

## **CMPA/NABET 2018 NEGOTIATION HIGHLIGHTS**

### **Term and Rate Increases**

- Three-year term.
- General increase: Three percent (3%) rate increase per year.
- Added classifications / rate increases outside of the general increase:
  - Assistant On-Set Dresser classification added at Lead Set Dresser rate;
  - Rates for Sound Assistant and Pram Pusher increased to Labourer/Cable rate;
  - Driver/Unit Mover rate revised to Driver/Unit Mover/Swamper rate;
  - Costume Supervisor added at Assistant Costume Designer rate; and
  - Apprentice Tier D and E rates set at minimum wage plus three percent (3%) on ratification.

### **Agreement Amendments**

- Elimination of additional premiums for unscheduled sixth (6<sup>th</sup>) and seventh (7<sup>th</sup>) days.
- Elimination of meal penalties for Technicians working away from shooting crew when prior authorization not obtained.
- Introduction of additional measures aimed at fostering harassment-free workplaces:
  - Introduction of a Women's Representative to be designated for each production and paid \$1.00 in addition to their basic hourly rate. The Women's Representative will be trained to assist women and others with concerns regarding workplace violence and harassment.
  - Introduction of an express obligation to implement an anti-workplace violence and harassment policy and program and to train Technicians on the policy.

- Confirmation that kits rented by a Producer are the Producer's responsibility during the rental period unless removed by the Technician from the workplace for non-work purposes (e.g. on the weekend). Technicians must provide a list of kit contents to the Producer prior to providing the kit.
- Reduction in the time crew are considered "off the clock" while awaiting a shuttle to depart Nearby Locations at wrap from sixty (60) to thirty (30) minutes.
- Introduction of an obligation to ensure at least one Technician in construction/paint shop will possess basic first aid training or equivalent. The Union will ensure a supply of trained Technicians and the Producer will not be in breach if the Union cannot supply such trained Technicians.
- Lunch meal allowance increased from fifteen dollars (\$15.00) to seventeen dollars and fifty cents (\$17.50).
- Technicians who fail to provide residency documentation as required by the Producer within ten (10) business days may be terminated for just and reasonable cause.
- Amendments to the rules regarding reduced weekend turnaround, as follows:
  - Turnaround may be reduced on two (2) occasions per six (6) week production period;
  - Notice of turnaround reduction must be provided by the end of the third (3<sup>rd</sup>) day of the work week, and may not be rescinded;
  - Turnaround may be reduced:
    - On a two (2) day off period, by four (4) hours; and
    - On a three (3) or four (4) day off period, by two (2) hours.
- Ability to shift the workweek amended from once every four (4) shooting weeks to once every three (3) shooting weeks.
- Flat deals to be calculated on the basis of a twelve (12) hour workday, unless otherwise specified.



- Modification to obligation to engage apprentices as follows: Tier A productions shall engage two (2) apprentices, Tier B and C productions shall engage one (1) apprentice, Tier E and F productions will no longer be required to engage apprentices.

