

	April 2/17 - March 31/18		April 1/18 - March 30/19		March 31/19 - March 28/20	
	Television	Feature	Television	Feature	Television	Feature
<b>Appendix A - IATSE Local 891 Master Agreement Rates</b>						
<b>ACCOUNTING</b>						
Assistant Accountant	\$37.02	\$38.87	\$38.13	\$40.04	\$39.27	\$41.24
Accounting Clerk 1	\$25.12	\$26.41	\$25.87	\$27.20	\$26.65	\$28.02
Accounting Clerk 2	\$20.73	\$22.00	\$21.35	\$22.66	\$21.99	\$23.34
Accounting Trainee	\$16.86	\$17.75	\$17.37	\$18.28	\$17.89	\$18.83
<b>ART</b>						
Production Designer	Negotiable		Negotiable		Negotiable	
Art Director	\$45.70	\$47.99	\$47.07	\$49.43	\$48.48	\$50.91
Assistant Art Director	\$39.67	\$41.67	\$40.86	\$42.92	\$42.09	\$44.21
Draftsperson	\$32.22	\$33.81	\$33.19	\$34.82	\$34.19	\$35.86
Graphics / Illustrator / Storyboard Artist / Set Designer	\$35.34	\$37.10	\$36.40	\$38.21	\$37.49	\$39.36
Art Department Assistant	\$16.86	\$17.75	\$17.37	\$18.28	\$17.89	\$18.83
<b>CONSTRUCTION</b>						
Construction Coordinator	\$41.73	\$43.81	\$42.98	\$45.12	\$44.27	\$46.47
Construction Foreman	\$40.00	\$42.01	\$41.20	\$43.27	\$42.44	\$44.57
Lead Carpenter	\$37.76	\$39.64	\$38.89	\$40.83	\$40.06	\$42.05
Scenic Carpenter	\$35.34	\$37.10	\$36.40	\$38.21	\$37.49	\$39.36
Scenic Helper	\$32.92	\$34.61	\$33.91	\$35.65	\$34.93	\$36.72
Lead Metal Fabricator	\$37.76	\$39.64	\$38.89	\$40.83	\$40.06	\$42.05
Scenic Metal Fabricator	\$35.34	\$37.10	\$36.40	\$38.21	\$37.49	\$39.36
Metal Fabricator Helper	\$28.12	\$29.52	\$28.96	\$30.41	\$29.83	\$31.32
Construction Buyer	\$35.34	\$37.10	\$36.40	\$38.21	\$37.49	\$39.36
Maintenance Person	\$32.92	\$34.61	\$33.91	\$35.65	\$34.93	\$36.72
Sculptor	\$37.76	\$39.64	\$38.89	\$40.83	\$40.06	\$42.05
Model Maker	\$37.76	\$39.64	\$38.89	\$40.83	\$40.06	\$42.05
Lead Labourer	\$28.12	\$29.52	\$28.96	\$30.41	\$29.83	\$31.32
Labourer (Construction)	\$25.81	\$27.07	\$26.58	\$27.88	\$27.38	\$28.72
<b>COSTUME</b>						
Costume Designer	Negotiable		Negotiable		Negotiable	
Asst. Costume Designer / Coordinator	\$36.18	\$37.92	\$37.27	\$39.06	\$38.39	\$40.23
Set Supervisor	\$36.18	\$37.92	\$37.27	\$39.06	\$38.39	\$40.23
Performer's Costumer	\$32.22	\$33.81	\$33.19	\$34.82	\$34.19	\$35.86
Set Costumer	\$32.22	\$33.81	\$33.19	\$34.82	\$34.19	\$35.86
Prep Costumer	\$32.22	\$33.81	\$33.19	\$34.82	\$34.19	\$35.86
Cutter	\$32.22	\$33.81	\$33.19	\$34.82	\$34.19	\$35.86
Costume Breakdown/FX	\$32.22	\$33.81	\$33.19	\$34.82	\$34.19	\$35.86
Dresser	\$27.07	\$28.47	\$27.88	\$29.32	\$28.72	\$30.20
Seamster/Seamstress	\$30.37	\$31.86	\$31.28	\$32.82	\$32.22	\$33.80
<b>EDITING</b>						
Supervising Editor	\$43.61	\$45.79	\$44.92	\$47.16	\$46.27	\$48.57
Supervising Sound Editor	\$43.61	\$45.79	\$44.92	\$47.16	\$46.27	\$48.57
Editor	\$40.89	\$42.94	\$42.12	\$44.23	\$43.38	\$45.56
Sound Effects Editor	\$37.02	\$38.87	\$38.13	\$40.04	\$39.27	\$41.24
Music Editor	\$37.02	\$38.87	\$38.13	\$40.04	\$39.27	\$41.24
First Assistant Editor	\$33.12	\$34.76	\$34.11	\$35.80	\$35.13	\$36.87
Assistant Dialogue Editor	\$33.12	\$34.76	\$34.11	\$35.80	\$35.13	\$36.87
Assistant Sound Effects Editor	\$33.12	\$34.76	\$34.11	\$35.80	\$35.13	\$36.87
Second Assistant Editor	\$30.37	\$31.86	\$31.28	\$32.82	\$32.22	\$33.80
Negative Cutter/Conformer	\$36.18	\$37.92	\$37.27	\$39.06	\$38.39	\$40.23

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<b>Appendix A - IATSE Local 891 Master Agreement Rates (continued)</b>						
<b>FIRST AID/CRAFT SERVICE</b>						
First Aid/Craft Service	\$37.02	\$38.87	\$38.13	\$40.04	\$39.27	\$41.24
First Aid	\$30.37	\$31.86	\$31.28	\$32.82	\$32.22	\$33.80
Craft Service	\$28.12	\$29.52	\$28.96	\$30.41	\$29.83	\$31.32
<b>GREENS</b>						
Head Greensperson	\$37.02	\$38.87	\$38.13	\$40.04	\$39.27	\$41.24
Best Person (Lead Person)	\$33.12	\$34.76	\$34.11	\$35.80	\$35.13	\$36.87
Greensperson	\$30.37	\$31.86	\$31.28	\$32.82	\$32.22	\$33.80
Greens Helper	\$27.07	\$28.47	\$27.88	\$29.32	\$28.72	\$30.20
<b>GRIPS</b>						
Key Grip	\$37.02	\$38.87	\$38.13	\$40.04	\$39.27	\$41.24
Second Grip	\$33.12	\$34.76	\$34.11	\$35.80	\$35.13	\$36.87
Leadman/Setup	\$33.12	\$34.76	\$34.11	\$35.80	\$35.13	\$36.87
Dolly Operator	\$33.12	\$34.76	\$34.11	\$35.80	\$35.13	\$36.87
Rigging Grip	\$32.22	\$33.81	\$33.19	\$34.82	\$34.19	\$35.86
Grip	\$30.37	\$31.86	\$31.28	\$32.82	\$32.22	\$33.80
<b>HAIR</b>						
Hair Department Head	\$37.02	\$38.87	\$38.13	\$40.04	\$39.27	\$41.24
Assistant Hairstylist	\$33.12	\$34.76	\$34.11	\$35.80	\$35.13	\$36.87
Second Assistant Hairstylist	\$30.37	\$31.86	\$31.28	\$32.82	\$32.22	\$33.80
<b>LIGHTING/ELECTRICS</b>						
Chief Lighting Technician / Gaffer	\$37.02	\$38.87	\$38.13	\$40.04	\$39.27	\$41.24
Asst. Chief Lighting Tech. / Best Boy	\$33.12	\$34.76	\$34.11	\$35.80	\$35.13	\$36.87
Lighting Board Operator	\$33.01	\$34.76	\$34.00	\$35.80	\$35.02	\$36.87
Rigging Gaffer	\$33.12	\$34.76	\$34.11	\$35.80	\$35.13	\$36.87
Generator Operator	\$33.12	\$34.76	\$34.11	\$35.80	\$35.13	\$36.87
Lighting Technician / Lamp Operator*	\$30.37	\$31.86	\$31.28	\$32.82	\$32.22	\$33.80
Set Wireman	\$32.22	\$33.81	\$33.19	\$34.82	\$34.19	\$35.86
* 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	\$37.02	\$38.87	\$38.13	\$40.04	\$39.27	\$41.24
First Assistant Makeup Artist	\$33.12	\$34.76	\$34.11	\$35.80	\$35.13	\$36.87
Second Assistant Makeup Artist	\$30.37	\$31.86	\$31.28	\$32.82	\$32.22	\$33.80
Third Assistant Makeup Artist	\$20.57	\$21.59	\$21.19	\$22.24	\$21.83	\$22.91
<b>PAINTING</b>						
Paint Coordinator	\$41.22	\$43.26	\$42.46	\$44.56	\$43.73	\$45.90
Lead Painter	\$37.76	\$39.64	\$38.89	\$40.83	\$40.06	\$42.05
Scenic Artist	\$37.76	\$39.64	\$38.89	\$40.83	\$40.06	\$42.05
Sign Painter/Fabricator	\$37.76	\$39.64	\$38.89	\$40.83	\$40.06	\$42.05
Automotive Sprayer	\$37.76	\$39.64	\$38.89	\$40.83	\$40.06	\$42.05
Scenic Painter	\$35.34	\$37.10	\$36.40	\$38.21	\$37.49	\$39.36
Wallpaper Hanger	\$35.34	\$37.10	\$36.40	\$38.21	\$37.49	\$39.36
Plasterer	\$35.34	\$37.10	\$36.40	\$38.21	\$37.49	\$39.36
Set Painter	\$33.61	\$35.24	\$34.62	\$36.30	\$35.66	\$37.39
Paint Labourer	\$25.81	\$27.07	\$26.58	\$27.88	\$27.38	\$28.72
<b>PRODUCTION OFFICE</b>						
Production Office Coordinator	\$37.02	\$38.87	\$38.13	\$40.04	\$39.27	\$41.24
Asst. Production Coordinator	\$33.12	\$34.76	\$34.11	\$35.80	\$35.13	\$36.87
2nd Asst. Production Coord.	\$18.51	\$19.40	\$19.07	\$19.98	\$19.64	\$20.58

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	Television	Feature	Television	Feature	Television	Feature
<b>Appendix A - IATSE Local 891 Master Agreement Rates (continued)</b>						
<b>PROPS</b>						
Property Master	\$37.02	\$38.87	\$38.13	\$40.04	\$39.27	\$41.24
Assistant Property Master	\$36.18	\$37.92	\$37.27	\$39.06	\$38.39	\$40.23
Props Buyer	\$32.92	\$34.61	\$33.91	\$35.65	\$34.93	\$36.72
Props	\$30.37	\$31.86	\$31.28	\$32.82	\$32.22	\$33.80
<b>SCRIPT SUPERVISORS / CONTINUITY COORDINATOR</b>						
Script Supervisor/ Continuity Coordinator	\$37.02	\$38.87	\$38.13	\$40.04	\$39.27	\$41.24
Assistant to Script Supervisor/ Continuity Coordinator	\$20.88	\$21.92	\$21.51	\$22.58	\$22.16	\$23.26
<b>SET DECORATING</b>						
Set Decorator	\$37.02	\$38.87	\$38.13	\$40.04	\$39.27	\$41.24
Assistant Set Decorator	\$34.43	\$36.06	\$35.46	\$37.14	\$36.52	\$38.25
Set Buyer	\$32.22	\$33.81	\$33.19	\$34.82	\$34.19	\$35.86
Lead Dresser	\$31.24	\$32.81	\$32.18	\$33.79	\$33.15	\$34.80
On-Set Dresser	\$31.24	\$32.81	\$32.18	\$33.79	\$33.15	\$34.80
Set Dresser	\$30.37	\$31.86	\$31.28	\$32.82	\$32.22	\$33.80
Draper/Upholsterer	\$30.37	\$31.86	\$31.28	\$32.82	\$32.22	\$33.80
Assistant Set Dresser	\$25.12	\$26.41	\$25.87	\$27.20	\$26.65	\$28.02
<b>SOUND</b>						
Mixer (Production and Dubbing)	\$48.20	\$50.58	\$49.65	\$52.10	\$51.14	\$53.66
Boom Operator	\$40.49	\$42.50	\$41.70	\$43.78	\$42.95	\$45.09
Sound Assistant	\$30.37	\$31.86	\$31.28	\$32.82	\$32.22	\$33.80
Public Address Operator	\$30.37	\$31.86	\$31.28	\$32.82	\$32.22	\$33.80
Playback Operator	\$30.37	\$31.86	\$31.28	\$32.82	\$32.22	\$33.80
Sound Maintenance	\$30.37	\$31.86	\$31.28	\$32.82	\$32.22	\$33.80
<b>SPECIAL EFFECTS</b>						
Special Effects Coordinator	\$40.91	\$42.97	\$42.14	\$44.26	\$43.40	\$45.59
First Assistant Special Effects	\$37.02	\$38.87	\$38.13	\$40.04	\$39.27	\$41.24
Special Effects Assistant	\$32.22	\$33.81	\$33.19	\$34.82	\$34.19	\$35.86
Special Effects Labourer	\$25.81	\$27.07	\$26.58	\$27.88	\$27.38	\$28.72
<b>VIDEO</b>						
Video Sound Mixer	\$37.02	\$38.87	\$38.13	\$40.04	\$39.27	\$41.24
Video Lighting Director	\$37.02	\$38.87	\$38.13	\$40.04	\$39.27	\$41.24
Video Script Supervisor	\$37.02	\$38.87	\$38.13	\$40.04	\$39.27	\$41.24
Colourist	\$37.02	\$38.87	\$38.13	\$40.04	\$39.27	\$41.24
<b>VISUAL EFFECTS</b>						
<b>VFX Artists (Weekly Flat Rate - up to 12 Hours/Day)</b>						
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
<b>VFX Technicians (Weekly Flat Rate - up to 12 Hours/Day)</b>						
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
<b>VFX Artists (Hourly rate for overtime purposes)</b>						
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
<b>VFX Technicians (Hourly rate for overtime purposes)</b>						
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

## Features with Budgets\* above \$14.0M CAD

<b>Fringe Rates Applicable to:</b>					
Master Agreement: Article 8.02 High Budget Feature Films					
* Budget defined in Articles 2.03 and S1.02					
Section	Category	Allocation Structure	Union Affiliation		
			IA 891	TEAM 155	ICG 669
<b>A:</b>	<b>Paid Hours</b>	Straight-time, Overtime and Overscale			<b>Paid to Crew</b>
	<b>Turnaround</b>	Dollars for Turnaround penalty			
	<b>Meal Penalty</b>	Dollars for Meal Penalty time			
<b>B:</b>	<b>Statutory Holiday Pay</b>	Percentage of the total of Section A			<b>2.75% Paid to Crew</b>
<b>C:</b>	<b>Vacation Pay</b>	Percentage of the total of Section A			<b>4% Paid to Crew</b>
<b>D:</b>	<b>Pension</b>	Percentage of the total of Section A			7.5% paid to Crew or Union**
<b>E:</b>	<b>Health and Benefits</b>	Percentage of the total of Section A			5.5% paid to Pension Plan
<b>F:</b>	<b>Total Fringe Allocation</b>	<b>The sum of Sections B + C + D + E</b>			9.5% paid to Union
<b>G:</b>	<b>Supplemental Health Benefits</b>	Flat contribution per day			6% paid to Union
<b>H:</b>	<b>Training Society Contribution</b>	Flat contribution per hour worked to applicable maximums			8.5% paid to Health Plan
<b>I:</b>	<b>Union Dues</b>	Union percentage (explanation below)			20.25%
<b>Training Society Contribution Maximums:</b> \$10,000 per Feature.					
<b>IATSE 891 Union Dues:</b> 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.					
<b>Teamsters 155 Union Dues:</b> 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.					
<b>ICG 669 Union Dues:</b> 2% calculated on the sum of sections A + B + C + D.					