

	July 10/22 - Apr 1/23		Apr 2/23 - Mar 30/24		Mar 31/24 - Mar 31/25	
	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 Master Agreement Rates</b>						
<b>ACCOUNTING</b>						
Assistant Accountant	\$40.55	\$36.95	\$41.77	\$38.06	\$43.86	\$39.96
Accounting Clerk 1	\$27.56	\$25.11	\$28.39	\$25.86	\$29.81	\$27.16
Accounting Clerk 2	\$22.95	\$20.91	\$23.64	\$21.54	\$24.82	\$22.62
Accounting Trainee	\$18.51	\$16.87	\$19.07	\$17.38	\$20.03	\$18.25
<b>ART</b>						
Production Designer	Negotiable		Negotiable		Negotiable	
Art Director	\$50.07	\$45.62	\$51.57	\$46.99	\$54.15	\$49.34
Assistant Art Director	\$43.49	\$39.62	\$44.79	\$40.81	\$47.03	\$42.85
Draftsperson	\$35.27	\$32.14	\$36.33	\$33.10	\$38.15	\$34.76
Graphics / Illustrator / Storyboard Artist / Set Designer	\$38.71	\$35.27	\$39.87	\$36.33	\$41.87	\$38.15
Art Department Assistant	\$18.51	\$16.87	\$19.07	\$17.38	\$20.03	\$18.25
<b>CONSTRUCTION</b>						
Construction Coordinator	\$45.70	\$41.64	\$47.07	\$42.89	\$49.43	\$45.03
Construction Foreperson	\$43.84	\$39.94	\$45.15	\$41.14	\$47.41	\$43.20
Lead Carpenter	\$41.36	\$37.68	\$42.60	\$38.81	\$44.73	\$40.75
Scenic Carpenter	\$38.71	\$35.27	\$39.87	\$36.33	\$41.87	\$38.15
Scenic Helper	\$36.11	\$32.90	\$37.19	\$33.88	\$39.05	\$35.58
Lead Metal Fabricator	\$41.36	\$37.68	\$42.60	\$38.81	\$44.73	\$40.75
Scenic Metal Fabricator	\$38.71	\$35.27	\$39.87	\$36.33	\$41.87	\$38.15
Metal Fabricator Helper	\$30.81	\$28.07	\$31.73	\$28.91	\$33.32	\$30.36
Construction Buyer	\$38.71	\$35.27	\$39.87	\$36.33	\$41.87	\$38.15
Maintenance Person	\$36.11	\$32.90	\$37.19	\$33.88	\$39.05	\$35.58
Sculptor	\$41.36	\$37.68	\$42.60	\$38.81	\$44.73	\$40.75
Model Maker	\$41.36	\$37.68	\$42.60	\$38.81	\$44.73	\$40.75
Lead Labourer	\$30.81	\$28.07	\$31.73	\$28.91	\$33.32	\$30.36
Labourer (Construction)	\$28.24	\$25.73	\$29.09	\$26.50	\$30.55	\$27.83
<b>COSTUME</b>						
Costume Designer	Negotiable		Negotiable		Negotiable	
Asst. Costume Designer / Coordinator	\$39.56	\$36.05	\$40.75	\$37.13	\$42.79	\$38.98
Set Supervisor	\$39.56	\$36.05	\$40.75	\$37.13	\$42.79	\$38.98
Performer's Costumer	\$35.27	\$32.14	\$36.33	\$33.10	\$38.15	\$34.76
Set Costumer	\$35.27	\$32.14	\$36.33	\$33.10	\$38.15	\$34.76
Prep Costumer	\$35.27	\$32.14	\$36.33	\$33.10	\$38.15	\$34.76
Cutter	\$35.27	\$32.14	\$36.33	\$33.10	\$38.15	\$34.76
Costume Breakdown / FX	\$35.27	\$32.14	\$36.33	\$33.10	\$38.15	\$34.76
Dresser	\$29.70	\$27.06	\$30.59	\$27.87	\$32.12	\$29.27
Stitcher	\$33.24	\$30.28	\$34.24	\$31.19	\$35.95	\$32.75
<b>EDITING</b>						
Supervising Editor	\$47.77	\$43.53	\$49.20	\$44.83	\$51.66	\$47.07
Supervising Sound Editor	\$47.77	\$43.53	\$49.20	\$44.83	\$51.66	\$47.07
Editor	\$44.81	\$40.83	\$46.15	\$42.05	\$48.46	\$44.15
Sound Effects Editor	\$40.55	\$36.95	\$41.77	\$38.06	\$43.86	\$39.96
Music Editor	\$40.55	\$36.95	\$41.77	\$38.06	\$43.86	\$39.96
First Assistant Editor	\$36.26	\$33.04	\$37.35	\$34.03	\$39.22	\$35.74
Assistant Dialogue Editor	\$36.26	\$33.04	\$37.35	\$34.03	\$39.22	\$35.74
Assistant Sound Effects Editor	\$36.26	\$33.04	\$37.35	\$34.03	\$39.22	\$35.74
Second Assistant Editor	\$33.24	\$30.28	\$34.24	\$31.19	\$35.95	\$32.75
Negative Cutter / Conformer	\$39.56	\$36.05	\$40.75	\$37.13	\$42.79	\$38.98

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	Tier 1	Tier 2	Tier 1	Tier 2	Tier 1	Tier 2
<b>IATSE Local 891 Supplemental Master Agreement Rates (continued)</b>						
<b>FIRST AID / CRAFT SERVICE</b>						
First Aid / Craft Service	\$40.55	\$36.95	\$41.77	\$38.06	\$43.86	\$39.96
First Aid	\$33.24	\$30.28	\$34.24	\$31.19	\$35.95	\$32.75
Craft Service	\$30.81	\$28.07	\$31.73	\$28.91	\$33.32	\$30.36
<b>GREENS</b>						
Head Greensperson	\$40.55	\$36.95	\$41.77	\$38.06	\$43.86	\$39.96
Best Person (Lead Person)	\$36.26	\$33.04	\$37.35	\$34.03	\$39.22	\$35.74
Greensperson	\$33.24	\$30.28	\$34.24	\$31.19	\$35.95	\$32.75
Greens Helper	\$29.70	\$27.06	\$30.59	\$27.87	\$32.12	\$29.27
<b>GRIPS</b>						
Key Grip	\$40.55	\$36.95	\$41.77	\$38.06	\$43.86	\$39.96
Second Grip	\$36.26	\$33.04	\$37.35	\$34.03	\$39.22	\$35.74
Lead Grip / Setup	\$36.26	\$33.04	\$37.35	\$34.03	\$39.22	\$35.74
Dolly Operator	\$36.26	\$33.04	\$37.35	\$34.03	\$39.22	\$35.74
Rigging Grip	\$35.27	\$32.14	\$36.33	\$33.10	\$38.15	\$34.76
Grip	\$33.24	\$30.28	\$34.24	\$31.19	\$35.95	\$32.75
<b>HAIR</b>						
Hair Department Head	\$40.55	\$36.95	\$41.77	\$38.06	\$43.86	\$39.96
Assistant Hairstylist	\$36.26	\$33.04	\$37.35	\$34.03	\$39.22	\$35.74
Second Assistant Hairstylist	\$33.24	\$30.28	\$34.24	\$31.19	\$35.95	\$32.75
<b>LIGHTING / ELECTRICS</b>						
Head Lighting Technician	\$40.55	\$36.95	\$41.77	\$38.06	\$43.86	\$39.96
Assistant Head Lighting Technician	\$36.26	\$33.04	\$37.35	\$34.03	\$39.22	\$35.74
Lighting Board Operator	\$36.26	\$33.04	\$37.35	\$34.03	\$39.22	\$35.74
Head Rigging Lighting Technician	\$36.26	\$33.04	\$37.35	\$34.03	\$39.22	\$35.74
Generator Operator	\$36.26	\$33.04	\$37.35	\$34.03	\$39.22	\$35.74
Lighting Technician / Lamp Operator*	\$33.24	\$30.28	\$34.24	\$31.19	\$35.95	\$32.75
Set Wire Technician	\$35.27	\$32.14	\$36.33	\$33.10	\$38.15	\$34.76
* 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	\$40.55	\$36.95	\$41.77	\$38.06	\$43.86	\$39.96
First Assistant Makeup Artist	\$36.26	\$33.04	\$37.35	\$34.03	\$39.22	\$35.74
Second Assistant Makeup Artist	\$33.24	\$30.28	\$34.24	\$31.19	\$35.95	\$32.75
Third Assistant Makeup Artist	\$22.54	\$20.53	\$23.21	\$21.15	\$24.37	\$22.21
<b>PAINTING</b>						
Paint Coordinator	\$45.14	\$41.13	\$46.49	\$42.36	\$48.82	\$44.48
Lead Painter	\$41.36	\$37.68	\$42.60	\$38.81	\$44.73	\$40.75
Scenic Artist	\$41.36	\$37.68	\$42.60	\$38.81	\$44.73	\$40.75
Sign Painter / Fabricator	\$41.36	\$37.68	\$42.60	\$38.81	\$44.73	\$40.75
Automotive Sprayer	\$41.36	\$37.68	\$42.60	\$38.81	\$44.73	\$40.75
Scenic Painter	\$38.71	\$35.27	\$39.87	\$36.33	\$41.87	\$38.15
Wallpaper Hanger	\$38.71	\$35.27	\$39.87	\$36.33	\$41.87	\$38.15
Plasterer	\$38.71	\$35.27	\$39.87	\$36.33	\$41.87	\$38.15
Set Painter	\$36.77	\$33.51	\$37.88	\$34.51	\$39.77	\$36.24
Paint Labourer	\$28.24	\$25.73	\$29.09	\$26.50	\$30.55	\$27.83
<b>PRODUCTION OFFICE</b>						
Production Office Coordinator	\$40.55	\$36.95	\$41.77	\$38.06	\$43.86	\$39.96
Asst. Production Coordinator	\$36.26	\$33.04	\$37.35	\$34.03	\$39.22	\$35.74
2nd Asst. Production Coord.	\$20.25	\$18.45	\$20.86	\$19.01	\$21.91	\$19.96

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	Tier 1	Tier 2	Tier 1	Tier 2	Tier 1	Tier 2
<b>IATSE Local 891 Supplemental Master Agreement Rates (continued)</b>						
<b>PROPS</b>						
Property Master	\$40.55	\$36.95	\$41.77	\$38.06	\$43.86	\$39.96
Assistant Property Master	\$39.56	\$36.05	\$40.75	\$37.13	\$42.79	\$38.98
Props Buyer	\$36.11	\$32.90	\$37.19	\$33.88	\$39.05	\$35.58
Props	\$33.24	\$30.28	\$34.24	\$31.19	\$35.95	\$32.75
<b>SCRIPT SUPERVISORS /</b>						
Script Supervisor / Continuity Coord.	\$40.55	\$36.95	\$41.77	\$38.06	\$43.86	\$39.96
Assistant to Script Supervisor / Continuity Coordinator	\$22.88	\$20.84	\$23.56	\$21.47	\$24.74	\$22.54
<b>SET DECORATING</b>						
Set Decorator	\$40.55	\$36.95	\$41.77	\$38.06	\$43.86	\$39.96
Assistant Set Decorator	\$37.62	\$34.28	\$38.75	\$35.30	\$40.68	\$37.06
Set Buyer	\$35.27	\$32.14	\$36.33	\$33.10	\$38.15	\$34.76
Lead Dresser	\$34.23	\$31.18	\$35.25	\$32.12	\$37.02	\$33.73
On-Set Dresser	\$34.23	\$31.18	\$35.25	\$32.12	\$37.02	\$33.73
Set Dresser	\$33.24	\$30.28	\$34.24	\$31.19	\$35.95	\$32.75
Draper / Upholsterer	\$33.24	\$30.28	\$34.24	\$31.19	\$35.95	\$32.75
Assistant Set Dresser	\$27.56	\$25.11	\$28.39	\$25.86	\$29.81	\$27.16
<b>SOUND</b>						
Mixer (Production and Dubbing)	\$52.78	\$48.08	\$54.36	\$49.53	\$57.08	\$52.00
Boom Operator	\$44.33	\$40.39	\$45.67	\$41.61	\$47.95	\$43.69
Sound Assistant	\$33.24	\$30.28	\$34.24	\$31.19	\$35.95	\$32.75
Public Address Operator	\$33.24	\$30.28	\$34.24	\$31.19	\$35.95	\$32.75
Playback Operator	\$33.24	\$30.28	\$34.24	\$31.19	\$35.95	\$32.75
Sound Maintenance	\$33.24	\$30.28	\$34.24	\$31.19	\$35.95	\$32.75
<b>SPECIAL EFFECTS</b>						
Special Effects Coordinator	\$44.84	\$40.85	\$46.18	\$42.07	\$48.49	\$44.18
First Assistant Special Effects	\$40.55	\$36.95	\$41.77	\$38.06	\$43.86	\$39.96
Special Effects Assistant	\$35.27	\$32.14	\$36.33	\$33.10	\$38.15	\$34.76
Special Effects Labourer	\$28.24	\$25.73	\$29.09	\$26.50	\$30.55	\$27.83
<b>VIDEO</b>						
Video Sound Mixer	\$40.55	\$36.95	\$41.77	\$38.06	\$43.86	\$39.96
Video Lighting Director	\$40.55	\$36.95	\$41.77	\$38.06	\$43.86	\$39.96
Video Script Supervisor	\$40.55	\$36.95	\$41.77	\$38.06	\$43.86	\$39.96
Colourist	\$40.55	\$36.95	\$41.77	\$38.06	\$43.86	\$39.96
<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

**Pilots; 1st and 2nd Season Non-Network Series;  
1st and 2nd Season SVOD Series under New Media D(4)(b)  
1st-4th Season Canadian Domestic Series**

<b>Fringe Rates Applicable to:</b>					
Master Agreement: Article 8.03 (b) Pilots; Supplemental Agreement S3.02(ii) Pilots					
Supplemental Agreement Article S3.01: 1st & 2nd Season Non-Network Series					
New Media Article D(4)(b): High Budget SVOD Series other than those covered by Article D(4)(a)					
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	3.0% 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	<b>The sum of Sections B + C + D + E</b>	<b>13.50%</b>	<b>14.00%</b>	<b>13.50%</b>
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	2% to Union	2% to Union
<b>Training Society Contribution Maximums:</b> \$1,500 per episode; \$10,000 per season; No contributions for pilots.					
<b>IATSE 891 Union Dues:</b> 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.					
<b>Teamsters 155 Union Dues:</b> 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.					
<b>ICG 669 Union Dues:</b> 2% calculated on the sum of sections A + B + C + D.					