

| | July 10/22 - Apr 1/23 | Apr 2/23 - Mar 30/24 | Mar 31/24 - Mar 31/25 |
|--|-----------------------|----------------------|-----------------------|
| | TV "Lag" Rates | TV "Lag" Rates | TV "Lag" Rates |
| Appendix A - IATSE Local 891 Master Agreement Rates | | | |
| ACCOUNTING | | | |
| Assistant Accountant | \$41.66 | \$42.91 | \$44.20 |
| Accounting Clerk 1 | \$28.27 | \$29.12 | \$29.99 |
| Accounting Clerk 2 | \$23.33 | \$24.03 | \$24.75 |
| Accounting Trainee | \$18.98 | \$19.55 | \$20.14 |
| ART | | | |
| Production Designer | Negotiable | Negotiable | Negotiable |
| Art Director | \$51.43 | \$52.97 | \$54.56 |
| Assistant Art Director | \$44.65 | \$45.99 | \$47.37 |
| Draftsperson | \$36.28 | \$37.37 | \$38.49 |
| Graphics / Illustrator / Storyboard Artist / Set Designer | \$39.77 | \$40.96 | \$42.19 |
| Art Department Assistant | \$18.98 | \$19.55 | \$20.14 |
| CONSTRUCTION | | | |
| Construction Coordinator | \$46.97 | \$48.38 | \$49.83 |
| Construction Foreperson | \$45.02 | \$46.37 | \$47.76 |
| Lead Carpenter | \$42.50 | \$43.78 | \$45.09 |
| Scenic Carpenter | \$39.77 | \$40.96 | \$42.19 |
| Scenic Helper | \$37.06 | \$38.17 | \$39.32 |
| Lead Metal Fabricator | \$42.50 | \$43.78 | \$45.09 |
| Scenic Metal Fabricator | \$39.77 | \$40.96 | \$42.19 |
| Metal Fabricator Helper | \$31.64 | \$32.59 | \$33.57 |
| Construction Buyer | \$39.77 | \$40.96 | \$42.19 |
| Maintenance Person | \$37.06 | \$38.17 | \$39.32 |
| Sculptor | \$42.50 | \$43.78 | \$45.09 |
| Model Maker | \$42.50 | \$43.78 | \$45.09 |
| Lead Labourer | \$31.64 | \$32.59 | \$33.57 |
| Labourer (Construction) | \$29.05 | \$29.92 | \$30.82 |
| COSTUME | | | |
| Costume Designer | Negotiable | Negotiable | Negotiable |
| Asst. Costume Designer / Coordinator | \$40.73 | \$41.95 | \$43.21 |
| Set Supervisor | \$40.73 | \$41.95 | \$43.21 |
| Performer's Costumer | \$36.28 | \$37.37 | \$38.49 |
| Set Costumer | \$36.28 | \$37.37 | \$38.49 |
| Prep Costumer | \$36.28 | \$37.37 | \$38.49 |
| Cutter | \$36.28 | \$37.37 | \$38.49 |
| Costume Breakdown / FX | \$36.28 | \$37.37 | \$38.49 |
| Dresser | \$30.47 | \$31.38 | \$32.32 |
| Stitcher | \$34.19 | \$35.22 | \$36.28 |
| EDITING | | | |
| Supervising Editor | \$49.09 | \$50.56 | \$52.08 |
| Supervising Sound Editor | \$49.09 | \$50.56 | \$52.08 |
| Editor | \$46.02 | \$47.40 | \$48.82 |
| Sound Effects Editor | \$41.66 | \$42.91 | \$44.20 |
| Music Editor | \$41.66 | \$42.91 | \$44.20 |
| First Assistant Editor | \$37.27 | \$38.39 | \$39.54 |
| Assistant Dialogue Editor | \$37.27 | \$38.39 | \$39.54 |
| Assistant Sound Effects Editor | \$37.27 | \$38.39 | \$39.54 |
| Second Assistant Editor | \$34.19 | \$35.22 | \$36.28 |
| Negative Cutter / Conformer | \$40.73 | \$41.95 | \$43.21 |

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| Appendix A - IATSE Local 891 Master Agreement Rates (continued) | | | |
| FIRST AID / CRAFT SERVICE | | | |
| First Aid / Craft Service | \$41.66 | \$42.91 | \$44.20 |
| First Aid | \$34.19 | \$35.22 | \$36.28 |
| Craft Service | \$31.64 | \$32.59 | \$33.57 |
| GREENS | | | |
| Head Greensperson | \$41.66 | \$42.91 | \$44.20 |
| Best Person (Lead Person) | \$37.27 | \$38.39 | \$39.54 |
| Greensperson | \$34.19 | \$35.22 | \$36.28 |
| Greens Helper | \$30.47 | \$31.38 | \$32.32 |
| GRIPS | | | |
| Key Grip | \$41.66 | \$42.91 | \$44.20 |
| Second Grip | \$37.27 | \$38.39 | \$39.54 |
| Lead Grip / Setup | \$37.27 | \$38.39 | \$39.54 |
| Dolly Operator | \$37.27 | \$38.39 | \$39.54 |
| Rigging Grip | \$36.28 | \$37.37 | \$38.49 |
| Grip | \$34.19 | \$35.22 | \$36.28 |
| HAIR | | | |
| Hair Department Head | \$41.66 | \$42.91 | \$44.20 |
| Assistant Hairstylist | \$37.27 | \$38.39 | \$39.54 |
| Second Assistant Hairstylist | \$34.19 | \$35.22 | \$36.28 |
| LIGHTING / ELECTRICS | | | |
| Head Lighting Technician | \$41.66 | \$42.91 | \$44.20 |
| Assistant Head Lighting Technician | \$37.27 | \$38.39 | \$39.54 |
| Lighting Board Operator | \$37.15 | \$38.26 | \$39.41 |
| Head Rigging Lighting Technician | \$37.27 | \$38.39 | \$39.54 |
| Generator Operator | \$37.27 | \$38.39 | \$39.54 |
| Lighting Technician / Lamp Operator* | \$34.19 | \$35.22 | \$36.28 |
| Set Wire Technician | \$36.28 | \$37.37 | \$38.49 |
| * 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 | \$41.66 | \$42.91 | \$44.20 |
| First Assistant Makeup Artist | \$37.27 | \$38.39 | \$39.54 |
| Second Assistant Makeup Artist | \$34.19 | \$35.22 | \$36.28 |
| Third Assistant Makeup Artist | \$23.15 | \$23.84 | \$24.56 |
| PAINTING | | | |
| Paint Coordinator | \$46.39 | \$47.78 | \$49.21 |
| Lead Painter | \$42.50 | \$43.78 | \$45.09 |
| Scenic Artist | \$42.50 | \$43.78 | \$45.09 |
| Sign Painter / Fabricator | \$42.50 | \$43.78 | \$45.09 |
| Automotive Sprayer | \$42.50 | \$43.78 | \$45.09 |
| Scenic Painter | \$39.77 | \$40.96 | \$42.19 |
| Wallpaper Hanger | \$39.77 | \$40.96 | \$42.19 |
| Plasterer | \$39.77 | \$40.96 | \$42.19 |
| Set Painter | \$37.83 | \$38.96 | \$40.13 |
| Paint Labourer | \$29.05 | \$29.92 | \$30.82 |
| PRODUCTION OFFICE | | | |
| Production Office Coordinator | \$41.66 | \$42.91 | \$44.20 |
| Asst. Production Coordinator | \$37.27 | \$38.39 | \$39.54 |
| 2nd Asst. Production Coord. | \$20.84 | \$21.47 | \$22.11 |

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| Appendix A - IATSE Local 891 Master Agreement Rates (continued) | | | |
| PROPS | | | |
| Property Master | \$41.66 | \$42.91 | \$44.20 |
| Assistant Property Master | \$40.73 | \$41.95 | \$43.21 |
| Props Buyer | \$37.06 | \$38.17 | \$39.32 |
| Props | \$34.19 | \$35.22 | \$36.28 |
| SCRIPT SUPERVISORS / CONTINUITY COORDINATOR | | | |
| Script Supevisor / Continuity Coord. | \$41.66 | \$42.91 | \$44.20 |
| Assistant to Script Supervisor / Continuity Coordinator | \$23.50 | \$24.21 | \$24.94 |
| SET DECORATING | | | |
| Set Decorator | \$41.66 | \$42.91 | \$44.20 |
| Assistant Set Decorator | \$38.75 | \$39.91 | \$41.11 |
| Set Buyer | \$36.28 | \$37.37 | \$38.49 |
| Lead Dresser | \$35.16 | \$36.21 | \$37.30 |
| On-Set Dresser | \$35.16 | \$36.21 | \$37.30 |
| Set Dresser | \$34.19 | \$35.22 | \$36.28 |
| Draper / Upholsterer | \$34.19 | \$35.22 | \$36.28 |
| Assistant Set Dresser | \$28.27 | \$29.12 | \$29.99 |
| SOUND | | | |
| Mixer (Production and Dubbing) | \$54.25 | \$55.88 | \$57.56 |
| Boom Operator | \$45.57 | \$46.94 | \$48.35 |
| Sound Assistant | \$34.19 | \$35.22 | \$36.28 |
| Public Address Operator | \$34.19 | \$35.22 | \$36.28 |
| Playback Operator | \$34.19 | \$35.22 | \$36.28 |
| Sound Maintenance | \$34.19 | \$35.22 | \$36.28 |
| SPECIAL EFFECTS | | | |
| Special Effects Coordinator | \$46.04 | \$47.42 | \$48.84 |
| First Assistant Special Effects | \$41.66 | \$42.91 | \$44.20 |
| Special Effects Assistant | \$36.28 | \$37.37 | \$38.49 |
| Special Effects Labourer | \$29.05 | \$29.92 | \$30.82 |
| VIDEO | | | |
| Video Sound Mixer | \$41.66 | \$42.91 | \$44.20 |
| Video Lighting Director | \$41.66 | \$42.91 | \$44.20 |
| Video Script Supervisor | \$41.66 | \$42.91 | \$44.20 |
| Colourist | \$41.66 | \$42.91 | \$44.20 |
| VISUAL EFFECTS | | | |
| VFX Artists (Weekly Flat Rate - up to 12 Hours/Day) | | | |
| VFX Artist - Level 1 | \$1,939.63 | \$1,997.82 | \$2,057.75 |
| VFX Artist - Level 2 | \$1,801.09 | \$1,855.12 | \$1,910.77 |
| VFX Artist - Level 3 | \$1,479.61 | \$1,524.00 | \$1,569.72 |
| VFX Technicians (Weekly Flat Rate - up to 12 Hours/Day) | | | |
| VFX Technician - Level 1 | \$1,801.09 | \$1,855.12 | \$1,910.77 |
| VFX Technician - Level 2 | \$1,479.61 | \$1,524.00 | \$1,569.72 |
| VFX Artists (Hourly rate for overtime purposes) | | | |
| VFX Artist - Level 1 | \$27.71 | \$28.54 | \$29.40 |
| VFX Artist - Level 2 | \$25.73 | \$26.50 | \$27.30 |
| VFX Artist - Level 3 | \$21.14 | \$21.77 | \$22.42 |
| VFX Technicians (Hourly rate for overtime purposes) | | | |
| VFX Technician - Level 1 | \$25.73 | \$26.50 | \$27.30 |
| VFX Technician - Level 2 | \$21.14 | \$21.77 | \$22.42 |

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| Appendix B - Teamsters Local 155 Master Agreement Rates | | | |
| Transportation Coordinator | \$39.98 | \$41.18 | \$42.42 |
| Driver Captain | \$37.37 | \$38.49 | \$39.64 |
| Co-Captain | \$36.52 | \$37.62 | \$38.75 |
| Tractor Trailer (Prod. Van) | \$37.10 | \$38.21 | \$39.36 |
| Special Equipment Driver* | \$37.10 | \$38.21 | \$39.36 |
| Camera Car Driver** | \$36.52 | \$37.62 | \$38.75 |
| Catering Vehicle Operator - Cook | \$36.52 | \$37.62 | \$38.75 |
| Asst. Catering Vehicle Operator - Cook | \$34.43 | \$35.46 | \$36.52 |
| Bus Driver (Class #2) | \$35.75 | \$36.82 | \$37.92 |
| Set Decorator Driver | \$35.75 | \$36.82 | \$37.92 |
| Construction Driver | \$35.75 | \$36.82 | \$37.92 |
| Mini Bus Driver (Class #4) | \$35.31 | \$36.37 | \$37.46 |
| Truck Driver - Over 1 Ton | \$35.31 | \$36.37 | \$37.46 |
| Fork Lift Driver | \$35.31 | \$36.37 | \$37.46 |
| Car Chauffeur and/or Econoline Truck Driver | \$35.01 | \$36.06 | \$37.14 |
| Stunt and/or Blind Driver *** | Negotiable | Negotiable | Negotiable |
| Auto Service (other than Auto Mech.) | \$34.35 | \$35.38 | \$36.44 |
| Automotive Mechanic | \$36.52 | \$37.62 | \$38.75 |
| Automotive Wrangler / Picture Car Coordinator | \$37.18 | \$38.30 | \$39.45 |
| Dispatcher | \$35.38 | \$36.44 | \$37.53 |
| Head Wrangler | \$36.06 | \$37.14 | \$38.25 |
| Wrangler | \$35.01 | \$36.06 | \$37.14 |
| Wrangler (Pick Up) | \$46.09 | \$47.47 | \$48.89 |
| Wrangler (Braider) | \$38.80 | \$39.96 | \$41.16 |
| Trainers (Domestic Livestock) | Negotiable | Negotiable | Negotiable |
| Trainers (Stable) | \$43.20 | \$44.50 | \$45.84 |
| Wild Animal Trainers | \$43.20 | \$44.50 | \$45.84 |
| Wild Animal Handlers | \$39.01 | \$40.18 | \$41.39 |
| Dog Trainer**** | \$39.01 | \$40.18 | \$41.39 |
| Dog Handler**** | \$35.01 | \$36.06 | \$37.14 |
| Swamper | \$29.89 | \$30.79 | \$31.71 |
| Marine Coordinator***** | \$36.52 | \$37.62 | \$38.75 |
| Boat Operator***** | \$35.75 | \$36.82 | \$37.92 |
| Safety Diver***** | \$36.52 | \$37.62 | \$38.75 |
| Security Captain***** | \$28.34 | \$29.16 | \$30.00 |
| Security Personnel | \$27.34 | \$28.16 | \$29.00 |

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| 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 man). | | | |
| (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 man) \$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 man is required to handle the material. A powder man 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 \$0.35 per km for such transportation. | | | |
| ***** 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 ocean, 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. | | | |

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| Appendix C - ICG Local 669 Master Agreement Rates | | | |
| HOURLY | | | |
| Director of Photography | \$111.19 | \$114.53 | \$117.97 |
| Operator | \$73.93 | \$76.15 | \$78.43 |
| First Assistant | \$55.52 | \$57.19 | \$58.91 |
| Second Assistant | \$39.12 | \$40.29 | \$41.50 |
| Stills Photographer 1 | \$68.26 | \$70.31 | \$72.42 |
| Stills Photographer 2 | \$102.39 | \$105.47 | \$108.63 |
| Camera Utility Person | Negotiable | Negotiable | Negotiable |
| Film Loader | Negotiable | Negotiable | Negotiable |
| Trainee | No Less than Provincial Minimum ¹ | No Less than Provincial Minimum ¹ | No Less than Provincial Minimum ¹ |
| Motion Picture Video Coord. | \$43.49 | \$44.79 | \$46.13 |
| Motion Picture Video Asst. 1 | \$32.72 | \$33.70 | \$34.71 |
| Motion Picture Video Asst. 2 | \$24.50 | \$25.24 | \$26.00 |
| Digital Imaging Technician | \$55.52 | \$57.19 | \$58.91 |
| Digital Utility Person | Negotiable | Negotiable | Negotiable |
| Electronic Director of Photography | \$81.38 | \$83.82 | \$86.33 |
| Electronic Camera Operator | \$61.01 | \$62.84 | \$64.73 |
| Electronic Camera Assistant | \$40.73 | \$41.95 | \$43.21 |
| Drone Operator | Negotiable | Negotiable | Negotiable |
| Drone Camera Operator | \$73.93 | \$76.15 | \$78.43 |
| Drone Camera Assistant | \$55.52 | \$57.19 | \$58.91 |
| PUBLICITY | | | |
| Senior Unit Publicist | \$42.50 | \$43.78 | \$45.09 |
| Junior Unit Publicist | \$29.05 | \$29.92 | \$30.82 |
| WEEKLY (Weekly rates are based on 60 guaranteed hours per week which is equivalent to 70 "pay hours") | | | |
| Director of Photography | \$7,378.70 | \$7,599.90 | \$7,828.10 |
| Operator | \$4,904.90 | \$5,051.90 | \$5,203.80 |
| First Assistant | \$3,682.00 | \$3,792.60 | \$3,906.70 |
| Second Assistant | \$2,596.30 | \$2,674.00 | \$2,754.50 |
| Stills Photographer | \$4,529.00 | \$4,664.80 | \$4,804.80 |
| Camera Utility Person | Negotiable | Negotiable | Negotiable |
| Film Loader | Negotiable | Negotiable | Negotiable |
| Trainee | No Less than Provincial Minimum ¹ | No Less than Provincial Minimum ¹ | No Less than Provincial Minimum ¹ |
| Motion Picture Video Coord. | \$2,885.40 | \$2,972.20 | \$3,061.10 |
| Motion Picture Video Asst. 1 | \$2,170.00 | \$2,235.10 | \$2,302.30 |
| Motion Picture Video Asst. 2 | \$1,629.60 | \$1,678.60 | \$1,729.00 |
| Digital Imaging Technician | \$3,682.00 | \$3,792.60 | \$3,906.70 |
| Digital Utility Person | Negotiable | Negotiable | Negotiable |
| Electronic Director of Photography | \$5,401.20 | \$5,562.90 | \$5,729.50 |
| Electronic Camera Operator | \$4,048.10 | \$4,169.20 | \$4,294.50 |
| Electronic Camera Assistant | \$2,701.30 | \$2,782.50 | \$2,865.80 |
| Drone Operator | Negotiable | Negotiable | Negotiable |
| Drone Camera Operator | \$4,904.90 | \$5,051.90 | \$5,203.80 |
| Drone Camera Assistant | \$3,682.00 | \$3,792.60 | \$3,906.70 |

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| 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 | \$105.41 | \$108.57 | \$111.83 |
| Operator | \$70.07 | \$72.17 | \$74.34 |
| First Assistant | \$52.60 | \$54.18 | \$55.81 |
| Second Assistant | \$37.09 | \$38.20 | \$39.35 |
| Stills Photographer | \$64.70 | \$66.64 | \$68.64 |
| Camera Utility Person | Negotiable | Negotiable | Negotiable |
| Film Loader | Negotiable | Negotiable | Negotiable |
| Trainee | No Less than Provincial Minimum ¹ | No Less than Provincial Minimum ¹ | No Less than Provincial Minimum ¹ |
| Motion Picture Video Coord. | \$41.22 | \$42.46 | \$43.73 |
| Motion Picture Video Asst. 1 | \$31.00 | \$31.93 | \$32.89 |
| Motion Picture Video Asst. 2 | \$23.28 | \$23.98 | \$24.70 |
| Digital Imaging Technician | \$52.60 | \$54.18 | \$55.81 |
| Digital Utility Person | Negotiable | Negotiable | Negotiable |
| Electronic Director of Photography | \$77.16 | \$79.47 | \$81.85 |
| Electronic Camera Operator | \$57.83 | \$59.56 | \$61.35 |
| Electronic Camera Assistant | \$38.59 | \$39.75 | \$40.94 |
| Drone Operator | Negotiable | Negotiable | Negotiable |
| Drone Camera Operator | \$70.07 | \$72.17 | \$74.34 |
| Drone Camera Assistant | \$52.60 | \$54.18 | \$55.81 |
| <p>¹ The minimum rate for Trainees who have completed sixty (60) cumulative work days as a Trainee shall be one dollar (\$1.00) per hour more than the Provincial Minimum. Effective as of the first Sunday following the later of: (1) the effective date of the reduction in work days required of a Trainee for membership to one hundred (100) days; or (2) the date that the joint application for a special program under Section 42 of the British Columbia Human Rights Code is approved, including provisions modifying the existing ICG 669 2nd AC Camera Trainee Program to increase the emphasis placed upon diversity in the selection of Trainees and allowing the Employer to request Trainees from Target Group(s), the rate applicable to Trainees in the existing ICG 669 2nd AC Camera Trainee Program shall be equal to the Accounting Trainee rate.</p> | | | |