

Schedule (A1) - Budget Tier Breakdown/Auditing

The tier structure below shall apply to any eligible production that meets the budget criteria based on production costs. "Production costs" means all production costs inside and outside of Canada, "above" and "below the line", "pre-production", "production" and "post-production". Amounts below are stated in Canadian denominations; exchange rate conversion will apply for proper calculation.

Rates as per Schedule (A2/A3)

Budget Tiers >	High Budget	Tier A	Tier B	Tier C	Tier D Negotiable
Feature	Over \$19 million	\$10 million to \$19 million	\$5 million to \$10 million	\$3 million to \$5 million	Under \$3 million
Episodic 1 Hour	Over \$10 million per episode	\$1.75 million to \$10 million per episode	\$750,000 to \$1.75 million per episode	Under \$750,000 per episode	
Episodic 1/2 Hour	Over \$5 million per episode	\$950,000 to \$5 million per episode	\$500,000 to \$950,000 per episode	Under \$500,000 per episode	
** Unit Shoots	High Budget Tier All unit shoots	N/A	N/A	N/A	
** In this context "Unit Shoot" refers to any production originating outside the Local's jurisdiction and filming five (5) days or less within IATSE 212's jurisdiction.					

- Prior to the commencement of pre-production work on a motion picture, as defined above and covered by this Agreement, the Employer shall submit to the Union a copy of the budget, the crew list when available, the title of the production, locations, and projected start and completion dates.
- Representatives of the Union or retained professionals shall have the right to review the budget and the above-specified information and make inquiries to the Employer concerning the budget. The Employer agrees to cooperate and provide the additional information to the extent it can reasonably do so. A copy of the budget will not be required, nor will the following provisions apply to those Productions paying full High Budget Tier rates and fringes or as agreed to between the Employer and the Union.
- The Employer shall provide the Union, upon request, with a report of the actual expenditures of the production (Final Expenditure or Cost Report) and such other relevant materials as the Union may require which show the actual cost of the production. In the event that the production costs (excluding costs reimbursed by insurance) of the motion picture have exceeded the applicable budget Tier by more than ten percent (10%) as determined by the budget established at commencement of principal photography, then the Employees employed on the motion picture and covered by this Agreement shall be paid retroactively for all hours worked or paid for at the wage rates, premiums, overtime, travel pay, and all identifiable labor costs that would be applicable under the provisions of the then current Agreement. For Employees covered by this Agreement, the wage rates shall be paid retroactively with a ten percent (10%) increase.
- If such overages are caused by fluctuating exchange rates or an Act of God, fire, earthquake, or governmental action, the above-referenced retroactive additional payments shall not be required. Notwithstanding the above-stated provisions, if the actual production costs (excluding costs reimbursed by insurance) of the motion picture exceed the applicable budget Tier with a ten percent (10%) or greater variance and the Employer provides written notice to the IATSE that the production costs (excluding costs reimbursed by insurance) have exceeded the applicable ceiling in the relevant Tier category established under this Agreement no later than two (2) weeks prior to the completion of all post-production, then the wage rates applicable hereunder shall be automatically adjusted to the rates applicable to productions in the category established under this Agreement that encompasses the production costs of the production.

- If the Employer fails to provide the above written notice of a ten percent (10%) or greater variance, and/or if the production costs (excluding costs reimbursed by insurance) exceed the applicable Tier limit, with a ten percent (10%) or greater variance, then the labor costs as described in the High Budget Tier of this Agreement shall be applicable on a retroactive basis.
- All information received or reviewed by representatives of the IATSE or retained professionals shall be confidential and neither the IATSE nor its representatives or retained professionals shall disclose any such information except as necessary to enforce their rights under this Agreement.
- The Union shall have the right at any time, whether during pre-production, production, post-production, or after exhibition, to inspect at the Employer’s offices all records, documents, and information relating to the budget and the actual costs of the production, including the right to use retained professionals. The Union shall have the right to inspect budget records as set forth above and to assert a grievance and proceed to arbitration on the enforcement and implementation of the provisions herein within twelve (12) months following the initial release or exhibition of a covered motion picture.

FRINGES as per ARTICLE 12

	High Budget	Tier A	Tier B	Tier C	Tier D
Administration / Training Fee	3%	2%	1%	1%	.5%
Pension RSP	8%	7%	6%	5%	4%
Health and Welfare	7%	7%	7%	6%	6%
Vacation Pay	4%	4%	4%	4%	4%
TOTAL	22%	20%	18%	16%	14.5%
Holiday Pay	3%	3%	3%	3%	3%

Multi-Year, Term Deal incentive	Tier A Fringes	Tier B Fringes	Tier C Fringes	N/A	N/A
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Schedule (A2) – Minimum Rates 2025**Minimum Rates / 2025**

See Schedule (A1) to determine the applicable budget column.

All weekly remuneration on individual deal memos will be based on, not greater than twelve-hour days, except Editing Department which will be based on ten-hour days. Weekly rates are listed for Accounting, Editing, Script Coordinators, Assistant Set Decorators, and some Art Department categories. These rates are in effect April 1, 2025-March 31, 2026. Rates for 2026 will come into effect on April 1, 2026.

2025 Rates – IN EFFECT APRIL 1, 2025 TO MARCH 31, 2026

ACCOUNTING	High Budget	Tier A	Tier B	Tier C
Production Accountant	Negotiable	Negotiable	Negotiable	Negotiable
First Assistant Accountant	\$3,334.13	\$3146.38	\$3086.26	\$2792.70
Second Assistant Accountant, Asset Manager	\$2,200.61	\$2,121.93	\$2,040.79	\$1,854.62
Accounting Clerk	\$1,829.33	\$1,745.17	\$1,661.30	\$1,568.20
Accounting Trainee	\$1711.50	\$1711.50	\$1711.50	\$1711.50
Specialty Accountant	Negotiable	Negotiable	Negotiable	Negotiable
ART	High Budget	Tier A	Tier B	Tier C
Production Designer	Negotiable	Negotiable	Negotiable	Negotiable
Supervising Art Director/HOD	Negotiable	Negotiable	Negotiable	Negotiable
Art Director	\$4,353.97	\$4,157.81	\$3,974.21	\$3,487.26
1 st Assistant Art Director	\$3,553.50	\$3,450.50	\$3,244.50	\$2,925.00
Graphics Artist, Set Designer, Illustrator, Storyboard Artist	\$46.28	\$45.00	\$42.55	\$39.37
2 nd Assistant Art Director	\$42.96	\$41.68	\$38.66	\$36.17
Art Department Coordinator	\$40.90	\$39.30	\$36.66	\$34.24
Art Department Trainee	\$24.45	\$24.45	\$24.45	\$24.45
Specialty Artist	Negotiable	Negotiable	Negotiable	Negotiable
CONSTRUCTION	High Budget	Tier A	Tier B	Tier C
Construction Coordinator	\$49.82	\$47.56	\$47.56	\$47.56
Construction Foreman, Head Carp	\$47.12	\$44.92	\$44.92	\$44.92
Assistant Construction Coordinator	\$44.91	\$42.85	\$42.85	\$42.85
Lead Carpenter, Lead Metal Fabricator	\$44.91	\$42.85	\$42.85	\$42.85
Scenic Carpenter, Buyer, On-Set Standby Carpenter	\$41.66	\$39.70	\$39.70	\$39.70
Scenic Metal Fabricator, Model Maker	\$41.66	\$39.70	\$39.70	\$39.70
Certified Equipment Operator	\$41.30	\$39.41	\$39.41	\$39.41
Carpenter, Maintenance Person	\$39.41	\$37.70	\$37.70	\$37.70
Metal Fabricator	\$37.50	\$35.72	\$35.72	\$35.72
Assistant Carpenter	\$34.09	\$32.48	\$32.48	\$32.48
Labourer	\$32.78	\$30.74	\$30.74	\$30.74
Specialty Construction	Negotiable	Negotiable	Negotiable	Negotiable

2025 Rates – IN EFFECT APRIL 1, 2025 TO MARCH 31, 2026

COSTUME	High Budget	Tier A	Tier B	Tier C
Costume Designer	Negotiable	Negotiable	Negotiable	Negotiable
Asst. Costume Designer, Set Supervisor, Costume Supervisor, Costume Coordinator, Background Coordinator	\$45.65	\$43.51	\$41.02	\$38.10
Cutter, Tailor, Key Breakdown	\$42.11	\$40.66	\$38.75	\$36.29
Truck Costumer, First Hand, Performer's Costumer, Buyer, Costume Craftsperson, Dyer, Background Supervisor, Milliner, Breakdown Artist, Senior Stitcher	\$40.97	\$39.30	\$36.66	\$34.24
Stitcher	\$38.99	\$37.15	\$35.18	\$32.58
Costumer	\$36.82	\$35.13	\$34.02	\$31.64
Specialty Costumer	Negotiable	Negotiable	Negotiable	Negotiable
CRAFT SERVICES	High Budget	Tier A	Tier B	Tier C
Head of Craft Service	\$47.12	\$44.92	\$42.06	\$38.52
First Assistant Craft Service	\$41.30	\$39.41	\$37.09	\$34.51
Craft Service Assistant	\$37.94	\$36.16	\$34.24	\$31.71
Specialty Craft Service	Negotiable	Negotiable	Negotiable	Negotiable

EDITORS (based on 10-hour days)	High Budget	Tier A	Tier B	Tier C
Supervising Editor	\$4,440.53	\$4,397.42	\$4,254.65	\$3,825.95
Supervising Sound Editor	\$4,440.53	\$4,397.42	\$4,254.65	\$3,825.95
Editor	\$4,031.39	\$3,992.25	\$3,873.73	\$3,482.48
Sound Effects Editor, Music Editor, Dialogue Editor	\$68.78	\$68.11	\$65.58	\$51.27
Negative Cutter, Conformer	Negotiable	Negotiable	Negotiable	Negotiable
First Assistant Editor	\$2,328.31	\$2,305.70	\$2,220.94	\$2,001.43
Assistant Dialogue Editor, Assistant Sound Effects Editor	\$2,328.31	\$2,305.70	\$2,220.94	\$2,001.43
Second Assistant Editor	\$2,025.29	\$2,005.62	\$1,934.29	\$1,741.90
Specialty Editor	Negotiable	Negotiable	Negotiable	Negotiable
FIRST AID	High Budget	Tier A	Tier B	Tier C
First Aid HOD/Coordinator	\$47.12	\$47.12	\$47.12	\$47.12
Advanced Care Paramedic (ACP)	\$54.18	\$54.18	\$54.18	\$54.18
Primary Care Paramedic (PCP)	\$47.40	\$47.40	\$47.40	\$47.40
Emergency Medical Responder (EMR)	\$41.64	\$41.64	\$41.64	\$41.64
Advanced First Aid Attendant	\$40.10	\$40.10	\$40.10	\$40.10
Specialty Practitioner	Negotiable	Negotiable	Negotiable	Negotiable

2025 Rates – IN EFFECT APRIL 1, 2025 TO MARCH 31, 2026

GREENS	High Budget	Tier A	Tier B	Tier C
Head Greens Person	\$47.12	\$44.92	\$42.06	\$38.52
Best Person	\$42.19	\$40.23	\$38.01	\$35.53
Lead Person, On-Set Greens, Buyer	\$41.30	\$39.41	\$37.09	\$34.51
Certified Equipment Operator	\$41.30	\$39.41	\$37.09	\$34.51
Greens Person	\$37.94	\$36.16	\$34.24	\$31.71
Labourer	\$32.78	\$30.74	\$28.96	\$28.08
Specialty Greens	Negotiable	Negotiable	Negotiable	Negotiable
GRIPS	High Budget	Tier A	Tier B	Tier C
Key Grip	\$47.12	\$44.92	\$42.06	\$38.52
Key Rigging Grip	\$43.49	\$41.07	\$38.94	\$36.50
Gimbal Operator (i.e., MOVI, Ronin, etc.)	\$61.12	\$58.39	\$55.34	\$51.19
Best Person, Dolly Operator	\$42.19	\$40.23	\$38.01	\$35.53
Lead, Certified Equipment Operator	\$41.30	\$39.41	\$37.09	\$34.51
Grip Crew	\$37.94	\$36.16	\$34.24	\$31.71
Special Equipment Operator	Negotiable	Negotiable	Negotiable	Negotiable
Specialty Grip	Negotiable	Negotiable	Negotiable	Negotiable
HAIR	High Budget	Tier A	Tier B	Tier C
Head of Department	\$47.12	\$44.92	\$42.06	\$38.52
Assistant Head of Department	\$47.12	\$44.92	\$42.06	\$38.52
Key Hairstylist	\$41.30	\$39.41	\$37.09	\$34.51
Hairstylist	\$37.94	\$36.16	\$34.24	\$31.71
Special Skills Hairstylist	\$40.97	\$39.28	\$36.66	\$34.24
Specialty Hairstylist	Negotiable	Negotiable	Negotiable	Negotiable
HIGH RIGGER	High Budget	Tier A	Tier B	Tier C
High Rigger	\$45.71	\$44.10	\$42.06	\$38.52
Specialty High Rigger	Negotiable	Negotiable	Negotiable	Negotiable
LIGHTING /ELECTRICS	High Budget	Tier A	Tier B	Tier C
Chief Lighting Technician / Gaffer	\$47.12	\$44.92	\$42.06	\$38.52
Rigging Gaffer	\$43.49	\$41.07	\$38.94	\$36.50
Best Person	\$42.19	\$40.23	\$38.01	\$35.53
Generator Operator, Lighting Console Operator, Lead	\$41.30	\$39.41	\$37.09	\$34.51
Set Wireperson, Certified Equipment Operator	\$41.30	\$39.41	\$37.09	\$34.51
Lighting Technician/Lamp Operator, Rigging Lamp Op	\$37.94	\$36.16	\$34.24	\$31.71
Lighting Programmer, Special Equipment Operator	Negotiable	Negotiable	Negotiable	Negotiable
Specialty Lighting Technician	Negotiable	Negotiable	Negotiable	Negotiable

2025 Rates – IN EFFECT APRIL 1, 2025 TO MARCH 31, 2026

MAKEUP	High Budget	Tier A	Tier B	Tier C
Department Head Makeup Artist	\$47.12	\$44.92	\$42.06	\$38.52
Assistant Department Head Makeup Artist	\$47.12	\$44.92	\$42.06	\$38.52
Prosthetic Makeup Artist	\$47.12	\$44.92	\$42.06	\$38.52
Key Makeup Artist	\$41.30	\$39.41	\$37.09	\$34.51
Makeup Artist	\$37.94	\$36.16	\$34.24	\$31.71
Key Animal Painter	\$47.12	\$44.92	\$42.06	\$38.52
Assistant Animal Painter	\$40.97	\$39.30	\$36.66	\$34.24
Specialty Makeup Artist	Negotiable	Negotiable	Negotiable	Negotiable
PAINTING	High Budget	Tier A	Tier B	Tier C
Paint Coordinator	\$49.82	\$47.56	\$47.56	\$47.56
Paint Foreman	\$47.12	\$44.92	\$44.92	\$44.92
Scenic Artist, Lead Painter, Sign Painter	\$44.91	\$42.85	\$42.85	\$42.85
Scenic Painter, On-Set Standby Painter	\$41.66	\$39.70	\$39.70	\$39.70
Plasterer, Wallpaper Hanger	\$41.66	\$39.70	\$39.70	\$39.70
Certified Equipment Operator	\$41.30	\$39.41	\$39.41	\$39.41
Painter	\$39.41	\$37.69	\$37.69	\$37.69
Labourer	\$32.78	\$30.74	\$30.74	\$30.74
Specialty Paint	Negotiable	Negotiable	Negotiable	Negotiable
PROPS	High Budget	Tier A	Tier B	Tier C
Property Master	\$47.12	\$44.92	\$42.06	\$38.52
Assistant Property Master	\$43.49	\$41.07	\$38.94	\$36.50
Props Buyer, Props Builder	\$41.30	\$39.41	\$37.09	\$34.51
Props Coordinator	\$41.30	\$39.41	\$37.09	\$34.51
Armourer	Negotiable	Negotiable	Negotiable	Negotiable
Props Assistant	\$37.94	\$36.16	\$34.24	\$31.71
2 nd Props Assistant	\$33.30	\$31.26	\$29.48	\$28.60
Specialty Props	Negotiable	Negotiable	Negotiable	Negotiable
SCRIPT COORDINATORS	High Budget	Tier A	Tier B	Tier C
Script Coordinator	\$2,160.58	\$2,119.79	\$2,057.66	\$1,877.35
Assistant Script Coordinator	\$1,728.06	\$1,695.44	\$1,645.76	\$1,501.54
Specialty Script Coordinator	Negotiable	Negotiable	Negotiable	Negotiable
SCRIPT SUPERVISORS	High Budget	Tier A	Tier B	Tier C
Script Supervisor	\$48.47	\$47.56	\$46.17	\$42.12
Assistant Script Supervisor	\$38.68	\$36.90	\$35.45	\$32.08
Specialty Script Supervisor	Negotiable	Negotiable	Negotiable	Negotiable

2025 Rates – IN EFFECT APRIL 1, 2025 TO MARCH 31, 2026

SCULPTING	High Budget	Tier A	Tier B	Tier C
Sculpting Coordinator	Negotiable	Negotiable	Negotiable	Negotiable
Lead Sculptor, Sculptor Foreman	\$47.12	\$44.92	\$44.92	\$44.92
Sculptor	\$41.66	\$39.70	\$39.70	\$39.70
Assistant Sculptor	\$39.41	\$37.69	\$37.69	\$37.69
Specialty Sculptor	Negotiable	Negotiable	Negotiable	Negotiable
SECURITY/WATCHMAN	High Budget	Tier A	Tier B	Tier C
Security Coordinator	\$47.12	\$44.92	\$42.06	\$38.52
Security Captain (when necessary)	\$41.30	\$39.41	\$37.09	\$34.51
Security Watchperson	\$32.78	\$30.74	\$28.96	\$28.08
Specialty Security	Negotiable	Negotiable	Negotiable	Negotiable
SET DECORATING	High Budget	Tier A	Tier B	Tier C
Set Decorator	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Set Decorator	\$3044.30	\$2874.87	\$2725.63	\$2555.28
Set Decorator Coordinator, On-Set Dresser, Lead Dresser	\$41.30	\$39.41	\$37.09	\$34.51
Set Buyer, Warehouse Supervisor, Certified Equipment Operator	\$41.30	\$39.41	\$37.09	\$34.51
Set Dresser, Draper, Upholster	\$37.93	\$36.16	\$34.24	\$31.71
Labourer	\$32.78	\$30.74	\$28.96	\$28.08
Specialty Set Decorating	Negotiable	Negotiable	Negotiable	Negotiable
SOUND	High Budget	Tier A	Tier B	Tier C
Mixer (Production & Dubbing)	\$60.28	\$57.42	\$54.28	\$47.12
Boom Operator	\$50.58	\$48.26	\$45.46	\$40.15
Utility Sound Technician	\$38.68	\$36.90	\$35.45	\$32.08
Specialty Sound	Negotiable	Negotiable	Negotiable	Negotiable
SPECIAL EFFECTS	High Budget	Tier A	Tier B	Tier C
Special Effects Coordinator	\$52.10	\$49.57	\$46.65	\$42.85
Special Effects Supervisor	\$52.10	\$49.57	\$46.65	\$42.85
First Assistant Special Effects	\$47.40	\$45.23	\$42.12	\$36.87
Second Assistant Special Effects	\$41.70	\$40.21	\$40.06	\$34.90
Special Effects Fabricator, Buyer	\$41.70	\$40.21	\$40.06	\$34.90
Specialty Special Effects	Negotiable	Negotiable	Negotiable	Negotiable
TRAINEE (ALL DEPARTMENTS)	High Budget	Tier A	Tier B	Tier C
Trainee *May not be hired without prior approval from the Union*	\$24.45	\$24.45	\$24.45	\$24.45

2025 Rates – IN EFFECT APRIL 1, 2025 TO MARCH 31, 2026

TUTORS	High Budget	Tier A	Tier B	Tier C
Tutor	\$64.16	\$64.16	\$64.16	\$64.16
Interpreters / Translators	Negotiable	Negotiable	Negotiable	Negotiable
Specialty Tutor	Negotiable	Negotiable	Negotiable	Negotiable
VISUAL EFFECTS/CGI	High Budget	Tier A	Tier B	Tier C
Visual Effects Supervisor	Negotiable	Negotiable	Negotiable	Negotiable
Visual Effects Assistant	Negotiable	Negotiable	Negotiable	Negotiable
CGI Supervisor	Negotiable	Negotiable	Negotiable	Negotiable
Animator, Modeler	Negotiable	Negotiable	Negotiable	Negotiable
Specialty Visual Effects	Negotiable	Negotiable	Negotiable	Negotiable