

| | 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 |
| IATSE Local 891 Supplemental Master Agreement Rates | | | | | | |
| ACCOUNTING | | | | | | |
| 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 |
| ART | | | | | | |
| 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 |
| CONSTRUCTION | | | | | | |
| 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 |
| COSTUME | | | | | | |
| 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 |
| EDITING | | | | | | |
| 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 |
| IATSE Local 891 Supplemental Master Agreement Rates (continued) | | | | | | |
| FIRST AID/CRAFT SERVICE | | | | | | |
| 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 |
| GREENS | | | | | | |
| 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 |
| GRIPS | | | | | | |
| 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 |
| HAIR | | | | | | |
| 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 |
| LIGHTING/ELECTRICS | | | | | | |
| 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. | | | | | | |
| MAKE-UP | | | | | | |
| 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 |
| PAINTING | | | | | | |
| 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 |
| PRODUCTION OFFICE | | | | | | |
| 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 |
| IATSE Local 891 Supplemental Master Agreement Rates (continued) | | | | | | |
| PROPS | | | | | | |
| 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 |
| SCRIPT SUPERVISORS / CONTINUITY COORDINATOR | | | | | | |
| 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 |
| SET DECORATING | | | | | | |
| 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 |
| SOUND | | | | | | |
| 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 |
| SPECIAL EFFECTS | | | | | | |
| 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 |
| VIDEO | | | | | | |
| 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 |
| VISUAL EFFECTS | | | | | | |
| 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 | The sum of Sections B + C + D + E | 13.25% | 13.75% | 13.25% |
| 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.