

	March 31/19 - March 28/20		March 29/20 - March 31/21		April 1/21 - April 2/22	
	Television	Feature	Television	Feature	Television	Feature
<b>Appendix A - IATSE Local 891</b>						
<b>ACCOUNTING</b>						
Assistant Accountant	\$39.27	\$41.24	\$40.45	\$42.48		
Accounting Clerk 1	\$26.65	\$28.02	\$27.45	\$28.86		
Accounting Clerk 2	\$21.99	\$23.34	\$22.65	\$24.04		
Accounting Trainee	\$17.89	\$18.83	\$18.43	\$19.39		
<b>ART</b>						
Production Designer	Negotiable		Negotiable			
Art Director	\$48.48	\$50.91	\$49.93	\$52.44		
Assistant Art Director	\$42.09	\$44.21	\$43.35	\$45.54		
Draftsperson	\$34.19	\$35.86	\$35.22	\$36.94		
Graphics / Illustrator / Storyboard Artist / Set Designer	\$37.49	\$39.36	\$38.61	\$40.54		
Art Department Assistant	\$17.89	\$18.83	\$18.43	\$19.39		
<b>CONSTRUCTION</b>						
Construction Coordinator	\$44.27	\$46.47	\$45.60	\$47.86		
Construction Foreman	\$42.44	\$44.57	\$43.71	\$45.91		
Lead Carpenter	\$40.06	\$42.05	\$41.26	\$43.31		
Scenic Carpenter	\$37.49	\$39.36	\$38.61	\$40.54		
Scenic Helper	\$34.93	\$36.72	\$35.98	\$37.82		
Lead Metal Fabricator	\$40.06	\$42.05	\$41.26	\$43.31		
Scenic Metal Fabricator	\$37.49	\$39.36	\$38.61	\$40.54		
Metal Fabricator Helper	\$29.83	\$31.32	\$30.72	\$32.26		
Construction Buyer	\$37.49	\$39.36	\$38.61	\$40.54		
Maintenance Person	\$34.93	\$36.72	\$35.98	\$37.82		
Sculptor	\$40.06	\$42.05	\$41.26	\$43.31		
Model Maker	\$40.06	\$42.05	\$41.26	\$43.31		
Lead Labourer	\$29.83	\$31.32	\$30.72	\$32.26		
Labourer (Construction)	\$27.38	\$28.72	\$28.20	\$29.58		
<b>COSTUME</b>						
Costume Designer	Negotiable		Negotiable			
Asst. Costume Designer / Coordinator	\$38.39	\$40.23	\$39.54	\$41.44		
Set Supervisor	\$38.39	\$40.23	\$39.54	\$41.44		
Performer's Costumer	\$34.19	\$35.86	\$35.22	\$36.94		
Set Costumer	\$34.19	\$35.86	\$35.22	\$36.94		
Prep Costumer	\$34.19	\$35.86	\$35.22	\$36.94		
Cutter	\$34.19	\$35.86	\$35.22	\$36.94		
Costume Breakdown/FX	\$34.19	\$35.86	\$35.22	\$36.94		
Dresser	\$28.72	\$30.20	\$29.58	\$31.11		
Seamster/Seamstress	\$32.22	\$33.80	\$33.19	\$34.81		
<b>EDITING</b>						
Supervising Editor	\$46.27	\$48.57	\$47.66	\$50.03		
Supervising Sound Editor	\$46.27	\$48.57	\$47.66	\$50.03		
Editor	\$43.38	\$45.56	\$44.68	\$46.93		
Sound Effects Editor	\$39.27	\$41.24	\$40.45	\$42.48		
Music Editor	\$39.27	\$41.24	\$40.45	\$42.48		
First Assistant Editor	\$35.13	\$36.87	\$36.18	\$37.98		
Assistant Dialogue Editor	\$35.13	\$36.87	\$36.18	\$37.98		
Assistant Sound Effects Editor	\$35.13	\$36.87	\$36.18	\$37.98		
Second Assistant Editor	\$32.22	\$33.80	\$33.19	\$34.81		
Negative Cutter/Conformer	\$38.39	\$40.23	\$39.54	\$41.44		

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<b>Appendix A - IATSE Local 891 Master Agreement</b>						
<b>FIRST AID/CRAFT SERVICE</b>						
First Aid/Craft Service	\$39.27	\$41.24	\$40.45	\$42.48		
First Aid	\$32.22	\$33.80	\$33.19	\$34.81		
Craft Service	\$29.83	\$31.32	\$30.72	\$32.26		
<b>GREENS</b>						
Head Greensperson	\$39.27	\$41.24	\$40.45	\$42.48		
Best Person (Lead Person)	\$35.13	\$36.87	\$36.18	\$37.98		
Greensperson	\$32.22	\$33.80	\$33.19	\$34.81		
Greens Helper	\$28.72	\$30.20	\$29.58	\$31.11		
<b>GRIPS</b>						
Key Grip	\$39.27	\$41.24	\$40.45	\$42.48		
Second Grip	\$35.13	\$36.87	\$36.18	\$37.98		
Leadman/Setup	\$35.13	\$36.87	\$36.18	\$37.98		
Dolly Operator	\$35.13	\$36.87	\$36.18	\$37.98		
Rigging Grip	\$34.19	\$35.86	\$35.22	\$36.94		
Grip	\$32.22	\$33.80	\$33.19	\$34.81		
<b>HAIR</b>						
Hair Department Head	\$39.27	\$41.24	\$40.45	\$42.48		
Assistant Hairstylist	\$35.13	\$36.87	\$36.18	\$37.98		
Second Assistant Hairstylist	\$32.22	\$33.80	\$33.19	\$34.81		
<b>LIGHTING/ELECTRICS</b>						
Chief Lighting Technician / Gaffer	\$39.27	\$41.24	\$40.45	\$42.48		
Asst. Chief Lighting Tech. / Best Boy	\$35.13	\$36.87	\$36.18	\$37.98		
Lighting Board Operator	\$35.02	\$36.87	\$36.07	\$37.98		
Rigging Gaffer	\$35.13	\$36.87	\$36.18	\$37.98		
Generator Operator	\$35.13	\$36.87	\$36.18	\$37.98		
Lighting Technician / Lamp Operator*	\$32.22	\$33.80	\$33.19	\$34.81		
Set Wireman	\$34.19	\$35.86	\$35.22	\$36.94		
* Any Lighting Technician who is assigned to operate balloon lighting shall receive \$0.80 per hour more than						
<b>MAKE-UP</b>						
Special Makeup Effects	Negotiable		Negotiable			
Makeup Department Head	\$39.27	\$41.24	\$40.45	\$42.48		
First Assistant Makeup Artist	\$35.13	\$36.87	\$36.18	\$37.98		
Second Assistant Makeup Artist	\$32.22	\$33.80	\$33.19	\$34.81		
Third Assistant Makeup Artist	\$21.83	\$22.91	\$22.48	\$23.60		
<b>PAINTING</b>						
Paint Coordinator	\$43.73	\$45.90	\$45.04	\$47.28		
Lead Painter	\$40.06	\$42.05	\$41.26	\$43.31		
Scenic Artist	\$40.06	\$42.05	\$41.26	\$43.31		
Sign Painter/Fabricator	\$40.06	\$42.05	\$41.26	\$43.31		
Automotive Sprayer	\$40.06	\$42.05	\$41.26	\$43.31		
Scenic Painter	\$37.49	\$39.36	\$38.61	\$40.54		
Wallpaper Hanger	\$37.49	\$39.36	\$38.61	\$40.54		
Plasterer	\$37.49	\$39.36	\$38.61	\$40.54		
Set Painter	\$35.66	\$37.39	\$36.73	\$38.51		
Paint Labourer	\$27.38	\$28.72	\$28.20	\$29.58		
<b>PRODUCTION OFFICE</b>						
Production Office Coordinator	\$39.27	\$41.24	\$40.45	\$42.48		
Asst. Production Coordinator	\$35.13	\$36.87	\$36.18	\$37.98		
2nd Asst. Production Coord.	\$19.64	\$20.58	\$20.23	\$21.20		

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<b>Appendix A - IATSE Local 891 Master Agreement</b>						
<b>PROPS</b>						
Property Master	\$39.27	\$41.24	\$40.45	\$42.48		
Assistant Property Master	\$38.39	\$40.23	\$39.54	\$41.44		
Props Buyer	\$34.93	\$36.72	\$35.98	\$37.82		
Props	\$32.22	\$33.80	\$33.19	\$34.81		
<b>SCRIPT SUPERVISORS /</b>						
Script Supervisor/ Continuity Coord.	\$39.27	\$41.24	\$40.45	\$42.48		
Assistant to Script Supervisor/ Continuity Coordinator	\$22.16	\$23.26	\$22.82	\$23.96		
<b>SET DECORATING</b>						
Set Decorator	\$39.27	\$41.24	\$40.45	\$42.48		
Assistant Set Decorator	\$36.52	\$38.25	\$37.62	\$39.40		
Set Buyer	\$34.19	\$35.86	\$35.22	\$36.94		
Lead Dresser	\$33.15	\$34.80	\$34.14	\$35.84		
On-Set Dresser	\$33.15	\$34.80	\$34.14	\$35.84		
Set Dresser	\$32.22	\$33.80	\$33.19	\$34.81		
Draper/Upholsterer	\$32.22	\$33.80	\$33.19	\$34.81		
Assistant Set Dresser	\$26.65	\$28.02	\$27.45	\$28.86		
<b>SOUND</b>						
Mixer (Production and Dubbing)	\$51.14	\$53.66	\$52.67	\$55.27		
Boom Operator	\$42.95	\$45.09	\$44.24	\$46.44		
Sound Assistant	\$32.22	\$33.80	\$33.19	\$34.81		
Public Address Operator	\$32.22	\$33.80	\$33.19	\$34.81		
Playback Operator	\$32.22	\$33.80	\$33.19	\$34.81		
Sound Maintenance	\$32.22	\$33.80	\$33.19	\$34.81		
<b>SPECIAL EFFECTS</b>						
Special Effects Coordinator	\$43.40	\$45.59	\$44.70	\$46.96		
First Assistant Special Effects	\$39.27	\$41.24	\$40.45	\$42.48		
Special Effects Assistant	\$34.19	\$35.86	\$35.22	\$36.94		
Special Effects Labourer	\$27.38	\$28.72	\$28.20	\$29.58		
<b>VIDEO</b>						
Video Sound Mixer	\$39.27	\$41.24	\$40.45	\$42.48		
Video Lighting Director	\$39.27	\$41.24	\$40.45	\$42.48		
Video Script Supervisor	\$39.27	\$41.24	\$40.45	\$42.48		
Colourist	\$39.27	\$41.24	\$40.45	\$42.48		
<b>VISUAL EFFECTS</b>						
VFX Artists (Weekly Flat Rate - up to						
VFX Artist - Level 1	\$1,828.29	\$1,828.29	\$1,883.14	\$1,883.14		
VFX Artist - Level 2	\$1,697.70	\$1,697.70	\$1,748.63	\$1,748.63		
VFX Artist - Level 3	\$1,394.67	\$1,394.67	\$1,436.51	\$1,436.51		
VFX Technicians (Weekly Flat Rate -						
VFX Technician - Level 1	\$1,697.70	\$1,697.70	\$1,748.63	\$1,748.63		
VFX Technician - Level 2	\$1,394.67	\$1,394.67	\$1,436.51	\$1,436.51		
VFX Artists (Hourly rate for overtime						
VFX Artist - Level 1	\$26.12	\$26.12	\$26.90	\$26.90		
VFX Artist - Level 2	\$24.25	\$24.25	\$24.98	\$24.98		
VFX Artist - Level 3	\$19.92	\$19.92	\$20.52	\$20.52		
VFX Technicians (Hourly rate for						
VFX Technician - Level 1	\$24.25	\$24.25	\$24.98	\$24.98		
VFX Technician - Level 2	\$19.92	\$19.92	\$20.52	\$20.52		

**1st and 2nd Season Network Series;  
1st and 2nd Season SVOD Series under New Media D(3)(a)(i)**

**Fringe Rates Applicable to:**

Master Agreement: Article 8.03 (a) First and Second Year of a TV Series;  
New Media: Article D(3)(a)(i) High Budget SVOD Series with 20M+ subscribers and budgeted at \$4.9M+ CAD per episode.

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	2% paid to Crew or Union**	4% paid to Pension Plan	3.5% 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>14.25%</b>	<b>14.75%</b>	<b>14.25%</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

**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.