

| | Apr 4/21 - July 9/22 | July 10/22 - Apr 1/23 | Apr 2/23 - Mar 31/24 |
|--|----------------------|-----------------------|----------------------|
| | TV "Lag" Rates | TV "Lag" Rates | TV "Lag" Rates |
| Appendix A - IATSE Local 891 Master Agreement Rates | | | |
| ACCOUNTING | | | |
| Assistant Accountant | \$40.45 | \$41.66 | \$42.91 |
| Accounting Clerk 1 | \$27.45 | \$28.27 | \$29.12 |
| Accounting Clerk 2 | \$22.65 | \$23.33 | \$24.03 |
| Accounting Trainee | \$18.43 | \$18.98 | \$19.55 |
| ART | | | |
| Production Designer | Negotiable | Negotiable | Negotiable |
| Art Director | \$49.93 | \$51.43 | \$52.97 |
| Assistant Art Director | \$43.35 | \$44.65 | \$45.99 |
| Draftsperson | \$35.22 | \$36.28 | \$37.37 |
| Graphics / Illustrator / Storyboard Artist / Set Designer | \$38.61 | \$39.77 | \$40.96 |
| Art Department Assistant | \$18.43 | \$18.98 | \$19.55 |
| CONSTRUCTION | | | |
| Construction Coordinator | \$45.60 | \$46.97 | \$48.38 |
| Construction Foreperson | \$43.71 | \$45.02 | \$46.37 |
| Lead Carpenter | \$41.26 | \$42.50 | \$43.78 |
| Scenic Carpenter | \$38.61 | \$39.77 | \$40.96 |
| Scenic Helper | \$35.98 | \$37.06 | \$38.17 |
| Lead Metal Fabricator | \$41.26 | \$42.50 | \$43.78 |
| Scenic Metal Fabricator | \$38.61 | \$39.77 | \$40.96 |
| Metal Fabricator Helper | \$30.72 | \$31.64 | \$32.59 |
| Construction Buyer | \$38.61 | \$39.77 | \$40.96 |
| Maintenance Person | \$35.98 | \$37.06 | \$38.17 |
| Sculptor | \$41.26 | \$42.50 | \$43.78 |
| Model Maker | \$41.26 | \$42.50 | \$43.78 |
| Lead Labourer | \$30.72 | \$31.64 | \$32.59 |
| Labourer (Construction) | \$28.20 | \$29.05 | \$29.92 |
| COSTUME | | | |
| Costume Designer | Negotiable | Negotiable | Negotiable |
| Asst. Costume Designer / Coordinator | \$39.54 | \$40.73 | \$41.95 |
| Set Supervisor | \$39.54 | \$40.73 | \$41.95 |
| Performer's Costumer | \$35.22 | \$36.28 | \$37.37 |
| Set Costumer | \$35.22 | \$36.28 | \$37.37 |
| Prep Costumer | \$35.22 | \$36.28 | \$37.37 |
| Cutter | \$35.22 | \$36.28 | \$37.37 |
| Costume Breakdown / FX | \$35.22 | \$36.28 | \$37.37 |
| Dresser | \$29.58 | \$30.47 | \$31.38 |
| Stitcher | \$33.19 | \$34.19 | \$35.22 |
| EDITING | | | |
| Supervising Editor | \$47.66 | \$49.09 | \$50.56 |
| Supervising Sound Editor | \$47.66 | \$49.09 | \$50.56 |
| Editor | \$44.68 | \$46.02 | \$47.40 |
| Sound Effects Editor | \$40.45 | \$41.66 | \$42.91 |
| Music Editor | \$40.45 | \$41.66 | \$42.91 |
| First Assistant Editor | \$36.18 | \$37.27 | \$38.39 |
| Assistant Dialogue Editor | \$36.18 | \$37.27 | \$38.39 |
| Assistant Sound Effects Editor | \$36.18 | \$37.27 | \$38.39 |
| Second Assistant Editor | \$33.19 | \$34.19 | \$35.22 |
| Negative Cutter / Conformer | \$39.54 | \$40.73 | \$41.95 |

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| FIRST AID / CRAFT SERVICE | | | |
| First Aid / Craft Service | \$40.45 | \$41.66 | \$42.91 |
| First Aid | \$33.19 | \$34.19 | \$35.22 |
| Craft Service | \$30.72 | \$31.64 | \$32.59 |
| GREENS | | | |
| Head Greensperson | \$40.45 | \$41.66 | \$42.91 |
| Best Person (Lead Person) | \$36.18 | \$37.27 | \$38.39 |
| Greensperson | \$33.19 | \$34.19 | \$35.22 |
| Greens Helper | \$29.58 | \$30.47 | \$31.38 |
| GRIPS | | | |
| Key Grip | \$40.45 | \$41.66 | \$42.91 |
| Second Grip | \$36.18 | \$37.27 | \$38.39 |
| Lead Grip / Setup | \$36.18 | \$37.27 | \$38.39 |
| Dolly Operator | \$36.18 | \$37.27 | \$38.39 |
| Rigging Grip | \$35.22 | \$36.28 | \$37.37 |
| Grip | \$33.19 | \$34.19 | \$35.22 |
| HAIR | | | |
| Hair Department Head | \$40.45 | \$41.66 | \$42.91 |
| Assistant Hairstylist | \$36.18 | \$37.27 | \$38.39 |
| Second Assistant Hairstylist | \$33.19 | \$34.19 | \$35.22 |
| LIGHTING / ELECTRICS | | | |
| Head Lighting Technician | \$40.45 | \$41.66 | \$42.91 |
| Assistant Head Lighting Technician | \$36.18 | \$37.27 | \$38.39 |
| Lighting Board Operator | \$36.07 | \$37.15 | \$38.26 |
| Head Rigging Lighting Technician | \$36.18 | \$37.27 | \$38.39 |
| Generator Operator | \$36.18 | \$37.27 | \$38.39 |
| Lighting Technician / Lamp Operator* | \$33.19 | \$34.19 | \$35.22 |
| Set Wire Technician | \$35.22 | \$36.28 | \$37.37 |
| * 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 | \$40.45 | \$41.66 | \$42.91 |
| First Assistant Makeup Artist | \$36.18 | \$37.27 | \$38.39 |
| Second Assistant Makeup Artist | \$33.19 | \$34.19 | \$35.22 |
| Third Assistant Makeup Artist | \$22.48 | \$23.15 | \$23.84 |
| PAINTING | | | |
| Paint Coordinator | \$45.04 | \$46.39 | \$47.78 |
| Lead Painter | \$41.26 | \$42.50 | \$43.78 |
| Scenic Artist | \$41.26 | \$42.50 | \$43.78 |
| Sign Painter / Fabricator | \$41.26 | \$42.50 | \$43.78 |
| Automotive Sprayer | \$41.26 | \$42.50 | \$43.78 |
| Scenic Painter | \$38.61 | \$39.77 | \$40.96 |
| Wallpaper Hanger | \$38.61 | \$39.77 | \$40.96 |
| Plasterer | \$38.61 | \$39.77 | \$40.96 |
| Set Painter | \$36.73 | \$37.83 | \$38.96 |
| Paint Labourer | \$28.20 | \$29.05 | \$29.92 |
| PRODUCTION OFFICE | | | |
| Production Office Coordinator | \$40.45 | \$41.66 | \$42.91 |
| Asst. Production Coordinator | \$36.18 | \$37.27 | \$38.39 |
| 2nd Asst. Production Coord. | \$20.23 | \$20.84 | \$21.47 |

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| PROPS | | | |
| Property Master | \$40.45 | \$41.66 | \$42.91 |
| Assistant Property Master | \$39.54 | \$40.73 | \$41.95 |
| Props Buyer | \$35.98 | \$37.06 | \$38.17 |
| Props | \$33.19 | \$34.19 | \$35.22 |
| SCRIPT SUPERVISORS / CONTINUITY COORDINATOR | | | |
| Script Supevisor / Continuity Coord. | \$40.45 | \$41.66 | \$42.91 |
| Assistant to Script Supervisor / Continuity Coordinator | \$22.82 | \$23.50 | \$24.21 |
| SET DECORATING | | | |
| Set Decorator | \$40.45 | \$41.66 | \$42.91 |
| Assistant Set Decorator | \$37.62 | \$38.75 | \$39.91 |
| Set Buyer | \$35.22 | \$36.28 | \$37.37 |
| Lead Dresser | \$34.14 | \$35.16 | \$36.21 |
| On-Set Dresser | \$34.14 | \$35.16 | \$36.21 |
| Set Dresser | \$33.19 | \$34.19 | \$35.22 |
| Draper / Upholsterer | \$33.19 | \$34.19 | \$35.22 |
| Assistant Set Dresser | \$27.45 | \$28.27 | \$29.12 |
| SOUND | | | |
| Mixer (Production and Dubbing) | \$52.67 | \$54.25 | \$55.88 |
| Boom Operator | \$44.24 | \$45.57 | \$46.94 |
| Sound Assistant | \$33.19 | \$34.19 | \$35.22 |
| Public Address Operator | \$33.19 | \$34.19 | \$35.22 |
| Playback Operator | \$33.19 | \$34.19 | \$35.22 |
| Sound Maintenance | \$33.19 | \$34.19 | \$35.22 |
| SPECIAL EFFECTS | | | |
| Special Effects Coordinator | \$44.70 | \$46.04 | \$47.42 |
| First Assistant Special Effects | \$40.45 | \$41.66 | \$42.91 |
| Special Effects Assistant | \$35.22 | \$36.28 | \$37.37 |
| Special Effects Labourer | \$28.20 | \$29.05 | \$29.92 |
| VIDEO | | | |
| Video Sound Mixer | \$40.45 | \$41.66 | \$42.91 |
| Video Lighting Director | \$40.45 | \$41.66 | \$42.91 |
| Video Script Supervisor | \$40.45 | \$41.66 | \$42.91 |
| Colourist | \$40.45 | \$41.66 | \$42.91 |
| VISUAL EFFECTS | | | |
| VFX Artists (Weekly Flat Rate - up to 12 Hours/Day) | | | |
| VFX Artist - Level 1 | \$1,883.14 | \$1,939.63 | \$1,997.82 |
| VFX Artist - Level 2 | \$1,748.63 | \$1,801.09 | \$1,855.12 |
| VFX Artist - Level 3 | \$1,436.51 | \$1,479.61 | \$1,524.00 |
| VFX Technicians (Weekly Flat Rate - up to 12 Hours/Day) | | | |
| VFX Technician - Level 1 | \$1,748.63 | \$1,801.09 | \$1,855.12 |
| VFX Technician - Level 2 | \$1,436.51 | \$1,479.61 | \$1,524.00 |
| VFX Artists (Hourly rate for overtime purposes) | | | |
| VFX Artist - Level 1 | \$26.90 | \$27.71 | \$28.54 |
| VFX Artist - Level 2 | \$24.98 | \$25.73 | \$26.50 |
| VFX Artist - Level 3 | \$20.52 | \$21.14 | \$21.77 |
| VFX Technicians (Hourly rate for overtime purposes) | | | |
| VFX Technician - Level 1 | \$24.98 | \$25.73 | \$26.50 |
| VFX Technician - Level 2 | \$20.52 | \$21.14 | \$21.77 |

3rd+ Season Network, Non-Network, and High-Budget SVOD Series; 5th+ Season Canadian Domestic Series

| Fringe Rates Applicable to: | | | | | |
|--|-------------------------------|--|------------------------------|-------------------------|--------------------|
| Master Agreement: Article 8.01 Television | | | | | |
| 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 | 3.5% paid to Crew or Union** | 3% paid to Pension Plan | 5.5% paid to Union |
| E: | Health and Benefits | Percentage of the total of Section A | 6% paid to Union | 7% paid to Health Plan | 4% paid to Union |
| F: | Total Fringe Allocation | The sum of Sections B + C + D + E | 16.25% | 16.75% | 16.25% |
| 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 | | | | | |
| 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. | | | | | |