

|  | April 1/18 - March 30/19    |                              | March 31/19 - March 28/20   |                              | March 29/20 - March 31/21   |                              |
|--|-----------------------------|------------------------------|-----------------------------|------------------------------|-----------------------------|------------------------------|
|  | 8.03(a), S3.01,<br>S3.03 i) | 8.03(b), S3.02,<br>S3.03 ii) | 8.03(a), S3.01,<br>S3.03 i) | 8.03(b), S3.02,<br>S3.03 ii) | 8.03(a), S3.01,<br>S3.03 i) | 8.03(b), S3.02,<br>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                                       | \$36.04                     | \$32.83                      | \$37.12                     | \$33.82                      | \$38.23                     | \$34.83                      |
| Accounting Clerk 1   | \$24.48                     | \$22.30                      | \$25.22                     | \$22.98                      | \$25.97                     | \$23.67                      |
| Accounting Clerk 2   | \$20.39                     | \$18.58                      | \$21.01                     | \$19.14                      | \$21.64                     | \$19.71                      |
| Accounting Trainee   | \$16.45                     | \$14.99                      | \$16.95                     | \$15.44                      | \$17.45                     | \$15.90                      |
| <b>ART</b>   |                             |                              |                             |                              |                             |                              |
| Production Designer  | Negotiable                  |                              | Negotiable                  |                              | Negotiable                  |                              |
| Art Director   | \$44.49                     | \$40.53                      | \$45.82                     | \$41.75                      | \$47.20                     | \$43.00                      |
| Assistant Art Director                                     | \$38.63                     | \$35.19                      | \$39.79                     | \$36.25                      | \$40.99                     | \$37.34                      |
| Draftsperson   | \$31.34                     | \$28.55                      | \$32.27                     | \$29.41                      | \$33.25                     | \$30.29                      |
| Graphics / Illustrator / Storyboard Artist / Set Designer  | \$34.39                     | \$31.33                      | \$35.42                     | \$32.28                      | \$36.49                     | \$33.24                      |
| Art Department Assistant                                   | \$16.45                     | \$14.99                      | \$16.95                     | \$15.44                      | \$17.45                     | \$15.90                      |
| <b>CONSTRUCTION</b>  |                             |                              |                             |                              |                             |                              |
| Construction Coordinator                                   | \$40.61                     | \$37.00                      | \$41.82                     | \$38.11                      | \$43.07                     | \$39.25                      |
| Construction Foreman                                       | \$38.94                     | \$35.48                      | \$40.11                     | \$36.55                      | \$41.32                     | \$37.65                      |
| Lead Carpenter   | \$36.75                     | \$33.48                      | \$37.85                     | \$34.48                      | \$38.98                     | \$35.51                      |
| Scenic Carpenter   | \$34.39                     | \$31.33                      | \$35.42                     | \$32.28                      | \$36.49                     | \$33.24                      |
| Scenic Helper  | \$32.09                     | \$29.23                      | \$33.05                     | \$30.11                      | \$34.04                     | \$31.01                      |
| Lead Metal Fabricator                                      | \$36.75                     | \$33.48                      | \$37.85                     | \$34.48                      | \$38.98                     | \$35.51                      |
| Scenic Metal Fabricator                                    | \$34.39                     | \$31.33                      | \$35.42                     | \$32.28                      | \$36.49                     | \$33.24                      |
| Metal Fabricator Helper                                    | \$27.37                     | \$24.94                      | \$28.19                     | \$25.68                      | \$29.03                     | \$26.45                      |
| Construction Buyer   | \$34.39                     | \$31.33                      | \$35.42                     | \$32.28                      | \$36.49                     | \$33.24                      |
| Maintenance Person   | \$32.09                     | \$29.23                      | \$33.05                     | \$30.11                      | \$34.04                     | \$31.01                      |
| Sculptor   | \$36.75                     | \$33.48                      | \$37.85                     | \$34.48                      | \$38.98                     | \$35.51                      |
| Model Maker  | \$36.75                     | \$33.48                      | \$37.85                     | \$34.48                      | \$38.98                     | \$35.51                      |
| Lead Labourer  | \$27.37                     | \$24.94                      | \$28.19                     | \$25.68                      | \$29.03                     | \$26.45                      |
| Labourer (Construction)                                    | \$25.09                     | \$22.86                      | \$25.85                     | \$23.55                      | \$26.62                     | \$24.26                      |
| <b>COSTUME</b>   |                             |                              |                             |                              |                             |                              |
| Costume Designer   | Negotiable                  |                              | Negotiable                  |                              | Negotiable                  |                              |
| Asst. Costume Designer / Coordinator                       | \$35.15                     | \$32.03                      | \$36.21                     | \$32.99                      | \$37.30                     | \$33.98                      |
| Set Supervisor   | \$35.15                     | \$32.03                      | \$36.21                     | \$32.99                      | \$37.30                     | \$33.98                      |
| Performer's Costumer                                       | \$31.34                     | \$28.55                      | \$32.27                     | \$29.41                      | \$33.25                     | \$30.29                      |
| Set Costumer   | \$31.34                     | \$28.55                      | \$32.27                     | \$29.41                      | \$33.25                     | \$30.29                      |
| Prep Costumer  | \$31.34                     | \$28.55                      | \$32.27                     | \$29.41                      | \$33.25                     | \$30.29                      |
| Cutter   | \$31.34                     | \$28.55                      | \$32.27                     | \$29.41                      | \$33.25                     | \$30.29                      |
| Costume Breakdown/FX                                       | \$31.34                     | \$28.55                      | \$32.27                     | \$29.41                      | \$33.25                     | \$30.29                      |
| Dresser  | \$26.39                     | \$24.04                      | \$27.18                     | \$24.76                      | \$28.00                     | \$25.51                      |
| Seamster/Seamstress  | \$29.54                     | \$26.91                      | \$30.42                     | \$27.72                      | \$31.33                     | \$28.54                      |
| <b>EDITING</b>   |                             |                              |                             |                              |                             |                              |
| Supervising Editor   | \$42.44                     | \$38.67                      | \$43.71                     | \$39.83                      | \$45.03                     | \$41.02                      |
| Supervising Sound Editor                                   | \$42.44                     | \$38.67                      | \$43.71                     | \$39.83                      | \$45.03                     | \$41.02                      |
| Editor   | \$39.81                     | \$36.27                      | \$41.00                     | \$37.36                      | \$42.24                     | \$38.48                      |
| Sound Effects Editor                                       | \$36.04                     | \$32.83                      | \$37.12                     | \$33.82                      | \$38.23                     | \$34.83                      |
| Music Editor   | \$36.04                     | \$32.83                      | \$37.12                     | \$33.82                      | \$38.23                     | \$34.83                      |
| First Assistant Editor                                     | \$32.22                     | \$29.36                      | \$33.18                     | \$30.23                      | \$34.18                     | \$31.14                      |
| Assistant Dialogue Editor                                  | \$32.22                     | \$29.36                      | \$33.18                     | \$30.23                      | \$34.18                     | \$31.14                      |
| Assistant Sound Effects Editor                             | \$32.22                     | \$29.36                      | \$33.18                     | \$30.23                      | \$34.18                     | \$31.14                      |
| Second Assistant Editor                                    | \$29.54                     | \$26.91                      | \$30.42                     | \$27.72                      | \$31.33                     | \$28.54                      |
| Negative Cutter/Conformer                                  | \$35.15                     | \$32.03                      | \$36.21                     | \$32.99                      | \$37.30                     | \$33.98                      |

|   | April 1/18 - March 30/19 |         | March 31/19 - March 28/20 |         | March 29/20 - March 31/21 |         |
|---|--------------------------|---------|---------------------------|---------|---------------------------|---------|
|   | 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   | \$36.04                  | \$32.83 | \$37.12                   | \$33.82 | \$38.23                   | \$34.83 |
| First Aid   | \$29.54                  | \$26.91 | \$30.42                   | \$27.72 | \$31.33                   | \$28.54 |
| Craft Service   | \$27.37                  | \$24.94 | \$28.19                   | \$25.68 | \$29.03                   | \$26.45 |
| <b>GREENS</b>   |                          |         |                           |         |                           |         |
| Head Greensperson   | \$36.04                  | \$32.83 | \$37.12                   | \$33.82 | \$38.23                   | \$34.83 |
| Best Person (Lead Person)   | \$32.22                  | \$29.36 | \$33.18                   | \$30.23 | \$34.18                   | \$31.14 |
| Greensperson  | \$29.54                  | \$26.91 | \$30.42                   | \$27.72 | \$31.33                   | \$28.54 |
| Greens Helper   | \$26.39                  | \$24.04 | \$27.18                   | \$24.76 | \$28.00                   | \$25.51 |
| <b>GRIPS</b>  |                          |         |                           |         |                           |         |
| Key Grip  | \$36.04                  | \$32.83 | \$37.12                   | \$33.82 | \$38.23                   | \$34.83 |
| Second Grip   | \$32.22                  | \$29.36 | \$33.18                   | \$30.23 | \$34.18                   | \$31.14 |
| Leadman/Setup   | \$32.22                  | \$29.36 | \$33.18                   | \$30.23 | \$34.18                   | \$31.14 |
| Dolly Operator  | \$32.22                  | \$29.36 | \$33.18                   | \$30.23 | \$34.18                   | \$31.14 |
| Rigging Grip  | \$31.34                  | \$28.55 | \$32.27                   | \$29.41 | \$33.25                   | \$30.29 |
| Grip  | \$29.54                  | \$26.91 | \$30.42                   | \$27.72 | \$31.33                   | \$28.54 |
| <b>HAIR</b>   |                          |         |                           |         |                           |         |
| Hair Department Head  | \$36.04                  | \$32.83 | \$37.12                   | \$33.82 | \$38.23                   | \$34.83 |
| Assistant Hairstylist   | \$32.22                  | \$29.36 | \$33.18                   | \$30.23 | \$34.18                   | \$31.14 |
| Second Assistant Hairstylist  | \$29.54                  | \$26.91 | \$30.42                   | \$27.72 | \$31.33                   | \$28.54 |
| <b>LIGHTING/ELECTRICS</b>   |                          |         |                           |         |                           |         |
| Chief Lighting Technician / Gaffer  | \$36.04                  | \$32.83 | \$37.12                   | \$33.82 | \$38.23                   | \$34.83 |
| Asst. Chief Lighting Tech. / Best Boy   | \$32.22                  | \$29.36 | \$33.18                   | \$30.23 | \$34.18                   | \$31.14 |
| Lighting Board Operator   | \$32.22                  | \$29.36 | \$33.18                   | \$30.23 | \$34.18                   | \$31.14 |
| Rigging Gaffer  | \$32.22                  | \$29.36 | \$33.18                   | \$30.23 | \$34.18                   | \$31.14 |
| Generator Operator  | \$32.22                  | \$29.36 | \$33.18                   | \$30.23 | \$34.18                   | \$31.14 |
| Lighting Technician / Lamp Operator*  | \$29.54                  | \$26.91 | \$30.42                   | \$27.72 | \$31.33                   | \$28.54 |
| Set Wireman   | \$31.34                  | \$28.55 | \$32.27                   | \$29.41 | \$33.25                   | \$30.29 |
| * 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  | \$36.04                  | \$32.83 | \$37.12                   | \$33.82 | \$38.23                   | \$34.83 |
| First Assistant Makeup Artist   | \$32.22                  | \$29.36 | \$33.18                   | \$30.23 | \$34.18                   | \$31.14 |
| Second Assistant Makeup Artist  | \$29.54                  | \$26.91 | \$30.42                   | \$27.72 | \$31.33                   | \$28.54 |
| Third Assistant Makeup Artist   | \$20.02                  | \$18.24 | \$20.62                   | \$18.79 | \$21.24                   | \$19.35 |
| <b>PAINTING</b>   |                          |         |                           |         |                           |         |
| Paint Coordinator   | \$40.10                  | \$36.54 | \$41.31                   | \$37.64 | \$42.55                   | \$38.77 |
| Lead Painter  | \$36.75                  | \$33.48 | \$37.85                   | \$34.48 | \$38.98                   | \$35.51 |
| Scenic Artist   | \$36.75                  | \$33.48 | \$37.85                   | \$34.48 | \$38.98                   | \$35.51 |
| Sign Painter/Fabricator   | \$36.75                  | \$33.48 | \$37.85                   | \$34.48 | \$38.98                   | \$35.51 |
| Automotive Sprayer  | \$36.75                  | \$33.48 | \$37.85                   | \$34.48 | \$38.98                   | \$35.51 |
| Scenic Painter  | \$34.39                  | \$31.33 | \$35.42                   | \$32.28 | \$36.49                   | \$33.24 |
| Wallpaper Hanger  | \$34.39                  | \$31.33 | \$35.42                   | \$32.28 | \$36.49                   | \$33.24 |
| Plasterer   | \$34.39                  | \$31.33 | \$35.42                   | \$32.28 | \$36.49                   | \$33.24 |
| Set Painter   | \$32.67                  | \$29.77 | \$33.65                   | \$30.66 | \$34.66                   | \$31.58 |
| Paint Labourer  | \$25.09                  | \$22.86 | \$25.85                   | \$23.55 | \$26.62                   | \$24.26 |
| <b>PRODUCTION OFFICE</b>  |                          |         |                           |         |                           |         |
| Production Office Coordinator   | \$36.04                  | \$32.83 | \$37.12                   | \$33.82 | \$38.23                   | \$34.83 |
| Asst. Production Coordinator  | \$32.22                  | \$29.36 | \$33.18                   | \$30.23 | \$34.18                   | \$31.14 |
| 2nd Asst. Production Coord.   | \$17.98                  | \$16.38 | \$18.52                   | \$16.88 | \$19.08                   | \$17.38 |

|  | April 1/18 - March 30/19 |            | March 31/19 - March 28/20 |            | March 29/20 - March 31/21 |            |
|--|--------------------------|------------|---------------------------|------------|---------------------------|------------|
|  | 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  | \$36.04                  | \$32.83    | \$37.12                   | \$33.82    | \$38.23                   | \$34.83    |
| Assistant Property Master  | \$35.15                  | \$32.03    | \$36.21                   | \$32.99    | \$37.30                   | \$33.98    |
| Props Buyer  | \$32.09                  | \$29.23    | \$33.05                   | \$30.11    | \$34.04                   | \$31.01    |
| Props  | \$29.54                  | \$26.91    | \$30.42                   | \$27.72    | \$31.33                   | \$28.54    |
| <b>SCRIPT SUPERVISORS / CONTINUITY COORDINATOR</b>                     |                          |            |                           |            |                           |            |
| Script Supervisor/<br>Continuity Coordinator                           | \$36.04                  | \$32.83    | \$37.12                   | \$33.82    | \$38.23                   | \$34.83    |
| Assistant to Script Supervisor/<br>Continuity Coordinator              | \$20.32                  | \$18.52    | \$20.93                   | \$19.07    | \$21.56                   | \$19.65    |
| <b>SET DECORATING</b>  |                          |            |                           |            |                           |            |
| Set Decorator  | \$36.04                  | \$32.83    | \$37.12                   | \$33.82    | \$38.23                   | \$34.83    |
| Assistant Set Decorator  | \$33.43                  | \$30.45    | \$34.43                   | \$31.37    | \$35.46                   | \$32.31    |
| Set Buyer  | \$31.34                  | \$28.55    | \$32.27                   | \$29.41    | \$33.25                   | \$30.29    |
| Lead Dresser   | \$30.41                  | \$27.71    | \$31.32                   | \$28.54    | \$32.26                   | \$29.39    |
| On-Set Dresser   | \$30.41                  | \$27.71    | \$31.32                   | \$28.54    | \$32.26                   | \$29.39    |
| Set Dresser  | \$29.54                  | \$26.91    | \$30.42                   | \$27.72    | \$31.33                   | \$28.54    |
| Draper/Upholsterer   | \$29.54                  | \$26.91    | \$30.42                   | \$27.72    | \$31.33                   | \$28.54    |
| Assistant Set Dresser  | \$24.48                  | \$22.30    | \$25.22                   | \$22.98    | \$25.97                   | \$23.67    |
| <b>SOUND</b>   |                          |            |                           |            |                           |            |
| Mixer (Production and Dubbing)   | \$46.89                  | \$42.72    | \$48.29                   | \$44.00    | \$49.74                   | \$45.32    |
| Boom Operator  | \$39.40                  | \$35.90    | \$40.58                   | \$36.97    | \$41.80                   | \$38.08    |
| Sound Assistant  | \$29.54                  | \$26.91    | \$30.42                   | \$27.72    | \$31.33                   | \$28.54    |
| Public Address Operator  | \$29.54                  | \$26.91    | \$30.42                   | \$27.72    | \$31.33                   | \$28.54    |
| Playback Operator  | \$29.54                  | \$26.91    | \$30.42                   | \$27.72    | \$31.33                   | \$28.54    |
| Sound Maintenance  | \$29.54                  | \$26.91    | \$30.42                   | \$27.72    | \$31.33                   | \$28.54    |
| <b>SPECIAL EFFECTS</b>   |                          |            |                           |            |                           |            |
| Special Effects Coordinator  | \$39.83                  | \$36.29    | \$41.03                   | \$37.38    | \$42.26                   | \$38.51    |
| First Assistant Special Effects  | \$36.04                  | \$32.83    | \$37.12                   | \$33.82    | \$38.23                   | \$34.83    |
| Special Effects Assistant  | \$31.34                  | \$28.55    | \$32.27                   | \$29.41    | \$33.25                   | \$30.29    |
| Special Effects Labourer   | \$25.09                  | \$22.86    | \$25.85                   | \$23.55    | \$26.62                   | \$24.26    |
| <b>VIDEO</b>   |                          |            |                           |            |                           |            |
| Video Sound Mixer  | \$36.04                  | \$32.83    | \$37.12                   | \$33.82    | \$38.23                   | \$34.83    |
| Video Lighting Director  | \$36.04                  | \$32.83    | \$37.12                   | \$33.82    | \$38.23                   | \$34.83    |
| Video Script Supervisor  | \$36.04                  | \$32.83    | \$37.12                   | \$33.82    | \$38.23                   | \$34.83    |
| Colourist  | \$36.04                  | \$32.83    | \$37.12                   | \$33.82    | \$38.23                   | \$34.83    |
| <b>VISUAL EFFECTS</b>  |                          |            |                           |            |                           |            |
| VFX Artists (Weekly Flat Rate - up to 12 Hours/Day)                    |                          |            |                           |            |                           |            |
| VFX Artist - Level 1   | \$1,775.04               | \$1,775.04 | \$1,828.29                | \$1,828.29 | \$1,883.14                | \$1,883.14 |
| VFX Artist - Level 2   | \$1,648.25               | \$1,648.25 | \$1,697.70                | \$1,697.70 | \$1,748.63                | \$1,748.63 |
| VFX Artist - Level 3   | \$1,354.05               | \$1,354.05 | \$1,394.67                | \$1,394.67 | \$1,436.51                | \$1,436.51 |
| VFX Technicians (Weekly Flat Rate - up to 12 Hours/Day)                |                          |            |                           |            |                           |            |
| VFX Technician - Level 1   | \$1,648.25               | \$1,648.25 | \$1,697.70                | \$1,697.70 | \$1,748.63                | \$1,748.63 |
| VFX Technician - Level 2   | \$1,354.05               | \$1,354.05 | \$1,394.67                | \$1,394.67 | \$1,436.51                | \$1,436.51 |
| VFX Artists (Hourly rate for overtime purposes)                        |                          |            |                           |            |                           |            |
| VFX Artist - Level 1   | \$25.36                  | \$25.36    | \$26.12                   | \$26.12    | \$26.90                   | \$26.90    |
| VFX Artist - Level 2   | \$23.55                  | \$23.55    | \$24.25                   | \$24.25    | \$24.98                   | \$24.98    |
| VFX Artist - Level 3   | \$19.34                  | \$19.34    | \$19.92                   | \$19.92    | \$20.52                   | \$20.52    |
| VFX Technicians (Hourly rate for overtime purposes)                    |                          |            |                           |            |                           |            |
| VFX Technician - Level 1   | \$23.55                  | \$23.55    | \$24.25                   | \$24.25    | \$24.98                   | \$24.98    |
| VFX Technician - Level 2   | \$19.34                  | \$19.34    | \$19.92                   | \$19.92    | \$20.52                   | \$20.52    |

**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:      | <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>Statutory Holiday Pay</b>         | Percentage of the total of Section A                     | <b>2.75% Paid to Crew</b>    |                         |                    |
| C:      | <b>Vacation Pay</b>                  | Percentage of the total of Section A                     | <b>4% Paid to Crew</b>       |                         |                    |
| D:      | <b>Pension</b>                       | Percentage of the total of Section A                     | 1% paid to Crew or Union**   | 3% paid to Pension Plan | 2.5% paid to Union |
| E:      | <b>Health and Benefits</b>           | Percentage of the total of Section A                     | 5.5% paid to Union           | 4% paid to Health Plan  | 4% paid to Union   |
| F:      | <b>Total Fringe Allocation</b>       | <b>The sum of Sections B + C + D + E</b>                 | <b>13.25%</b>                | <b>13.75%</b>           | <b>13.25%</b>      |
| G:      | <b>Supplemental Health Benefits</b>  | Flat contribution per day                                | \$12.00 to Union             | \$12.00 to Health Plan  | \$12.00 to Union   |
| H:      | <b>Training Society Contribution</b> | Flat contribution per hour worked to applicable maximums | <b>\$0.05 Paid to BCMPTS</b> |                         |                    |
|         |                                      |  |                              |                         |                    |
| I:      | <b>Union Dues</b>                    | 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.