

APPENDIX "A" - IATSE LOCAL 891

A1.01 Definitions:

- (a) "Senior Steward": The Employer shall recognize the Senior Steward as an Employee of the Union empowered to provide the Employer with Local 891 Employees covered by this Agreement and further recognizes the Senior Steward and the representative(s) of the Senior Steward as liaison between the Shop Steward and the Employer.
- (b) "Shop Steward": The Employer shall recognize Shop Stewards as appointed by the Union or elected by the members at each studio and/or location. Any person so appointed or so elected shall have the complete cooperation of the Employer in the reasonable performance of his/her duties to inspect all working conditions affecting the terms of the Agreement. As I.A. Local 891's safety representative the Shop Steward shall be recognized as an active member of the Employer's Joint Occupational Safety & Health committee.

A1.02 Screen Credits:

- (a) The Employer further recognizes and agrees the insignia of the International Alliance is copyrighted and is the sole property of the Alliance. The Employer hereby agrees to display the insignia as herein authorized, unless the Union advises otherwise, on any and all motion picture films or substitutes thereof, such as tapes, recorded by any method and produced under the terms and conditions of the Agreement which carry screen or air credit title or titles. Said insignia to be clear and distinct, and shall appear on a sufficient number of frames.
- (b) All individual screen credits shall be in accordance with British Columbia film industry custom and practice but subject to approval of Broadcasters and Distributors. Upon the request of a Department Head on any production, the Employer shall provide a letter on the Employer's company letterhead that confirms and attests that such Department Head is or was a Department Head on such production.

A1.03 Name Change or Address Change: Should there be a change of name of the Employer and/or the motion picture's name or title, the Employer agrees to notify the Union, in writing, immediately. Any notices directed to either party are to be addressed to the addresses shown on the Letter of Adherence and both parties will keep each other informed of any changes in address.

A1.04 Sole and Exclusive Bargaining Agent: Without limiting the generality of Article Two the Employer recognizes IATSE Local 891 as the sole and exclusive Bargaining Agent for all Employees of the Employer listed below:

ACCOUNTING

Assistant Accountant
Accounting Clerk 1
Accounting Clerk 2
Accounting Trainee

ART

Production Designer
Art Director
Assistant Art Director
Graphics/Illustrator/
Storyboard Artist/ Set Designer
Draftsperson
Art Department Assistant

CONSTRUCTION

Construction Coordinator
Construction Foreman
Lead Carpenter
Scenic Carpenter
Scenic Helper
Lead Metal Fabricator
Scenic Metal Fabricator
Metal Fabricator Helper
Construction Buyer
Maintenance Person
Sculptor
Model Maker
Lead Labourer
Labourer (Construction)

COSTUME

Costume Designer
Asst. Costume Designer/Coordinator
Set Supervisor
Performer's Costumer
Set Costumer
Prep Costumer
Cutter
Costume Breakdown/FX
Dresser
Seamster/Seamstress

EDITORS

Supervising Editor
Supervising Sound Editor
Editor
Sound Effects Editor
Music Editor
First Assistant Editor
Assistant Dialogue Editor
Assistant Sound Effects Editor
Second Assistant Editor
Negative Cutter/Conformer

FIRST AID/CRAFT SERVICE

First Aid/Craft Service
First Aid
Craft Service

GREENS

Head Greensperson
Best Person (Lead Person)
Greensperson
Greens Helper

GRIPS

Key Grip
Second Grip
Leadman/Setup
Dolly Operator
Rigging Grip
Grip

HAIR

Hair Department Head
Assistant Hairstylist
Second Assistant Hairstylist

LIGHTING/ELECTRICS

Chief Lighting
Technician/Gaffer
Assistant Chief Lighting
Technician/Best Boy
Rigging Gaffer
Lighting Board Operator
Generator Operator
Lighting Technician/Lamp
Operator
Set Wireman

MAKE-UP

Makeup Department Head
First Assistant Makeup Artist
Second Assistant Makeup
Third Assistant Makeup
Special Makeup Effects

PAINTING

Paint Coordinator
Lead Painter
Scenic Artist
Sign Painter/Fabricator
Automotive Sprayer
Scenic Painter
Wallpaper Hanger
Plasterer
Set Painter
Paint Labourer

PRODUCTION OFFICE

Production Office Coordinator
Assistant Production Office
Coordinator
2nd Assistant Production Office
Coordinator

PROPS

Property Master
Assistant Property Master
Props Buyer
Props

**SCRIPT SUPERVISORS/
CONTINUITY****COORDINATOR**

Script Supervisor/Continuity
Coordinator
Assistant to the Script
Supervisor/Continuity
Coordinator

SECURITY

Department is obsolete

SET DECORATING

Set Decorator
Assistant Set Decorator
Set Buyer
Lead Dresser
On-set Dresser
Set Dresser
Draperer/Upholsterer
Assistant Set Dresser

SOUND

Mixer (Production & Dubbing)
Boom Operator
Sound Assistant
Public Address Operator
Playback Operator
Sound Maintenance

SPECIAL EFFECTS

Special Effects Coordinator
First Assistant Special Effects
Special Effects Assistant
Special Effects Labourer

VIDEO

Video Sound Mixer
Video Lighting Director
Video Script Supervisor
Colourist

VISUAL EFFECTS

VFX Artist
VFX Technician

A1.05 Recognition of Jurisdiction - Job Classifications: The Employer and the Union recognize the job classifications as agreed and shall not directly or indirectly change, delete, alter or amend the jobs, transfer job functions from one classification to another or establish a new job without prior written agreement of the Parties.

A1.06 Transfer to Another Bargaining Unit: No Employees shall be transferred to another bargaining unit without his/her consent.

A1.07 Electronic Press Packaging: When an Employer that has executed a Letter of Adherence to this Master Agreement hires a video unit on a motion picture set or location for purposes of electronic press packaging, behind the scenes documentaries, and/or entertainment news programming, such video units shall be covered by this Master Agreement.

A1.08 Department Head: Each department utilized by an Employer in a Production shall have one Department Head who is a member of that specific department unless a work permit is granted via Article Three Permits.

A1.09 Union to Furnish Employees: The Union agrees to furnish Local 891 Employees covered by this Agreement to perform work in the job classifications of the departments as listed in Article A1.04 of this Master Agreement, and that said Employees will be competent and will perform such work as is required by the Employer under the provisions of this Master Agreement.

Local 891 Employees shall be dispatched as follows:

Department Roster

1. Local 891 shall maintain a roster of its available and qualified members within each department recognized in the Master Agreement (the "Department Roster").
2. In order to remain on the Department Roster, a member must:
 - (a) be a member of Local 891 in good standing as defined in Article 1.10 and;
 - (b) have worked under the Master Agreement no less than thirty (30) days in the preceding three (3) years; or
 - (c) have been unable to meet the requirements of subsection (b) as a result of absences due to disability, parental, union or political leave.

Auxiliary Roster

3. Local 891 shall maintain a roster of available and qualified workers who are not members of Local 891 (the “Auxiliary Roster”).
4. In order to move from the Auxiliary to the Department Roster, a worker must:
 - (a) have worked ninety (90) days under the Master Agreement; and
 - (b) apply for and be accepted into Membership with Local 891 which membership shall not be unreasonably withheld.

Order of Dispatch

5. Local 891 shall dispatch or the Employer may directly employ persons for employment in the following order:
 - First: Persons on the Department Roster who have been selected by an Employer and who accept dispatch.
 - Second: Persons who are on the Department Roster and who are available and qualified for dispatch according to Local 891’s dispatch procedure.
 - Third: Persons who are on the Auxiliary Roster who have been selected by an Employer and who accept the dispatch.
 - Fourth: Persons who are on the Auxiliary Roster and who are available and qualified for dispatch according to Local 891’s dispatch procedure.
6. When Local 891 is unable to supply available and qualified persons in accordance with the preceding section, the Employer may employ any person under the terms of the Master Agreement.
7. The Employer shall not unreasonably refuse to accept persons dispatched by Local 891.
8. Members on the Department Roster may displace (i.e., bump) employees who were selected or dispatched from the Auxiliary Roster only in accordance with the following conditions:
 - (a) The Member shall notify Local 891 of the proposed bump.

- (b) Local 891 shall determine the last employee selected or dispatched from the Auxiliary Roster and notify the Employer of the proposed bump.
- (c) Following the notification described in (b) Local 891 may dispatch the member to commence work following the completion of the bumped employee's last scheduled shift.
- (d) Articles 10.03 and 10.04 of the Master Agreement do not apply to a bumped employee.
- (e) No member may bump into a position chosen by that member but must accept the position identified by Local 891.

The bumping outlined above shall not occur where it would disrupt consistency or continuity of the crew or the production.

A1.10 Notice of Crew Requirements: The Employer must give the Union reasonable notice of its crew requirements before the call. It is further understood and agreed that, in the event that the Union shall in any specific instance be unable to fill a position as required, the Employer and the Union together shall make other arrangements on that specific occasion as they deem advisable.

In the event that an individual has been hired with less than four (4) dispatch working hours given to Local 891 to dispatch an Employee, Local 891 may replace that individual with an Employee from the Union's dispatch roster at the end of the first shift of the individual's first work day.

A1.11 Layoff - Determination of Employees Effected: The Employer further agrees that when any lay-offs occur, the personnel to be affected by such lay-offs shall be decided upon by the Employer. The Employer must lay off Employees from the Auxiliary Roster prior to laying off Employees from the Department Roster.

A1.12 Script Supervisors:

- (a) Preparation and Pre-timing: The Employer agrees to remunerate Script Supervisors for authorized preparation duties and pre-timing duties. Preparation and pre-timing pay shall be paid as work hours and shall be subject to individual negotiations.
- (b) Script Supervisors shall not be required to supply Equipment such as Digital Camera, Photo Printer, Computer, Printer, FAX Machine, or chair for the implementation of work without remuneration.

A1.13 Script Supervisors - Multi-Camera Setups: When two or more cameras are utilized simultaneously for 50% or more of the shooting time in a day, the Script Supervisor shall be paid an additional sum of sixty dollars (\$60.00).

A1.14 FA/CS: Where the authorized representative of the Producer provides prior approval for cleaning, shopping, re-stocking and preparation of first aid/food equipment and supplies, the First Aid/Craft Service or Craft Service Technicians who provide the approved services shall be paid a minimum of four (4) hours at the prevailing rate. If an Employee on a four (4) hour call as identified herein works more than four (4) hours, with the approval of the authorized representative of the Producer, the call shall be an eight (8) hour minimum call.

A1.15 Certified Journeyman Electrical Tradespersons/Business Firearms Licence:

- (a) Where required by law and assigned by the Employer, individuals holding and using their ticket shall have their scale rate increased by \$ 2/hour for a Full Entertainment Ticket (FE) and \$3/hour for a Certificate of Qualification in the Trade of Electrician (CQ) authorized by the British Columbia Safety Authority.
- (b) Where required by law, individuals holding and using their Business Firearms Licence shall be paid an allowance of \$3.00 per day.
- (c) The Employer agrees to provide legal representation to employees (including persons employed through a loan-out company) in proceedings before the British Columbia Safety Authority for reported incidents or alleged non-compliance with the *Safety Standards Act*, the *Safety Standards General Regulation* and the *Electrical Safety Regulation* arising out of the employee's duties as Field Safety Representatives.

The employee shall cooperate fully with the Employer in the defense of those proceedings including, but not limited to, providing notice to the Employer immediately upon becoming aware of any reported incident or any alleged non-compliance.

The Employer is not required to continue legal representation if a determination is made by the Employer in good faith that the employee has engaged in willful misconduct or gross negligence as defined in Article 13.01.

The protection provided to the employee under this Article continues under the same terms outlined in Article 13.02 of the Master Agreement.

A1.16 Double Shifting: For purposes of double shifting, off production Employees may be subject to replacement after ten (10) hours of work.

A1.17 Progressive Discipline & Discharge Applicable to Weekly Employees: With respect to Employees hired with a weekly guarantee, Local 891 and the Employer agree that the principles of progressive discipline shall be applied in appropriate circumstances. The Employer agrees to provide Local 891 with a copy of a written " Reprimand" and/or written "Notice of Discipline," which exceeds a written Reprimand in severity, and/or a written "Notice of Dismissal."

A1.18 Probationary Period for Weekly Employees: Employees hired on the basis of a weekly guarantee are not guaranteed work beyond the guaranteed weekly period. After the expiration of the appropriate probationary period, the Employer may discharge an Employee on the basis of just and reasonable cause, which includes artistic and creative differences and/or unsuitability. Probationary periods shall be as follows:

- (a) Episodic Television: Four (4) weeks.
- (b) Long-form Television or Pilots: Three (3) weeks.
- (c) Feature Films: An amount of time equal to one-half of the scheduled shooting period.

A1.19 Limitation on Meal Breaks: In no case shall any work period exceed nine (9) hours without a meal break. Pacific Northwest Hours shall not be construed to violate this provision.

A1.20 Turnaround:

- (a) Daily Turnaround:
 - (i) There shall be a ten (10) hour rest period between the end of one shift and the next call. If such rest period is encroached, the Employee shall be paid for the encroached time at the same rate such Employee was receiving at the end of the Employee's preceding shift, but in no event less than one and one-half times (1.5X) the Employee's straight time contracted hourly rate. In no event shall such rate be in excess of three times (3X) such Employee's straight time contracted hourly rate.
 - (ii) With respect to the first (1st) year of a television series: After sixteen (16) hours of work, which does not include the first meal period, there shall be an eleven (11) hour rest period between the end of such work period and the next day's call.
 - (iii) With respect to all productions other than the first (1st) year of a television series: When daily turnaround is encroached by two (2) or more hours for two (2) consecutive days, the Employee(s) will receive an eleven (11) hour rest period between the end of such second (2nd) consecutive day and the next day's call.
 - (iv) Daily turnaround encroachment shall be calculated pursuant to subparagraph (e) below.
- (b) Six-Day Turnaround: Where the Employee works six consecutive days in a work week, there shall be a continuous thirty-four (34) hour rest period, which includes the ten (10) hour rest period in subparagraph (a) (i) above, for each Employee who works the sixth-day in a seven day work week. If such rest period is

encroached, such Employee shall be paid at a rate equal to two times (2X) the rate such Employee was receiving at the end of the preceding shift but in no event in excess of three times (3X) such Employee's straight time contracted hourly rate. Such rate shall be paid for the time beginning at the start of the next call through the end of such encroached thirty-four (34) hour rest period and calculated pursuant to subparagraph (e) below.

(i) **Six-Day Worked Turnaround Encroachment Applicable to the Seventh Day of Work Week:** Where the sixth day worked occurs on the seventh day of the work week, there shall be a continuous thirty-four (34) hour rest period between the end of the shift on the fifth day and the commencement of the shift on the seventh day for each Employee who works a sixth day on the seventh day of the work week. If this rest period is encroached the Employee shall be paid at a rate equal to two times (2X) the rate such Employee was receiving at the end of the preceding shift but in no event in excess of three times (3X) such Employee's straight time contracted hourly rate for the time beginning at the start of the sixth day worked through the end of the encroached thirty-four (34) hour rest period and calculated pursuant to subparagraph (e) below.

Should there be no encroachment of this continuous thirty-four (34) hour rest period no turnaround encroachment will apply and only payment per Article 4.03 shall apply.

(c) **Five-Day Turnaround:** There shall be a fifty (50) hour rest period, which includes the ten (10) hour rest period in subparagraph (a)(i) above, for each Employee who works a five-day-work week. If such rest period is encroached, such Employee shall be paid at a rate equal to two times (2X) the rate such Employee was receiving at the end of the preceding shift but in no event in excess of three times (3X) such Employee's straight time contracted hourly rate. Such rate shall be paid for the time beginning at the start of the next call through the end of such encroached fifty (50) hour rest period and calculated pursuant to subparagraph (e) below.

(d) **Statutory Holiday Turnaround:** There shall be a twenty-four (24) hour rest period, in addition to the rest periods described in subparagraphs (a)(i), (b) and (c) above, for each Employee for a Statutory Holiday. If such rest period is encroached, such Employee shall be paid at a rate equal to two times (2X) the rate such Employee was receiving at the end of the preceding shift but in no event in excess of three times (3X) such Employee's straight time contracted hourly rate. Such rate shall be paid for the time beginning at the start of the next call through the end of such encroached thirty-four (34) hour rest period, fifty-eight (58) hour rest period or seventy-four (74) hour rest period, which ever applies, and calculated pursuant to subparagraph (e) below.

(e) When turnaround is encroached by one-half (.5) hour or less, there shall be a payment of one-half (.5) hour of the encroachment rate. If the rest period is

encroached by more than one-half (.5) hour, the encroachment rate shall be computed in one-tenth (.1) of an hour increments for the encroached period.

- (f) The Employer may make a seventy-dollar (\$70.00) per day payment to the Generator Operator in lieu of paying turnaround encroachment premiums to the Generator Operator.

A1.21 Performing Duties in a Higher Classification:

- (a) Any Employee may be required to perform work in any job classification listed in such Employee's department.
- (b) If at the direction of the Employer, an Employee works for two (2) hours or more in a classification higher than the classification under which the Employee is called for work, the higher rate shall prevail for the entire workday. The Employee reverts to his/her regular classification on the following day unless notified to the contrary.
- (c) Work time in either a higher or a lower classification shall be credited to fulfill the minimum call of the classification in which the Employee was hired.

A1.22 Use of Personal Vehicles: Employees who use their vehicles for business purposes must ensure that vehicles to be used are insured for “business purposes” by the Insurance Corporation of British Columbia (ICBC). Such Employees may request and receive a Revenue Canada Form T2200 from the Employer while employed under this agreement.

IATSE LOCAL 891 RATES

	June 7, 2009 – April 3, 2010		April 4, 2010 - April 2,2011		April 3, 2011 - March 31, 2012	
	Television Rate	Feature Rate	Television Rate	Feature Rate	Television Rate	Feature Rate
ACCOUNTING						
Assistant Accountant	31.60	33.18	32.23	33.84	32.87	34.52
Accounting Clerk 1	21.44	22.53	21.87	22.98	22.31	23.44
Accounting Clerk 2	17.69	18.78	18.04	19.16	18.40	19.54
Accounting Trainee	14.39	15.15	14.68	15.45	14.97	15.76
ART						
Production Designer	Negotiable		Negotiable		Negotiable	
Art Director	39.00	40.96	39.78	41.78	40.58	42.62
Assistant Art Director	33.86	35.56	34.54	36.27	35.23	37.00
Draftsperson	27.50	28.86	28.05	29.44	28.61	30.03
Graphics / Illustrator / Storyboard Artist/ Set Designer	30.16	31.66	30.76	32.29	31.38	32.94
Art Department Assistant	14.39	15.15	14.68	15.45	14.97	15.76
CONSTRUCTION						
Construction Coordinator	35.61	37.39	36.32	38.14	37.05	38.90
Construction Foreman	34.15	35.85	34.83	36.57	35.53	37.30
Lead Carpenter	32.23	33.83	32.87	34.51	33.53	35.20
Scenic Carpenter	30.16	31.66	30.76	32.29	31.38	32.94
Scenic Helper	28.10	29.54	28.66	30.13	29.23	30.73
Lead Metal Fabricator	32.23	33.83	32.87	34.51	33.53	35.20
Scenic Metal Fabricator	30.16	31.66	30.76	32.29	31.38	32.94
Metal Fabricator Helper	24.00	25.20	24.48	25.70	24.97	26.21
Construction Buyer	30.16	31.66	30.76	32.29	31.38	32.94
Maintenance Person	28.10	29.54	28.66	30.13	29.23	30.73
Sculptor	32.23	33.83	32.87	34.51	33.53	35.20
Model Maker	32.23	33.83	32.87	34.51	33.53	35.20
Lead Labourer	24.00	25.20	24.48	25.70	24.97	26.21
Labourer (Construction)	22.01	23.11	22.45	23.57	22.90	24.04
COSTUME						
Costume Designer	Negotiable		Negotiable		Negotiable	
Assistant Costume Designer / Coordinator	30.87	32.37	31.49	33.02	32.12	33.68
Set Supervisor	30.87	32.37	31.49	33.02	32.12	33.68

	June 7, 2009 – April 3, 2010		April 4, 2010 - April 2,2011		April 3, 2011 - March 31, 2012	
	Television Rate	Feature Rate	Television Rate	Feature Rate	Television Rate	Feature Rate
Performer's Costumer	27.50	28.86	28.05	29.44	28.61	30.03
Set Costumer	27.50	28.86	28.05	29.44	28.61	30.03
Prep Costumer	27.50	28.86	28.05	29.44	28.61	30.03
Cutter	27.50	28.86	28.05	29.44	28.61	30.03
Costume Breakdown / FX	27.50	28.86	28.05	29.44	28.61	30.03
Dresser	23.11	24.27	23.57	24.76	24.04	25.26
Seamster / Seamstress	25.92	27.20	26.44	27.74	26.97	28.29
EDITING						
Supervising Editor	37.22	39.08	37.96	39.86	38.72	40.66
Supervising Sound Editor	37.22	39.08	37.96	39.86	38.72	40.66
Editor	34.89	36.65	35.59	37.38	36.30	38.13
Sound Effects Editor	31.60	33.18	32.23	33.84	32.87	34.52
Music Editor	31.60	33.18	32.23	33.84	32.87	34.52
First Assistant Editor	28.26	29.66	28.83	30.25	29.41	30.86
Assistant Dialogue Editor	28.26	29.66	28.83	30.25	29.41	30.86
Assistant Sound Effects Editor	28.26	29.66	28.83	30.25	29.41	30.86
Second Assistant Editor	25.92	27.20	26.44	27.74	26.97	28.29
Negative Cutter / Conformer	30.87	32.37	31.49	33.02	32.12	33.68
FIRST AID / CRAFT SERVICE						
First Aid / Craft Service	31.60	33.18	32.23	33.84	32.87	34.52
First Aid	25.92	27.20	26.44	27.74	26.97	28.29
Craft Service	24.00	25.20	24.48	25.70	24.97	26.21
GREENS						
Head Greensperson	31.60	33.18	32.23	33.84	32.87	34.52
Best Person (Lead Person)	28.26	29.66	28.83	30.25	29.41	30.86
Greensperson	25.92	27.20	26.44	27.74	26.97	28.29
Greens Helper	23.11	24.27	23.57	24.76	24.04	25.26
GRIPS						
Key Grip	31.60	33.18	32.23	33.84	32.87	34.52
Second Grip	28.26	29.66	28.83	30.25	29.41	30.86
Leadman / Setup	28.26	29.66	28.83	30.25	29.41	30.86
Dolly Operator	28.26	29.66	28.83	30.25	29.41	30.86
Rigging Grip	27.50	28.86	28.05	29.44	28.61	30.03
Grip	25.92	27.20	26.44	27.74	26.97	28.29

	June 7, 2009 – April 3, 2010		April 4, 2010 - April 2, 2011		April 3, 2011 - March 31, 2012	
	Television Rate	Feature Rate	Television Rate	Feature Rate	Television Rate	Feature Rate
HAIR						
Hair Department Head	31.60	33.18	32.23	33.84	32.87	34.52
Assistant Hairstylist	28.26	29.66	28.83	30.25	29.41	30.86
Second Assistant Hairstylist	25.92	27.20	26.44	27.74	26.97	28.29
LIGHTING / ELECTRICS						
Chief Lighting Technician / Gaffer	31.60	33.18	32.23	33.84	32.87	34.52
Asst Chief Lighting Tech. / Best Boy	28.26	29.66	28.83	30.25	29.41	30.86
Lighting Board Operator	28.18	29.66	28.74	30.25	29.31	30.86
Rigging Gaffer	28.26	29.66	28.83	30.25	29.41	30.86
Generator Operator	28.26	29.66	28.83	30.25	29.41	30.86
Lighting Technician / Lamp Operator	25.92	27.20	26.44	27.74	26.97	28.29
Set Wireman	27.50	28.86	28.05	29.44	28.61	30.03
MAKE-UP						
Special Makeup Effects	Negotiable		Negotiable		Negotiable	
Makeup Department Head	31.60	33.18	32.23	33.84	32.87	34.52
First Assistant Makeup Artist	28.26	29.66	28.83	30.25	29.41	30.86
Second Assistant Makeup	25.92	27.20	26.44	27.74	26.97	28.29
Third Assistant Makeup	17.55	18.42	17.90	18.79	18.26	19.17
PAINTING						
Paint Coordinator	35.18	36.92	35.88	37.66	36.60	38.41
Lead Painter	32.23	33.83	32.87	34.51	33.53	35.20
Scenic Artist	32.23	33.83	32.87	34.51	33.53	35.20
Sign Painter / Fabricator	32.23	33.83	32.87	34.51	33.53	35.20
Automotive Sprayer	32.23	33.83	32.87	34.51	33.53	35.20
Scenic Painter	30.16	31.66	30.76	32.29	31.38	32.94
Wallpaper Hanger	30.16	31.66	30.76	32.29	31.38	32.94
Plasterer	30.16	31.66	30.76	32.29	31.38	32.94
Set Painter	28.68	30.08	29.25	30.68	29.84	31.29
Paint Labourer	22.01	23.11	22.45	23.57	22.90	24.04

	June 7, 2009 – April 3, 2010		April 4, 2010 - April 2, 2011		April 3, 2011 - March 31, 2012	
	Television Rate	Feature Rate	Television Rate	Feature Rate	Television Rate	Feature Rate
PRODUCTION OFFICE						
Production Office Coordinator	31.60	33.18	32.23	33.84	32.87	34.52
Ass't Production Coordinator	28.26	29.66	28.83	30.25	29.41	30.86
2nd Ass't Production Coordinator	15.79	16.56	16.11	16.89	16.43	17.23
PROPS						
Property Master	31.60	33.18	32.23	33.84	32.87	34.52
Assistant Property Master	30.87	32.37	31.49	33.02	32.12	33.68
Props Buyer	28.10	29.54	28.66	30.13	29.23	30.73
Props	25.92	27.20	26.44	27.74	26.97	28.29
SCRIPT SUPERVISORS / CONTINUITY COORDINATOR						
Script Supervisor / Continuity Coordinator	31.60	33.18	32.23	33.84	32.87	34.52
Assistant to Script Supervisor / Continuity Coordinator	17.82	18.71	18.18	19.08	18.54	19.46
SET DECORATING						
Set Decorator	31.60	33.18	32.23	33.84	32.87	34.52
Assistant Set Decorator	29.38	30.77	29.97	31.39	30.57	32.02
Set Buyer	27.50	28.86	28.05	29.44	28.61	30.03
Lead Dresser	26.67	28.01	27.20	28.57	27.74	29.14
On-set Dresser	26.67	28.01	27.20	28.57	27.74	29.14
Set Dresser	25.92	27.20	26.44	27.74	26.97	28.29
Draperer / Upholsterer	25.92	27.20	26.44	27.74	26.97	28.29
Assistant Set Dresser	21.44	22.53	21.87	22.98	22.31	23.44
SOUND						
Mixer (Production and Dubbing)	41.13	43.18	41.95	44.04	42.79	44.92
Boom Operator	34.56	36.27	35.25	37.00	35.96	37.74
Sound Assistant	25.92	27.20	26.44	27.74	26.97	28.29
Public Address Operator	25.92	27.20	26.44	27.74	26.97	28.29
Playback Operator	25.92	27.20	26.44	27.74	26.97	28.29
Sound Maintenance	25.92	27.20	26.44	27.74	26.97	28.29

	June 7, 2009 – April 3, 2010		April 4, 2010 - April 2,2011		April 3, 2011 - March 31, 2012	
	Television Rate	Feature Rate	Television Rate	Feature Rate	Television Rate	Feature Rate
SPECIAL EFFECTS						
Special Effects Coordinator	34.91	36.68	35.61	37.41	36.32	38.16
First Assistant Special Effects	31.60	33.18	32.23	33.84	32.87	34.52
Special Effects Assistant	27.50	28.86	28.05	29.44	28.61	30.03
Special Effects Labourer	22.01	23.11	22.45	23.57	22.90	24.04
VIDEO						
Video Sound Mixer	31.60	33.18	32.23	33.84	32.87	34.52
Video Lighting Director	31.60	33.18	32.23	33.84	32.87	34.52
Video Script Supervisor	31.60	33.18	32.23	33.84	32.87	34.52
Colourist	31.60	33.18	32.23	33.84	32.87	34.52
VISUAL EFFECTS						
	Weekly Flat Rate (up to 12 Hours / Day)					
VFX Artists (Weekly)						
VFX Artist – Level 1	1,470.84	1,470.84	1,500.26	1,500.26	1,530.27	1,530.27
VFX Artist – Level 2	1,365.78	1,365.78	1,393.10	1,393.10	1,420.96	1,420.96
VFX Artist – Level 3	1,122.00	1,122.00	1,144.44	1,144.44	1,167.33	1,167.33
VFX Technicians (Weekly)						
VFX Technician – Level 1	1,365.78	1,365.78	1,393.10	1,393.10	1,420.96	1,420.96
VFX Technician – Level 2	1,122.00	1,122.00	1,144.44	1,144.44	1,167.33	1,167.33