

CMPA/IATSE, LOCAL 411 2018 NEGOTIATION HIGHLIGHTS

Term and Rate Increases

- Three-year term. The renewed agreement shall apply only to productions that open a production office on or after the effective date of the Agreement (i.e. January 1, 2019 or the date of full ratification, whichever is later).
- General increase:
 - Craftservice: three percent (3%) rate increase per year. Up to 1% of this increase may, in 2020 or 2021, be reallocated by IATSE to a fringe increase, upon 3 month notice to the CMPA.
 - Honeywagon: No general increase. Increase of daily flat Health & Welfare and RSP fringes from \$4.00/day to \$6.00 per day.

Agreement Amendments

- Elimination of requirement to pay twenty-five dollars (\$25.00) to Craftservice Providers when they are required to prepare a “second meal”.
- Producer’s ability to shift the work week amended from once every four (4) weeks to once every three (3) weeks.
- Amendments to residency documentation provision to align with recent CRA guidelines.
- Addition of ability to terminate an individual, for cause, for failing to provide required residency documentation (effective July 1, 2019).
- Extension of the probationary period from three (3) to five (5) days.
- Base rate for calculating Craftservice Providers’ overtime pay increased from one-fourteenth (1/14) of the applicable daily base rate to one-eleventh (1/11) of the applicable daily base rate.

- Second meal penalty for Craftservice Providers increased from seventeen dollars and fifty cents (\$17.50) to twenty dollars (\$20.00). Daily meal penalty cap increased from thirty dollars (\$30.00) to thirty-seven dollars and fifty cents (\$37.50) to correct a previous error, in which the cap was lower than the combined cost of both meal penalties.
- Addition of provision that a Craftservice Provider who is required to perform the duties of a higher rated classification for three (3) or more hours is entitled to be upgraded for the applicable day.
- Clarification that when Craftservice Providers are required to be provided with overnight accommodations, they are entitled to receive a *per diem* for breakfast in accordance with the amount prescribed by the agreement applicable to technicians engaged on the production.

