

	July 10/22 - Apr 1/23		Apr 2/23 - Mar 30/24		Mar 31/24 - Mar 31/25	
	Television	Feature	Television	Feature	Television	Feature
<b>Appendix A - IATSE Local 891 Master Agreement Rates</b>						
<b>ACCOUNTING</b>						
Assistant Accountant	\$42.91	\$45.06	\$44.20	\$46.41	\$46.41	\$48.73
Accounting Clerk 1	\$29.12	\$30.62	\$29.99	\$31.54	\$31.49	\$33.12
Accounting Clerk 2	\$24.03	\$25.50	\$24.75	\$26.27	\$25.99	\$27.58
Accounting Trainee	\$19.55	\$20.57	\$20.14	\$21.19	\$21.15	\$22.25
<b>ART</b>						
Production Designer	Negotiable		Negotiable		Negotiable	
Art Director	\$52.97	\$55.63	\$54.56	\$57.30	\$57.29	\$60.17
Assistant Art Director	\$45.99	\$48.32	\$47.37	\$49.77	\$49.74	\$52.26
Draftsperson	\$37.37	\$39.19	\$38.49	\$40.37	\$40.41	\$42.39
Graphics / Illustrator / Storyboard Artist / Set Designer	\$40.96	\$43.01	\$42.19	\$44.30	\$44.30	\$46.52
Art Department Assistant	\$19.55	\$20.57	\$20.14	\$21.19	\$21.15	\$22.25
<b>CONSTRUCTION</b>						
Construction Coordinator	\$48.38	\$50.78	\$49.83	\$52.30	\$52.32	\$54.92
Construction Foreperson	\$46.37	\$48.71	\$47.76	\$50.17	\$50.15	\$52.68
Lead Carpenter	\$43.78	\$45.95	\$45.09	\$47.33	\$47.34	\$49.70
Scenic Carpenter	\$40.96	\$43.01	\$42.19	\$44.30	\$44.30	\$46.52
Scenic Helper	\$38.17	\$40.12	\$39.32	\$41.32	\$41.29	\$43.39
Lead Metal Fabricator	\$43.78	\$45.95	\$45.09	\$47.33	\$47.34	\$49.70
Scenic Metal Fabricator	\$40.96	\$43.01	\$42.19	\$44.30	\$44.30	\$46.52
Metal Fabricator Helper	\$32.59	\$34.23	\$33.57	\$35.26	\$35.25	\$37.02
Construction Buyer	\$40.96	\$43.01	\$42.19	\$44.30	\$44.30	\$46.52
Maintenance Person	\$38.17	\$40.12	\$39.32	\$41.32	\$41.29	\$43.39
Sculptor	\$43.78	\$45.95	\$45.09	\$47.33	\$47.34	\$49.70
Model Maker	\$43.78	\$45.95	\$45.09	\$47.33	\$47.34	\$49.70
Lead Labourer	\$32.59	\$34.23	\$33.57	\$35.26	\$35.25	\$37.02
Labourer (Construction)	\$29.92	\$31.38	\$30.82	\$32.32	\$32.36	\$33.94
<b>COSTUME</b>						
Costume Designer	Negotiable		Negotiable		Negotiable	
Asst. Costume Designer / Coordinator	\$41.95	\$43.96	\$43.21	\$45.28	\$45.37	\$47.54
Set Supervisor	\$41.95	\$43.96	\$43.21	\$45.28	\$45.37	\$47.54
Performer's Costumer	\$37.37	\$39.19	\$38.49	\$40.37	\$40.41	\$42.39
Set Costumer	\$37.37	\$39.19	\$38.49	\$40.37	\$40.41	\$42.39
Prep Costumer	\$37.37	\$39.19	\$38.49	\$40.37	\$40.41	\$42.39
Cutter	\$37.37	\$39.19	\$38.49	\$40.37	\$40.41	\$42.39
Costume Breakdown / FX	\$37.37	\$39.19	\$38.49	\$40.37	\$40.41	\$42.39
Dresser	\$31.38	\$33.00	\$32.32	\$33.99	\$33.94	\$35.69
Stitcher	\$35.22	\$36.93	\$36.28	\$38.04	\$38.09	\$39.94
<b>EDITING</b>						
Supervising Editor	\$50.56	\$53.08	\$52.08	\$54.67	\$54.68	\$57.40
Supervising Sound Editor	\$50.56	\$53.08	\$52.08	\$54.67	\$54.68	\$57.40
Editor	\$47.40	\$49.79	\$48.82	\$51.28	\$51.26	\$53.84
Sound Effects Editor	\$42.91	\$45.06	\$44.20	\$46.41	\$46.41	\$48.73
Music Editor	\$42.91	\$45.06	\$44.20	\$46.41	\$46.41	\$48.73
First Assistant Editor	\$38.39	\$40.29	\$39.54	\$41.50	\$41.52	\$43.58
Assistant Dialogue Editor	\$38.39	\$40.29	\$39.54	\$41.50	\$41.52	\$43.58
Assistant Sound Effects Editor	\$38.39	\$40.29	\$39.54	\$41.50	\$41.52	\$43.58
Second Assistant Editor	\$35.22	\$36.93	\$36.28	\$38.04	\$38.09	\$39.94
Negative Cutter / Conformer	\$41.95	\$43.96	\$43.21	\$45.28	\$45.37	\$47.54

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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	\$42.91	\$45.06	\$44.20	\$46.41	\$46.41	\$48.73
First Aid	\$35.22	\$36.93	\$36.28	\$38.04	\$38.09	\$39.94
Craft Service	\$32.59	\$34.23	\$33.57	\$35.26	\$35.25	\$37.02
<b>GREENS</b>						
Head Greensperson	\$42.91	\$45.06	\$44.20	\$46.41	\$46.41	\$48.73
Best Person (Lead Person)	\$38.39	\$40.29	\$39.54	\$41.50	\$41.52	\$43.58
Greensperson	\$35.22	\$36.93	\$36.28	\$38.04	\$38.09	\$39.94
Greens Helper	\$31.38	\$33.00	\$32.32	\$33.99	\$33.94	\$35.69
<b>GRIPS</b>						
Key Grip	\$42.91	\$45.06	\$44.20	\$46.41	\$46.41	\$48.73
Second Grip	\$38.39	\$40.29	\$39.54	\$41.50	\$41.52	\$43.58
Lead Grip / Setup	\$38.39	\$40.29	\$39.54	\$41.50	\$41.52	\$43.58
Dolly Operator	\$38.39	\$40.29	\$39.54	\$41.50	\$41.52	\$43.58
Rigging Grip	\$37.37	\$39.19	\$38.49	\$40.37	\$40.41	\$42.39
Grip	\$35.22	\$36.93	\$36.28	\$38.04	\$38.09	\$39.94
<b>HAIR</b>						
Hair Department Head	\$42.91	\$45.06	\$44.20	\$46.41	\$46.41	\$48.73
Assistant Hairstylist	\$38.39	\$40.29	\$39.54	\$41.50	\$41.52	\$43.58
Second Assistant Hairstylist	\$35.22	\$36.93	\$36.28	\$38.04	\$38.09	\$39.94
<b>LIGHTING / ELECTRICS</b>						
Head Lighting Technician	\$42.91	\$45.06	\$44.20	\$46.41	\$46.41	\$48.73
Assistant Head Lighting Technician	\$38.39	\$40.29	\$39.54	\$41.50	\$41.52	\$43.58
Lighting Board Operator	\$38.26	\$40.29	\$39.41	\$41.50	\$41.38	\$43.58
Head Rigging Lighting Technician	\$38.39	\$40.29	\$39.54	\$41.50	\$41.52	\$43.58
Generator Operator	\$38.39	\$40.29	\$39.54	\$41.50	\$41.52	\$43.58
Lighting Technician / Lamp Operator*	\$35.22	\$36.93	\$36.28	\$38.04	\$38.09	\$39.94
Set Wire Technician	\$37.37	\$39.19	\$38.49	\$40.37	\$40.41	\$42.39
* 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	\$42.91	\$45.06	\$44.20	\$46.41	\$46.41	\$48.73
First Assistant Makeup Artist	\$38.39	\$40.29	\$39.54	\$41.50	\$41.52	\$43.58
Second Assistant Makeup Artist	\$35.22	\$36.93	\$36.28	\$38.04	\$38.09	\$39.94
Third Assistant Makeup Artist	\$23.84	\$25.04	\$24.56	\$25.79	\$25.79	\$27.08
<b>PAINTING</b>						
Paint Coordinator	\$47.78	\$50.16	\$49.21	\$51.66	\$51.67	\$54.24
Lead Painter	\$43.78	\$45.95	\$45.09	\$47.33	\$47.34	\$49.70
Scenic Artist	\$43.78	\$45.95	\$45.09	\$47.33	\$47.34	\$49.70
Sign Painter / Fabricator	\$43.78	\$45.95	\$45.09	\$47.33	\$47.34	\$49.70
Automotive Sprayer	\$43.78	\$45.95	\$45.09	\$47.33	\$47.34	\$49.70
Scenic Painter	\$40.96	\$43.01	\$42.19	\$44.30	\$44.30	\$46.52
Wallpaper Hanger	\$40.96	\$43.01	\$42.19	\$44.30	\$44.30	\$46.52
Plasterer	\$40.96	\$43.01	\$42.19	\$44.30	\$44.30	\$46.52
Set Painter	\$38.96	\$40.86	\$40.13	\$42.09	\$42.14	\$44.19
Paint Labourer	\$29.92	\$31.38	\$30.82	\$32.32	\$32.36	\$33.94
<b>PRODUCTION OFFICE</b>						
Production Office Coordinator	\$42.91	\$45.06	\$44.20	\$46.41	\$46.41	\$48.73
Asst. Production Coordinator	\$38.39	\$40.29	\$39.54	\$41.50	\$41.52	\$43.58
2nd Asst. Production Coord.	\$21.47	\$22.50	\$22.11	\$23.18	\$23.22	\$24.34

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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	\$42.91	\$45.06	\$44.20	\$46.41	\$46.41	\$48.73
Assistant Property Master	\$41.95	\$43.96	\$43.21	\$45.28	\$45.37	\$47.54
Props Buyer	\$38.17	\$40.12	\$39.32	\$41.32	\$41.29	\$43.39
Props	\$35.22	\$36.93	\$36.28	\$38.04	\$38.09	\$39.94
<b>SCRIPT SUPERVISORS /</b>						
Script Supervisor / Continuity Coord.	\$42.91	\$45.06	\$44.20	\$46.41	\$46.41	\$48.73
Assistant to Script Supervisor / Continuity Coordinator	\$24.21	\$25.42	\$24.94	\$26.18	\$26.19	\$27.49
<b>SET DECORATING</b>						
Set Decorator	\$42.91	\$45.06	\$44.20	\$46.41	\$46.41	\$48.73
Assistant Set Decorator	\$39.91	\$41.80	\$41.11	\$43.05	\$43.17	\$45.20
Set Buyer	\$37.37	\$39.19	\$38.49	\$40.37	\$40.41	\$42.39
Lead Dresser	\$36.21	\$38.03	\$37.30	\$39.17	\$39.17	\$41.13
On-Set Dresser	\$36.21	\$38.03	\$37.30	\$39.17	\$39.17	\$41.13
Set Dresser	\$35.22	\$36.93	\$36.28	\$38.04	\$38.09	\$39.94
Draper / Upholsterer	\$35.22	\$36.93	\$36.28	\$38.04	\$38.09	\$39.94
Assistant Set Dresser	\$29.12	\$30.62	\$29.99	\$31.54	\$31.49	\$33.12
<b>SOUND</b>						
Mixer (Production and Dubbing)	\$55.88	\$58.64	\$57.56	\$60.40	\$60.44	\$63.42
Boom Operator	\$46.94	\$49.26	\$48.35	\$50.74	\$50.77	\$53.28
Sound Assistant	\$35.22	\$36.93	\$36.28	\$38.04	\$38.09	\$39.94
Public Address Operator	\$35.22	\$36.93	\$36.28	\$38.04	\$38.09	\$39.94
Playback Operator	\$35.22	\$36.93	\$36.28	\$38.04	\$38.09	\$39.94
Sound Maintenance	\$35.22	\$36.93	\$36.28	\$38.04	\$38.09	\$39.94
<b>SPECIAL EFFECTS</b>						
Special Effects Coordinator	\$47.42	\$49.82	\$48.84	\$51.31	\$51.28	\$53.88
First Assistant Special Effects	\$42.91	\$45.06	\$44.20	\$46.41	\$46.41	\$48.73
Special Effects Assistant	\$37.37	\$39.19	\$38.49	\$40.37	\$40.41	\$42.39
Special Effects Labourer	\$29.92	\$31.38	\$30.82	\$32.32	\$32.36	\$33.94
<b>VIDEO</b>						
Video Sound Mixer	\$42.91	\$45.06	\$44.20	\$46.41	\$46.41	\$48.73
Video Lighting Director	\$42.91	\$45.06	\$44.20	\$46.41	\$46.41	\$48.73
Video Script Supervisor	\$42.91	\$45.06	\$44.20	\$46.41	\$46.41	\$48.73
Colourist	\$42.91	\$45.06	\$44.20	\$46.41	\$46.41	\$48.73
<b>VISUAL EFFECTS</b>						
VFX Artists (Weekly Flat Rate - up to 12 Hours/Day)						
VFX Artist - Level 1	\$1,997.82	\$1,997.82	\$2,057.75	\$2,057.75	\$2,160.64	\$2,160.64
VFX Artist - Level 2	\$1,855.12	\$1,855.12	\$1,910.77	\$1,910.77	\$2,006.31	\$2,006.31
VFX Artist - Level 3	\$1,524.00	\$1,524.00	\$1,569.72	\$1,569.72	\$1,648.21	\$1,648.21
VFX Technicians (Weekly Flat Rate - up to 12 Hours/Day)						
VFX Technician - Level 1	\$1,855.12	\$1,855.12	\$1,910.77	\$1,910.77	\$2,006.31	\$2,006.31
VFX Technician - Level 2	\$1,524.00	\$1,524.00	\$1,569.72	\$1,569.72	\$1,648.21	\$1,648.21
VFX Artists (Hourly rate for overtime purposes)						
VFX Artist - Level 1	\$28.54	\$28.54	\$29.40	\$29.40	\$30.87	\$30.87
VFX Artist - Level 2	\$26.50	\$26.50	\$27.30	\$27.30	\$28.66	\$28.66
VFX Artist - Level 3	\$21.77	\$21.77	\$22.42	\$22.42	\$23.55	\$23.55
VFX Technicians (Hourly rate for overtime purposes)						
VFX Technician - Level 1	\$26.50	\$26.50	\$27.30	\$27.30	\$28.66	\$28.66
VFX Technician - Level 2	\$21.77	\$21.77	\$22.42	\$22.42	\$23.55	\$23.55

## 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	2% 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:** 2% 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.