

	April 1/18 - March 30/19		March 31/19 - March 28/20		March 29/20 - March 31/21	
	Television	Feature	Television	Feature	Television	Feature
Appendix A - IATSE Local 891 Master Agreement Rates						
ACCOUNTING						
Assistant Accountant	\$38.13	\$40.04	\$39.27	\$41.24	\$40.45	\$42.48
Accounting Clerk 1	\$25.87	\$27.20	\$26.65	\$28.02	\$27.45	\$28.86
Accounting Clerk 2	\$21.35	\$22.66	\$21.99	\$23.34	\$22.65	\$24.04
Accounting Trainee	\$17.37	\$18.28	\$17.89	\$18.83	\$18.43	\$19.39
ART						
Production Designer	Negotiable		Negotiable		Negotiable	
Art Director	\$47.07	\$49.43	\$48.48	\$50.91	\$49.93	\$52.44
Assistant Art Director	\$40.86	\$42.92	\$42.09	\$44.21	\$43.35	\$45.54
Draftsperson	\$33.19	\$34.82	\$34.19	\$35.86	\$35.22	\$36.94
Graphics / Illustrator / Storyboard Artist / Set Designer	\$36.40	\$38.21	\$37.49	\$39.36	\$38.61	\$40.54
Art Department Assistant	\$17.37	\$18.28	\$17.89	\$18.83	\$18.43	\$19.39
CONSTRUCTION						
Construction Coordinator	\$42.98	\$45.12	\$44.27	\$46.47	\$45.60	\$47.86
Construction Foreman	\$41.20	\$43.27	\$42.44	\$44.57	\$43.71	\$45.91
Lead Carpenter	\$38.89	\$40.83	\$40.06	\$42.05	\$41.26	\$43.31
Scenic Carpenter	\$36.40	\$38.21	\$37.49	\$39.36	\$38.61	\$40.54
Scenic Helper	\$33.91	\$35.65	\$34.93	\$36.72	\$35.98	\$37.82
Lead Metal Fabricator	\$38.89	\$40.83	\$40.06	\$42.05	\$41.26	\$43.31
Scenic Metal Fabricator	\$36.40	\$38.21	\$37.49	\$39.36	\$38.61	\$40.54
Metal Fabricator Helper	\$28.96	\$30.41	\$29.83	\$31.32	\$30.72	\$32.26
Construction Buyer	\$36.40	\$38.21	\$37.49	\$39.36	\$38.61	\$40.54
Maintenance Person	\$33.91	\$35.65	\$34.93	\$36.72	\$35.98	\$37.82
Sculptor	\$38.89	\$40.83	\$40.06	\$42.05	\$41.26	\$43.31
Model Maker	\$38.89	\$40.83	\$40.06	\$42.05	\$41.26	\$43.31
Lead Labourer	\$28.96	\$30.41	\$29.83	\$31.32	\$30.72	\$32.26
Labourer (Construction)	\$26.58	\$27.88	\$27.38	\$28.72	\$28.20	\$29.58
COSTUME						
Costume Designer	Negotiable		Negotiable		Negotiable	
Asst. Costume Designer / Coordinator	\$37.27	\$39.06	\$38.39	\$40.23	\$39.54	\$41.44
Set Supervisor	\$37.27	\$39.06	\$38.39	\$40.23	\$39.54	\$41.44
Performer's Costumer	\$33.19	\$34.82	\$34.19	\$35.86	\$35.22	\$36.94
Set Costumer	\$33.19	\$34.82	\$34.19	\$35.86	\$35.22	\$36.94
Prep Costumer	\$33.19	\$34.82	\$34.19	\$35.86	\$35.22	\$36.94
Cutter	\$33.19	\$34.82	\$34.19	\$35.86	\$35.22	\$36.94
Costume Breakdown/FX	\$33.19	\$34.82	\$34.19	\$35.86	\$35.22	\$36.94
Dresser	\$27.88	\$29.32	\$28.72	\$30.20	\$29.58	\$31.11
Seamster/Seamstress	\$31.28	\$32.82	\$32.22	\$33.80	\$33.19	\$34.81
EDITING						
Supervising Editor	\$44.92	\$47.16	\$46.27	\$48.57	\$47.66	\$50.03
Supervising Sound Editor	\$44.92	\$47.16	\$46.27	\$48.57	\$47.66	\$50.03
Editor	\$42.12	\$44.23	\$43.38	\$45.56	\$44.68	\$46.93
Sound Effects Editor	\$38.13	\$40.04	\$39.27	\$41.24	\$40.45	\$42.48
Music Editor	\$38.13	\$40.04	\$39.27	\$41.24	\$40.45	\$42.48
First Assistant Editor	\$34.11	\$35.80	\$35.13	\$36.87	\$36.18	\$37.98
Assistant Dialogue Editor	\$34.11	\$35.80	\$35.13	\$36.87	\$36.18	\$37.98
Assistant Sound Effects Editor	\$34.11	\$35.80	\$35.13	\$36.87	\$36.18	\$37.98
Second Assistant Editor	\$31.28	\$32.82	\$32.22	\$33.80	\$33.19	\$34.81
Negative Cutter/Conformer	\$37.27	\$39.06	\$38.39	\$40.23	\$39.54	\$41.44

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	Television	Feature	Television	Feature	Television	Feature
Appendix A - IATSE Local 891 Master Agreement Rates (continued)						
FIRST AID/CRAFT SERVICE						
First Aid/Craft Service	\$38.13	\$40.04	\$39.27	\$41.24	\$40.45	\$42.48
First Aid	\$31.28	\$32.82	\$32.22	\$33.80	\$33.19	\$34.81
Craft Service	\$28.96	\$30.41	\$29.83	\$31.32	\$30.72	\$32.26
GREENS						
Head Greensperson	\$38.13	\$40.04	\$39.27	\$41.24	\$40.45	\$42.48
Best Person (Lead Person)	\$34.11	\$35.80	\$35.13	\$36.87	\$36.18	\$37.98
Greensperson	\$31.28	\$32.82	\$32.22	\$33.80	\$33.19	\$34.81
Greens Helper	\$27.88	\$29.32	\$28.72	\$30.20	\$29.58	\$31.11
GRIPS						
Key Grip	\$38.13	\$40.04	\$39.27	\$41.24	\$40.45	\$42.48
Second Grip	\$34.11	\$35.80	\$35.13	\$36.87	\$36.18	\$37.98
Leadman/Setup	\$34.11	\$35.80	\$35.13	\$36.87	\$36.18	\$37.98
Dolly Operator	\$34.11	\$35.80	\$35.13	\$36.87	\$36.18	\$37.98
Rigging Grip	\$33.19	\$34.82	\$34.19	\$35.86	\$35.22	\$36.94
Grip	\$31.28	\$32.82	\$32.22	\$33.80	\$33.19	\$34.81
HAIR						
Hair Department Head	\$38.13	\$40.04	\$39.27	\$41.24	\$40.45	\$42.48
Assistant Hairstylist	\$34.11	\$35.80	\$35.13	\$36.87	\$36.18	\$37.98
Second Assistant Hairstylist	\$31.28	\$32.82	\$32.22	\$33.80	\$33.19	\$34.81
LIGHTING/ELECTRICS						
Chief Lighting Technician / Gaffer	\$38.13	\$40.04	\$39.27	\$41.24	\$40.45	\$42.48
Asst. Chief Lighting Tech. / Best Boy	\$34.11	\$35.80	\$35.13	\$36.87	\$36.18	\$37.98
Lighting Board Operator	\$34.00	\$35.80	\$35.02	\$36.87	\$36.07	\$37.98
Rigging Gaffer	\$34.11	\$35.80	\$35.13	\$36.87	\$36.18	\$37.98
Generator Operator	\$34.11	\$35.80	\$35.13	\$36.87	\$36.18	\$37.98
Lighting Technician / Lamp Operator*	\$31.28	\$32.82	\$32.22	\$33.80	\$33.19	\$34.81
Set Wireman	\$33.19	\$34.82	\$34.19	\$35.86	\$35.22	\$36.94
* Any Lighting Technician who is assigned to operate balloon lighting shall receive \$0.80 per hour more than the Lighting Technician rate.						
MAKE-UP						
Special Makeup Effects	Negotiable		Negotiable		Negotiable	
Makeup Department Head	\$38.13	\$40.04	\$39.27	\$41.24	\$40.45	\$42.48
First Assistant Makeup Artist	\$34.11	\$35.80	\$35.13	\$36.87	\$36.18	\$37.98
Second Assistant Makeup Artist	\$31.28	\$32.82	\$32.22	\$33.80	\$33.19	\$34.81
Third Assistant Makeup Artist	\$21.19	\$22.24	\$21.83	\$22.91	\$22.48	\$23.60
PAINTING						
Paint Coordinator	\$42.46	\$44.56	\$43.73	\$45.90	\$45.04	\$47.28
Lead Painter	\$38.89	\$40.83	\$40.06	\$42.05	\$41.26	\$43.31
Scenic Artist	\$38.89	\$40.83	\$40.06	\$42.05	\$41.26	\$43.31
Sign Painter/Fabricator	\$38.89	\$40.83	\$40.06	\$42.05	\$41.26	\$43.31
Automotive Sprayer	\$38.89	\$40.83	\$40.06	\$42.05	\$41.26	\$43.31
Scenic Painter	\$36.40	\$38.21	\$37.49	\$39.36	\$38.61	\$40.54
Wallpaper Hanger	\$36.40	\$38.21	\$37.49	\$39.36	\$38.61	\$40.54
Plasterer	\$36.40	\$38.21	\$37.49	\$39.36	\$38.61	\$40.54
Set Painter	\$34.62	\$36.30	\$35.66	\$37.39	\$36.73	\$38.51
Paint Labourer	\$26.58	\$27.88	\$27.38	\$28.72	\$28.20	\$29.58
PRODUCTION OFFICE						
Production Office Coordinator	\$38.13	\$40.04	\$39.27	\$41.24	\$40.45	\$42.48
Asst. Production Coordinator	\$34.11	\$35.80	\$35.13	\$36.87	\$36.18	\$37.98
2nd Asst. Production Coord.	\$19.07	\$19.98	\$19.64	\$20.58	\$20.23	\$21.20

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	Television	Feature	Television	Feature	Television	Feature
Appendix A - IATSE Local 891 Master Agreement Rates (continued)						
PROPS						
Property Master	\$38.13	\$40.04	\$39.27	\$41.24	\$40.45	\$42.48
Assistant Property Master	\$37.27	\$39.06	\$38.39	\$40.23	\$39.54	\$41.44
Props Buyer	\$33.91	\$35.65	\$34.93	\$36.72	\$35.98	\$37.82
Props	\$31.28	\$32.82	\$32.22	\$33.80	\$33.19	\$34.81
SCRIPT SUPERVISORS / CONTINUITY COORDINATOR						
Script Supervisor/ Continuity Coord.	\$38.13	\$40.04	\$39.27	\$41.24	\$40.45	\$42.48
Assistant to Script Supervisor/ Continuity Coordinator	\$21.51	\$22.58	\$22.16	\$23.26	\$22.82	\$23.96
SET DECORATING						
Set Decorator	\$38.13	\$40.04	\$39.27	\$41.24	\$40.45	\$42.48
Assistant Set Decorator	\$35.46	\$37.14	\$36.52	\$38.25	\$37.62	\$39.40
Set Buyer	\$33.19	\$34.82	\$34.19	\$35.86	\$35.22	\$36.94
Lead Dresser	\$32.18	\$33.79	\$33.15	\$34.80	\$34.14	\$35.84
On-Set Dresser	\$32.18	\$33.79	\$33.15	\$34.80	\$34.14	\$35.84
Set Dresser	\$31.28	\$32.82	\$32.22	\$33.80	\$33.19	\$34.81
Draper/Upholsterer	\$31.28	\$32.82	\$32.22	\$33.80	\$33.19	\$34.81
Assistant Set Dresser	\$25.87	\$27.20	\$26.65	\$28.02	\$27.45	\$28.86
SOUND						
Mixer (Production and Dubbing)	\$49.65	\$52.10	\$51.14	\$53.66	\$52.67	\$55.27
Boom Operator	\$41.70	\$43.78	\$42.95	\$45.09	\$44.24	\$46.44
Sound Assistant	\$31.28	\$32.82	\$32.22	\$33.80	\$33.19	\$34.81
Public Address Operator	\$31.28	\$32.82	\$32.22	\$33.80	\$33.19	\$34.81
Playback Operator	\$31.28	\$32.82	\$32.22	\$33.80	\$33.19	\$34.81
Sound Maintenance	\$31.28	\$32.82	\$32.22	\$33.80	\$33.19	\$34.81
SPECIAL EFFECTS						
Special Effects Coordinator	\$42.14	\$44.26	\$43.40	\$45.59	\$44.70	\$46.96
First Assistant Special Effects	\$38.13	\$40.04	\$39.27	\$41.24	\$40.45	\$42.48
Special Effects Assistant	\$33.19	\$34.82	\$34.19	\$35.86	\$35.22	\$36.94
Special Effects Labourer	\$26.58	\$27.88	\$27.38	\$28.72	\$28.20	\$29.58
VIDEO						
Video Sound Mixer	\$38.13	\$40.04	\$39.27	\$41.24	\$40.45	\$42.48
Video Lighting Director	\$38.13	\$40.04	\$39.27	\$41.24	\$40.45	\$42.48
Video Script Supervisor	\$38.13	\$40.04	\$39.27	\$41.24	\$40.45	\$42.48
Colourist	\$38.13	\$40.04	\$39.27	\$41.24	\$40.45	\$42.48
VISUAL EFFECTS						
VFX Artists (Weekly Flat Rate - up to 12 Hours/Day)						
VFX Artist - Level 1	\$1,775.04	\$1,775.04	\$1,828.29	\$1,828.29	\$1,883.14	\$1,883.14
VFX Artist - Level 2	\$1,648.25	\$1,648.25	\$1,697.70	\$1,697.70	\$1,748.63	\$1,748.63
VFX Artist - Level 3	\$1,354.05	\$1,354.05	\$1,394.67	\$1,394.67	\$1,436.51	\$1,436.51
VFX Technicians (Weekly Flat Rate - up to 12 Hours/Day)						
VFX Technician - Level 1	\$1,648.25	\$1,648.25	\$1,697.70	\$1,697.70	\$1,748.63	\$1,748.63
VFX Technician - Level 2	\$1,354.05	\$1,354.05	\$1,394.67	\$1,394.67	\$1,436.51	\$1,436.51
VFX Artists (Hourly rate for overtime purposes)						
VFX Artist - Level 1	\$25.36	\$25.36	\$26.12	\$26.12	\$26.90	\$26.90
VFX Artist - Level 2	\$23.55	\$23.55	\$24.25	\$24.25	\$24.98	\$24.98
VFX Artist - Level 3	\$19.34	\$19.34	\$19.92	\$19.92	\$20.52	\$20.52
VFX Technicians (Hourly rate for overtime purposes)						
VFX Technician - Level 1	\$23.55	\$23.55	\$24.25	\$24.25	\$24.98	\$24.98
VFX Technician - Level 2	\$19.34	\$19.34	\$19.92	\$19.92	\$20.52	\$20.52

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:	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	2.75% 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	7.5% paid to Crew or Union**	6.5% paid to Pension Plan	9.5% paid to Union
E:	Health and Benefits	Percentage of the total of Section A	6% paid to Union	7.5% paid to Health Plan	4% paid to Union
F:	Total Fringe Allocation	The sum of Sections B + C + D + E	20.25%	20.75%	20.25%
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:					
I:	Union Dues	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.					