

	July 11/21 - July 9/22		July 10/22 - Apr 1/23		Apr 2/23 - Mar 31/24	
	Television	Feature	Television	Feature	Television	Feature
<b>Appendix A - IATSE Local 891 Master Agreement Rates</b>						
<b>ACCOUNTING</b>						
Assistant Accountant	\$41.66	\$43.75	\$42.91	\$45.06	\$44.20	\$46.41
Accounting Clerk 1	\$28.27	\$29.73	\$29.12	\$30.62	\$29.99	\$31.54
Accounting Clerk 2	\$23.33	\$24.76	\$24.03	\$25.50	\$24.75	\$26.27
Accounting Trainee	\$18.98	\$19.97	\$19.55	\$20.57	\$20.14	\$21.19
<b>ART</b>						
Production Designer	Negotiable		Negotiable		Negotiable	
Art Director	\$51.43	\$54.01	\$52.97	\$55.63	\$54.56	\$57.30
Assistant Art Director	\$44.65	\$46.91	\$45.99	\$48.32	\$47.37	\$49.77
Draftsperson	\$36.28	\$38.05	\$37.37	\$39.19	\$38.49	\$40.37
Graphics / Illustrator / Storyboard Artist / Set Designer	\$39.77	\$41.76	\$40.96	\$43.01	\$42.19	\$44.30
Art Department Assistant	\$18.98	\$19.97	\$19.55	\$20.57	\$20.14	\$21.19
<b>CONSTRUCTION</b>						
Construction Coordinator	\$46.97	\$49.30	\$48.38	\$50.78	\$49.83	\$52.30
Construction Foreperson	\$45.02	\$47.29	\$46.37	\$48.71	\$47.76	\$50.17
Lead Carpenter	\$42.50	\$44.61	\$43.78	\$45.95	\$45.09	\$47.33
Scenic Carpenter	\$39.77	\$41.76	\$40.96	\$43.01	\$42.19	\$44.30
Scenic Helper	\$37.06	\$38.95	\$38.17	\$40.12	\$39.32	\$41.32
Lead Metal Fabricator	\$42.50	\$44.61	\$43.78	\$45.95	\$45.09	\$47.33
Scenic Metal Fabricator	\$39.77	\$41.76	\$40.96	\$43.01	\$42.19	\$44.30
Metal Fabricator Helper	\$31.64	\$33.23	\$32.59	\$34.23	\$33.57	\$35.26
Construction Buyer	\$39.77	\$41.76	\$40.96	\$43.01	\$42.19	\$44.30
Maintenance Person	\$37.06	\$38.95	\$38.17	\$40.12	\$39.32	\$41.32
Sculptor	\$42.50	\$44.61	\$43.78	\$45.95	\$45.09	\$47.33
Model Maker	\$42.50	\$44.61	\$43.78	\$45.95	\$45.09	\$47.33
Lead Labourer	\$31.64	\$33.23	\$32.59	\$34.23	\$33.57	\$35.26
Labourer (Construction)	\$29.05	\$30.47	\$29.92	\$31.38	\$30.82	\$32.32
<b>COSTUME</b>						
Costume Designer	Negotiable		Negotiable		Negotiable	
Asst. Costume Designer / Coordinator	\$40.73	\$42.68	\$41.95	\$43.96	\$43.21	\$45.28
Set Supervisor	\$40.73	\$42.68	\$41.95	\$43.96	\$43.21	\$45.28
Performer's Costumer	\$36.28	\$38.05	\$37.37	\$39.19	\$38.49	\$40.37
Set Costumer	\$36.28	\$38.05	\$37.37	\$39.19	\$38.49	\$40.37
Prep Costumer	\$36.28	\$38.05	\$37.37	\$39.19	\$38.49	\$40.37
Cutter	\$36.28	\$38.05	\$37.37	\$39.19	\$38.49	\$40.37
Costume Breakdown / FX	\$36.28	\$38.05	\$37.37	\$39.19	\$38.49	\$40.37
Dresser	\$30.47	\$32.04	\$31.38	\$33.00	\$32.32	\$33.99
Stitcher	\$34.19	\$35.85	\$35.22	\$36.93	\$36.28	\$38.04
<b>EDITING</b>						
Supervising Editor	\$49.09	\$51.53	\$50.56	\$53.08	\$52.08	\$54.67
Supervising Sound Editor	\$49.09	\$51.53	\$50.56	\$53.08	\$52.08	\$54.67
Editor	\$46.02	\$48.34	\$47.40	\$49.79	\$48.82	\$51.28
Sound Effects Editor	\$41.66	\$43.75	\$42.91	\$45.06	\$44.20	\$46.41
Music Editor	\$41.66	\$43.75	\$42.91	\$45.06	\$44.20	\$46.41
First Assistant Editor	\$37.27	\$39.12	\$38.39	\$40.29	\$39.54	\$41.50
Assistant Dialogue Editor	\$37.27	\$39.12	\$38.39	\$40.29	\$39.54	\$41.50
Assistant Sound Effects Editor	\$37.27	\$39.12	\$38.39	\$40.29	\$39.54	\$41.50
Second Assistant Editor	\$34.19	\$35.85	\$35.22	\$36.93	\$36.28	\$38.04
Negative Cutter / Conformer	\$40.73	\$42.68	\$41.95	\$43.96	\$43.21	\$45.28

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	Television	Feature	Television	Feature	Television	Feature
<b>Appendix A - IATSE Local 891 Master Agreement Rates (continued)</b>						
<b>FIRST AID / CRAFT SERVICE</b>						
First Aid / Craft Service	\$41.66	\$43.75	\$42.91	\$45.06	\$44.20	\$46.41
First Aid	\$34.19	\$35.85	\$35.22	\$36.93	\$36.28	\$38.04
Craft Service	\$31.64	\$33.23	\$32.59	\$34.23	\$33.57	\$35.26
<b>GREENS</b>						
Head Greensperson	\$41.66	\$43.75	\$42.91	\$45.06	\$44.20	\$46.41
Best Person (Lead Person)	\$37.27	\$39.12	\$38.39	\$40.29	\$39.54	\$41.50
Greensperson	\$34.19	\$35.85	\$35.22	\$36.93	\$36.28	\$38.04
Greens Helper	\$30.47	\$32.04	\$31.38	\$33.00	\$32.32	\$33.99
<b>GRIPS</b>						
Key Grip	\$41.66	\$43.75	\$42.91	\$45.06	\$44.20	\$46.41
Second Grip	\$37.27	\$39.12	\$38.39	\$40.29	\$39.54	\$41.50
Lead Grip / Setup	\$37.27	\$39.12	\$38.39	\$40.29	\$39.54	\$41.50
Dolly Operator	\$37.27	\$39.12	\$38.39	\$40.29	\$39.54	\$41.50
Rigging Grip	\$36.28	\$38.05	\$37.37	\$39.19	\$38.49	\$40.37
Grip	\$34.19	\$35.85	\$35.22	\$36.93	\$36.28	\$38.04
<b>HAIR</b>						
Hair Department Head	\$41.66	\$43.75	\$42.91	\$45.06	\$44.20	\$46.41
Assistant Hairstylist	\$37.27	\$39.12	\$38.39	\$40.29	\$39.54	\$41.50
Second Assistant Hairstylist	\$34.19	\$35.85	\$35.22	\$36.93	\$36.28	\$38.04
<b>LIGHTING / ELECTRICS</b>						
Head Lighting Technician	\$41.66	\$43.75	\$42.91	\$45.06	\$44.20	\$46.41
Assistant Head Lighting Technician	\$37.27	\$39.12	\$38.39	\$40.29	\$39.54	\$41.50
Lighting Board Operator	\$37.15	\$39.12	\$38.26	\$40.29	\$39.41	\$41.50
Head Rigging Lighting Technician	\$37.27	\$39.12	\$38.39	\$40.29	\$39.54	\$41.50
Generator Operator	\$37.27	\$39.12	\$38.39	\$40.29	\$39.54	\$41.50
Lighting Technician / Lamp Operator*	\$34.19	\$35.85	\$35.22	\$36.93	\$36.28	\$38.04
Set Wire Technician	\$36.28	\$38.05	\$37.37	\$39.19	\$38.49	\$40.37
* Any Lighting Technician who is assigned to operate balloon lighting shall receive \$0.80 per hour more than the Lighting Technician rate.						
<b>MAKE-UP</b>						
Special Makeup Effects	Negotiable		Negotiable		Negotiable	
Makeup Department Head	\$41.66	\$43.75	\$42.91	\$45.06	\$44.20	\$46.41
First Assistant Makeup Artist	\$37.27	\$39.12	\$38.39	\$40.29	\$39.54	\$41.50
Second Assistant Makeup Artist	\$34.19	\$35.85	\$35.22	\$36.93	\$36.28	\$38.04
Third Assistant Makeup Artist	\$23.15	\$24.31	\$23.84	\$25.04	\$24.56	\$25.79
<b>PAINTING</b>						
Paint Coordinator	\$46.39	\$48.70	\$47.78	\$50.16	\$49.21	\$51.66
Lead Painter	\$42.50	\$44.61	\$43.78	\$45.95	\$45.09	\$47.33
Scenic Artist	\$42.50	\$44.61	\$43.78	\$45.95	\$45.09	\$47.33
Sign Painter / Fabricator	\$42.50	\$44.61	\$43.78	\$45.95	\$45.09	\$47.33
Automotive Sprayer	\$42.50	\$44.61	\$43.78	\$45.95	\$45.09	\$47.33
Scenic Painter	\$39.77	\$41.76	\$40.96	\$43.01	\$42.19	\$44.30
Wallpaper Hanger	\$39.77	\$41.76	\$40.96	\$43.01	\$42.19	\$44.30
Plasterer	\$39.77	\$41.76	\$40.96	\$43.01	\$42.19	\$44.30
Set Painter	\$37.83	\$39.67	\$38.96	\$40.86	\$40.13	\$42.09
Paint Labourer	\$29.05	\$30.47	\$29.92	\$31.38	\$30.82	\$32.32
<b>PRODUCTION OFFICE</b>						
Production Office Coordinator	\$41.66	\$43.75	\$42.91	\$45.06	\$44.20	\$46.41
Asst. Production Coordinator	\$37.27	\$39.12	\$38.39	\$40.29	\$39.54	\$41.50
2nd Asst. Production Coord.	\$20.84	\$21.84	\$21.47	\$22.50	\$22.11	\$23.18

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	Television	Feature	Television	Feature	Television	Feature
<b>Appendix A - IATSE Local 891 Master Agreement Rates (continued)</b>						
<b>PROPS</b>						
Property Master	\$41.66	\$43.75	\$42.91	\$45.06	\$44.20	\$46.41
Assistant Property Master	\$40.73	\$42.68	\$41.95	\$43.96	\$43.21	\$45.28
Props Buyer	\$37.06	\$38.95	\$38.17	\$40.12	\$39.32	\$41.32
Props	\$34.19	\$35.85	\$35.22	\$36.93	\$36.28	\$38.04
<b>SCRIPT SUPERVISORS /</b>						
Script Supervisor / Continuity Coord.	\$41.66	\$43.75	\$42.91	\$45.06	\$44.20	\$46.41
Assistant to Script Supervisor / Continuity Coordinator	\$23.50	\$24.68	\$24.21	\$25.42	\$24.94	\$26.18
<b>SET DECORATING</b>						
Set Decorator	\$41.66	\$43.75	\$42.91	\$45.06	\$44.20	\$46.41
Assistant Set Decorator	\$38.75	\$40.58	\$39.91	\$41.80	\$41.11	\$43.05
Set Buyer	\$36.28	\$38.05	\$37.37	\$39.19	\$38.49	\$40.37
Lead Dresser	\$35.16	\$36.92	\$36.21	\$38.03	\$37.30	\$39.17
On-Set Dresser	\$35.16	\$36.92	\$36.21	\$38.03	\$37.30	\$39.17
Set Dresser	\$34.19	\$35.85	\$35.22	\$36.93	\$36.28	\$38.04
Draper / Upholsterer	\$34.19	\$35.85	\$35.22	\$36.93	\$36.28	\$38.04
Assistant Set Dresser	\$28.27	\$29.73	\$29.12	\$30.62	\$29.99	\$31.54
<b>SOUND</b>						
Mixer (Production and Dubbing)	\$54.25	\$56.93	\$55.88	\$58.64	\$57.56	\$60.40
Boom Operator	\$45.57	\$47.83	\$46.94	\$49.26	\$48.35	\$50.74
Sound Assistant	\$34.19	\$35.85	\$35.22	\$36.93	\$36.28	\$38.04
Public Address Operator	\$34.19	\$35.85	\$35.22	\$36.93	\$36.28	\$38.04
Playback Operator	\$34.19	\$35.85	\$35.22	\$36.93	\$36.28	\$38.04
Sound Maintenance	\$34.19	\$35.85	\$35.22	\$36.93	\$36.28	\$38.04
<b>SPECIAL EFFECTS</b>						
Special Effects Coordinator	\$46.04	\$48.37	\$47.42	\$49.82	\$48.84	\$51.31
First Assistant Special Effects	\$41.66	\$43.75	\$42.91	\$45.06	\$44.20	\$46.41
Special Effects Assistant	\$36.28	\$38.05	\$37.37	\$39.19	\$38.49	\$40.37
Special Effects Labourer	\$29.05	\$30.47	\$29.92	\$31.38	\$30.82	\$32.32
<b>VIDEO</b>						
Video Sound Mixer	\$41.66	\$43.75	\$42.91	\$45.06	\$44.20	\$46.41
Video Lighting Director	\$41.66	\$43.75	\$42.91	\$45.06	\$44.20	\$46.41
Video Script Supervisor	\$41.66	\$43.75	\$42.91	\$45.06	\$44.20	\$46.41
Colourist	\$41.66	\$43.75	\$42.91	\$45.06	\$44.20	\$46.41
<b>VISUAL EFFECTS</b>						
VFX Artists (Weekly Flat Rate - up to 12 Hours/Day)						
VFX Artist - Level 1	\$1,939.63	\$1,939.63	\$1,997.82	\$1,997.82	\$2,057.75	\$2,057.75
VFX Artist - Level 2	\$1,801.09	\$1,801.09	\$1,855.12	\$1,855.12	\$1,910.77	\$1,910.77
VFX Artist - Level 3	\$1,479.61	\$1,479.61	\$1,524.00	\$1,524.00	\$1,569.72	\$1,569.72
VFX Technicians (Weekly Flat Rate - up to 12 Hours/Day)						
VFX Technician - Level 1	\$1,801.09	\$1,801.09	\$1,855.12	\$1,855.12	\$1,910.77	\$1,910.77
VFX Technician - Level 2	\$1,479.61	\$1,479.61	\$1,524.00	\$1,524.00	\$1,569.72	\$1,569.72
VFX Artists (Hourly rate for overtime purposes)						
VFX Artist - Level 1	\$27.71	\$27.71	\$28.54	\$28.54	\$29.40	\$29.40
VFX Artist - Level 2	\$25.73	\$25.73	\$26.50	\$26.50	\$27.30	\$27.30
VFX Artist - Level 3	\$21.14	\$21.14	\$21.77	\$21.77	\$22.42	\$22.42
VFX Technicians (Hourly rate for overtime purposes)						
VFX Technician - Level 1	\$25.73	\$25.73	\$26.50	\$26.50	\$27.30	\$27.30
VFX Technician - Level 2	\$21.14	\$21.14	\$21.77	\$21.77	\$22.42	\$22.42

## Features with Budgets\* above \$14.0M CAD

**Fringe Rates Applicable to:**

Master Agreement: Article 8.02 High Budget Feature Films

\* Budget defined in Articles 2.03 and S1.02

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>3.0% 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	7.5% paid to Crew or Union**	6.5% paid to Pension Plan	9.5% paid to Union
E:	<b>Health and Benefits</b>	Percentage of the total of Section A	6% paid to Union	7.5% 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>20.50%</b>	<b>21.00%</b>	<b>20.50%</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:** \$10,000 per Feature.

**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.