

	April 1/18 - March 30/19		March 31/19 - March 28/20		March 29/20 - March 31/21	
	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	\$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

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	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

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	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/ Continuity Coordinator	\$36.04	\$32.83	\$37.12	\$33.82	\$38.23	\$34.83
Assistant to Script Supervisor/ 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:	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**	3% 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	4% 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.