

MASTER AGREEMENT WAGE SCALES

	3/31/2024-3/29/2025		3/30/2025-3/28/2026		3/29/2026-4/3/2027		4/4/2027-3/31/2028	
	Television	Feature	Television	Feature	Television	Feature	Television	Feature
Appendix A - IATSE Local #891 Master Agreement Rates								
ACCOUNTING								
Assistant Accountant	\$46.41	\$48.73	\$48.96	\$51.41	\$50.92	\$53.47	\$52.70	\$55.34
Accounting Clerk 1	\$31.49	\$33.12	\$33.22	\$34.94	\$34.55	\$36.34	\$35.76	\$37.61
Accounting Clerk 2	\$25.99	\$27.58	\$27.42	\$29.10	\$28.52	\$30.26	\$29.52	\$31.32
Accounting Trainee	\$21.15	\$22.25	\$23.27	\$24.48	\$24.20	\$25.46	\$25.05	\$26.35
ART								
Production Designer	Negotiable		Negotiable		Negotiable		Negotiable	
Art Director	\$57.29	\$60.17	\$60.44	\$63.48	\$62.86	\$66.02	\$65.06	\$68.33
Assistant Art Director	\$49.74	\$52.26	\$52.48	\$55.13	\$54.58	\$57.34	\$56.49	\$59.35
Draftsperson	\$40.41	\$42.39	\$42.63	\$44.72	\$44.34	\$46.51	\$45.89	\$48.14
Graphics/Illustrator/Storyboard								
Artist/Set Designer	\$44.30	\$46.52	\$46.74	\$49.08	\$48.61	\$51.04	\$50.31	\$52.83
Art Department Assistant*	\$21.15	\$22.25	\$23.27	\$24.48	\$24.20	\$25.46	\$25.05	\$26.35
<p>* 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:</p>								
			\$28.50	\$29.50	\$29.64	\$30.68	\$30.68	\$31.75
CONSTRUCTION								
Construction Coordinator	\$52.32	\$54.92	\$55.20	\$57.94	\$57.41	\$60.26	\$59.42	\$62.37
Construction Foreperson	\$50.15	\$52.68	\$52.91	\$55.58	\$55.03	\$57.80	\$56.96	\$59.82
Lead Carpenter	\$47.34	\$49.70	\$49.94	\$52.43	\$51.94	\$54.53	\$53.76	\$56.44
Scenic Carpenter	\$44.30	\$46.52	\$46.74	\$49.08	\$48.61	\$51.04	\$50.31	\$52.83
Scenic Helper	\$41.29	\$43.39	\$43.56	\$45.78	\$45.30	\$47.61	\$46.89	\$49.28
Lead Metal Fabricator	\$47.34	\$49.70	\$49.94	\$52.43	\$51.94	\$54.53	\$53.76	\$56.44
Scenic Metal Fabricator	\$44.30	\$46.52	\$46.74	\$49.08	\$48.61	\$51.04	\$50.31	\$52.83
Metal Fabricator Helper	\$35.25	\$37.02	\$37.19	\$39.06	\$38.68	\$40.62	\$40.03	\$42.04
Construction Buyer	\$44.30	\$46.52	\$46.74	\$49.08	\$48.61	\$51.04	\$50.31	\$52.83
Maintenance Person	\$41.29	\$43.39	\$43.56	\$45.78	\$45.30	\$47.61	\$46.89	\$49.28
Sculptor	\$47.34	\$49.70	\$49.94	\$52.43	\$51.94	\$54.53	\$53.76	\$56.44
Model Maker	\$47.34	\$49.70	\$49.94	\$52.43	\$51.94	\$54.53	\$53.76	\$56.44
Lead Labourer	\$35.25	\$37.02	\$37.19	\$39.06	\$38.68	\$40.62	\$40.03	\$42.04
Labourer (Construction)	\$32.36	\$33.94	\$34.14	\$35.81	\$35.51	\$37.24	\$36.75	\$38.54
COSTUME								
Costume Designer	Negotiable		Negotiable		Negotiable		Negotiable	
Asst. Costume Designer/Coordinator	\$45.37	\$47.54	\$47.87	\$50.15	\$49.78	\$52.16	\$51.52	\$53.99
Set Supervisor	\$45.37	\$47.54	\$47.87	\$50.15	\$49.78	\$52.16	\$51.52	\$53.99
Performer's Costumer	\$40.41	\$42.39	\$42.63	\$44.72	\$44.34	\$46.51	\$45.89	\$48.14
Set Costumer	\$40.41	\$42.39	\$42.63	\$44.72	\$44.34	\$46.51	\$45.89	\$48.14
Prep Costumer	\$40.41	\$42.39	\$42.63	\$44.72	\$44.34	\$46.51	\$45.89	\$48.14
Cutter	\$40.41	\$42.39	\$42.63	\$44.72	\$44.34	\$46.51	\$45.89	\$48.14
Costume Breakdown/FX	\$40.41	\$42.39	\$42.63	\$44.72	\$44.34	\$46.51	\$45.89	\$48.14
Dresser	\$33.94	\$35.69	\$35.81	\$37.65	\$37.24	\$39.16	\$38.54	\$40.53
Stitcher	\$38.09	\$39.94	\$40.18	\$42.14	\$41.79	\$43.83	\$43.25	\$45.36
EDITING								
Supervising Editor	\$54.68	\$57.40	\$57.69	\$60.56	\$60.00	\$62.98	\$62.10	\$65.18
Supervising Sound Editor	\$54.68	\$57.40	\$57.69	\$60.56	\$60.00	\$62.98	\$62.10	\$65.18
Editor	\$51.26	\$53.84	\$54.08	\$56.80	\$56.24	\$59.07	\$58.21	\$61.14
Sound Effects Editor	\$46.41	\$48.73	\$48.96	\$51.41	\$50.92	\$53.47	\$52.70	\$55.34
Music Editor	\$46.41	\$48.73	\$48.96	\$51.41	\$50.92	\$53.47	\$52.70	\$55.34
First Assistant Editor	\$41.52	\$43.58	\$43.80	\$45.98	\$45.55	\$47.82	\$47.14	\$49.49
Assistant Dialogue Editor	\$41.52	\$43.58	\$43.80	\$45.98	\$45.55	\$47.82	\$47.14	\$49.49
Assistant Sound Effects Editor	\$41.52	\$43.58	\$43.80	\$45.98	\$45.55	\$47.82	\$47.14	\$49.49
Second Assistant Editor	\$38.09	\$39.94	\$40.18	\$42.14	\$41.79	\$43.83	\$43.25	\$45.36
Negative Cutter/Conformer	\$45.37	\$47.54	\$47.87	\$50.15	\$49.78	\$52.16	\$51.52	\$53.99

2025-28 BC Council of Film Unions Wage Rate Tables

MASTER AGREEMENT WAGE SCALES

	3/31/2024-3/29/2025		3/30/2025-3/28/2026		3/29/2026-4/3/2027		4/4/2027-3/31/2028	
	Television	Feature	Television	Feature	Television	Feature	Television	Feature
Appendix A - IATSE Local #891 Master Agreement Rates (continued)								
FIRST AID/CRAFT SERVICE								
First Aid/Craft Service	\$46.41	\$48.73	\$48.96	\$51.41	\$50.92	\$53.47	\$52.70	\$55.34
First Aid	\$38.09	\$39.94	\$40.18	\$42.14	\$41.79	\$43.83	\$43.25	\$45.36
Craft Service	\$35.25	\$37.02	\$37.19	\$39.06	\$38.68	\$40.62	\$40.03	\$42.04
GREENS								
Head Greensperson	\$46.41	\$48.73	\$48.96	\$51.41	\$50.92	\$53.47	\$52.70	\$55.34
Best Person (Lead Person)	\$41.52	\$43.58	\$43.80	\$45.98	\$45.55	\$47.82	\$47.14	\$49.49
Greensperson	\$38.09	\$39.94	\$40.18	\$42.14	\$41.79	\$43.83	\$43.25	\$45.36
Greens Helper	\$33.94	\$35.69	\$35.81	\$37.65	\$37.24	\$39.16	\$38.54	\$40.53
GRIPS								
Key Grip	\$46.41	\$48.73	\$48.96	\$51.41	\$50.92	\$53.47	\$52.70	\$55.34
Second Grip	\$41.52	\$43.58	\$43.80	\$45.98	\$45.55	\$47.82	\$47.14	\$49.49
Lead Grip/Setup	\$41.52	\$43.58	\$43.80	\$45.98	\$45.55	\$47.82	\$47.14	\$49.49
Dolly Operator	\$41.52	\$43.58	\$43.80	\$45.98	\$45.55	\$47.82	\$47.14	\$49.49
Rigging Grip	\$40.41	\$42.39	\$42.63	\$44.72	\$44.34	\$46.51	\$45.89	\$48.14
Grip	\$38.09	\$39.94	\$40.18	\$42.14	\$41.79	\$43.83	\$43.25	\$45.36
HAIR								
Hair Department Head	\$46.41	\$48.73	\$48.96	\$51.41	\$50.92	\$53.47	\$52.70	\$55.34
Assistant Hairstylist	\$41.52	\$43.58	\$43.80	\$45.98	\$45.55	\$47.82	\$47.14	\$49.49
Second Assistant Hairstylist	\$38.09	\$39.94	\$40.18	\$42.14	\$41.79	\$43.83	\$43.25	\$45.36
LIGHTING/ELECTRICS								
Head Lighting Technician	\$46.41	\$48.73	\$48.96	\$51.41	\$50.92	\$53.47	\$52.70	\$55.34
Assistant Head Lighting Technician	\$41.52	\$43.58	\$43.80	\$45.98	\$45.55	\$47.82	\$47.14	\$49.49
Lighting Board Operator	\$41.38	\$43.58	\$43.66	\$45.98	\$45.41	\$47.82	\$47.00	\$49.49
Head Rigging Lighting Technician	\$41.52	\$43.58	\$43.80	\$45.98	\$45.55	\$47.82	\$47.14	\$49.49
Generator Operator	\$41.52	\$43.58	\$43.80	\$45.98	\$45.55	\$47.82	\$47.14	\$49.49
Lighting Technician/ Lamp Operator**	\$38.09	\$39.94	\$40.18	\$42.14	\$41.79	\$43.83	\$43.25	\$45.36
Set Wire Technician	\$40.41	\$42.39	\$42.63	\$44.72	\$44.34	\$46.51	\$45.89	\$48.14
** 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		Negotiable	
Makeup Department Head	\$46.41	\$48.73	\$48.96	\$51.41	\$50.92	\$53.47	\$52.70	\$55.34
First Assistant Makeup Artist	\$41.52	\$43.58	\$43.80	\$45.98	\$45.55	\$47.82	\$47.14	\$49.49
Second Assistant Makeup Artist	\$38.09	\$39.94	\$40.18	\$42.14	\$41.79	\$43.83	\$43.25	\$45.36
Third Assistant Makeup Artist	\$25.79	\$27.08	\$27.21	\$28.57	\$28.30	\$29.71	\$29.29	\$30.75
PAINTING								
Paint Coordinator	\$51.67	\$54.24	\$54.51	\$57.22	\$56.69	\$59.51	\$58.67	\$61.59
Lead Painter	\$47.34	\$49.70	\$49.94	\$52.43	\$51.94	\$54.53	\$53.76	\$56.44
Scenic Artist	\$47.34	\$49.70	\$49.94	\$52.43	\$51.94	\$54.53	\$53.76	\$56.44
Sign Painter/Fabricator	\$47.34	\$49.70	\$49.94	\$52.43	\$51.94	\$54.53	\$53.76	\$56.44
Automotive Sprayer	\$47.34	\$49.70	\$49.94	\$52.43	\$51.94	\$54.53	\$53.76	\$56.44
Scenic Painter	\$44.30	\$46.52	\$46.74	\$49.08	\$48.61	\$51.04	\$50.31	\$52.83
Wallpaper Hanger	\$44.30	\$46.52	\$46.74	\$49.08	\$48.61	\$51.04	\$50.31	\$52.83
Plasterer	\$44.30	\$46.52	\$46.74	\$49.08	\$48.61	\$51.04	\$50.31	\$52.83
Set Painter	\$42.14	\$44.19	\$44.46	\$46.62	\$46.24	\$48.48	\$47.86	\$50.18
Paint Labourer	\$32.36	\$33.94	\$34.14	\$35.81	\$35.51	\$37.24	\$36.75	\$38.54
PRODUCTION OFFICE								
Production Office Coordinator	\$46.41	\$48.73	\$48.96	\$51.41	\$50.92	\$53.47	\$52.70	\$55.34
Asst. Production Coordinator	\$41.52	\$43.58	\$43.80	\$45.98	\$45.55	\$47.82	\$47.14	\$49.49
2nd Asst. Production Coord.	\$23.22	\$24.34	\$25.54	\$26.77	\$27.16	\$28.44	\$28.71	\$30.04

2025-28 BC Council of Film Unions Wage Rate Tables

MASTER AGREEMENT WAGE SCALES

	3/31/2024-3/29/2025		3/30/2025-3/28/2026		3/29/2026-4/3/2027		4/4/2027-3/31/2028	
	Television	Feature	Television	Feature	Television	Feature	Television	Feature
Appendix A - IATSE Local #891 Master Agreement Rates (continued)								
PROPS								
Property Master	\$46.41	\$48.73	\$48.96	\$51.41	\$50.92	\$53.47	\$52.70	\$55.34
Assistant Property Master	\$45.37	\$47.54	\$47.87	\$50.15	\$49.78	\$52.16	\$51.52	\$53.99
Props Buyer	\$41.29	\$43.39	\$43.56	\$45.78	\$45.30	\$47.61	\$46.89	\$49.28
Props	\$38.09	\$39.94	\$40.18	\$42.14	\$41.79	\$43.83	\$43.25	\$45.36
SCRIPT SUPERVISORS/CONTINUITY COORDINATOR								
Script Supervisor/Continuity Coordinator	\$46.41	\$48.73	\$48.96	\$51.41	\$50.92	\$53.47	\$52.70	\$55.34
Script Supervisor/Continuity Coordinator Assistant	\$26.19	\$27.49	\$27.63	\$29.00	\$28.74	\$30.16	\$29.75	\$31.22
SET DECORATING								
Set Decorator	\$46.41	\$48.73	\$48.96	\$51.41	\$50.92	\$53.47	\$52.70	\$55.34
Assistant Set Decorator	\$43.17	\$45.20	\$45.54	\$47.69	\$47.36	\$49.60	\$49.02	\$51.34
Set Buyer	\$40.41	\$42.39	\$42.63	\$44.72	\$44.34	\$46.51	\$45.89	\$48.14
Lead Dresser	\$39.17	\$41.13	\$41.32	\$43.39	\$42.97	\$45.13	\$44.47	\$46.71
On-Set Dresser	\$39.17	\$41.13	\$41.32	\$43.39	\$42.97	\$45.13	\$44.47	\$46.71
Set Dresser	\$38.09	\$39.94	\$40.18	\$42.14	\$41.79	\$43.83	\$43.25	\$45.36
Draper/Upholsterer	\$38.09	\$39.94	\$40.18	\$42.14	\$41.79	\$43.83	\$43.25	\$45.36
Assistant Set Dresser	\$31.49	\$33.12	\$33.22	\$34.94	\$34.55	\$36.34	\$35.76	\$37.61
SOUND								
Mixer (Production and Dubbing)	\$60.44	\$63.42	\$63.76	\$66.91	\$66.31	\$69.59	\$68.63	\$72.03
Boom Operator	\$50.77	\$53.28	\$53.56	\$56.21	\$55.70	\$58.46	\$57.65	\$60.51
Sound Assistant	\$38.09	\$39.94	\$40.18	\$42.14	\$41.79	\$43.83	\$43.25	\$45.36
Public Address Operator	\$38.09	\$39.94	\$40.18	\$42.14	\$41.79	\$43.83	\$43.25	\$45.36
Playback Operator	\$38.09	\$39.94	\$40.18	\$42.14	\$41.79	\$43.83	\$43.25	\$45.36
Sound Maintenance	\$38.09	\$39.94	\$40.18	\$42.14	\$41.79	\$43.83	\$43.25	\$45.36
SPECIAL EFFECTS								
Special Effects Coordinator	\$51.28	\$53.88	\$54.10	\$56.84	\$56.26	\$59.11	\$58.23	\$61.18
First Assistant Special Effects	\$46.41	\$48.73	\$48.96	\$51.41	\$50.92	\$53.47	\$52.70	\$55.34
Special Effects Assistant	\$40.41	\$42.39	\$42.63	\$44.72	\$44.34	\$46.51	\$45.89	\$48.14
Special Effects Labourer	\$32.36	\$33.94	\$34.14	\$35.81	\$35.51	\$37.24	\$36.75	\$38.54
VIDEO								
Video Sound Mixer	\$46.41	\$48.73	\$48.96	\$51.41	\$50.92	\$53.47	\$52.70	\$55.34
Video Lighting Director	\$46.41	\$48.73	\$48.96	\$51.41	\$50.92	\$53.47	\$52.70	\$55.34
Video Script Supervisor	\$46.41	\$48.73	\$48.96	\$51.41	\$50.92	\$53.47	\$52.70	\$55.34
Colourist	\$46.41	\$48.73	\$48.96	\$51.41	\$50.92	\$53.47	\$52.70	\$55.34
VISUAL EFFECTS								
VFX Artists (Weekly Flat Rate - up to 12 Hours/Day)								
VFX Artist - Level 1	\$2,160.64	\$2,160.64	\$2,279.48	\$2,279.48	\$2,370.66	\$2,370.66	\$2,453.63	\$2,453.63
VFX Artist - Level 2	\$2,006.31	\$2,006.31	\$2,116.66	\$2,116.66	\$2,201.33	\$2,201.33	\$2,278.38	\$2,278.38
VFX Artist - Level 3	\$1,648.21	\$1,648.21	\$1,738.86	\$1,738.86	\$1,808.41	\$1,808.41	\$1,871.70	\$1,871.70
VFX Technicians (Weekly Flat Rate - up to 12 Hours/Day)								
VFX Technician - Level 1	\$2,006.31	\$2,006.31	\$2,116.66	\$2,116.66	\$2,201.33	\$2,201.33	\$2,278.38	\$2,278.38
VFX Technician - Level 2	\$1,648.21	\$1,648.21	\$1,738.86	\$1,738.86	\$1,808.41	\$1,808.41	\$1,871.70	\$1,871.70
VFX Artists (Hourly rate for overtime purposes)								
VFX Artist - Level 1	\$30.87	\$30.87	\$32.56	\$32.56	\$33.87	\$33.87	\$35.05	\$35.05
VFX Artist - Level 2	\$28.66	\$28.66	\$30.24	\$30.24	\$31.45	\$31.45	\$32.55	\$32.55
VFX Artist - Level 3	\$23.55	\$23.55	\$24.84	\$24.84	\$25.83	\$25.83	\$26.74	\$26.74
VFX Technicians (Hourly rate for overtime purposes)								
VFX Technician - Level 1	\$28.66	\$28.66	\$30.24	\$30.24	\$31.45	\$31.45	\$32.55	\$32.55
VFX Technician - Level 2	\$23.55	\$23.55	\$24.84	\$24.84	\$25.83	\$25.83	\$26.74	\$26.74

2025-28 BC Council of Film Unions Wage Rate Tables

MASTER AGREEMENT WAGE SCALES

	3/31/2024-3/29/2025		3/30/2025-3/28/2026		3/29/2026-4/3/2027		4/4/2027-3/31/2028	
	Television	Feature	Television	Feature	Television	Feature	Television	Feature
Appendix B - Teamsters Local #155 Master Agreement Rates								
Transportation Coordinator	\$44.54	\$45.81	\$46.99	\$48.33	\$48.87	\$50.26	\$50.58	\$52.02
Driver Captain	\$41.62	\$42.80	\$43.91	\$45.15	\$45.67	\$46.96	\$47.27	\$48.60
Co-Captain	\$40.69	\$41.80	\$42.93	\$44.10	\$44.65	\$45.86	\$46.21	\$47.47
Tractor Trailer (Prod. Van)	\$41.33	\$42.44	\$43.60	\$44.77	\$45.34	\$46.56	\$46.93	\$48.19
Special Equipment Driver*	\$41.33	\$42.44	\$43.60	\$44.77	\$45.34	\$46.56	\$46.93	\$48.19
Camera Car Driver**	\$40.69	\$41.80	\$42.93	\$44.10	\$44.65	\$45.86	\$46.21	\$47.47
Catering Vehicle Operator - Cook	\$40.69	\$41.80	\$42.93	\$44.10	\$44.65	\$45.86	\$46.21	\$47.47
Asst. Catering Vehicle Operator - Cook	\$38.35	\$39.40	\$40.46	\$41.57	\$42.08	\$43.23	\$43.55	\$44.74
Bus Driver (Class #2)	\$39.82	\$40.99	\$42.01	\$43.24	\$43.69	\$44.97	\$45.22	\$46.54
Set Decorator Driver	\$39.82	\$40.99	\$42.01	\$43.24	\$43.69	\$44.97	\$45.22	\$46.54
Construction Driver	\$39.82	\$40.99	\$42.01	\$43.24	\$43.69	\$44.97	\$45.22	\$46.54
Mini Bus Driver (Class #4)	\$39.33	\$40.45	\$41.49	\$42.67	\$43.15	\$44.38	\$44.66	\$45.93
Truck Driver - Over 1 Ton	\$39.33	\$40.45	\$41.49	\$42.67	\$43.15	\$44.38	\$44.66	\$45.93
Fork Lift Driver	\$39.33	\$40.45	\$41.49	\$42.67	\$43.15	\$44.38	\$44.66	\$45.93
Car Chauffeur and/or Econoline Truck Driver	\$39.00	\$40.16	\$41.15	\$42.37	\$42.80	\$44.06	\$44.30	\$45.60
Stunt and/or Blind Driver ***	Negotiable		Negotiable		Negotiable		Negotiable	
Auto Service (other than Auto Mech.)	\$38.26	\$39.39	\$40.36	\$41.56	\$41.97	\$43.22	\$43.44	\$44.73
Automotive Mechanic	\$40.69	\$41.80	\$42.93	\$44.10	\$44.65	\$45.86	\$46.21	\$47.47
Automotive Wrangler/ Picture Car Coordinator	\$41.42	\$42.62	\$43.70	\$44.96	\$45.45	\$46.76	\$47.04	\$48.40
Dispatcher	\$39.41	\$40.54	\$41.58	\$42.77	\$43.24	\$44.48	\$44.75	\$46.04
Head Wrangler	\$40.16	\$41.34	\$42.37	\$43.61	\$44.06	\$45.35	\$45.60	\$46.94
Wrangler	\$39.00	\$40.16	\$41.15	\$42.37	\$42.80	\$44.06	\$44.30	\$45.60
Wrangler (Pick Up)	\$51.33	\$52.84	\$54.15	\$55.75	\$56.32	\$57.98	\$58.29	\$60.01
Wrangler (Braider)	\$43.22	\$44.40	\$45.60	\$46.84	\$47.42	\$48.71	\$49.08	\$50.41
Trainers (Domestic Livestock)	Negotiable		Negotiable		Negotiable		Negotiable	
Trainers (Stable)	\$48.13	\$49.53	\$50.78	\$52.25	\$52.81	\$54.34	\$54.66	\$56.24
Wild Animal Trainers	\$48.13	\$49.53	\$50.78	\$52.25	\$52.81	\$54.34	\$54.66	\$56.24
Wild Animal Handlers	\$43.46	\$44.73	\$45.85	\$47.19	\$47.68	\$49.08	\$49.35	\$50.80
Dog Trainer****	\$43.46	\$44.73	\$45.85	\$47.19	\$47.68	\$49.08	\$49.35	\$50.80
Dog Handler****	\$39.00	\$40.16	\$41.15	\$42.37	\$42.80	\$44.06	\$44.30	\$45.60
Swamper	\$33.30	\$34.29	\$35.13	\$36.18	\$36.54	\$37.63	\$37.82	\$38.95
Marine Coordinator*****	\$40.69	\$41.80	\$42.93	\$44.10	\$44.65	\$45.86	\$46.21	\$47.47
Boat Operator*****	\$39.82	\$40.99	\$42.01	\$43.24	\$43.69	\$44.97	\$45.22	\$46.54
Safety Diver*****	\$40.69	\$41.80	\$42.93	\$44.10	\$44.65	\$45.86	\$46.21	\$47.47
Security Captain*****	\$31.45	\$32.80	\$33.12	\$34.55	\$34.40	\$35.89	\$35.57	\$37.11
Security Personnel	\$30.45	\$31.80	\$32.12	\$33.55	\$33.40	\$34.89	\$34.57	\$36.11

MASTER AGREEMENT WAGE SCALES

	3/31/2024-3/29/2025		3/30/2025-3/28/2026		3/29/2026-4/3/2027		4/4/2027-3/31/2028	
	Television	Feature	Television	Feature	Television	Feature	Television	Feature

Appendix B - Teamsters Local #155 Master Agreement Rates (continued)

* **Special Equipment Drivers** shall include drivers of:

- (a) Boom trucks and hi-lifts when boom or lift operates from same motor that operates vehicles.
- (b) Heavy duty tractors with accessory equipment such as shovels, excavators, etc.
- (c) Sweepers, water wagons, etc., truckaways, 4-up team (one person).
- (d) The operation of motor driven winch except when used for purpose of loading or unloading the vehicle from which it operates.
- (e) Steam shovels, heavy industrial cranes, i.e., Lorain, Bay Cities, Bulldozer crawler tractors D6 or larger, LeTourneau or similar equipment over 5 yards, self-propelled motor patrol blade 10' or larger, roustabout, 6-up team (one person) \$1.40 per hour additional.
- (f) Hair-make up/wardrobe combination units, Honeywagons combination units, Starwagons combination units 65' or over.
- (g) Camera Truck Crane, "Blue Goose." When a fork lift is used for the same purpose as a "Blue Goose," the Blue Goose rate shall apply.
- (h) Pettebone-Mulliken, Coles, Hendys or similar type small cranes, bulldozer crawler tractors smaller than D6, LeTourneau or similar equipment 5 yards and under, self-propelled motor patrol blade under 10', \$0.70 per hour additional.
- (i) Drivers shall be paid the Special Equipment rate when hauling four (4) pounds or more of Class A or B explosives other than such materials as have been classified as either special or common fireworks by Transport Canada or the Remedial Services Specialist. (Dangerous Goods Certificate required.)

The Special Equipment rate shall be paid when either special or common fireworks in quantities of more than 500 pounds are to be hauled or when a licensed powder person is required to handle the material. A powder person is required under the classification of the risk.

** Shall include drivers of any motor vehicles used in running shots in tandem to the camera car. Rate does not apply when camera car is merely moved around the studio, such as when it is taken to a location or moving it to the gasoline pump. On distant location the camera car rate shall be applicable on any day it is operated by its driver but not on days when such driver only operates equipment not classified as special equipment

*** In the event a stunt or "blind" driver has not completed the driver's individual negotiations at the completion of the day's work and further negotiations are necessary, the driver may be represented by an authorized representative of the Union to complete such negotiations.

**** Company may require party furnishing smaller wild animals or dogs to deliver to the studio. Compensation time of Wild Animal Trainer or Wild Animal Handler or of Dog Trainer or Dog Handler to begin and end at the studio, however, if such Trainer or Handler is not the owner of the smaller wild animals or the dogs, compensation time shall be paid from and to the compound or kennel. If such Trainer or Handler is not the owner of the smaller wild animals or the dogs but supplies the car used for transporting them, the Trainer or Handler shall be paid an allowance of the per kilometre rate set forth in the following chart for such transportation.

	Effective April 1, 2025	Effective April 6, 2025	Effective April 5, 2026	Effective April 4, 2027
Per Kilometre Rate	\$0.35	\$0.43	\$0.48	\$0.55

***** **Marine Coordinators and Boat Operators** will be covered under the jurisdiction and terms and conditions of this Agreement. Selection of Marine Coordinators and Operators from the Union will be at the discretion of the Company. Movement of boats from one port to another port will not be covered by the terms of this Agreement.

***** **Safety Diver**. The Parties understand and agree that the addition of the Safety Diver classification to the Local 155 Appendix is subject to the following:

- (a) This classification is for diving done in oceans, lakes and rivers;
- (b) All Safety Divers must be certified by the appropriate governmental body;
- (c) Selection of the Safety Diver is at the discretion of the Employer;
- (d) The addition of the Safety Diver classification shall not prohibit the employment of Safety Divers under other collective agreements;
- (e) As part of the Employer's right of subcontracting, Safety Divers may be engaged as part of a company subcontract, rather than under the Local 155 Appendix.

***** **Security Captain**. The Security Captain rate shall be \$1.00 per hour more than the Security Personnel rate.

2025-28 BC Council of Film Unions Wage Rate Tables

MASTER AGREEMENT WAGE SCALES

	3/31/2024-3/29/2025		3/30/2025-3/28/2026		3/29/2026-4/3/2027		4/4/2027-3/31/2028	
	Television	Feature	Television	Feature	Television	Feature	Television	Feature
Appendix C - ICG Local #669 Master Agreement Rates								
HOURLY								
Director of Photography	\$123.87	\$130.07	\$130.68	\$137.22	\$135.91	\$142.71	\$140.67	\$147.70
Operator	\$82.35	\$86.45	\$86.88	\$91.20	\$90.36	\$94.85	\$93.52	\$98.17
First Assistant	\$61.86	\$64.94	\$65.26	\$68.51	\$67.87	\$71.25	\$70.25	\$73.74
Second Assistant	\$43.58	\$45.74	\$47.94	\$50.31	\$49.86	\$52.32	\$51.61	\$54.15
Stills Photographer I	\$76.04	\$70.94	\$80.22	\$74.84	\$83.43	\$77.83	\$86.35	\$80.55
Stills Photographer II	\$114.06		\$120.33		\$125.15		\$129.53	
Camera Utility Person	Negotiable		Negotiable		Negotiable		Negotiable	
Film Loader	Negotiable		Negotiable		Negotiable		Negotiable	
Trainee ¹ (eff. 3/24/2024)	\$21.15 (eff. 3/24/2024)	\$22.25 (eff. 3/24/2024)	\$23.27	\$24.48	\$24.20	\$25.46	\$25.05	\$26.35
Motion Picture Video Coord.	\$48.44	\$50.85	\$51.10	\$53.65	\$53.14	\$55.80	\$55.00	\$57.75
Motion Picture Video Asst. 1	\$36.45	\$38.20	\$38.45	\$40.30	\$39.99	\$41.91	\$41.39	\$43.38
Motion Picture Video Asst. 2	\$27.30	\$28.70	\$28.80	\$30.28	\$29.95	\$31.49	\$31.00	\$32.59
Digital Imaging Technician	\$61.86	\$64.94	\$65.26	\$68.51	\$67.87	\$71.25	\$70.25	\$73.74
Digital Utility Person	Negotiable		Negotiable		Negotiable		Negotiable	
Electronic Director of Photography	\$90.65	\$95.20	\$95.64	\$100.44	\$99.47	\$104.46	\$102.95	\$108.12
Electronic Camera Operator	\$67.97	\$71.37	\$71.71	\$75.30	\$74.58	\$78.31	\$77.19	\$81.05
Electronic Camera Assistant	\$45.37	\$47.59	\$47.87	\$50.21	\$49.78	\$52.22	\$51.52	\$54.05
Drone Operator	Negotiable		Negotiable		Negotiable		Negotiable	
Drone Camera Operator	\$82.35	\$86.45	\$86.88	\$91.20	\$90.36	\$94.85	\$93.52	\$98.17
Drone Camera Assistant	\$61.86	\$64.94	\$65.26	\$68.51	\$67.87	\$71.25	\$70.25	\$73.74
PUBLICITY								
Senior Unit Publicist	\$47.34	\$49.70	\$49.94	\$52.43	\$51.94	\$54.53	\$53.76	\$56.44
Junior Unit Publicist	\$32.36	\$33.94	\$34.14	\$35.81	\$35.51	\$37.24	\$36.75	\$38.54
WEEKLY (Weekly rates are based on 60 guaranteed hours per week which is equivalent to 70 "pay hours")								
Director of Photography	\$8,219.40	\$8,629.60	\$8,671.60	\$9,104.20	\$9,018.80	\$9,468.20	\$9,334.50	\$9,799.30
Operator	\$5,464.20	\$5,737.90	\$5,764.50	\$6,053.60	\$5,994.80	\$6,295.80	\$6,204.80	\$6,516.30
First Assistant	\$4,102.00	\$4,305.70	\$4,327.40	\$4,542.30	\$4,500.30	\$4,724.30	\$4,657.80	\$4,889.50
Second Assistant	\$2,892.40	\$3,037.30	\$3,187.80	\$3,345.30	\$3,315.20	\$3,479.00	\$3,431.40	\$3,600.80
Stills Photographer	\$5,044.90	\$4,705.40	\$5,322.10	\$4,964.40	\$5,534.90	\$5,163.20	\$5,728.80	\$5,343.80
Camera Utility Person	Negotiable		Negotiable		Negotiable		Negotiable	
Film Loader	Negotiable		Negotiable		Negotiable		Negotiable	
Trainee ¹ (eff. 3/24/2024)	\$1,480.50 (eff. 3/24/2024)	\$1,557.50 (eff. 3/24/2024)	\$1,628.90	\$1,713.60	\$1,694.00	\$1,782.20	\$1,753.50	\$1,844.50
Motion Picture Video Coord.	\$3,214.40	\$3,374.70	\$3,391.50	\$3,560.20	\$3,527.30	\$3,702.30	\$3,650.50	\$3,831.80
Motion Picture Video Asst. 1	\$2,417.10	\$2,534.70	\$2,550.10	\$2,674.00	\$2,652.30	\$2,781.10	\$2,745.40	\$2,878.40
Motion Picture Video Asst. 2	\$1,815.80	\$1,900.50	\$1,915.90	\$2,004.80	\$1,992.20	\$2,085.30	\$2,062.20	\$2,158.10
Digital Imaging Technician	\$4,102.00	\$4,305.70	\$4,327.40	\$4,542.30	\$4,500.30	\$4,724.30	\$4,657.80	\$4,889.50
Digital Utility Person	Negotiable		Negotiable		Negotiable		Negotiable	
Electronic Director of Photography	\$6,015.80	\$6,314.70	\$6,346.90	\$6,661.90	\$6,601.00	\$6,928.60	\$6,832.00	\$7,170.80
Electronic Camera Operator	\$4,509.40	\$4,738.30	\$4,757.20	\$4,998.70	\$4,947.60	\$5,198.90	\$5,120.50	\$5,380.90
Electronic Camera Assistant	\$3,009.30	\$3,158.40	\$3,174.50	\$3,332.00	\$3,301.20	\$3,465.00	\$3,416.70	\$3,586.10
Drone Operator	Negotiable		Negotiable		Negotiable		Negotiable	
Drone Camera Operator	\$5,464.20	\$5,737.90	\$5,764.50	\$6,053.60	\$5,994.80	\$6,295.80	\$6,204.80	\$6,516.30
Drone Camera Assistant	\$4,102.00	\$4,305.70	\$4,327.40	\$4,542.30	\$4,500.30	\$4,724.30	\$4,657.80	\$4,889.50

2025-28 BC Council of Film Unions Wage Rate Tables

MASTER AGREEMENT WAGE SCALES

	3/31/2024-3/29/2025		3/30/2025-3/28/2026		3/29/2026-4/3/2027		4/4/2027-3/31/2028	
	Television	Feature	Television	Feature	Television	Feature	Television	Feature
Appendix C - ICG Local #669 Master Agreement Rates (continued)								
WEEKLY (HOURLY) (Weekly rates are based on 60 guaranteed hours per week which is equivalent to 70 "pay hours")								
Director of Photography	\$117.42	\$123.28	\$123.88	\$130.06	\$128.84	\$135.26	\$133.35	\$139.99
Operator	\$78.06	\$81.97	\$82.35	\$86.48	\$85.64	\$89.94	\$88.64	\$93.09
First Assistant	\$58.60	\$61.51	\$61.82	\$64.89	\$64.29	\$67.49	\$66.54	\$69.85
Second Assistant	\$41.32	\$43.39	\$45.54	\$47.79	\$47.36	\$49.70	\$49.02	\$51.44
Stills Photographer	\$72.07	\$67.22	\$76.03	\$70.92	\$79.07	\$73.76	\$81.84	\$76.34
Camera Utility Person	Negotiable		Negotiable		Negotiable		Negotiable	
Film Loader	Negotiable		Negotiable		Negotiable		Negotiable	
Trainee ¹	\$21.15 (eff. 3/24/2024)	\$22.25 (eff. 3/24/2024)	\$23.27	\$24.48	\$24.20	\$25.46	\$25.05	\$26.35
Motion Picture Video Coord.	\$45.92	\$48.21	\$48.45	\$50.86	\$50.39	\$52.89	\$52.15	\$54.74
Motion Picture Video Asst. 1	\$34.53	\$36.21	\$36.43	\$38.20	\$37.89	\$39.73	\$39.22	\$41.12
Motion Picture Video Asst. 2	\$25.94	\$27.15	\$27.37	\$28.64	\$28.46	\$29.79	\$29.46	\$30.83
Digital Imaging Technician	\$58.60	\$61.51	\$61.82	\$64.89	\$64.29	\$67.49	\$66.54	\$69.85
Digital Utility Person	Negotiable		Negotiable		Negotiable		Negotiable	
Electronic Director of Photography	\$85.94	\$90.21	\$90.67	\$95.17	\$94.30	\$98.98	\$97.60	\$102.44
Electronic Camera Operator	\$64.42	\$67.69	\$67.96	\$71.41	\$70.68	\$74.27	\$73.15	\$76.87
Electronic Camera Assistant	\$42.99	\$45.12	\$45.35	\$47.60	\$47.16	\$49.50	\$48.81	\$51.23
Drone Operator	Negotiable		Negotiable		Negotiable		Negotiable	
Drone Camera Operator	\$78.06	\$81.97	\$82.35	\$86.48	\$85.64	\$89.94	\$88.64	\$93.09
Drone Camera Assistant	\$58.60	\$61.51	\$61.82	\$64.89	\$64.29	\$67.49	\$66.54	\$69.85

¹ Effective March 24, 2024, the rate applicable to Trainees in the existing ICG 669 2nd AC Camera Trainee Program shall be equal to the Accounting Trainee rate.

SUPPLEMENTAL MASTER AGREEMENT WAGE SCALES

	3/31/2024-3/29/2025		3/30/2025-3/28/2026			3/29/2026-4/3/2027			4/4/2027-3/31/2028		
	8.03(a)(i), S3.01(i), S3.03(i)	8.03(b), S3.02, S3.03(ii)	S3.03(i)	8.03(a)(i), S3.01(i), S3.03(iii)	8.03(b), S3.02, S3.03(iii)	S3.03(i)	8.03(a)(i), S3.01(i), S3.03(iii)	8.03(b), S3.02, S3.03(iii)	S3.03(i)	8.03(a)(i), S3.01(i), S3.03(iii)	8.03(b), S3.02, S3.03(iii)
	Tier 1	Tier 2	Schedule A	Schedule B	Schedule C	Schedule A	Schedule B	Schedule C	Schedule A	Schedule B	Schedule C
IATSE Local #891 Supplemental Master Agreement Rates											
ACCOUNTING											
Assistant Accountant	\$43.86	\$39.96	\$48.84	\$46.27	\$42.16	\$50.80	\$48.12	\$43.85	\$52.57	\$49.81	\$45.38
Accounting Clerk 1	\$29.81	\$27.16	\$33.19	\$31.45	\$28.65	\$34.52	\$32.71	\$29.80	\$35.73	\$33.85	\$30.84
Accounting Clerk 2	\$24.82	\$22.62	\$27.65	\$26.19	\$23.86	\$28.75	\$27.23	\$24.81	\$29.75	\$28.19	\$25.68
Accounting Trainee	\$20.03	\$18.25	\$23.26	\$22.03	\$20.07	\$24.19	\$22.91	\$20.88	\$25.03	\$23.72	\$21.61
ART											
Production Designer	Negotiable		Negotiable		Negotiable			Negotiable			
Art Director	\$54.15	\$49.34	\$60.31	\$57.13	\$52.05	\$62.72	\$59.42	\$54.14	\$64.91	\$61.50	\$56.03
Assistant Art Director	\$47.03	\$42.85	\$52.37	\$49.62	\$45.21	\$54.47	\$51.61	\$47.02	\$56.38	\$53.42	\$48.67
Draftsperson	\$38.15	\$34.76	\$42.48	\$40.25	\$36.67	\$44.18	\$41.86	\$38.14	\$45.73	\$43.33	\$39.47
Graphics/Illustrator/Storyboard											
Artist/Set Designer	\$41.87	\$38.15	\$46.63	\$44.17	\$40.25	\$48.49	\$45.94	\$41.85	\$50.19	\$47.55	\$43.32
Art Department Assistant*	\$20.03	\$18.25	\$23.26	\$22.03	\$20.07	\$24.19	\$22.91	\$20.88	\$25.03	\$23.72	\$21.61
* 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:											
CONSTRUCTION			\$28.03	\$26.55	\$24.19	\$29.15	\$27.61	\$25.16	\$30.16	\$28.58	\$26.04
Construction Coordinator	\$49.43	\$45.03	\$55.04	\$52.15	\$47.51	\$57.25	\$54.23	\$49.41	\$59.25	\$56.13	\$51.14
Construction Foreperson	\$47.41	\$43.20	\$52.80	\$50.02	\$45.58	\$54.91	\$52.02	\$47.40	\$56.83	\$53.84	\$49.05
Lead Carpenter	\$44.73	\$40.75	\$49.81	\$47.19	\$42.99	\$51.80	\$49.08	\$44.71	\$53.62	\$50.80	\$46.28
Scenic Carpenter	\$41.87	\$38.15	\$46.63	\$44.17	\$40.25	\$48.49	\$45.94	\$41.85	\$50.19	\$47.55	\$43.32
Scenic Helper	\$39.05	\$35.58	\$43.49	\$41.20	\$37.54	\$45.23	\$42.85	\$39.04	\$46.82	\$44.35	\$40.41
Lead Metal Fabricator	\$44.73	\$40.75	\$49.81	\$47.19	\$42.99	\$51.80	\$49.08	\$44.71	\$53.62	\$50.80	\$46.28
Scenic Metal Fabricator	\$41.87	\$38.15	\$46.63	\$44.17	\$40.25	\$48.49	\$45.94	\$41.85	\$50.19	\$47.55	\$43.32
Metal Fabricator Helper	\$33.32	\$30.36	\$37.11	\$35.15	\$32.03	\$38.59	\$36.56	\$33.31	\$39.94	\$37.84	\$34.47
Construction Buyer	\$41.87	\$38.15	\$46.63	\$44.17	\$40.25	\$48.49	\$45.94	\$41.85	\$50.19	\$47.55	\$43.32
Maintenance Person	\$39.05	\$35.58	\$43.49	\$41.20	\$37.54	\$45.23	\$42.85	\$39.04	\$46.82	\$44.35	\$40.41
Sculptor	\$44.73	\$40.75	\$49.81	\$47.19	\$42.99	\$51.80	\$49.08	\$44.71	\$53.62	\$50.80	\$46.28
Model Maker	\$44.73	\$40.75	\$49.81	\$47.19	\$42.99	\$51.80	\$49.08	\$44.71	\$53.62	\$50.80	\$46.28
Lead Labourer	\$33.32	\$30.36	\$37.11	\$35.15	\$32.03	\$38.59	\$36.56	\$33.31	\$39.94	\$37.84	\$34.47
Labourer (Construction)	\$30.55	\$27.83	\$34.02	\$32.23	\$29.36	\$35.38	\$33.52	\$30.54	\$36.61	\$34.69	\$31.60
COSTUME											
Costume Designer	Negotiable		Negotiable		Negotiable			Negotiable			
Asst. Costume Designer/ Coordinator	\$42.79	\$38.98	\$47.64	\$45.14	\$41.12	\$49.55	\$46.94	\$42.77	\$51.29	\$48.59	\$44.27
Set Supervisor	\$42.79	\$38.98	\$47.64	\$45.14	\$41.12	\$49.55	\$46.94	\$42.77	\$51.29	\$48.59	\$44.27
Performer's Costumer	\$38.15	\$34.76	\$42.48	\$40.25	\$36.67	\$44.18	\$41.86	\$38.14	\$45.73	\$43.33	\$39.47
Set Costumer	\$38.15	\$34.76	\$42.48	\$40.25	\$36.67	\$44.18	\$41.86	\$38.14	\$45.73	\$43.33	\$39.47
Prep Costumer	\$38.15	\$34.76	\$42.48	\$40.25	\$36.67	\$44.18	\$41.86	\$38.14	\$45.73	\$43.33	\$39.47
Cutter	\$38.15	\$34.76	\$42.48	\$40.25	\$36.67	\$44.18	\$41.86	\$38.14	\$45.73	\$43.33	\$39.47
Costume Breakdown/FX	\$38.15	\$34.76	\$42.48	\$40.25	\$36.67	\$44.18	\$41.86	\$38.14	\$45.73	\$43.33	\$39.47
Dresser	\$32.12	\$29.27	\$35.77	\$33.89	\$30.87	\$37.20	\$35.24	\$32.11	\$38.50	\$36.48	\$33.23
Stitcher	\$35.95	\$32.75	\$40.03	\$37.93	\$34.55	\$41.64	\$39.45	\$35.94	\$43.09	\$40.82	\$37.20
EDITING											
Supervising Editor	\$51.66	\$47.07	\$57.53	\$54.50	\$49.66	\$59.83	\$56.68	\$51.64	\$61.92	\$58.66	\$53.45
Supervising Sound Editor	\$51.66	\$47.07	\$57.53	\$54.50	\$49.66	\$59.83	\$56.68	\$51.64	\$61.92	\$58.66	\$53.45
Editor	\$48.46	\$44.15	\$53.96	\$51.12	\$46.58	\$56.12	\$53.16	\$48.44	\$58.08	\$55.03	\$50.13
Sound Effects Editor	\$43.86	\$39.96	\$48.84	\$46.27	\$42.16	\$50.80	\$48.12	\$43.85	\$52.57	\$49.81	\$45.38
Music Editor	\$43.86	\$39.96	\$48.84	\$46.27	\$42.16	\$50.80	\$48.12	\$43.85	\$52.57	\$49.81	\$45.38
First Assistant Editor	\$39.22	\$35.74	\$43.68	\$41.38	\$37.70	\$45.43	\$43.04	\$39.21	\$47.02	\$44.54	\$40.58
Assistant Dialogue Editor	\$39.22	\$35.74	\$43.68	\$41.38	\$37.70	\$45.43	\$43.04	\$39.21	\$47.02	\$44.54	\$40.58
Assistant Sound Effects Editor	\$39.22	\$35.74	\$43.68	\$41.38	\$37.70	\$45.43	\$43.04	\$39.21	\$47.02	\$44.54	\$40.58
Second Assistant Editor	\$35.95	\$32.75	\$40.03	\$37.93	\$34.55	\$41.64	\$39.45	\$35.94	\$43.09	\$40.82	\$37.20
Negative Cutter/Conformer	\$42.79	\$38.98	\$47.64	\$45.14	\$41.12	\$49.55	\$46.94	\$42.77	\$51.29	\$48.59	\$44.27

SUPPLEMENTAL MASTER AGREEMENT WAGE SCALES

	3/31/2024-3/29/2025		3/30/2025-3/28/2026			3/29/2026-4/3/2027			4/4/2027-3/31/2028		
	8.03(a)(i), S3.01(i), S3.03(i)	8.03(b), S3.02, S3.03(ii)	S3.03(i)	8.03(a)(i), S3.01(i), S3.03(ii)	8.03(b), S3.02, S3.03(iii)	S3.03(i)	8.03(a)(i), S3.01(i), S3.03(ii)	8.03(b), S3.02, S3.03(iii)	S3.03(i)	8.03(a)(i), S3.01(i), S3.03(ii)	8.03(b), S3.02, S3.03(iii)
	Tier 1	Tier 2	Schedule A	Schedule B	Schedule C	Schedule A	Schedule B	Schedule C	Schedule A	Schedule B	Schedule C
IATSE Local #891 Supplemental Master Agreement Rates (continued)											
FIRST AID/CRAFT SERVICE											
First Aid/Craft Service	\$43.86	\$39.96	\$48.84	\$46.27	\$42.16	\$50.80	\$48.12	\$43.85	\$52.57	\$49.81	\$45.38
First Aid	\$35.95	\$32.75	\$40.03	\$37.93	\$34.55	\$41.64	\$39.45	\$35.94	\$43.09	\$40.82	\$37.20
Craft Service	\$33.32	\$30.36	\$37.11	\$35.15	\$32.03	\$38.59	\$36.56	\$33.31	\$39.94	\$37.84	\$34.47
GREENS											
Head Greensperson	\$43.86	\$39.96	\$48.84	\$46.27	\$42.16	\$50.80	\$48.12	\$43.85	\$52.57	\$49.81	\$45.38
Best Person (Lead Person)	\$39.22	\$35.74	\$43.68	\$41.38	\$37.70	\$45.43	\$43.04	\$39.21	\$47.02	\$44.54	\$40.58
Greensperson	\$35.95	\$32.75	\$40.03	\$37.93	\$34.55	\$41.64	\$39.45	\$35.94	\$43.09	\$40.82	\$37.20
Greens Helper	\$32.12	\$29.27	\$35.77	\$33.89	\$30.87	\$37.20	\$35.24	\$32.11	\$38.50	\$36.48	\$33.23
GRIPS											
Key Grip	\$43.86	\$39.96	\$48.84	\$46.27	\$42.16	\$50.80	\$48.12	\$43.85	\$52.57	\$49.81	\$45.38
Second Grip	\$39.22	\$35.74	\$43.68	\$41.38	\$37.70	\$45.43	\$43.04	\$39.21	\$47.02	\$44.54	\$40.58
Lead Grip/Setup	\$39.22	\$35.74	\$43.68	\$41.38	\$37.70	\$45.43	\$43.04	\$39.21	\$47.02	\$44.54	\$40.58
Dolly Operator	\$39.22	\$35.74	\$43.68	\$41.38	\$37.70	\$45.43	\$43.04	\$39.21	\$47.02	\$44.54	\$40.58
Rigging Grip	\$38.15	\$34.76	\$42.48	\$40.25	\$36.67	\$44.18	\$41.86	\$38.14	\$45.73	\$43.33	\$39.47
Grip	\$35.95	\$32.75	\$40.03	\$37.93	\$34.55	\$41.64	\$39.45	\$35.94	\$43.09	\$40.82	\$37.20
HAIR											
Hair Department Head	\$43.86	\$39.96	\$48.84	\$46.27	\$42.16	\$50.80	\$48.12	\$43.85	\$52.57	\$49.81	\$45.38
Assistant Hairstylist	\$39.22	\$35.74	\$43.68	\$41.38	\$37.70	\$45.43	\$43.04	\$39.21	\$47.02	\$44.54	\$40.58
Second Assistant Hairstylist	\$35.95	\$32.75	\$40.03	\$37.93	\$34.55	\$41.64	\$39.45	\$35.94	\$43.09	\$40.82	\$37.20
LIGHTING/ELECTRICS											
Head Lighting Technician	\$43.86	\$39.96	\$48.84	\$46.27	\$42.16	\$50.80	\$48.12	\$43.85	\$52.57	\$49.81	\$45.38
Assistant Head Lighting Technician	\$39.22	\$35.74	\$43.68	\$41.38	\$37.70	\$45.43	\$43.04	\$39.21	\$47.02	\$44.54	\$40.58
Lighting Board Operator	\$39.22	\$35.74	\$43.68	\$41.38	\$37.70	\$45.43	\$43.04	\$39.21	\$47.02	\$44.54	\$40.58
Head Rigging Lighting Technician	\$39.22	\$35.74	\$43.68	\$41.38	\$37.70	\$45.43	\$43.04	\$39.21	\$47.02	\$44.54	\$40.58
Generator Operator	\$39.22	\$35.74	\$43.68	\$41.38	\$37.70	\$45.43	\$43.04	\$39.21	\$47.02	\$44.54	\$40.58
Lighting Technician/ Lamp Operator**	\$35.95	\$32.75	\$40.03	\$37.93	\$34.55	\$41.64	\$39.45	\$35.94	\$43.09	\$40.82	\$37.20
Set Wire Technician	\$38.15	\$34.76	\$42.48	\$40.25	\$36.67	\$44.18	\$41.86	\$38.14	\$45.73	\$43.33	\$39.47
** 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			Negotiable		
Makeup Department Head	\$43.86	\$39.96	\$48.84	\$46.27	\$42.16	\$50.80	\$48.12	\$43.85	\$52.57	\$49.81	\$45.38
First Assistant Makeup Artist	\$39.22	\$35.74	\$43.68	\$41.38	\$37.70	\$45.43	\$43.04	\$39.21	\$47.02	\$44.54	\$40.58
Second Assistant Makeup Artist	\$35.95	\$32.75	\$40.03	\$37.93	\$34.55	\$41.64	\$39.45	\$35.94	\$43.09	\$40.82	\$37.20
Third Assistant Makeup Artist	\$24.37	\$22.21	\$27.14	\$25.71	\$23.43	\$28.22	\$26.74	\$24.36	\$29.21	\$27.68	\$25.22
PAINTING											
Paint Coordinator	\$48.82	\$44.48	\$54.36	\$51.50	\$46.92	\$56.53	\$53.56	\$48.80	\$58.51	\$55.43	\$50.50
Lead Painter	\$44.73	\$40.75	\$49.81	\$47.19	\$42.99	\$51.80	\$49.08	\$44.71	\$53.62	\$50.80	\$46.28
Scenic Artist	\$44.73	\$40.75	\$49.81	\$47.19	\$42.99	\$51.80	\$49.08	\$44.71	\$53.62	\$50.80	\$46.28
Sign Painter/Fabricator	\$44.73	\$40.75	\$49.81	\$47.19	\$42.99	\$51.80	\$49.08	\$44.71	\$53.62	\$50.80	\$46.28
Automotive Sprayer	\$44.73	\$40.75	\$49.81	\$47.19	\$42.99	\$51.80	\$49.08	\$44.71	\$53.62	\$50.80	\$46.28
Scenic Painter	\$41.87	\$38.15	\$46.63	\$44.17	\$40.25	\$48.49	\$45.94	\$41.85	\$50.19	\$47.55	\$43.32
Wallpaper Hanger	\$41.87	\$38.15	\$46.63	\$44.17	\$40.25	\$48.49	\$45.94	\$41.85	\$50.19	\$47.55	\$43.32
Plasterer	\$41.87	\$38.15	\$46.63	\$44.17	\$40.25	\$48.49	\$45.94	\$41.85	\$50.19	\$47.55	\$43.32
Set Painter	\$39.77	\$36.24	\$44.29	\$41.96	\$38.23	\$46.06	\$43.63	\$39.75	\$47.67	\$45.16	\$41.15
Paint Labourer	\$30.55	\$27.83	\$34.02	\$32.23	\$29.36	\$35.38	\$33.52	\$30.54	\$36.61	\$34.69	\$31.60
PRODUCTION OFFICE											
Production Office Coordinator	\$43.86	\$39.96	\$48.84	\$46.27	\$42.16	\$50.80	\$48.12	\$43.85	\$52.57	\$49.81	\$45.38
Asst. Production Coordinator	\$39.22	\$35.74	\$43.68	\$41.38	\$37.70	\$45.43	\$43.04	\$39.21	\$47.02	\$44.54	\$40.58
2nd Asst. Production Coord.	\$21.91	\$19.96	\$25.43	\$24.09	\$21.95	\$27.02	\$25.60	\$23.32	\$28.54	\$27.04	\$24.63

SUPPLEMENTAL MASTER AGREEMENT WAGE SCALES

	3/31/2024-3/29/2025		3/30/2025-3/28/2026			3/29/2026-4/3/2027			4/4/2027-3/31/2028			
	8.03(a)(i), S3.01(i), S3.03(i)		8.03(b), S3.02, S3.03(ii)		8.03(a)(i), S3.01(i), S3.03(iii)		8.03(b), S3.02, S3.03(iii)		8.03(b), S3.02, S3.03(ii)		8.03(a)(i), S3.01(i), S3.03(ii)	
	Tier 1	Tier 2	Schedule A	Schedule B	Schedule C	Schedule A	Schedule B	Schedule C	Schedule A	Schedule B	Schedule C	
IATSE Local #891 Supplemental Master Agreement Rates (continued)												
PROPS												
Property Master	\$43.86	\$39.96	\$48.84	\$46.27	\$42.16	\$50.80	\$48.12	\$43.85	\$52.57	\$49.81	\$45.38	
Assistant Property Master	\$42.79	\$38.98	\$47.64	\$45.14	\$41.12	\$49.55	\$46.94	\$42.77	\$51.29	\$48.59	\$44.27	
Props Buyer	\$39.05	\$35.58	\$43.49	\$41.20	\$37.54	\$45.23	\$42.85	\$39.04	\$46.82	\$44.35	\$40.41	
Props	\$35.95	\$32.75	\$40.03	\$37.93	\$34.55	\$41.64	\$39.45	\$35.94	\$43.09	\$40.82	\$37.20	
SCRIPT SUPERVISORS/CONTINUITY COORDINATOR												
Script Supervisor/ Continuity Coordinator	\$43.86	\$39.96	\$48.84	\$46.27	\$42.16	\$50.80	\$48.12	\$43.85	\$52.57	\$49.81	\$45.38	
Script Supervisor/Continuity Coordinator Assistant	\$24.74	\$22.54	\$27.55	\$26.10	\$23.78	\$28.65	\$27.14	\$24.73	\$29.66	\$28.10	\$25.60	
SET DECORATING												
Set Decorator	\$43.86	\$39.96	\$48.84	\$46.27	\$42.16	\$50.80	\$48.12	\$43.85	\$52.57	\$49.81	\$45.38	
Assistant Set Decorator	\$40.68	\$37.06	\$45.31	\$42.92	\$39.11	\$47.12	\$44.64	\$40.67	\$48.77	\$46.21	\$42.10	
Set Buyer	\$38.15	\$34.76	\$42.48	\$40.25	\$36.67	\$44.18	\$41.86	\$38.14	\$45.73	\$43.33	\$39.47	
Lead Dresser	\$37.02	\$33.73	\$41.22	\$39.05	\$35.58	\$42.87	\$40.62	\$37.01	\$44.37	\$42.04	\$38.30	
On-Set Dresser	\$37.02	\$33.73	\$41.22	\$39.05	\$35.58	\$42.87	\$40.62	\$37.01	\$44.37	\$42.04	\$38.30	
Set Dresser	\$35.95	\$32.75	\$40.03	\$37.93	\$34.55	\$41.64	\$39.45	\$35.94	\$43.09	\$40.82	\$37.20	
Draper/Upholsterer	\$35.95	\$32.75	\$40.03	\$37.93	\$34.55	\$41.64	\$39.45	\$35.94	\$43.09	\$40.82	\$37.20	
Assistant Set Dresser	\$29.81	\$27.16	\$33.19	\$31.45	\$28.65	\$34.52	\$32.71	\$29.80	\$35.73	\$33.85	\$30.84	
SOUND												
Mixer (Production and Dubbing)	\$57.08	\$52.00	\$63.56	\$60.22	\$54.87	\$66.11	\$62.63	\$57.06	\$68.43	\$64.83	\$59.06	
Boom Operator	\$47.95	\$43.69	\$53.40	\$50.59	\$46.09	\$55.54	\$52.61	\$47.94	\$57.48	\$54.46	\$49.62	
Sound Assistant	\$35.95	\$32.75	\$40.03	\$37.93	\$34.55	\$41.64	\$39.45	\$35.94	\$43.09	\$40.82	\$37.20	
Public Address Operator	\$35.95	\$32.75	\$40.03	\$37.93	\$34.55	\$41.64	\$39.45	\$35.94	\$43.09	\$40.82	\$37.20	
Playback Operator	\$35.95	\$32.75	\$40.03	\$37.93	\$34.55	\$41.64	\$39.45	\$35.94	\$43.09	\$40.82	\$37.20	
Sound Maintenance	\$35.95	\$32.75	\$40.03	\$37.93	\$34.55	\$41.64	\$39.45	\$35.94	\$43.09	\$40.82	\$37.20	
SPECIAL EFFECTS												
Special Effects Coordinator	\$48.49	\$44.18	\$54.00	\$51.16	\$46.61	\$56.15	\$53.20	\$48.47	\$58.12	\$55.06	\$50.17	
First Assistant Special Effects	\$43.86	\$39.96	\$48.84	\$46.27	\$42.16	\$50.80	\$48.12	\$43.85	\$52.57	\$49.81	\$45.38	
Special Effects Assistant	\$38.15	\$34.76	\$42.48	\$40.25	\$36.67	\$44.18	\$41.86	\$38.14	\$45.73	\$43.33	\$39.47	
Special Effects Labourer	\$30.55	\$27.83	\$34.02	\$32.23	\$29.36	\$35.38	\$33.52	\$30.54	\$36.61	\$34.69	\$31.60	
VIDEO												
Video Sound Mixer	\$43.86	\$39.96	\$48.84	\$46.27	\$42.16	\$50.80	\$48.12	\$43.85	\$52.57	\$49.81	\$45.38	
Video Lighting Director	\$43.86	\$39.96	\$48.84	\$46.27	\$42.16	\$50.80	\$48.12	\$43.85	\$52.57	\$49.81	\$45.38	
Video Script Supervisor	\$43.86	\$39.96	\$48.84	\$46.27	\$42.16	\$50.80	\$48.12	\$43.85	\$52.57	\$49.81	\$45.38	
Colourist	\$43.86	\$39.96	\$48.84	\$46.27	\$42.16	\$50.80	\$48.12	\$43.85	\$52.57	\$49.81	\$45.38	
VISUAL EFFECTS												
VFX Artists (Weekly Flat Rate - up to 12 Hours/Day)												
VFX Artist - Level 1	\$2,160.64	\$2,160.64	\$2,279.48	\$2,279.48	\$2,279.48	\$2,370.66	\$2,370.66	\$2,370.66	\$2,453.63	\$2,453.63	\$2,453.63	
VFX Artist - Level 2	\$2,006.31	\$2,006.31	\$2,116.66	\$2,116.66	\$2,116.66	\$2,201.33	\$2,201.33	\$2,201.33	\$2,278.38	\$2,278.38	\$2,278.38	
VFX Artist - Level 3	\$1,648.21	\$1,648.21	\$1,738.86	\$1,738.86	\$1,738.86	\$1,808.41	\$1,808.41	\$1,808.41	\$1,871.70	\$1,871.70	\$1,871.70	
VFX Technicians (Weekly Flat Rate - up to 12 Hours/Day)												
VFX Technician - Level 1	\$2,006.31	\$2,006.31	\$2,116.66	\$2,116.66	\$2,116.66	\$2,201.33	\$2,201.33	\$2,201.33	\$2,278.38	\$2,278.38	\$2,278.38	
VFX Technician - Level 2	\$1,648.21	\$1,648.21	\$1,738.86	\$1,738.86	\$1,738.86	\$1,808.41	\$1,808.41	\$1,808.41	\$1,871.70	\$1,871.70	\$1,871.70	
VFX Artists (Hourly rate for overtime purposes)												
VFX Artist - Level 1	\$30.87	\$30.87	\$32.56	\$32.56	\$32.56	\$33.87	\$33.87	\$33.87	\$35.05	\$35.05	\$35.05	
VFX Artist - Level 2	\$28.66	\$28.66	\$30.24	\$30.24	\$30.24	\$31.45	\$31.45	\$31.45	\$32.55	\$32.55	\$32.55	
VFX Artist - Level 3	\$23.55	\$23.55	\$24.84	\$24.84	\$24.84	\$25.83	\$25.83	\$25.83	\$26.74	\$26.74	\$26.74	
VFX Technicians (Hourly rate for overtime purposes)												
VFX Technician - Level 1	\$28.66	\$28.66	\$30.24	\$30.24	\$30.24	\$31.45	\$31.45	\$31.45	\$32.55	\$32.55	\$32.55	
VFX Technician - Level 2	\$23.55	\$23.55	\$24.84	\$24.84	\$24.84	\$25.83	\$25.83	\$25.83	\$26.74	\$26.74	\$26.74	

SUPPLEMENTAL MASTER AGREEMENT WAGE SCALES

	3/31/2024-3/29/2025		3/30/2025-3/28/2026			3/29/2026-4/3/2027			4/4/2027-3/31/2028		
	8.03(a)(i), S3.01i), S3.03i)	8.03(b), S3.02, S3.03 ii)	S3.03i)	8.03(a)(i), S3.01i), S3.03ii)	8.03(b), S3.02, S3.03iii)	S3.03i)	8.03(a)(i), S3.01i), S3.03ii)	8.03(b), S3.02, S3.03iii)	S3.03i)	8.03(a)(i), S3.01i), S3.03ii)	8.03(b), S3.02, S3.03iii)
	Tier 1	Tier 2	Schedule A	Schedule B	Schedule C	Schedule A	Schedule B	Schedule C	Schedule A	Schedule B	Schedule C
Teamsters Local #155 Supplemental Master Agreement Rates											
Transportation Coordinator	\$41.23	\$37.56	\$45.91	\$43.50	\$39.63	\$47.75	\$45.23	\$41.21	\$49.42	\$46.82	\$42.66
Driver Captain	\$38.52	\$35.10	\$42.89	\$40.64	\$37.02	\$44.61	\$42.26	\$38.51	\$46.17	\$43.74	\$39.85
Co-Captain	\$37.62	\$34.28	\$41.90	\$39.69	\$36.16	\$43.57	\$41.27	\$37.61	\$45.10	\$42.72	\$38.93
Tractor Trailer (Prod. Van)	\$38.20	\$34.80	\$42.53	\$40.29	\$36.71	\$44.23	\$41.90	\$38.18	\$45.78	\$43.37	\$39.52
Special Equipment Driver*	\$38.20	\$34.80	\$42.53	\$40.29	\$36.71	\$44.23	\$41.90	\$38.18	\$45.78	\$43.37	\$39.52
Camera Car Driver**	\$37.62	\$34.28	\$41.90	\$39.69	\$36.16	\$43.57	\$41.27	\$37.61	\$45.10	\$42.72	\$38.93
Catering Vehicle Operator - Cook	\$37.62	\$34.28	\$41.90	\$39.69	\$36.16	\$43.57	\$41.27	\$37.61	\$45.10	\$42.72	\$38.93
Asst. Catering Vehicle Operator - Cook	\$35.46	\$32.31	\$39.49	\$37.41	\$34.09	\$41.07	\$38.91	\$35.45	\$42.50	\$40.27	\$36.69
Bus Driver (Class #2)	\$36.89	\$33.61	\$41.08	\$38.92	\$35.46	\$42.72	\$40.47	\$36.88	\$44.21	\$41.89	\$38.16
Set Decorator Driver	\$36.89	\$33.61	\$41.08	\$38.92	\$35.46	\$42.72	\$40.47	\$36.88	\$44.21	\$41.89	\$38.16
Construction Driver	\$36.89	\$33.61	\$41.08	\$38.92	\$35.46	\$42.72	\$40.47	\$36.88	\$44.21	\$41.89	\$38.16
Mini Bus Driver (Class #4)	\$36.41	\$33.17	\$40.54	\$38.40	\$34.99	\$42.16	\$39.94	\$36.39	\$43.63	\$41.34	\$37.66
Truck Driver - Over 1 Ton	\$36.41	\$33.17	\$40.54	\$38.40	\$34.99	\$42.16	\$39.94	\$36.39	\$43.63	\$41.34	\$37.66
Fork Lift Driver	\$36.41	\$33.17	\$40.54	\$38.40	\$34.99	\$42.16	\$39.94	\$36.39	\$43.63	\$41.34	\$37.66
Car Chauffeur and/or Econoline Truck Driver	\$36.14	\$32.93	\$40.25	\$38.13	\$34.74	\$41.86	\$39.65	\$36.13	\$43.32	\$41.04	\$37.39
Stunt and/or Blind Driver ***	Negotiable		Negotiable			Negotiable			Negotiable		
Auto Service (other than Auto Mech.)	\$35.45	\$32.30	\$39.48	\$37.40	\$34.08	\$41.06	\$38.90	\$35.44	\$42.49	\$40.26	\$36.68
Automotive Mechanic	\$37.62	\$34.28	\$41.90	\$39.69	\$36.16	\$43.57	\$41.27	\$37.61	\$45.10	\$42.72	\$38.93
Automotive Wrangler/ Picture Car Coordinator	\$38.36	\$34.95	\$42.71	\$40.46	\$36.87	\$44.42	\$42.08	\$38.34	\$45.98	\$43.56	\$39.69
Dispatcher	\$36.49	\$33.24	\$40.63	\$38.49	\$35.07	\$42.26	\$40.03	\$36.47	\$43.74	\$41.44	\$37.75
Head Wrangler	\$37.21	\$33.90	\$41.43	\$39.25	\$35.76	\$43.08	\$40.82	\$37.19	\$44.59	\$42.25	\$38.49
Wrangler	\$36.14	\$32.93	\$40.25	\$38.13	\$34.74	\$41.86	\$39.65	\$36.13	\$43.32	\$41.04	\$37.39
Wrangler (Pick Up)	\$47.56	\$43.33	\$52.96	\$50.18	\$45.72	\$55.08	\$52.18	\$47.54	\$57.01	\$54.01	\$49.21
Wrangler (Braider)	\$39.96	\$36.41	\$44.50	\$42.16	\$38.41	\$46.27	\$43.84	\$39.94	\$47.89	\$45.37	\$41.34
Trainers (Domestic Livestock)	Negotiable		Negotiable			Negotiable			Negotiable		
Trainers (Stable)	\$44.58	\$40.61	\$49.64	\$47.03	\$42.85	\$51.62	\$48.91	\$44.56	\$53.43	\$50.62	\$46.12
Wild Animal Trainers	\$44.58	\$40.61	\$49.64	\$47.03	\$42.85	\$51.62	\$48.91	\$44.56	\$53.43	\$50.62	\$46.12
Wild Animal Handlers	\$40.26	\$36.68	\$44.83	\$42.47	\$38.70	\$46.63	\$44.17	\$40.25	\$48.26	\$45.72	\$41.66
Dog Trainer****	\$40.26	\$36.68	\$44.83	\$42.47	\$38.70	\$46.63	\$44.17	\$40.25	\$48.26	\$45.72	\$41.66
Dog Handler****	\$36.14	\$32.93	\$40.25	\$38.13	\$34.74	\$41.86	\$39.65	\$36.13	\$43.32	\$41.04	\$37.39
Swamper	\$30.86	\$28.12	\$34.37	\$32.56	\$29.67	\$35.75	\$33.87	\$30.86	\$37.00	\$35.06	\$31.94
Marine Coordinator*****	\$37.62	\$34.28	\$41.90	\$39.69	\$36.16	\$43.57	\$41.27	\$37.61	\$45.10	\$42.72	\$38.93
Boat Operator*****	\$36.89	\$33.61	\$41.08	\$38.92	\$35.46	\$42.72	\$40.47	\$36.88	\$44.21	\$41.89	\$38.16
Safety Diver*****	\$37.62	\$34.28	\$41.90	\$39.69	\$36.16	\$43.57	\$41.27	\$37.61	\$45.10	\$42.72	\$38.93
Security Captain*****	\$29.62	\$27.08	\$32.87	\$31.20	\$28.51	\$34.15	\$32.40	\$29.61	\$35.30	\$33.50	\$30.61
Security Personnel	\$28.62	\$26.08	\$31.87	\$30.20	\$27.51	\$33.15	\$31.40	\$28.61	\$34.30	\$32.50	\$29.61

SUPPLEMENTAL MASTER AGREEMENT WAGE SCALES

	3/31/2024-3/29/2025		3/30/2025-3/28/2026			3/29/2026-4/3/2027			4/4/2027-3/31/2028		
	8.03(a)(i), S3.01i), S3.03i)	8.03(b), S3.02, S3.03 ii)	S3.03i)	8.03(a)(i), S3.01i), S3.03ii)	8.03(b), S3.02, S3.03iii)	S3.03i)	8.03(a)(i), S3.01i), S3.03ii)	8.03(b), S3.02, S3.03iii)	S3.03i)	8.03(a)(i), S3.01i), S3.03ii)	8.03(b), S3.02, S3.03iii)
Tier 1	Tier 2	Schedule A	Schedule B	Schedule C	Schedule A	Schedule B	Schedule C	Schedule A	Schedule B	Schedule C	

Appendix B - Teamsters Local #155 Master Agreement Rates (continued)

* **Special Equipment Drivers** shall include drivers of:

- (a) Boom trucks and hi-lifts when boom or lift operates from same motor that operates vehicles.
- (b) Heavy duty tractors with accessory equipment such as shovels, excavators, etc.
- (c) Sweepers, water wagons, etc., truckaways, 4-up team (one person).
- (d) The operation of motor driven winch except when used for purpose of loading or unloading the vehicle from which it operates.
- (e) Steam shovels, heavy industrial cranes, i.e., Lorain, Bay Cities, Bulldozer crawler tractors D6 or larger, LeTourneau or similar equipment over 5 yards, self-propelled motor patrol blade 10' or larger, roustabout, 6-up team (one person) \$1.40 per hour additional.
- (f) Hair-make up/wardrobe combination units, Honeywagons combination units, Starwagons combination units 65' or over.
- (g) Camera Truck Crane, "Blue Goose." When a fork lift is used for the same purpose as a "Blue Goose," the Blue Goose rate shall apply.
- (h) Pettebone-Mulliken, Coles, Hendys or similar type small cranes, bulldozer crawler tractors smaller than D6, LeTourneau or similar equipment 5 yards and under, self-propelled motor patrol blade under 10', \$0.70 per hour additional.
- (i) Drivers shall be paid the Special Equipment rate when hauling four (4) pounds or more of Class A or B explosives other than such materials as have been classified as either special or common fireworks by Transport Canada or the Remedial Services Specialist. (Dangerous Goods Certificate required.)

The Special Equipment rate shall be paid when either special or common fireworks in quantities of more than 500 pounds are to be hauled or when a licensed powder person is required to handle the material. A powder person is required under the classification of the risk.

** Shall include drivers of any motor vehicles used in running shots in tandem to the camera car. Rate does not apply when camera car is merely moved around the studio, such as when it is taken to a location or moving it to the gasoline pump. On distant location the camera car rate shall be applicable on any day it is operated by its driver but not on days when such driver only operates equipment not classified as special equipment

*** In the event a stunt or "blind" driver has not completed the driver's individual negotiations at the completion of the day's work and further negotiations are necessary, the driver may be represented by an authorized representative of the Union to complete such negotiations.

**** Company may require party furnishing smaller wild animals or dogs to deliver to the studio. Compensation time of Wild Animal Trainer or Wild Animal Handler or of Dog Trainer or Dog Handler to begin and end at the studio, however, if such Trainer or Handler is not the owner of the smaller wild animals or the dogs, compensation time shall be paid from and to the compound or kennel. If such Trainer or Handler is not the owner of the smaller wild animals or the dogs but supplies the car used for transporting them, the Trainer or Handler shall be paid an allowance of the per kilometre rate set forth in the following chart for such transportation.

	Effective April 1, 2025	Effective April 6, 2025	Effective April 5, 2026	Effective April 4, 2027
Per Kilometre Rate	\$0.35	\$0.43	\$0.48	\$0.55

***** **Marine Coordinators and Boat Operators** will be covered under the jurisdiction and terms and conditions of this Agreement. Selection of Marine Coordinators and Operators from the Union will be at the discretion of the Company. Movement of boats from one port to another port will not be covered by the terms of this Agreement.

***** **Safety Diver**. The Parties understand and agree that the addition of the Safety Diver classification to the Local 155 Appendix is subject to the following:

- (a) This classification is for diving done in oceans, lakes and rivers;
- (b) All Safety Divers must be certified by the appropriate governmental body;
- (c) Selection of the Safety Diver is at the discretion of the Employer;
- (d) The addition of the Safety Diver classification shall not prohibit the employment of Safety Divers under other collective agreements;
- (e) As part of the Employer's right of subcontracting, Safety Divers may be engaged as part of a company subcontract, rather than under the Local 155 Appendix.

***** **Security Captain**. The Security Captain rate shall be \$1.00 per hour more than the Security Personnel rate.

SUPPLEMENTAL MASTER AGREEMENT WAGE SCALES

	3/31/2024-3/29/2025		3/30/2025-3/28/2026			3/29/2026-4/3/2027			4/4/2027-3/31/2028		
	8.03(a)(i), S3.01i), S3.03i)	8.03(b), S3.02, S3.03 ii)	S3.03i)	8.03(a)(i), S3.01i), S3.03ii)	8.03(b), S3.02, S3.03iii)	S3.03i)	8.03(a)(i), S3.01i), S3.03ii)	8.03(b), S3.02, S3.03iii)	S3.03i)	8.03(a)(i), S3.01i), S3.03ii)	8.03(b), S3.02, S3.03iii)
	Tier 1	Tier 2	Schedule A	Schedule B	Schedule C	Schedule A	Schedule B	Schedule C	Schedule A	Schedule B	Schedule C
ICG Local #669 Supplemental Master Agreement Rates											
HOURLY											
Director of Photography	\$117.06	\$106.66	\$130.36	\$123.50	\$112.52	\$135.57	\$128.44	\$117.02	\$140.32	\$132.93	\$121.11
Operator	\$77.81	\$70.89	\$86.64	\$82.08	\$74.78	\$90.11	\$85.37	\$77.78	\$93.26	\$88.35	\$80.50
First Assistant	\$58.45	\$53.25	\$65.08	\$61.66	\$56.18	\$67.69	\$64.13	\$58.43	\$70.05	\$66.37	\$60.47
Second Assistant	\$41.17	\$37.51	\$47.79	\$45.28	\$41.25	\$49.70	\$47.09	\$42.90	\$51.44	\$48.74	\$44.40
Stills Photographer I	\$68.44	\$62.35	\$76.21	\$72.20	\$65.78	\$79.26	\$75.09	\$68.41	\$82.03	\$77.72	\$70.81
Stills Photographer II	\$102.66	\$93.53	\$114.32	\$108.30	\$98.67	\$118.89	\$112.64	\$102.62	\$123.05	\$116.58	\$106.22
Camera Utility Person	Negotiable		Negotiable			Negotiable			Negotiable		
Film Loader	Negotiable		Negotiable			Negotiable			Negotiable		
Trainee ¹ (eff. 3/24/2024)	\$20.03 (eff. 3/24/2024)	\$18.25	\$23.26	\$22.03	\$20.07	\$24.19	\$22.91	\$20.88	\$25.03	\$23.72	\$21.61
Motion Picture Video Coord.	\$45.77	\$41.70	\$50.97	\$48.29	\$43.99	\$53.01	\$50.22	\$45.76	\$54.86	\$51.98	\$47.36
Motion Picture Video Asst. 1	\$34.38	\$31.32	\$38.29	\$36.27	\$33.05	\$39.81	\$37.72	\$34.37	\$41.21	\$39.04	\$35.57
Motion Picture Video Asst. 2	\$25.83	\$23.53	\$28.77	\$27.25	\$24.83	\$29.92	\$28.34	\$25.82	\$30.96	\$29.33	\$26.72
Digital Imaging Technician	\$58.45	\$53.25	\$65.08	\$61.66	\$56.18	\$67.69	\$64.13	\$58.43	\$70.05	\$66.37	\$60.47
Digital Utility Person	Negotiable		Negotiable			Negotiable			Negotiable		
Electronic Director of Photography	\$85.68	\$78.06	\$95.42	\$90.40	\$82.36	\$99.24	\$94.01	\$85.66	\$102.71	\$97.31	\$88.66
Electronic Camera Operator	\$64.23	\$58.52	\$71.54	\$67.77	\$61.75	\$74.39	\$70.48	\$64.21	\$77.00	\$72.95	\$66.46
Electronic Camera Assistant	\$42.83	\$39.02	\$47.70	\$45.19	\$41.17	\$49.61	\$47.00	\$42.82	\$51.35	\$48.65	\$44.32
Drone Operator	Negotiable		Negotiable			Negotiable			Negotiable		
Drone Camera Operator	\$77.81	\$70.89	\$86.64	\$82.08	\$74.78	\$90.11	\$85.37	\$77.78	\$93.26	\$88.35	\$80.50
Drone Camera Assistant	\$58.45	\$53.25	\$65.08	\$61.66	\$56.18	\$67.69	\$64.13	\$58.43	\$70.05	\$66.37	\$60.47
PUBLICITY											
Senior Unit Publicist	\$44.73	\$40.75	\$49.81	\$47.19	\$42.99	\$51.80	\$49.08	\$44.71	\$53.62	\$50.80	\$46.28
Junior Unit Publicist	\$30.55	\$27.83	\$34.02	\$32.23	\$29.36	\$35.38	\$33.52	\$30.54	\$36.61	\$34.69	\$31.60
WEEKLY (Weekly rates are based on 60 guaranteed hours per week which is equivalent to 70 "pay hours")											
Director of Photography	\$7,766.50	\$7,076.30	\$8,649.20	\$8,193.50	\$7,465.50	\$8,995.00	\$8,521.10	\$7,763.70	\$9,309.30	\$8,819.30	\$8,035.30
Operator	\$5,163.90	\$4,705.40	\$5,751.20	\$5,448.10	\$4,963.70	\$5,980.80	\$5,666.50	\$5,162.50	\$6,190.80	\$5,864.60	\$5,343.10
First Assistant	\$3,875.20	\$3,530.80	\$4,315.50	\$4,088.00	\$3,724.70	\$4,488.40	\$4,251.80	\$3,873.80	\$4,645.20	\$4,400.90	\$4,009.60
Second Assistant	\$2,733.50	\$2,490.60	\$3,178.00	\$3,010.70	\$2,743.30	\$3,305.40	\$3,131.10	\$2,852.50	\$3,420.90	\$3,241.00	\$2,952.60
Stills Photographer	\$4,235.00	\$3,858.40	\$4,715.90	\$4,468.10	\$4,070.50	\$4,904.90	\$4,646.60	\$4,233.60	\$5,076.40	\$4,809.70	\$4,382.00
Camera Utility Person	Negotiable		Negotiable			Negotiable			Negotiable		
Film Loader	Negotiable		Negotiable			Negotiable			Negotiable		
Trainee ¹ (eff. 3/24/2024)	\$1,402.10 (eff. 3/24/2024)	\$1,277.50 (eff. 3/24/2024)	\$1,628.20	\$1,542.10	\$1,404.90	\$1,693.30	\$1,603.70	\$1,461.60	\$1,752.10	\$1,660.40	\$1,512.70
Motion Picture Video Coord.	\$3,037.30	\$2,767.10	\$3,382.40	\$3,203.90	\$2,919.70	\$3,517.50	\$3,332.00	\$3,035.90	\$3,640.00	\$3,448.90	\$3,142.30
Motion Picture Video Asst. 1	\$2,281.30	\$2,078.30	\$2,540.30	\$2,406.60	\$2,192.40	\$2,641.80	\$2,503.20	\$2,280.60	\$2,734.20	\$2,590.70	\$2,360.40
Motion Picture Video Asst. 2	\$1,710.80	\$1,558.20	\$1,904.70	\$1,804.60	\$1,643.60	\$1,981.00	\$1,876.70	\$1,710.10	\$2,050.30	\$1,942.50	\$1,769.60
Digital Imaging Technician	\$3,875.20	\$3,530.80	\$4,315.50	\$4,088.00	\$3,724.70	\$4,488.40	\$4,251.80	\$3,873.80	\$4,645.20	\$4,400.90	\$4,009.60
Digital Utility Person	Negotiable		Negotiable			Negotiable			Negotiable		
Electronic Director of Photography	\$5,683.30	\$5,177.90	\$6,328.70	\$5,995.50	\$5,462.80	\$6,582.10	\$6,235.60	\$5,681.20	\$6,812.40	\$6,454.00	\$5,880.00
Electronic Camera Operator	\$4,264.40	\$3,885.70	\$4,748.80	\$4,498.90	\$4,099.20	\$4,939.20	\$4,678.80	\$4,263.00	\$5,112.10	\$4,842.60	\$4,412.10
Electronic Camera Assistant	\$2,842.70	\$2,590.00	\$3,165.40	\$2,998.80	\$2,732.10	\$3,292.10	\$3,118.50	\$2,841.30	\$3,406.90	\$3,227.70	\$2,940.70
Drone Operator	Negotiable		Negotiable			Negotiable			Negotiable		
Drone Camera Operator	\$5,163.90	\$4,705.40	\$5,751.20	\$5,448.10	\$4,963.70	\$5,980.80	\$5,666.50	\$5,162.50	\$6,190.80	\$5,864.60	\$5,343.10
Drone Camera Assistant	\$3,875.20	\$3,530.80	\$4,315.50	\$4,088.00	\$3,724.70	\$4,488.40	\$4,251.80	\$3,873.80	\$4,645.20	\$4,400.90	\$4,009.60

2025-28 BC Council of Film Unions Wage Rate Tables

SUPPLEMENTAL MASTER AGREEMENT WAGE SCALES

	3/31/2024-3/29/2025		3/30/2025-3/28/2026			3/29/2026-4/3/2027			4/4/2027-3/31/2028		
	8.03(a)(i), S3.01i), S3.03i) S3.02, S3.03 ii)	8.03(b), S3.02, S3.01i), S3.03 ii)	S3.03i)	8.03(a)(i), S3.01i), S3.03ii)	8.03(b), S3.02, S3.03iii)	S3.03i)	8.03(a)(i), S3.01i), S3.03ii)	8.03(b), S3.02, S3.03iii)	S3.03i)	8.03(a)(i), S3.01i), S3.03ii)	8.03(b), S3.02, S3.03iii)
	Tier 1	Tier 2	Schedule A	Schedule B	Schedule C	Schedule A	Schedule B	Schedule C	Schedule A	Schedule B	Schedule C
ICG Local #669 Supplemental Master Agreement Rates (continued)											
WEEKLY (HOURLY) (Weekly rates are based on 60 guaranteed hours per week which is equivalent to 70 "pay hours")											
Director of Photography	\$110.95	\$101.09	\$123.56	\$117.05	\$106.65	\$128.50	\$121.73	\$110.91	\$132.99	\$125.99	\$114.79
Operator	\$73.77	\$67.22	\$82.16	\$77.83	\$70.91	\$85.44	\$80.95	\$73.75	\$88.44	\$83.78	\$76.33
First Assistant	\$55.36	\$50.44	\$61.65	\$58.40	\$53.21	\$64.12	\$60.74	\$55.34	\$66.36	\$62.87	\$57.28
Second Assistant	\$39.05	\$35.58	\$45.40	\$43.01	\$39.19	\$47.22	\$44.73	\$40.75	\$48.87	\$46.30	\$42.18
Stills Photographer	\$60.50	\$55.12	\$67.37	\$63.83	\$58.15	\$70.07	\$66.38	\$60.48	\$72.52	\$68.71	\$62.60
Camera Utility Person	Negotiable		Negotiable			Negotiable			Negotiable		
Film Loader	Negotiable		Negotiable			Negotiable			Negotiable		
Trainee ¹	\$20.03 (eff. 3/24/2024)	\$18.25 (eff. 3/24/2024)	\$23.26	\$22.03	\$20.07	\$24.19	\$22.91	\$20.88	\$25.03	\$23.72	\$21.61
Motion Picture Video Coord.	\$43.39	\$39.53	\$48.32	\$45.77	\$41.71	\$50.25	\$47.60	\$43.37	\$52.00	\$49.27	\$44.89
Motion Picture Video Asst. 1	\$32.59	\$29.69	\$36.29	\$34.38	\$31.32	\$37.74	\$35.76	\$32.58	\$39.06	\$37.01	\$33.72
Motion Picture Video Asst. 2	\$24.44	\$22.26	\$27.21	\$25.78	\$23.48	\$28.30	\$26.81	\$24.43	\$29.29	\$27.75	\$25.28
Digital Imaging Technician	\$55.36	\$50.44	\$61.65	\$58.40	\$53.21	\$64.12	\$60.74	\$55.34	\$66.36	\$62.87	\$57.28
Digital Utility Person	Negotiable		Negotiable			Negotiable			Negotiable		
Electronic Director of Photography	\$81.19	\$73.97	\$90.41	\$85.65	\$78.04	\$94.03	\$89.08	\$81.16	\$97.32	\$92.20	\$84.00
Electronic Camera Operator	\$60.92	\$55.51	\$67.84	\$64.27	\$58.56	\$70.56	\$66.84	\$60.90	\$73.03	\$69.18	\$63.03
Electronic Camera Assistant	\$40.61	\$37.00	\$45.22	\$42.84	\$39.03	\$47.03	\$44.55	\$40.59	\$48.67	\$46.11	\$42.01
Drone Operator	Negotiable		Negotiable			Negotiable			Negotiable		
Drone Camera Operator	\$73.77	\$67.22	\$82.16	\$77.83	\$70.91	\$85.44	\$80.95	\$73.75	\$88.44	\$83.78	\$76.33
Drone Camera Assistant	\$55.36	\$50.44	\$61.65	\$58.40	\$53.21	\$64.12	\$60.74	\$55.34	\$66.36	\$62.87	\$57.28

¹ Effective March 24, 2024, the rate applicable to Trainees in the existing ICG 669 2nd AC Camera Trainee Program shall be equal to the Accounting Trainee rate.

WAGE SCALES APPLICABLE TO SEASONS OF TV SERIES SUBJECT TO "LAG" RATES

	3/31/2024-3/29/2025	3/30/2025-3/28/2026	3/29/2026-4/3/2027	4/4/2027-3/31/2028
	Television "Lag" Rates	Television "Lag" Rates	Television "Lag" Rates	Television "Lag" Rates
Appendix A - IATSE Local #891 Master Agreement Rates				
ACCOUNTING				
Assistant Accountant	\$44.20	\$46.41	\$48.96	\$50.92
Accounting Clerk 1	\$29.99	\$31.49	\$33.22	\$34.55
Accounting Clerk 2	\$24.75	\$25.99	\$27.42	\$28.52
Accounting Trainee	\$20.14	\$21.15	\$23.27	\$24.20
ART				
Production Designer	Negotiable	Negotiable	Negotiable	Negotiable
Art Director	\$54.56	\$57.29	\$60.44	\$62.86
Assistant Art Director	\$47.37	\$49.74	\$52.48	\$54.58
Draftsperson	\$38.49	\$40.41	\$42.63	\$44.34
Graphics/Illustrator/Storyboard Artist/Set Designer	\$42.19	\$44.30	\$46.74	\$48.61
Art Department Assistant*	\$20.14	\$21.15	\$23.27	\$24.20
* 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:				
		\$26.93	\$28.50	\$29.64
CONSTRUCTION				
Construction Coordinator	\$49.83	\$52.32	\$55.20	\$57.41
Construction Foreperson	\$47.76	\$50.15	\$52.91	\$55.03
Lead Carpenter	\$45.09	\$47.34	\$49.94	\$51.94
Scenic Carpenter	\$42.19	\$44.30	\$46.74	\$48.61
Scenic Helper	\$39.32	\$41.29	\$43.56	\$45.30
Lead Metal Fabricator	\$45.09	\$47.34	\$49.94	\$51.94
Scenic Metal Fabricator	\$42.19	\$44.30	\$46.74	\$48.61
Metal Fabricator Helper	\$33.57	\$35.25	\$37.19	\$38.68
Construction Buyer	\$42.19	\$44.30	\$46.74	\$48.61
Maintenance Person	\$39.32	\$41.29	\$43.56	\$45.30
Sculptor	\$45.09	\$47.34	\$49.94	\$51.94
Model Maker	\$45.09	\$47.34	\$49.94	\$51.94
Lead Labourer	\$33.57	\$35.25	\$37.19	\$38.68
Labourer (Construction)	\$30.82	\$32.36	\$34.14	\$35.51
COSTUME				
Costume Designer	Negotiable	Negotiable	Negotiable	Negotiable
Asst. Costume Designer/Coordinator	\$43.21	\$45.37	\$47.87	\$49.78
Set Supervisor	\$43.21	\$45.37	\$47.87	\$49.78
Performer's Costumer	\$38.49	\$40.41	\$42.63	\$44.34
Set Costumer	\$38.49	\$40.41	\$42.63	\$44.34
Prep Costumer	\$38.49	\$40.41	\$42.63	\$44.34
Cutter	\$38.49	\$40.41	\$42.63	\$44.34
Costume Breakdown/FX	\$38.49	\$40.41	\$42.63	\$44.34
Dresser	\$32.32	\$33.94	\$35.81	\$37.24
Stitcher	\$36.28	\$38.09	\$40.18	\$41.79
EDITING				
Supervising Editor	\$52.08	\$54.68	\$57.69	\$60.00
Supervising Sound Editor	\$52.08	\$54.68	\$57.69	\$60.00
Editor	\$48.82	\$51.26	\$54.08	\$56.24
Sound Effects Editor	\$44.20	\$46.41	\$48.96	\$50.92
Music Editor	\$44.20	\$46.41	\$48.96	\$50.92
First Assistant Editor	\$39.54	\$41.52	\$43.80	\$45.55
Assistant Dialogue Editor	\$39.54	\$41.52	\$43.80	\$45.55
Assistant Sound Effects Editor	\$39.54	\$41.52	\$43.80	\$45.55
Second Assistant Editor	\$36.28	\$38.09	\$40.18	\$41.79
Negative Cutter/Conformer	\$43.21	\$45.37	\$47.87	\$49.78

2025-28 BC Council of Film Unions Wage Rate Tables

WAGE SCALES APPLICABLE TO SEASONS OF TV SERIES SUBJECT TO "LAG" RATES

	3/31/2024-3/29/2025	3/30/2025-3/28/2026	3/29/2026-4/3/2027	4/4/2027-3/31/2028
	Television "Lag" Rates	Television "Lag" Rates	Television "Lag" Rates	Television "Lag" Rates
Appendix A - IATSE Local #891 Master Agreement Rates (continued)				
FIRST AID/CRAFT SERVICE				
First Aid/Craft Service	\$44.20	\$46.41	\$48.96	\$50.92
First Aid	\$36.28	\$38.09	\$40.18	\$41.79
Craft Service	\$33.57	\$35.25	\$37.19	\$38.68
GREENS				
Head Greensperson	\$44.20	\$46.41	\$48.96	\$50.92
Best Person (Lead Person)	\$39.54	\$41.52	\$43.80	\$45.55
Greensperson	\$36.28	\$38.09	\$40.18	\$41.79
Greens Helper	\$32.32	\$33.94	\$35.81	\$37.24
GRIPS				
Key Grip	\$44.20	\$46.41	\$48.96	\$50.92
Second Grip	\$39.54	\$41.52	\$43.80	\$45.55
Lead Grip/Setup	\$39.54	\$41.52	\$43.80	\$45.55
Dolly Operator	\$39.54	\$41.52	\$43.80	\$45.55
Rigging Grip	\$38.49	\$40.41	\$42.63	\$44.34
Grip	\$36.28	\$38.09	\$40.18	\$41.79
HAIR				
Hair Department Head	\$44.20	\$46.41	\$48.96	\$50.92
Assistant Hairstylist	\$39.54	\$41.52	\$43.80	\$45.55
Second Assistant Hairstylist	\$36.28	\$38.09	\$40.18	\$41.79
LIGHTING/ELECTRICS				
Head Lighting Technician	\$44.20	\$46.41	\$48.96	\$50.92
Assistant Head Lighting Technician	\$39.54	\$41.52	\$43.80	\$45.55
Lighting Board Operator	\$39.41	\$41.38	\$43.66	\$45.41
Head Rigging Lighting Technician	\$39.54	\$41.52	\$43.80	\$45.55
Generator Operator	\$39.54	\$41.52	\$43.80	\$45.55
Lighting Technician/ Lamp Operator**	\$36.28	\$38.09	\$40.18	\$41.79
Set Wire Technician	\$38.49	\$40.41	\$42.63	\$44.34
<i>** Any Lighting Technician who is assigned to operate balloon lighting shall receive \$0.80 per hour more than the Lighting Technician rate.</i>				
MAKE-UP				
Special Makeup Effects	Negotiable	Negotiable	Negotiable	Negotiable
Makeup Department Head	\$44.20	\$46.41	\$48.96	\$50.92
First Assistant Makeup Artist	\$39.54	\$41.52	\$43.80	\$45.55
Second Assistant Makeup Artist	\$36.28	\$38.09	\$40.18	\$41.79
Third Assistant Makeup Artist	\$24.56	\$25.79	\$27.21	\$28.30
PAINTING				
Paint Coordinator	\$49.21	\$51.67	\$54.51	\$56.69
Lead Painter	\$45.09	\$47.34	\$49.94	\$51.94
Scenic Artist	\$45.09	\$47.34	\$49.94	\$51.94
Sign Painter/Fabricator	\$45.09	\$47.34	\$49.94	\$51.94
Automotive Sprayer	\$45.09	\$47.34	\$49.94	\$51.94
Scenic Painter	\$42.19	\$44.30	\$46.74	\$48.61
Wallpaper Hanger	\$42.19	\$44.30	\$46.74	\$48.61
Plasterer	\$42.19	\$44.30	\$46.74	\$48.61
Set Painter	\$40.13	\$42.14	\$44.46	\$46.24
Paint Labourer	\$30.82	\$32.36	\$34.14	\$35.51
PRODUCTION OFFICE				
Production Office Coordinator	\$44.20	\$46.41	\$48.96	\$50.92
Asst. Production Coordinator	\$39.54	\$41.52	\$43.80	\$45.55
2nd Asst. Production Coord.	\$22.11	\$23.22	\$25.54	\$27.16

WAGE SCALES APPLICABLE TO SEASONS OF TV SERIES SUBJECT TO "LAG" RATES

	3/31/2024-3/29/2025	3/30/2025-3/28/2026	3/29/2026-4/3/2027	4/4/2027-3/31/2028
	Television "Lag" Rates	Television "Lag" Rates	Television "Lag" Rates	Television "Lag" Rates
Appendix A - IATSE Local #891 Master Agreement Rates (continued)				
PROPS				
Property Master	\$44.20	\$46.41	\$48.96	\$50.92
Assistant Property Master	\$43.21	\$45.37	\$47.87	\$49.78
Props Buyer	\$39.32	\$41.29	\$43.56	\$45.30
Props	\$36.28	\$38.09	\$40.18	\$41.79
SCRIPT SUPERVISORS/CONTINUITY COORDINATOR				
Script Supervisor/ Continuity Coordinator	\$44.20	\$46.41	\$48.96	\$50.92
Script Supervisor/Continuity Coordinator Assistant	\$24.94	\$26.19	\$27.63	\$28.74
SET DECORATING				
Set Decorator	\$44.20	\$46.41	\$48.96	\$50.92
Assistant Set Decorator	\$41.11	\$43.17	\$45.54	\$47.36
Set Buyer	\$38.49	\$40.41	\$42.63	\$44.34
Lead Dresser	\$37.30	\$39.17	\$41.32	\$42.97
On-Set Dresser	\$37.30	\$39.17	\$41.32	\$42.97
Set Dresser	\$36.28	\$38.09	\$40.18	\$41.79
Draper/Upholsterer	\$36.28	\$38.09	\$40.18	\$41.79
Assistant Set Dresser	\$29.99	\$31.49	\$33.22	\$34.55
SOUND				
Mixer (Production and Dubbing)	\$57.56	\$60.44	\$63.76	\$66.31
Boom Operator	\$48.35	\$50.77	\$53.56	\$55.70
Sound Assistant	\$36.28	\$38.09	\$40.18	\$41.79
Public Address Operator	\$36.28	\$38.09	\$40.18	\$41.79
Playback Operator	\$36.28	\$38.09	\$40.18	\$41.79
Sound Maintenance	\$36.28	\$38.09	\$40.18	\$41.79
SPECIAL EFFECTS				
Special Effects Coordinator	\$48.84	\$51.28	\$54.10	\$56.26
First Assistant Special Effects	\$44.20	\$46.41	\$48.96	\$50.92
Special Effects Assistant	\$38.49	\$40.41	\$42.63	\$44.34
Special Effects Labourer	\$30.82	\$32.36	\$34.14	\$35.51
VIDEO				
Video Sound Mixer	\$44.20	\$46.41	\$48.96	\$50.92
Video Lighting Director	\$44.20	\$46.41	\$48.96	\$50.92
Video Script Supervisor	\$44.20	\$46.41	\$48.96	\$50.92
Colourist	\$44.20	\$46.41	\$48.96	\$50.92
VISUAL EFFECTS				
VFX Artists (Weekly Flat Rate - up to 12 Hours/Day)				
VFX Artist - Level 1	\$2,057.75	\$2,160.64	\$2,279.48	\$2,370.66
VFX Artist - Level 2	\$1,910.77	\$2,006.31	\$2,116.66	\$2,201.33
VFX Artist - Level 3	\$1,569.72	\$1,648.21	\$1,738.86	\$1,808.41
VFX Technicians (Weekly Flat Rate - up to 12 Hours/Day)				
VFX Technician - Level 1	\$1,910.77	\$2,006.31	\$2,116.66	\$2,201.33
VFX Technician - Level 2	\$1,569.72	\$1,648.21	\$1,738.86	\$1,808.41
VFX Artists (Hourly rate for overtime purposes)				
VFX Artist - Level 1	\$29.40	\$30.87	\$32.56	\$33.87
VFX Artist - Level 2	\$27.30	\$28.66	\$30.24	\$31.45
VFX Artist - Level 3	\$22.42	\$23.55	\$24.84	\$25.83
VFX Technicians (Hourly rate for overtime purposes)				
VFX Technician - Level 1	\$27.30	\$28.66	\$30.24	\$31.45
VFX Technician - Level 2	\$22.42	\$23.55	\$24.84	\$25.83

WAGE SCALES APPLICABLE TO SEASONS OF TV SERIES SUBJECT TO "LAG" RATES

	3/31/2024-3/29/2025	3/30/2025-3/28/2026	3/29/2026-4/3/2027	4/4/2027-3/31/2028
	Television "Lag" Rates	Television "Lag" Rates	Television "Lag" Rates	Television "Lag" Rates
Appendix B - Teamsters Local #155 Master Agreement Rates				
Transportation Coordinator	\$42.42	\$44.54	\$46.99	\$48.87
Driver Captain	\$39.64	\$41.62	\$43.91	\$45.67
Co-Captain	\$38.75	\$40.69	\$42.93	\$44.65
Tractor Trailer (Prod. Van)	\$39.36	\$41.33	\$43.60	\$45.34
Special Equipment Driver*	\$39.36	\$41.33	\$43.60	\$45.34
Camera Car Driver**	\$38.75	\$40.69	\$42.93	\$44.65
Catering Vehicle Operator - Cook	\$38.75	\$40.69	\$42.93	\$44.65
Asst. Catering Vehicle Operator - Cook	\$36.52	\$38.35	\$40.46	\$42.08
Bus Driver (Class #2)	\$37.92	\$39.82	\$42.01	\$43.69
Set Decorator Driver	\$37.92	\$39.82	\$42.01	\$43.69
Construction Driver	\$37.92	\$39.82	\$42.01	\$43.69
Mini Bus Driver (Class #4)	\$37.46	\$39.33	\$41.49	\$43.15
Truck Driver - Over 1 Ton	\$37.46	\$39.33	\$41.49	\$43.15
Fork Lift Driver	\$37.46	\$39.33	\$41.49	\$43.15
Car Chauffeur and/or Econoline Truck Driver	\$37.14	\$39.00	\$41.15	\$42.80
Stunt and/or Blind Driver ***	Negotiable	Negotiable	Negotiable	Negotiable
Auto Service (other than Auto Mech.)	\$36.44	\$38.26	\$40.36	\$41.97
Automotive Mechanic	\$38.75	\$40.69	\$42.93	\$44.65
Automotive Wrangler/ Picture Car Coordinator	\$39.45	\$41.42	\$43.70	\$45.45
Dispatcher	\$37.53	\$39.41	\$41.58	\$43.24
Head Wrangler	\$38.25	\$40.16	\$42.37	\$44.06
Wrangler	\$37.14	\$39.00	\$41.15	\$42.80
Wrangler (Pick Up)	\$48.89	\$51.33	\$54.15	\$56.32
Wrangler (Braider)	\$41.16	\$43.22	\$45.60	\$47.42
Trainers (Domestic Livestock)	Negotiable	Negotiable	Negotiable	Negotiable
Trainers (Stable)	\$45.84	\$48.13	\$50.78	\$52.81
Wild Animal Trainers	\$45.84	\$48.13	\$50.78	\$52.81
Wild Animal Handlers	\$41.39	\$43.46	\$45.85	\$47.68
Dog Trainer****	\$41.39	\$43.46	\$45.85	\$47.68
Dog Handler****	\$37.14	\$39.00	\$41.15	\$42.80
Swamper	\$31.71	\$33.30	\$35.13	\$36.54
Marine Coordinator*****	\$38.75	\$40.69	\$42.93	\$44.65
Boat Operator*****	\$37.92	\$39.82	\$42.01	\$43.69
Safety Diver*****	\$38.75	\$40.69	\$42.93	\$44.65
Security Captain*****	\$30.00	\$31.45	\$33.12	\$34.40
Security Personnel	\$29.00	\$30.45	\$32.12	\$33.40

WAGE SCALES APPLICABLE TO SEASONS OF TV SERIES SUBJECT TO "LAG" RATES

	3/31/2024-3/29/2025	3/30/2025-3/28/2026	3/29/2026-4/3/2027	4/4/2027-3/31/2028
	Television "Lag" Rates	Television "Lag" Rates	Television "Lag" Rates	Television "Lag" Rates

Appendix B - Teamsters Local #155 Master Agreement Rates (continued)

* **Special Equipment Drivers** shall include drivers of:

- (a) Boom trucks and hi-lifts when boom or lift operates from same motor that operates vehicles.
- (b) Heavy duty tractors with accessory equipment such as shovels, excavators, etc.
- (c) Sweepers, water wagons, etc., truckaways, 4-up team (one person).
- (d) The operation of motor driven winch except when used for purpose of loading or unloading the vehicle from which it operates.
- (e) Steam shovels, heavy industrial cranes, i.e., Lorain, Bay Cities, Bulldozer crawler tractors D6 or larger, LeTourneau or similar equipment over 5 yards, self-propelled motor patrol blade 10' or larger, roustabout, 6-up team (one person) \$1.40 per hour additional.
- (f) Hair-make up/wardrobe combination units, Honeywagons combination units, Starwagons combination units 65' or over.
- (g) Camera Truck Crane, "Blue Goose." When a fork lift is used for the same purpose as a "Blue Goose," the Blue Goose rate shall apply.
- (h) Pettebone-Mulliken, Coles, Hendys or similar type small cranes, bulldozer crawler tractors smaller than D6, LeTourneau or similar equipment 5 yards and under, self-propelled motor patrol blade under 10', \$0.70 per hour additional.
- (i) Drivers shall be paid the Special Equipment rate when hauling four (4) pounds or more of Class A or B explosives other than such materials as have been classified as either special or common fireworks by Transport Canada or the Remedial Services Specialist. (Dangerous Goods Certificate required.)

The Special Equipment rate shall be paid when either special or common fireworks in quantities of more than 500 pounds are to be hauled or when a licensed powder person is required to handle the material. A powder person is required under the classification of the risk.

** Shall include drivers of any motor vehicles used in running shots in tandem to the camera car. Rate does not apply when camera car is merely moved around the studio, such as when it is taken to a location or moving it to the gasoline pump. On distant location the camera car rate shall be applicable on any day it is operated by its driver but not on days when such driver only operates equipment not classified as special equipment

*** In the event a stunt or "blind" driver has not completed the driver's individual negotiations at the completion of the day's work and further negotiations are necessary, the driver may be represented by an authorized representative of the Union to complete such negotiations.

**** Company may require party furnishing smaller wild animals or dogs to deliver to the studio. Compensation time of Wild Animal Trainer or Wild Animal Handler or of Dog Trainer or Dog Handler to begin and end at the studio, however, if such Trainer or Handler is not the owner of the smaller wild animals or the dogs, compensation time shall be paid from and to the compound or kennel. If such Trainer or Handler is not the owner of the smaller wild animals or the dogs but supplies the car used for transporting them, the Trainer or Handler shall be paid an allowance of the per kilometre rate set forth in the following chart for such transportation.

	Effective April 1, 2025	Effective April 6, 2025	Effective April 5, 2026	Effective April 4, 2027
Per Kilometre Rate	\$0.35	\$0.43	\$0.48	\$0.55

***** **Marine Coordinators and Boat Operators** will be covered under the jurisdiction and terms and conditions of this Agreement. Selection of Marine Coordinators and Operators from the Union will be at the discretion of the Company. Movement of boats from one port to another port will not be covered by the terms of this Agreement.

***** **Safety Diver**. The Parties understand and agree that the addition of the Safety Diver classification to the Local 155 Appendix is subject to the following:

- (a) This classification is for diving done in oceans, lakes and rivers;
- (b) All Safety Divers must be certified by the appropriate governmental body;
- (c) Selection of the Safety Diver is at the discretion of the Employer;
- (d) The addition of the Safety Diver classification shall not prohibit the employment of Safety Divers under other collective agreements;
- (e) As part of the Employer's right of subcontracting, Safety Divers may be engaged as part of a company subcontract, rather than under the Local 155 Appendix.

***** **Security Captain**. The Security Captain rate shall be \$1.00 per hour more than the Security Personnel rate.

WAGE SCALES APPLICABLE TO SEASONS OF TV SERIES SUBJECT TO "LAG" RATES

	3/31/2024-3/29/2025	3/30/2025-3/28/2026	3/29/2026-4/3/2027	4/4/2027-3/31/2028
	Television "Lag" Rates	Television "Lag" Rates	Television "Lag" Rates	Television "Lag" Rates
Appendix C - ICG Local #669 Master Agreement Rates				
HOURLY				
Director of Photography	\$117.97	\$123.87	\$130.68	\$135.91
Operator	\$78.43	\$82.35	\$86.88	\$90.36
First Assistant	\$58.91	\$61.86	\$65.26	\$67.87
Second Assistant	\$41.50	\$43.58	\$47.94	\$49.86
Stills Photographer I	\$72.42	\$76.04	\$80.22	\$83.43
Stills Photographer II	\$108.63	\$114.06	\$120.33	\$125.15
Camera Utility Person	Negotiable	Negotiable	Negotiable	Negotiable
Film Loader	Negotiable	Negotiable	Negotiable	Negotiable
Trainee ¹	\$20.14 (eff. 3/24/2024)	\$21.15	\$23.27	\$24.20
Motion Picture Video Coord.	\$46.13	\$48.44	\$51.10	\$53.14
Motion Picture Video Asst. 1	\$34.71	\$36.45	\$38.45	\$39.99
Motion Picture Video Asst. 2	\$26.00	\$27.30	\$28.80	\$29.95
Digital Imaging Technician	\$58.91	\$61.86	\$65.26	\$67.87
Digital Utility Person	Negotiable	Negotiable	Negotiable	Negotiable
Electronic Director of Photography	\$86.33	\$90.65	\$95.64	\$99.47
Electronic Camera Operator	\$64.73	\$67.97	\$71.71	\$74.58
Electronic Camera Assistant	\$43.21	\$45.37	\$47.87	\$49.78
Drone Operator	Negotiable	Negotiable	Negotiable	Negotiable
Drone Camera Operator	\$78.43	\$82.35	\$86.88	\$90.36
Drone Camera Assistant	\$58.91	\$61.86	\$65.26	\$67.87
PUBLICITY				
Senior Unit Publicist	\$45.09	\$47.34	\$49.94	\$51.94
Junior Unit Publicist	\$30.82	\$32.36	\$34.14	\$35.51
WEEKLY (Weekly rates are based on 60 guaranteed hours per week which is equivalent to 70 "pay hours")				
Director of Photography	\$7,828.10	\$8,219.40	\$8,671.60	\$9,018.80
Operator	\$5,203.80	\$5,464.20	\$5,764.50	\$5,994.80
First Assistant	\$3,906.70	\$4,102.00	\$4,327.40	\$4,500.30
Second Assistant	\$2,754.50	\$2,892.40	\$3,187.80	\$3,315.20
Stills Photographer	\$4,804.80	\$5,044.90	\$5,322.10	\$5,534.90
Camera Utility Person	Negotiable	Negotiable	Negotiable	Negotiable
Film Loader	Negotiable	Negotiable	Negotiable	Negotiable
Trainee ¹	\$1,409.80 (eff. 3/24/2024)	\$1,480.50	\$1,628.90	\$1,694.00
Motion Picture Video Coord.	\$3,061.10	\$3,214.40	\$3,391.50	\$3,527.30
Motion Picture Video Asst. 1	\$2,302.30	\$2,417.10	\$2,550.10	\$2,652.30
Motion Picture Video Asst. 2	\$1,729.00	\$1,815.80	\$1,915.90	\$1,992.20
Digital Imaging Technician	\$3,906.70	\$4,102.00	\$4,327.40	\$4,500.30
Digital Utility Person	Negotiable	Negotiable	Negotiable	Negotiable
Electronic Director of Photography	\$5,729.50	\$6,015.80	\$6,346.90	\$6,601.00
Electronic Camera Operator	\$4,294.50	\$4,509.40	\$4,757.20	\$4,947.60
Electronic Camera Assistant	\$2,865.80	\$3,009.30	\$3,174.50	\$3,301.20
Drone Operator	Negotiable	Negotiable	Negotiable	Negotiable
Drone Camera Operator	\$5,203.80	\$5,464.20	\$5,764.50	\$5,994.80
Drone Camera Assistant	\$3,906.70	\$4,102.00	\$4,327.40	\$4,500.30

2025-28 BC Council of Film Unions Wage Rate Tables

WAGE SCALES APPLICABLE TO SEASONS OF TV SERIES SUBJECT TO "LAG" RATES

	3/31/2024-3/29/2025	3/30/2025-3/28/2026	3/29/2026-4/3/2027	4/4/2027-3/31/2028
	Television "Lag" Rates	Television "Lag" Rates	Television "Lag" Rates	Television "Lag" Rates
Appendix C - ICG Local #669 Master Agreement Rates (continued)				
WEEKLY (HOURLY) (Weekly rates are based on 60 guaranteed hours per week which is equivalent to 70 "pay hours")				
Director of Photography	\$111.83	\$117.42	\$123.88	\$128.84
Operator	\$74.34	\$78.06	\$82.35	\$85.64
First Assistant	\$55.81	\$58.60	\$61.82	\$64.29
Second Assistant	\$39.35	\$41.32	\$45.54	\$47.36
Stills Photographer	\$68.64	\$72.07	\$76.03	\$79.07
Camera Utility Person	Negotiable	Negotiable	Negotiable	Negotiable
Film Loader	Negotiable	Negotiable	Negotiable	Negotiable
Trainee ¹ (eff. 3/24/2024)	\$20.14	\$21.15	\$23.27	\$24.20
Motion Picture Video Coord.	\$43.73	\$45.92	\$48.45	\$50.39
Motion Picture Video Asst. 1	\$32.89	\$34.53	\$36.43	\$37.89
Motion Picture Video Asst. 2	\$24.70	\$25.94	\$27.37	\$28.46
Digital Imaging Technician	\$55.81	\$58.60	\$61.82	\$64.29
Digital Utility Person	Negotiable	Negotiable	Negotiable	Negotiable
Electronic Director of Photography	\$81.85	\$85.94	\$90.67	\$94.30
Electronic Camera Operator	\$61.35	\$64.42	\$67.96	\$70.68
Electronic Camera Assistant	\$40.94	\$42.99	\$45.35	\$47.16
Drone Operator	Negotiable	Negotiable	Negotiable	Negotiable
Drone Camera Operator	\$74.34	\$78.06	\$82.35	\$85.64
Drone Camera Assistant	\$55.81	\$58.60	\$61.82	\$64.29

¹ Effective March 24, 2024, the rate applicable to Trainees in the existing ICG 669 2nd AC Camera Trainee Program shall be equal to the Accounting Trainee rate.