

	Apr 1/21 - July 10/21		July 11/21 - July 9/22		July 10/22 - Apr 1/23	
	8.03(a),S3.01,	8.03(b),S3.02,	8.03(a),S3.01,	8.03(b), S3.02,	8.03(a), S3.01,	8.03(b), S3.02,
	S3.03 i)	S3.03 ii)	S3.03 i)	S3.03 ii)	S3.03 i)	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	\$38.23	\$34.83	\$39.38	\$35.88	\$40.55	\$36.95
Accounting Clerk 1	\$25.97	\$23.67	\$26.76	\$24.38	\$27.56	\$25.11
Accounting Clerk 2	\$21.64	\$19.71	\$22.28	\$20.30	\$22.95	\$20.91
Accounting Trainee	\$17.45	\$15.90	\$17.97	\$16.38	\$18.51	\$16.87
ART						
Production Designer	Negotiable		Negotiable		Negotiable	
Art Director	\$47.20	\$43.00	\$48.61	\$44.29	\$50.07	\$45.62
Assistant Art Director	\$40.99	\$37.34	\$42.22	\$38.47	\$43.49	\$39.62
Draftsperson	\$33.25	\$30.29	\$34.25	\$31.20	\$35.27	\$32.14
Graphics / Illustrator / Storyboard Artist / Set Designer	\$36.49	\$33.24	\$37.58	\$34.24	\$38.71	\$35.27
Art Department Assistant	\$17.45	\$15.90	\$17.97	\$16.38	\$18.51	\$16.87
CONSTRUCTION						
Construction Coordinator	\$43.07	\$39.25	\$44.37	\$40.43	\$45.70	\$41.64
Construction Foreperson	\$41.32	\$37.65	\$42.56	\$38.78	\$43.84	\$39.94
Lead Carpenter	\$38.98	\$35.51	\$40.15	\$36.58	\$41.36	\$37.68
Scenic Carpenter	\$36.49	\$33.24	\$37.58	\$34.24	\$38.71	\$35.27
Scenic Helper	\$34.04	\$31.01	\$35.06	\$31.94	\$36.11	\$32.90
Lead Metal Fabricator	\$38.98	\$35.51	\$40.15	\$36.58	\$41.36	\$37.68
Scenic Metal Fabricator	\$36.49	\$33.24	\$37.58	\$34.24	\$38.71	\$35.27
Metal Fabricator Helper	\$29.03	\$26.45	\$29.91	\$27.25	\$30.81	\$28.07
Construction Buyer	\$36.49	\$33.24	\$37.58	\$34.24	\$38.71	\$35.27
Maintenance Person	\$34.04	\$31.01	\$35.06	\$31.94	\$36.11	\$32.90
Sculptor	\$38.98	\$35.51	\$40.15	\$36.58	\$41.36	\$37.68
Model Maker	\$38.98	\$35.51	\$40.15	\$36.58	\$41.36	\$37.68
Lead Labourer	\$29.03	\$26.45	\$29.91	\$27.25	\$30.81	\$28.07
Labourer (Construction)	\$26.62	\$24.26	\$27.42	\$24.99	\$28.24	\$25.73
COSTUME						
Costume Designer	Negotiable		Negotiable		Negotiable	
Asst. Costume Designer / Coordinator	\$37.30	\$33.98	\$38.41	\$35.00	\$39.56	\$36.05
Set Supervisor	\$37.30	\$33.98	\$38.41	\$35.00	\$39.56	\$36.05
Performer's Costumer	\$33.25	\$30.29	\$34.25	\$31.20	\$35.27	\$32.14
Set Costumer	\$33.25	\$30.29	\$34.25	\$31.20	\$35.27	\$32.14
Prep Costumer	\$33.25	\$30.29	\$34.25	\$31.20	\$35.27	\$32.14
Cutter	\$33.25	\$30.29	\$34.25	\$31.20	\$35.27	\$32.14
Costume Breakdown / FX	\$33.25	\$30.29	\$34.25	\$31.20	\$35.27	\$32.14
Dresser	\$28.00	\$25.51	\$28.84	\$26.27	\$29.70	\$27.06
Stitcher	\$31.33	\$28.54	\$32.27	\$29.40	\$33.24	\$30.28
EDITING						
Supervising Editor	\$45.03	\$41.02	\$46.38	\$42.25	\$47.77	\$43.53
Supervising Sound Editor	\$45.03	\$41.02	\$46.38	\$42.25	\$47.77	\$43.53
Editor	\$42.24	\$38.48	\$43.51	\$39.64	\$44.81	\$40.83
Sound Effects Editor	\$38.23	\$34.83	\$39.38	\$35.88	\$40.55	\$36.95
Music Editor	\$38.23	\$34.83	\$39.38	\$35.88	\$40.55	\$36.95
First Assistant Editor	\$34.18	\$31.14	\$35.21	\$32.08	\$36.26	\$33.04
Assistant Dialogue Editor	\$34.18	\$31.14	\$35.21	\$32.08	\$36.26	\$33.04
Assistant Sound Effects Editor	\$34.18	\$31.14	\$35.21	\$32.08	\$36.26	\$33.04
Second Assistant Editor	\$31.33	\$28.54	\$32.27	\$29.40	\$33.24	\$30.28
Negative Cutter / Conformer	\$37.30	\$33.98	\$38.41	\$35.00	\$39.56	\$36.05

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	S3.03 i)	S3.03 ii)	S3.03 i)	S3.03 ii)	S3.03 i)	S3.03 ii)
	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	\$38.23	\$34.83	\$39.38	\$35.88	\$40.55	\$36.95
First Aid	\$31.33	\$28.54	\$32.27	\$29.40	\$33.24	\$30.28
Craft Service	\$29.03	\$26.45	\$29.91	\$27.25	\$30.81	\$28.07
GREENS						
Head Greensperson	\$38.23	\$34.83	\$39.38	\$35.88	\$40.55	\$36.95
Best Person (Lead Person)	\$34.18	\$31.14	\$35.21	\$32.08	\$36.26	\$33.04
Greensperson	\$31.33	\$28.54	\$32.27	\$29.40	\$33.24	\$30.28
Greens Helper	\$28.00	\$25.51	\$28.84	\$26.27	\$29.70	\$27.06
GRIPS						
Key Grip	\$38.23	\$34.83	\$39.38	\$35.88	\$40.55	\$36.95
Second Grip	\$34.18	\$31.14	\$35.21	\$32.08	\$36.26	\$33.04
Lead Grip / Setup	\$34.18	\$31.14	\$35.21	\$32.08	\$36.26	\$33.04
Dolly Operator	\$34.18	\$31.14	\$35.21	\$32.08	\$36.26	\$33.04
Rigging Grip	\$33.25	\$30.29	\$34.25	\$31.20	\$35.27	\$32.14
Grip	\$31.33	\$28.54	\$32.27	\$29.40	\$33.24	\$30.28
HAIR						
Hair Department Head	\$38.23	\$34.83	\$39.38	\$35.88	\$40.55	\$36.95
Assistant Hairstylist	\$34.18	\$31.14	\$35.21	\$32.08	\$36.26	\$33.04
Second Assistant Hairstylist	\$31.33	\$28.54	\$32.27	\$29.40	\$33.24	\$30.28
LIGHTING / ELECTRICS						
Head Lighting Technician	\$38.23	\$34.83	\$39.38	\$35.88	\$40.55	\$36.95
Assistant Head Lighting Technician	\$34.18	\$31.14	\$35.21	\$32.08	\$36.26	\$33.04
Lighting Board Operator	\$34.18	\$31.14	\$35.21	\$32.08	\$36.26	\$33.04
Head Rigging Lighting Technician	\$34.18	\$31.14	\$35.21	\$32.08	\$36.26	\$33.04
Generator Operator	\$34.18	\$31.14	\$35.21	\$32.08	\$36.26	\$33.04
Lighting Technician / Lamp Operator*	\$31.33	\$28.54	\$32.27	\$29.40	\$33.24	\$30.28
Set Wire Technician	\$33.25	\$30.29	\$34.25	\$31.20	\$35.27	\$32.14
* 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	\$38.23	\$34.83	\$39.38	\$35.88	\$40.55	\$36.95
First Assistant Makeup Artist	\$34.18	\$31.14	\$35.21	\$32.08	\$36.26	\$33.04
Second Assistant Makeup Artist	\$31.33	\$28.54	\$32.27	\$29.40	\$33.24	\$30.28
Third Assistant Makeup Artist	\$21.24	\$19.35	\$21.88	\$19.93	\$22.54	\$20.53
PAINTING						
Paint Coordinator	\$42.55	\$38.77	\$43.83	\$39.93	\$45.14	\$41.13
Lead Painter	\$38.98	\$35.51	\$40.15	\$36.58	\$41.36	\$37.68
Scenic Artist	\$38.98	\$35.51	\$40.15	\$36.58	\$41.36	\$37.68
Sign Painter / Fabricator	\$38.98	\$35.51	\$40.15	\$36.58	\$41.36	\$37.68
Automotive Sprayer	\$38.98	\$35.51	\$40.15	\$36.58	\$41.36	\$37.68
Scenic Painter	\$36.49	\$33.24	\$37.58	\$34.24	\$38.71	\$35.27
Wallpaper Hanger	\$36.49	\$33.24	\$37.58	\$34.24	\$38.71	\$35.27
Plasterer	\$36.49	\$33.24	\$37.58	\$34.24	\$38.71	\$35.27
Set Painter	\$34.66	\$31.58	\$35.70	\$32.53	\$36.77	\$33.51
Paint Labourer	\$26.62	\$24.26	\$27.42	\$24.99	\$28.24	\$25.73
PRODUCTION OFFICE						
Production Office Coordinator	\$38.23	\$34.83	\$39.38	\$35.88	\$40.55	\$36.95
Asst. Production Coordinator	\$34.18	\$31.14	\$35.21	\$32.08	\$36.26	\$33.04
2nd Asst. Production Coord.	\$19.08	\$17.38	\$19.66	\$17.91	\$20.25	\$18.45

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	S3.03 i)	S3.03 ii)	S3.03 i)	S3.03 ii)	S3.03 i)	S3.03 ii)
	Tier 1	Tier 2	Tier 1	Tier 2	Tier 1	Tier 2
IATSE Local 891 Supplemental Master Agreement Rates (continued)						
PROPS						
Property Master	\$38.23	\$34.83	\$39.38	\$35.88	\$40.55	\$36.95
Assistant Property Master	\$37.30	\$33.98	\$38.41	\$35.00	\$39.56	\$36.05
Props Buyer	\$34.04	\$31.01	\$35.06	\$31.94	\$36.11	\$32.90
Props	\$31.33	\$28.54	\$32.27	\$29.40	\$33.24	\$30.28
SCRIPT SUPERVISORS / CONTINUITY COORDINATOR						
Script Supevisor / Continuity Coord.	\$38.23	\$34.83	\$39.38	\$35.88	\$40.55	\$36.95
Assistant to Script Supervisor / Continuity Coordinator	\$21.56	\$19.65	\$22.21	\$20.24	\$22.88	\$20.84
SET DECORATING						
Set Decorator	\$38.23	\$34.83	\$39.38	\$35.88	\$40.55	\$36.95
Assistant Set Decorator	\$35.46	\$32.31	\$36.52	\$33.28	\$37.62	\$34.28
Set Buyer	\$33.25	\$30.29	\$34.25	\$31.20	\$35.27	\$32.14
Lead Dresser	\$32.26	\$29.39	\$33.23	\$30.27	\$34.23	\$31.18
On-Set Dresser	\$32.26	\$29.39	\$33.23	\$30.27	\$34.23	\$31.18
Set Dresser	\$31.33	\$28.54	\$32.27	\$29.40	\$33.24	\$30.28
Draper / Upholsterer	\$31.33	\$28.54	\$32.27	\$29.40	\$33.24	\$30.28
Assistant Set Dresser	\$25.97	\$23.67	\$26.76	\$24.38	\$27.56	\$25.11
SOUND						
Mixer (Production and Dubbing)	\$49.74	\$45.32	\$51.24	\$46.68	\$52.78	\$48.08
Boom Operator	\$41.80	\$38.08	\$43.05	\$39.22	\$44.33	\$40.39
Sound Assistant	\$31.33	\$28.54	\$32.27	\$29.40	\$33.24	\$30.28
Public Address Operator	\$31.33	\$28.54	\$32.27	\$29.40	\$33.24	\$30.28
Playback Operator	\$31.33	\$28.54	\$32.27	\$29.40	\$33.24	\$30.28
Sound Maintenance	\$31.33	\$28.54	\$32.27	\$29.40	\$33.24	\$30.28
SPECIAL EFFECTS						
Special Effects Coordinator	\$42.26	\$38.51	\$43.53	\$39.66	\$44.84	\$40.85
First Assistant Special Effects	\$38.23	\$34.83	\$39.38	\$35.88	\$40.55	\$36.95
Special Effects Assistant	\$33.25	\$30.29	\$34.25	\$31.20	\$35.27	\$32.14
Special Effects Labourer	\$26.62	\$24.26	\$27.42	\$24.99	\$28.24	\$25.73
VIDEO						
Video Sound Mixer	\$38.23	\$34.83	\$39.38	\$35.88	\$40.55	\$36.95
Video Lighting Director	\$38.23	\$34.83	\$39.38	\$35.88	\$40.55	\$36.95
Video Script Supervisor	\$38.23	\$34.83	\$39.38	\$35.88	\$40.55	\$36.95
Colourist	\$38.23	\$34.83	\$39.38	\$35.88	\$40.55	\$36.95
VISUAL EFFECTS						
VFX Artists (Weekly Flat Rate - up to 12 Hours/Day)						
VFX Artist - Level 1	\$1,883.14	\$1,883.14	\$1,939.63	\$1,939.63	\$1,997.82	\$1,997.82
VFX Artist - Level 2	\$1,748.63	\$1,748.63	\$1,801.09	\$1,801.09	\$1,855.12	\$1,855.12
VFX Artist - Level 3	\$1,436.51	\$1,436.51	\$1,479.61	\$1,479.61	\$1,524.00	\$1,524.00
VFX Technicians (Weekly Flat Rate - up to 12 Hours/Day)						
VFX Technician - Level 1	\$1,748.63	\$1,748.63	\$1,801.09	\$1,801.09	\$1,855.12	\$1,855.12
VFX Technician - Level 2	\$1,436.51	\$1,436.51	\$1,479.61	\$1,479.61	\$1,524.00	\$1,524.00
VFX Artists (Hourly rate for overtime purposes)						
VFX Artist - Level 1	\$26.90	\$26.90	\$27.71	\$27.71	\$28.54	\$28.54
VFX Artist - Level 2	\$24.98	\$24.98	\$25.73	\$25.73	\$26.50	\$26.50
VFX Artist - Level 3	\$20.52	\$20.52	\$21.14	\$21.14	\$21.77	\$21.77
VFX Technicians (Hourly rate for overtime purposes)						
VFX Technician - Level 1	\$24.98	\$24.98	\$25.73	\$25.73	\$26.50	\$26.50
VFX Technician - Level 2	\$20.52	\$20.52	\$21.14	\$21.14	\$21.77	\$21.77

**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.