

	March 31/19 - March 28/20		March 29/20 - March 31/21		April 4, 2021 - April 2, 2022	
	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</b>						
<b>ACCOUNTING</b>						
Assistant Accountant	\$37.12	\$33.82	\$38.23	\$34.83	\$39.38	\$35.88
Accounting Clerk 1	\$25.22	\$22.98	\$25.97	\$23.67	\$26.76	\$24.38
Accounting Clerk 2	\$21.01	\$19.14	\$21.64	\$19.71	\$22.28	\$20.30
Accounting Trainee	\$16.95	\$15.44	\$17.45	\$15.90	\$17.97	\$16.38
<b>ART</b>						
Production Designer	Negotiable		Negotiable		Negotiable	
Art Director	\$45.82	\$41.75	\$47.20	\$43.00	\$48.61	\$44.29
Assistant Art Director	\$39.79	\$36.25	\$40.99	\$37.34	\$42.22	\$38.47
Draftsperson	\$32.27	\$29.41	\$33.25	\$30.29	\$34.25	\$31.20
Graphics / Illustrator / Storyboard Artist / Set Designer	\$35.42	\$32.28	\$36.49	\$33.24	\$37.58	\$34.24
Art Department Assistant	\$16.95	\$15.44	\$17.45	\$15.90	\$17.97	\$16.38
<b>CONSTRUCTION</b>						
Construction Coordinator	\$41.82	\$38.11	\$43.07	\$39.25	\$44.37	\$40.43
Construction Foreman	\$40.11	\$36.55	\$41.32	\$37.65	\$42.56	\$38.78
Lead Carpenter	\$37.85	\$34.48	\$38.98	\$35.51	\$40.15	\$36.58
Scenic Carpenter	\$35.42	\$32.28	\$36.49	\$33.24	\$37.58	\$34.24
Scenic Helper	\$33.05	\$30.11	\$34.04	\$31.01	\$35.06	\$31.94
Lead Metal Fabricator	\$37.85	\$34.48	\$38.98	\$35.51	\$40.15	\$36.58
Scenic Metal Fabricator	\$35.42	\$32.28	\$36.49	\$33.24	\$37.58	\$34.24
Metal Fabricator Helper	\$28.19	\$25.68	\$29.03	\$26.45	\$29.91	\$27.25
Construction Buyer	\$35.42	\$32.28	\$36.49	\$33.24	\$37.58	\$34.24
Maintenance Person	\$33.05	\$30.11	\$34.04	\$31.01	\$35.06	\$31.94
Sculptor	\$37.85	\$34.48	\$38.98	\$35.51	\$40.15	\$36.58
Model Maker	\$37.85	\$34.48	\$38.98	\$35.51	\$40.15	\$36.58
Lead Labourer	\$28.19	\$25.68	\$29.03	\$26.45	\$29.91	\$27.25
Labourer (Construction)	\$25.85	\$23.55	\$26.62	\$24.26	\$27.42	\$24.99
<b>COSTUME</b>						
Costume Designer	Negotiable		Negotiable		Negotiable	
Asst. Costume Designer / Coordinator	\$36.21	\$32.99	\$37.30	\$33.98	\$38.41	\$35.00
Set Supervisor	\$36.21	\$32.99	\$37.30	\$33.98	\$38.41	\$35.00
Performer's Costumer	\$32.27	\$29.41	\$33.25	\$30.29	\$34.25	\$31.20
Set Costumer	\$32.27	\$29.41	\$33.25	\$30.29	\$34.25	\$31.20
Prep Costumer	\$32.27	\$29.41	\$33.25	\$30.29	\$34.25	\$31.20
Cutter	\$32.27	\$29.41	\$33.25	\$30.29	\$34.25	\$31.20
Costume Breakdown/FX	\$32.27	\$29.41	\$33.25	\$30.29	\$34.25	\$31.20
Dresser	\$27.18	\$24.76	\$28.00	\$25.51	\$28.84	\$26.27
Seamster/Seamstress	\$30.42	\$27.72	\$31.33	\$28.54	\$32.27	\$29.40
<b>EDITING</b>						
Supervising Editor	\$43.71	\$39.83	\$45.03	\$41.02	\$46.38	\$42.25
Supervising Sound Editor	\$43.71	\$39.83	\$45.03	\$41.02	\$46.38	\$42.25
Editor	\$41.00	\$37.36	\$42.24	\$38.48	\$43.51	\$39.64
Sound Effects Editor	\$37.12	\$33.82	\$38.23	\$34.83	\$39.38	\$35.88
Music Editor	\$37.12	\$33.82	\$38.23	\$34.83	\$39.38	\$35.88
First Assistant Editor	\$33.18	\$30.23	\$34.18	\$31.14	\$35.21	\$32.08
Assistant Dialogue Editor	\$33.18	\$30.23	\$34.18	\$31.14	\$35.21	\$32.08
Assistant Sound Effects Editor	\$33.18	\$30.23	\$34.18	\$31.14	\$35.21	\$32.08
Second Assistant Editor	\$30.42	\$27.72	\$31.33	\$28.54	\$32.27	\$29.40
Negative Cutter/Conformer	\$36.21	\$32.99	\$37.30	\$33.98	\$38.41	\$35.00

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	Tier 1	Tier 2	Tier 1	Tier 2	Tier 1	Tier 2
<b>IATSE Local 891 Supplemental Master Agreement</b>						
<b>FIRST AID/CRAFT SERVICE</b>						
First Aid/Craft Service	\$37.12	\$33.82	\$38.23	\$34.83	\$39.38	\$35.88
First Aid	\$30.42	\$27.72	\$31.33	\$28.54	\$32.27	\$29.40
Craft Service	\$28.19	\$25.68	\$29.03	\$26.45	\$29.91	\$27.25
<b>GREENS</b>						
Head Greensperson	\$37.12	\$33.82	\$38.23	\$34.83	\$39.38	\$35.88
Best Person (Lead Person)	\$33.18	\$30.23	\$34.18	\$31.14	\$35.21	\$32.08
Greensperson	\$30.42	\$27.72	\$31.33	\$28.54	\$32.27	\$29.40
Greens Helper	\$27.18	\$24.76	\$28.00	\$25.51	\$28.84	\$26.27
<b>GRIPS</b>						
Key Grip	\$37.12	\$33.82	\$38.23	\$34.83	\$39.38	\$35.88
Second Grip	\$33.18	\$30.23	\$34.18	\$31.14	\$35.21	\$32.08
Leadman/Setup	\$33.18	\$30.23	\$34.18	\$31.14	\$35.21	\$32.08
Dolly Operator	\$33.18	\$30.23	\$34.18	\$31.14	\$35.21	\$32.08
Rigging Grip	\$32.27	\$29.41	\$33.25	\$30.29	\$34.25	\$31.20
Grip	\$30.42	\$27.72	\$31.33	\$28.54	\$32.27	\$29.40
<b>HAIR</b>						
Hair Department Head	\$37.12	\$33.82	\$38.23	\$34.83	\$39.38	\$35.88
Assistant Hairstylist	\$33.18	\$30.23	\$34.18	\$31.14	\$35.21	\$32.08
Second Assistant Hairstylist	\$30.42	\$27.72	\$31.33	\$28.54	\$32.27	\$29.40
<b>LIGHTING/ELECTRICS</b>						
Chief Lighting Technician / Gaffer	\$37.12	\$33.82	\$38.23	\$34.83	\$39.38	\$35.88
Asst. Chief Lighting Tech. / Best Boy	\$33.18	\$30.23	\$34.18	\$31.14	\$35.21	\$32.08
Lighting Board Operator	\$33.18	\$30.23	\$34.18	\$31.14	\$35.21	\$32.08
Rigging Gaffer	\$33.18	\$30.23	\$34.18	\$31.14	\$35.21	\$32.08
Generator Operator	\$33.18	\$30.23	\$34.18	\$31.14	\$35.21	\$32.08
Lighting Technician / Lamp Operator*	\$30.42	\$27.72	\$31.33	\$28.54	\$32.27	\$29.40
Set Wireman	\$32.27	\$29.41	\$33.25	\$30.29	\$34.25	\$31.20
* 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		Negotiable	
Makeup Department Head	\$37.12	\$33.82	\$38.23	\$34.83	\$39.38	\$35.88
First Assistant Makeup Artist	\$33.18	\$30.23	\$34.18	\$31.14	\$35.21	\$32.08
Second Assistant Makeup Artist	\$30.42	\$27.72	\$31.33	\$28.54	\$32.27	\$29.40
Third Assistant Makeup Artist	\$20.62	\$18.79	\$21.24	\$19.35	\$21.88	\$19.93
<b>PAINTING</b>						
Paint Coordinator	\$41.31	\$37.64	\$42.55	\$38.77	\$43.83	\$39.93
Lead Painter	\$37.85	\$34.48	\$38.98	\$35.51	\$40.15	\$36.58
Scenic Artist	\$37.85	\$34.48	\$38.98	\$35.51	\$40.15	\$36.58
Sign Painter/Fabricator	\$37.85	\$34.48	\$38.98	\$35.51	\$40.15	\$36.58
Automotive Sprayer	\$37.85	\$34.48	\$38.98	\$35.51	\$40.15	\$36.58
Scenic Painter	\$35.42	\$32.28	\$36.49	\$33.24	\$37.58	\$34.24
Wallpaper Hanger	\$35.42	\$32.28	\$36.49	\$33.24	\$37.58	\$34.24
Plasterer	\$35.42	\$32.28	\$36.49	\$33.24	\$37.58	\$34.24
Set Painter	\$33.65	\$30.66	\$34.66	\$31.58	\$35.70	\$32.53
Paint Labourer	\$25.85	\$23.55	\$26.62	\$24.26	\$27.42	\$24.99
<b>PRODUCTION OFFICE</b>						
Production Office Coordinator	\$37.12	\$33.82	\$38.23	\$34.83	\$39.38	\$35.88
Asst. Production Coordinator	\$33.18	\$30.23	\$34.18	\$31.14	\$35.21	\$32.08
2nd Asst. Production Coord.	\$18.52	\$16.88	\$19.08	\$17.38	\$19.66	\$17.91

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	Tier 1	Tier 2	Tier 1	Tier 2	Tier 1	Tier 2
<b>IATSE Local 891 Supplemental Master Agreement</b>						
<b>PROPS</b>						
Property Master	\$37.12	\$33.82	\$38.23	\$34.83	\$39.38	\$35.88
Assistant Property Master	\$36.21	\$32.99	\$37.30	\$33.98	\$38.41	\$35.00
Props Buyer	\$33.05	\$30.11	\$34.04	\$31.01	\$35.06	\$31.94
Props	\$30.42	\$27.72	\$31.33	\$28.54	\$32.27	\$29.40
<b>SCRIPT SUPERVISORS /</b>						
Script Supervisor/ Continuity Coordinator	\$37.12	\$33.82	\$38.23	\$34.83	\$39.38	\$35.88
Assistant to Script Supervisor/ Continuity Coordinator	\$20.93	\$19.07	\$21.56	\$19.65	\$22.21	\$20.24
<b>SET DECORATING</b>						
Set Decorator	\$37.12	\$33.82	\$38.23	\$34.83	\$39.38	\$35.88
Assistant Set Decorator	\$34.43	\$31.37	\$35.46	\$32.31	\$36.52	\$33.28
Set Buyer	\$32.27	\$29.41	\$33.25	\$30.29	\$34.25	\$31.20
Lead Dresser	\$31.32	\$28.54	\$32.26	\$29.39	\$33.23	\$30.27
On-Set Dresser	\$31.32	\$28.54	\$32.26	\$29.39	\$33.23	\$30.27
Set Dresser	\$30.42	\$27.72	\$31.33	\$28.54	\$32.27	\$29.40
Draper/Upholsterer	\$30.42	\$27.72	\$31.33	\$28.54	\$32.27	\$29.40
Assistant Set Dresser	\$25.22	\$22.98	\$25.97	\$23.67	\$26.76	\$24.38
<b>SOUND</b>						
Mixer (Production and Dubbing)	\$48.29	\$44.00	\$49.74	\$45.32	\$51.24	\$46.68
Boom Operator	\$40.58	\$36.97	\$41.80	\$38.08	\$43.05	\$39.22
Sound Assistant	\$30.42	\$27.72	\$31.33	\$28.54	\$32.27	\$29.40
Public Address Operator	\$30.42	\$27.72	\$31.33	\$28.54	\$32.27	\$29.40
Playback Operator	\$30.42	\$27.72	\$31.33	\$28.54	\$32.27	\$29.40
Sound Maintenance	\$30.42	\$27.72	\$31.33	\$28.54	\$32.27	\$29.40
<b>SPECIAL EFFECTS</b>						
Special Effects Coordinator	\$41.03	\$37.38	\$42.26	\$38.51	\$43.53	\$39.66
First Assistant Special Effects	\$37.12	\$33.82	\$38.23	\$34.83	\$39.38	\$35.88
Special Effects Assistant	\$32.27	\$29.41	\$33.25	\$30.29	\$34.25	\$31.20
Special Effects Labourer	\$25.85	\$23.55	\$26.62	\$24.26	\$27.42	\$24.99
<b>VIDEO</b>						
Video Sound Mixer	\$37.12	\$33.82	\$38.23	\$34.83	\$39.38	\$35.88
Video Lighting Director	\$37.12	\$33.82	\$38.23	\$34.83	\$39.38	\$35.88
Video Script Supervisor	\$37.12	\$33.82	\$38.23	\$34.83	\$39.38	\$35.88
Colourist	\$37.12	\$33.82	\$38.23	\$34.83	\$39.38	\$35.88
<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	\$1,939.63	\$1,939.63
VFX Artist - Level 2	\$1,697.70	\$1,697.70	\$1,748.63	\$1,748.63	\$1,801.09	\$1,801.09
VFX Artist - Level 3	\$1,394.67	\$1,394.67	\$1,436.51	\$1,436.51	\$1,479.61	\$1,479.61
VFX Technicians (Weekly Flat Rate -						
VFX Technician - Level 1	\$1,697.70	\$1,697.70	\$1,748.63	\$1,748.63	\$1,801.09	\$1,801.09
VFX Technician - Level 2	\$1,394.67	\$1,394.67	\$1,436.51	\$1,436.51	\$1,479.61	\$1,479.61
VFX Artists (Hourly rate for overtime						
VFX Artist - Level 1	\$26.12	\$26.12	\$26.90	\$26.90	\$27.71	\$27.71
VFX Artist - Level 2	\$24.25	\$24.25	\$24.98	\$24.98	\$25.73	\$25.73
VFX Artist - Level 3	\$19.92	\$19.92	\$20.52	\$20.52	\$21.14	\$21.14
VFX Technicians (Hourly rate for						
VFX Technician - Level 1	\$24.25	\$24.25	\$24.98	\$24.98	\$25.73	\$25.73
VFX Technician - Level 2	\$19.92	\$19.92	\$20.52	\$20.52	\$21.14	\$21.14

**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:	<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	1% paid to Crew or Union**	3% paid to Pension Plan	2.5% 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>13.25%</b>	<b>13.75%</b>	<b>13.25%</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; 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.