

| | Mar 30/25 - Mar 28/26 | | | Mar 29/26 - Apr 3/27 | | |
|---|-----------------------|-------------------------|-------------------------|----------------------|-------------------------|-------------------------|
| | Schedule A | Schedule B ¹ | Schedule C ² | Schedule A | Schedule B ¹ | Schedule C ² |
| Appendix A - IATSE Local 891 Master Agreement Rates | | | | | | |
| ACCOUNTING | | | | | | |
| Assistant Accountant | \$48.84 | \$46.27 | \$42.16 | \$50.80 | \$48.12 | \$43.85 |
| Accounting Clerk 1 | \$33.19 | \$31.45 | \$28.65 | \$34.52 | \$32.71 | \$29.80 |
| Accounting Clerk 2 | \$27.65 | \$26.19 | \$23.86 | \$28.75 | \$27.23 | \$24.81 |
| Accounting Trainee | \$23.26 | \$22.03 | \$20.07 | \$24.19 | \$22.91 | \$20.88 |
| ART | | | | | | |
| Production Designer | Negotiable | | | Negotiable | | |
| Art Director | \$60.31 | \$57.13 | \$52.05 | \$62.72 | \$59.42 | \$54.14 |
| Assistant Art Director | \$52.37 | \$49.62 | \$45.21 | \$54.47 | \$51.61 | \$47.02 |
| Draftsperson | \$42.48 | \$40.25 | \$36.67 | \$44.18 | \$41.86 | \$38.14 |
| Graphics / Illustrator / Storyboard Artist / Set Designer | \$46.63 | \$44.17 | \$40.25 | \$48.49 | \$45.94 | \$41.85 |
| Art Department Assistant* | \$23.26 | \$22.03 | \$20.07 | \$24.19 | \$22.91 | \$20.88 |
| * Effective for Employees hired on motion pictures, new mini-series and seasons of series commencing principal photography on or after April 1, 2025, when an Employer, in its sole discretion, elects to hire an Art Department Assistant as an "Art Department Coordinator" (as designated in the Employee's deal memorandum), the Art Department Coordinator shall be paid the rates below, as applicable: | | | | | | |
| | \$28.03 | \$26.55 | \$24.19 | \$29.15 | \$27.61 | \$25.16 |
| CONSTRUCTION | | | | | | |
| Construction Coordinator | \$55.04 | \$52.15 | \$47.51 | \$57.25 | \$54.23 | \$49.41 |
| Construction Foreperson | \$52.80 | \$50.02 | \$45.58 | \$54.91 | \$52.02 | \$47.40 |
| Lead Carpenter | \$49.81 | \$47.19 | \$42.99 | \$51.80 | \$49.08 | \$44.71 |
| Scenic Carpenter | \$46.63 | \$44.17 | \$40.25 | \$48.49 | \$45.94 | \$41.85 |
| Scenic Helper | \$43.49 | \$41.20 | \$37.54 | \$45.23 | \$42.85 | \$39.04 |
| Lead Metal Fabricator | \$49.81 | \$47.19 | \$42.99 | \$51.80 | \$49.08 | \$44.71 |
| Scenic Metal Fabricator | \$46.63 | \$44.17 | \$40.25 | \$48.49 | \$45.94 | \$41.85 |
| Metal Fabricator Helper | \$37.11 | \$35.15 | \$32.03 | \$38.59 | \$36.56 | \$33.31 |
| Construction Buyer | \$46.63 | \$44.17 | \$40.25 | \$48.49 | \$45.94 | \$41.85 |
| Maintenance Person | \$43.49 | \$41.20 | \$37.54 | \$45.23 | \$42.85 | \$39.04 |
| Sculptor | \$49.81 | \$47.19 | \$42.99 | \$51.80 | \$49.08 | \$44.71 |
| Model Maker | \$49.81 | \$47.19 | \$42.99 | \$51.80 | \$49.08 | \$44.71 |
| Lead Labourer | \$37.11 | \$35.15 | \$32.03 | \$38.59 | \$36.56 | \$33.31 |
| Labourer (Construction) | \$34.02 | \$32.23 | \$29.36 | \$35.38 | \$33.52 | \$30.54 |
| COSTUME | | | | | | |
| Costume Designer | Negotiable | | | Negotiable | | |
| Asst. Costume Designer / Coordinator | \$47.64 | \$45.14 | \$41.12 | \$49.55 | \$46.94 | \$42.77 |
| Set Supervisor | \$47.64 | \$45.14 | \$41.12 | \$49.55 | \$46.94 | \$42.77 |
| Performer's Costumer | \$42.48 | \$40.25 | \$36.67 | \$44.18 | \$41.86 | \$38.14 |
| Set Costumer | \$42.48 | \$40.25 | \$36.67 | \$44.18 | \$41.86 | \$38.14 |
| Prep Costumer | \$42.48 | \$40.25 | \$36.67 | \$44.18 | \$41.86 | \$38.14 |
| Cutter | \$42.48 | \$40.25 | \$36.67 | \$44.18 | \$41.86 | \$38.14 |
| Costume Breakdown / FX | \$42.48 | \$40.25 | \$36.67 | \$44.18 | \$41.86 | \$38.14 |
| Dresser | \$35.77 | \$33.89 | \$30.87 | \$37.20 | \$35.24 | \$32.11 |
| Stitcher | \$40.03 | \$37.93 | \$34.55 | \$41.64 | \$39.45 | \$35.94 |

¹ Formerly referred to as "Tier 1"

² Formerly referred to as "Tier 2"

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| Appendix A - IATSE Local 891 Master Agreement Rates (continued) | | | | | | |
| EDITING | | | | | | |
| Supervising Editor | \$57.53 | \$54.50 | \$49.66 | \$59.83 | \$56.68 | \$51.64 |
| Supervising Sound Editor | \$57.53 | \$54.50 | \$49.66 | \$59.83 | \$56.68 | \$51.64 |
| Editor | \$53.96 | \$51.12 | \$46.58 | \$56.12 | \$53.16 | \$48.44 |
| Sound Effects Editor | \$48.84 | \$46.27 | \$42.16 | \$50.80 | \$48.12 | \$43.85 |
| Music Editor | \$48.84 | \$46.27 | \$42.16 | \$50.80 | \$48.12 | \$43.85 |
| First Assistant Editor | \$43.68 | \$41.38 | \$37.70 | \$45.43 | \$43.04 | \$39.21 |
| Assistant Dialogue Editor | \$43.68 | \$41.38 | \$37.70 | \$45.43 | \$43.04 | \$39.21 |
| Assistant Sound Effects Editor | \$43.68 | \$41.38 | \$37.70 | \$45.43 | \$43.04 | \$39.21 |
| Second Assistant Editor | \$40.03 | \$37.93 | \$34.55 | \$41.64 | \$39.45 | \$35.94 |
| Negative Cutter / Conformer | \$47.64 | \$45.14 | \$41.12 | \$49.55 | \$46.94 | \$42.77 |
| FIRST AID / CRAFT SERVICE | | | | | | |
| First Aid / Craft Service | \$48.84 | \$46.27 | \$42.16 | \$50.80 | \$48.12 | \$43.85 |
| First Aid | \$40.03 | \$37.93 | \$34.55 | \$41.64 | \$39.45 | \$35.94 |
| Craft Service | \$37.11 | \$35.15 | \$32.03 | \$38.59 | \$36.56 | \$33.31 |
| GREENS | | | | | | |
| Head Greensperson | \$48.84 | \$46.27 | \$42.16 | \$50.80 | \$48.12 | \$43.85 |
| Best Person (Lead Person) | \$43.68 | \$41.38 | \$37.70 | \$45.43 | \$43.04 | \$39.21 |
| Greensperson | \$40.03 | \$37.93 | \$34.55 | \$41.64 | \$39.45 | \$35.94 |
| Greens Helper | \$35.77 | \$33.89 | \$30.87 | \$37.20 | \$35.24 | \$32.11 |
| GRIPS | | | | | | |
| Key Grip | \$48.84 | \$46.27 | \$42.16 | \$50.80 | \$48.12 | \$43.85 |
| Second Grip | \$43.68 | \$41.38 | \$37.70 | \$45.43 | \$43.04 | \$39.21 |
| Lead Grip / Setup | \$43.68 | \$41.38 | \$37.70 | \$45.43 | \$43.04 | \$39.21 |
| Dolly Operator | \$43.68 | \$41.38 | \$37.70 | \$45.43 | \$43.04 | \$39.21 |
| Rigging Grip | \$42.48 | \$40.25 | \$36.67 | \$44.18 | \$41.86 | \$38.14 |
| Grip | \$40.03 | \$37.93 | \$34.55 | \$41.64 | \$39.45 | \$35.94 |
| HAIR | | | | | | |
| Hair Department Head | \$48.84 | \$46.27 | \$42.16 | \$50.80 | \$48.12 | \$43.85 |
| Assistant Hairstylist | \$43.68 | \$41.38 | \$37.70 | \$45.43 | \$43.04 | \$39.21 |
| Second Assistant Hairstylist | \$40.03 | \$37.93 | \$34.55 | \$41.64 | \$39.45 | \$35.94 |
| LIGHTING / ELECTRICS | | | | | | |
| Head Lighting Technician | \$48.84 | \$46.27 | \$42.16 | \$50.80 | \$48.12 | \$43.85 |
| Assistant Head Lighting Technician | \$43.68 | \$41.38 | \$37.70 | \$45.43 | \$43.04 | \$39.21 |
| Lighting Board Operator | \$43.68 | \$41.38 | \$37.70 | \$45.43 | \$43.04 | \$39.21 |
| Head Rigging Lighting Technician | \$43.68 | \$41.38 | \$37.70 | \$45.43 | \$43.04 | \$39.21 |
| Generator Operator | \$43.68 | \$41.38 | \$37.70 | \$45.43 | \$43.04 | \$39.21 |
| Lighting Technician / Lamp Operator** | \$40.03 | \$37.93 | \$34.55 | \$41.64 | \$39.45 | \$35.94 |
| Set Wire Technician | \$42.48 | \$40.25 | \$36.67 | \$44.18 | \$41.86 | \$38.14 |
| MAKE-UP | | | | | | |
| Special Makeup Effects | Negotiable | | | Negotiable | | |
| Makeup Department Head | \$48.84 | \$46.27 | \$42.16 | \$50.80 | \$48.12 | \$43.85 |
| First Assistant Makeup Artist | \$43.68 | \$41.38 | \$37.70 | \$45.43 | \$43.04 | \$39.21 |
| Second Assistant Makeup Artist | \$40.03 | \$37.93 | \$34.55 | \$41.64 | \$39.45 | \$35.94 |
| Third Assistant Makeup Artist | \$27.14 | \$25.71 | \$23.43 | \$28.22 | \$26.74 | \$24.36 |

¹ Formerly referred to as "Tier 1"

² Formerly referred to as "Tier 2"

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|--|-----------------------|-------------------------|-------------------------|----------------------|-------------------------|-------------------------|
| | Schedule A | Schedule B ¹ | Schedule C ² | Schedule A | Schedule B ¹ | Schedule C ² |
| Appendix A - IATSE Local 891 Master Agreement Rates (continued) | | | | | | |
| PAINTING | | | | | | |
| Paint Coordinator | \$54.36 | \$51.50 | \$46.92 | \$56.53 | \$53.56 | \$48.80 |
| Lead Painter | \$49.81 | \$47.19 | \$42.99 | \$51.80 | \$49.08 | \$44.71 |
| Scenic Artist | \$49.81 | \$47.19 | \$42.99 | \$51.80 | \$49.08 | \$44.71 |
| Sign Painter / Fabricator | \$49.81 | \$47.19 | \$42.99 | \$51.80 | \$49.08 | \$44.71 |
| Automotive Sprayer | \$49.81 | \$47.19 | \$42.99 | \$51.80 | \$49.08 | \$44.71 |
| Scenic Painter | \$46.63 | \$44.17 | \$40.25 | \$48.49 | \$45.94 | \$41.85 |
| Wallpaper Hanger | \$46.63 | \$44.17 | \$40.25 | \$48.49 | \$45.94 | \$41.85 |
| Plasterer | \$46.63 | \$44.17 | \$40.25 | \$48.49 | \$45.94 | \$41.85 |
| Set Painter | \$44.29 | \$41.96 | \$38.23 | \$46.06 | \$43.63 | \$39.75 |
| Paint Labourer | \$34.02 | \$32.23 | \$29.36 | \$35.38 | \$33.52 | \$30.54 |
| PRODUCTION OFFICE | | | | | | |
| Production Office Coordinator | \$48.84 | \$46.27 | \$42.16 | \$50.80 | \$48.12 | \$43.85 |
| Asst. Production Coordinator | \$43.68 | \$41.38 | \$37.70 | \$45.43 | \$43.04 | \$39.21 |
| 2nd Asst. Production Coord. | \$25.43 | \$24.09 | \$21.95 | \$27.02 | \$25.60 | \$23.32 |
| PROPS | | | | | | |
| Property Master | \$48.84 | \$46.27 | \$42.16 | \$50.80 | \$48.12 | \$43.85 |
| Assistant Property Master | \$47.64 | \$45.14 | \$41.12 | \$49.55 | \$46.94 | \$42.77 |
| Props Buyer | \$43.49 | \$41.20 | \$37.54 | \$45.23 | \$42.85 | \$39.04 |
| Props | \$40.03 | \$37.93 | \$34.55 | \$41.64 | \$39.45 | \$35.94 |
| SCRIPT SUPERVISORS / CONTINUITY COORDINATOR | | | | | | |
| Script Supervisor / Continuity Coordinator | \$48.84 | \$46.27 | \$42.16 | \$50.80 | \$48.12 | \$43.85 |
| Script Supervisor / Continuity Coordinator Assistant | \$27.55 | \$26.10 | \$23.78 | \$28.65 | \$27.14 | \$24.73 |
| SET DECORATING | | | | | | |
| Set Decorator | \$48.84 | \$46.27 | \$42.16 | \$50.80 | \$48.12 | \$43.85 |
| Assistant Set Decorator | \$45.31 | \$42.92 | \$39.11 | \$47.12 | \$44.64 | \$40.67 |
| Set Buyer | \$42.48 | \$40.25 | \$36.67 | \$44.18 | \$41.86 | \$38.14 |
| Lead Dresser | \$41.22 | \$39.05 | \$35.58 | \$42.87 | \$40.62 | \$37.01 |
| On-Set Dresser | \$41.22 | \$39.05 | \$35.58 | \$42.87 | \$40.62 | \$37.01 |
| Set Dresser | \$40.03 | \$37.93 | \$34.55 | \$41.64 | \$39.45 | \$35.94 |
| Draper / Upholsterer | \$40.03 | \$37.93 | \$34.55 | \$41.64 | \$39.45 | \$35.94 |
| Assistant Set Dresser | \$33.19 | \$31.45 | \$28.65 | \$34.52 | \$32.71 | \$29.80 |
| SOUND | | | | | | |
| Mixer (Production and Dubbing) | \$63.56 | \$60.22 | \$54.87 | \$66.11 | \$62.63 | \$57.06 |
| Boom Operator | \$53.40 | \$50.59 | \$46.09 | \$55.54 | \$52.61 | \$47.94 |
| Sound Assistant | \$40.03 | \$37.93 | \$34.55 | \$41.64 | \$39.45 | \$35.94 |
| Public Address Operator | \$40.03 | \$37.93 | \$34.55 | \$41.64 | \$39.45 | \$35.94 |
| Playback Operator | \$40.03 | \$37.93 | \$34.55 | \$41.64 | \$39.45 | \$35.94 |
| Sound Maintenance | \$40.03 | \$37.93 | \$34.55 | \$41.64 | \$39.45 | \$35.94 |
| SPECIAL EFFECTS | | | | | | |
| Special Effects Coordinator | \$54.00 | \$51.16 | \$46.61 | \$56.15 | \$53.20 | \$48.47 |
| First Assistant Special Effects | \$48.84 | \$46.27 | \$42.16 | \$50.80 | \$48.12 | \$43.85 |
| Special Effects Assistant | \$42.48 | \$40.25 | \$36.67 | \$44.18 | \$41.86 | \$38.14 |
| Special Effects Labourer | \$34.02 | \$32.23 | \$29.36 | \$35.38 | \$33.52 | \$30.54 |
| VIDEO | | | | | | |
| Video Sound Mixer | \$48.84 | \$46.27 | \$42.16 | \$50.80 | \$48.12 | \$43.85 |
| Video Lighting Director | \$48.84 | \$46.27 | \$42.16 | \$50.80 | \$48.12 | \$43.85 |
| Video Script Supervisor | \$48.84 | \$46.27 | \$42.16 | \$50.80 | \$48.12 | \$43.85 |
| Colourist | \$48.84 | \$46.27 | \$42.16 | \$50.80 | \$48.12 | \$43.85 |

¹ Formerly referred to as "Tier 1"

² Formerly referred to as "Tier 2"

| | Mar 30/25 - Mar 28/26 | | | Mar 29/26 - Apr 3/27 | | |
|--|-----------------------|-------------------------|-------------------------|----------------------|-------------------------|-------------------------|
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| Appendix A - IATSE Local 891 Master Agreement Rates (continued) | | | | | | |
| VISUAL EFFECTS | | | | | | |
| VFX Artists (Weekly Flat Rate - up to 12 Hours/Day) | | | | | | |
| VFX Artist - Level 1 | \$2,279.48 | \$2,279.48 | \$2,279.48 | \$2,370.66 | \$2,370.66 | \$2,370.66 |
| VFX Artist - Level 2 | \$2,116.66 | \$2,116.66 | \$2,116.66 | \$2,201.33 | \$2,201.33 | \$2,201.33 |
| VFX Artist - Level 3 | \$1,738.86 | \$1,738.86 | \$1,738.86 | \$1,808.41 | \$1,808.41 | \$1,808.41 |
| VFX Technicians (Weekly Flat Rate - up to 12 Hours/Day) | | | | | | |
| VFX Technician - Level 1 | \$2,116.66 | \$2,116.66 | \$2,116.66 | \$2,201.33 | \$2,201.33 | \$2,201.33 |
| VFX Technician - Level 2 | \$1,738.86 | \$1,738.86 | \$1,738.86 | \$1,808.41 | \$1,808.41 | \$1,808.41 |
| VFX Artists (Hourly rate for overtime purposes) | | | | | | |
| VFX Artist - Level 1 | \$32.56 | \$32.56 | \$32.56 | \$33.87 | \$33.87 | \$33.87 |
| VFX Artist - Level 2 | \$30.24 | \$30.24 | \$30.24 | \$31.45 | \$31.45 | \$31.45 |
| VFX Artist - Level 3 | \$24.84 | \$24.84 | \$24.84 | \$25.83 | \$25.83 | \$25.83 |
| VFX Technicians (Hourly rate for overtime purposes) | | | | | | |
| VFX Technician - Level 1 | \$30.24 | \$30.24 | \$30.24 | \$31.45 | \$31.45 | \$31.45 |
| VFX Technician - Level 2 | \$24.84 | \$24.84 | \$24.84 | \$25.83 | \$25.83 | \$25.83 |

¹ Formerly referred to as "Tier 1"

² Formerly referred to as "Tier 2"

**Long Form Television;
Low Budget Features and Home Video
with Budgets* above \$3.5M up to \$16.5M CAD**

Fringe Rates Applicable to:

Master Agreement: Article 2.03 Low Budget Feature Films in Exclusive Jurisdiction

Supplemental Agreement: Article S3.02(i) Long-Form Television

Supplemental Agreement: Article S3.03(ii) and (iii) Low-Budget Feature Films and Home Video

* Budget defined in Articles 2.03 and S1.02

| 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 | 3.5% paid to Crew or Union** | 4% paid to Pension Plan | 5.5% paid to Union |
| E: | Health and Benefits | Percentage of the total of Section A | 6% paid to Union | 6% paid to Health Plan | 4% paid to Union |
| F: | Total Fringe Allocation | The sum of Sections B + C + D + E | 16.50% | 17.00% | 16.50% |
| 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 / \$0.10 Paid to BCMPTS | | |
| I: | Union Dues | Union percentage (explanation below) | 2% to Union | 2% to Union | 2% to Union |

Training Society Contributions if principal photography commences on or after April 6, 2025:

Home Video: \$0.05 / hour to a maximum of \$2,500.

Mini-Series: \$0.05 / hour to a maximum of \$2,500 per mini-series segment; \$40,000 per entire mini-series.

MOWs and Low Budget Features: \$0.10 / hour to a maximum of \$20,000.

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.