Lighting Technician / Lamp Operator*	\$28.67	\$26.13	\$29.54	\$26.91	\$30.42	\$27.72
Set Wireman	\$30.43	\$27.72	\$31.34	\$28.55	\$32.27	\$29.41
* Any Lighting Technician who is assigned to operate balloon lighting shall receive \$0.80 per hour more than the Lighting Technician rate.						
<b>MAKE-UP</b>						
Special Makeup Effects	Negotiable		Negotiable		Negotiable	
Makeup Department Head	\$34.98	\$31.87	\$36.04	\$32.83	\$37.12	\$33.82
First Assistant Makeup Artist	\$31.28	\$28.50	\$32.22	\$29.36	\$33.18	\$30.23
Second Assistant Makeup Artist	\$28.67	\$26.13	\$29.54	\$26.91	\$30.42	\$27.72
Third Assistant Makeup Artist	\$19.43	\$17.70	\$20.02	\$18.24	\$20.62	\$18.79
<b>PAINTING</b>						
Paint Coordinator	\$38.93	\$35.47	\$40.10	\$36.54	\$41.31	\$37.64
Lead Painter	\$35.68	\$32.50	\$36.75	\$33.48	\$37.85	\$34.48
Scenic Artist	\$35.68	\$32.50	\$36.75	\$33.48	\$37.85	\$34.48
Sign Painter/Fabricator	\$35.68	\$32.50	\$36.75	\$33.48	\$37.85	\$34.48
Automotive Sprayer	\$35.68	\$32.50	\$36.75	\$33.48	\$37.85	\$34.48
Scenic Painter	\$33.39	\$30.42	\$34.39	\$31.33	\$35.42	\$32.28
Wallpaper Hanger	\$33.39	\$30.42	\$34.39	\$31.33	\$35.42	\$32.28
Plasterer	\$33.39	\$30.42	\$34.39	\$31.33	\$35.42	\$32.28
Set Painter	\$31.72	\$28.90	\$32.67	\$29.77	\$33.65	\$30.66
Paint Labourer	\$24.36	\$22.20	\$25.09	\$22.86	\$25.85	\$23.55
<b>PRODUCTION OFFICE</b>						
Production Office Coordinator	\$34.98	\$31.87	\$36.04	\$32.83	\$37.12	\$33.82
Asst. Production Coordinator	\$31.28	\$28.50	\$32.22	\$29.36	\$33.18	\$30.23
2nd Asst. Production Coord.	\$17.46	\$15.91	\$17.98	\$16.38	\$18.52	\$16.88

	April 2/17 - March 31/18		April 1/18 - March 30/19		March 31/19 - March 28/20	
	Tier 1	Tier 2	Tier 1	Tier 2	Tier 1	Tier 2
<b>IATSE Local 891 Supplemental Master Agreement Rates (continued)</b>						
<b>PROPS</b>						
Property Master	\$34.98	\$31.87	\$36.04	\$32.83	\$37.12	\$33.82
Assistant Property Master	\$34.13	\$31.09	\$35.15	\$32.03	\$36.21	\$32.99
Props Buyer	\$31.15	\$28.38	\$32.09	\$29.23	\$33.05	\$30.11
Props	\$28.67	\$26.13	\$29.54	\$26.91	\$30.42	\$27.72
<b>SCRIPT SUPERVISORS / CONTINUITY COORDINATOR</b>						
Script Supervisor/ Continuity Coordinator	\$34.98	\$31.87	\$36.04	\$32.83	\$37.12	\$33.82
Assistant to Script Supervisor/ Continuity Coordinator	\$19.73	\$17.97	\$20.32	\$18.52	\$20.93	\$19.07
<b>SET DECORATING</b>						
Set Decorator	\$34.98	\$31.87	\$36.04	\$32.83	\$37.12	\$33.82
Assistant Set Decorator	\$32.45	\$29.57	\$33.43	\$30.45	\$34.43	\$31.37
Set Buyer	\$30.43	\$27.72	\$31.34	\$28.55	\$32.27	\$29.41
Lead Dresser	\$29.53	\$26.90	\$30.41	\$27.71	\$31.32	\$28.54
On-Set Dresser	\$29.53	\$26.90	\$30.41	\$27.71	\$31.32	\$28.54
Set Dresser	\$28.67	\$26.13	\$29.54	\$26.91	\$30.42	\$27.72
Draper/Upholsterer	\$28.67	\$26.13	\$29.54	\$26.91	\$30.42	\$27.72
Assistant Set Dresser	\$23.77	\$21.66	\$24.48	\$22.30	\$25.22	\$22.98
<b>SOUND</b>						
Mixer (Production and Dubbing)	\$45.52	\$41.48	\$46.89	\$42.72	\$48.29	\$44.00
Boom Operator	\$38.25	\$34.85	\$39.40	\$35.90	\$40.58	\$36.97
Sound Assistant	\$28.67	\$26.13	\$29.54	\$26.91	\$30.42	\$27.72
Public Address Operator	\$28.67	\$26.13	\$29.54	\$26.91	\$30.42	\$27.72
Playback Operator	\$28.67	\$26.13	\$29.54	\$26.91	\$30.42	\$27.72
Sound Maintenance	\$28.67	\$26.13	\$29.54	\$26.91	\$30.42	\$27.72
<b>SPECIAL EFFECTS</b>						
Special Effects Coordinator	\$38.67	\$35.24	\$39.83	\$36.29	\$41.03	\$37.38
First Assistant Special Effects	\$34.98	\$31.87	\$36.04	\$32.83	\$37.12	\$33.82
Special Effects Assistant	\$30.43	\$27.72	\$31.34	\$28.55	\$32.27	\$29.41
Special Effects Labourer	\$24.36	\$22.20	\$25.09	\$22.86	\$25.85	\$23.55
<b>VIDEO</b>						
Video Sound Mixer	\$34.98	\$31.87	\$36.04	\$32.83	\$37.12	\$33.82
Video Lighting Director	\$34.98	\$31.87	\$36.04	\$32.83	\$37.12	\$33.82
Video Script Supervisor	\$34.98	\$31.87	\$36.04	\$32.83	\$37.12	\$33.82
Colourist	\$34.98	\$31.87	\$36.04	\$32.83	\$37.12	\$33.82
<b>VISUAL EFFECTS</b>						
VFX Artists (Weekly Flat Rate - up to 12 Hours/Day)						
VFX Artist - Level 1	\$1,723.34	\$1,723.34	\$1,775.04	\$1,775.04	\$1,828.29	\$1,828.29
VFX Artist - Level 2	\$1,600.24	\$1,600.24	\$1,648.25	\$1,648.25	\$1,697.70	\$1,697.70
VFX Artist - Level 3	\$1,314.61	\$1,314.61	\$1,354.05	\$1,354.05	\$1,394.67	\$1,394.67
VFX Technicians (Weekly Flat Rate - up to 12 Hours/Day)						
VFX Technician - Level 1	\$1,600.24	\$1,600.24	\$1,648.25	\$1,648.25	\$1,697.70	\$1,697.70
VFX Technician - Level 2	\$1,314.61	\$1,314.61	\$1,354.05	\$1,354.05	\$1,394.67	\$1,394.67
VFX Artists (Hourly rate for overtime purposes)						
VFX Artist - Level 1	\$24.62	\$24.62	\$25.36	\$25.36	\$26.12	\$26.12
VFX Artist - Level 2	\$22.86	\$22.86	\$23.55	\$23.55	\$24.25	\$24.25
VFX Artist - Level 3	\$18.78	\$18.78	\$19.34	\$19.34	\$19.92	\$19.92
VFX Technicians (Hourly rate for overtime purposes)						
VFX Technician - Level 1	\$22.86	\$22.86	\$23.55	\$23.55	\$24.25	\$24.25
VFX Technician - Level 2	\$18.78	\$18.78	\$19.34	\$19.34	\$19.92	\$19.92

**Pilots; 1st and 2nd Season Non-Network Series;  
1st-4th Season Canadian Domestic Series**

**Fringe Rates Applicable to:**

Master Agreement: Article 8.03 (b) Pilots; Supplemental Agreement S3.02(ii) Pilots  
 Supplemental Agreement Article S3.01: 1st & 2nd Season Non-Network Series  
 Supplemental Agreement Article S3.02(iii) 1st - 4th Seasons Canadian Domestic Series

Section	Category	Allocation Structure	Union Affiliation		
			IA 891	TEAM 155	ICG 669
A:	Paid Hours	Straight-time, Overtime and Overscale	Paid to Crew		
	Turnaround	Dollars for Turnaround penalty			
	Meal Penalty	Dollars for Meal Penalty time			
B:	Statutory Holiday Pay	Percentage of the total of Section A	2.75% Paid to Crew		
C:	Vacation Pay	Percentage of the total of Section A	4% Paid to Crew		
D:	Pension	Percentage of the total of Section A	1% paid to Crew or Union**	2% paid to Pension Plan	2.5% paid to Union
E:	Health and Benefits	Percentage of the total of Section A	5.5% paid to Union	5% paid to Health Plan	4% paid to Union
F:	Total Fringe Allocation	<b>The sum of Sections B + C + D + E</b>	<b>13.25%</b>	<b>13.75%</b>	<b>13.25%</b>
G:	Supplemental Health Benefits	Flat contribution per day	\$12.00 to Union	\$12.00 to Health Plan	\$12.00 to Union
H:	Training Society Contribution	Flat contribution per hour worked to applicable maximums	\$0.05 Paid to BCMPTS		
I:	Union Dues	Union percentage (explanation below)	2% to Union	3% to Union	2% to Union

**Training Society Contribution Maximums:** \$1,500 per episode; \$10,000 per season; No contributions for pilots.

**IATSE 891 Union Dues:** 2% calculated on the sum of sections A (including overscale earnings) + B + C + D.

\*\* Note for Section D: Payroll Companies segregate based upon plan participation.

**Teamsters 155 Union Dues:** 3% calculated on gross pay (gross pay = Section A + B + C) for an individual employee and on gross fee (gross fee = Section A + B + C) paid to a Loan-Out Company.

**ICG 669 Union Dues:** 2% calculated on the sum of sections A + B + C + D.