

British Columbia and Yukon Council of Film Unions



MASTER AGREEMENT

April 1, 2021 to March 31, 2024

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Preamble

THIS AGREEMENT is created in the City of Vancouver in the Province of British Columbia as of the 1st day of April 2021 effective as such date by and between the negotiating producer entities all of whom are parties of the first part, hereinafter referred to collectively as the "Producers" and individually as a "Producer," and the British Columbia and Yukon Council of Film Unions, party of the second part comprised of three separate and distinct local trade Unions, hereinafter referred to as the "Council."

WHEREAS, the Producers are engaged in the making, taking, processing, editing, producing and distributing of motion and still pictures throughout Canada, the United States, and elsewhere, and they severally are desirous of establishing an opportunity to enter into an agreement with respect to the matters and things hereinafter in this agreement set forth; and

WHEREAS, the parties hereto, with the desire and intention of making their relationship harmonious have concluded to make provision herein for the orderly and expeditious consideration and settlement of all matters of collective bargaining and of bilateral rights, including wages, hours, working conditions and the adjustment of grievances, with respect to the employees of the employers for whom the constituent members of the Council are the bargaining agent; and

WHEREAS, the Council has been established under the order of the British Columbia Labour Relations Board as the appropriate bargaining agent for three local trade Unions — whose members are employed in motion picture productions in British Columbia — and each local trade Union that is a member of the Council is severally desirous of entering into an agreement with respect to the matters and things hereafter in this agreement set forth, so that the same may inure to the benefit of the members of the Council's Trade Unions; and

WHEREAS, said three local trade Unions of the Council are named as follows:

Motion Picture Studio Production Technicians, Local 891 of the International Alliance of Theatrical Stage Employees, Motion Picture Technicians, Artists and Allied Crafts of the United States and Canada ("Local 891"); and

Teamsters Local Union No. 155 ("Local 155") affiliated with the International Brotherhood of Teamsters; and

International Cinematographers Guild, Local 669 of the International Alliance of Theatrical Stage Employees, Motion Picture Technicians, Artists and Allied Crafts of the United States and Canada ("Local 669"); and

WHEREAS, this agreement is the "Master Agreement," which has been negotiated and entered into pursuant to the British Columbia Labour Relations Board's December 15, 1995 decision addressing the appropriateness of a Council as bargaining agent for Local 155, Local 669 and Local 891, among others, after an inquiry into the unique and distinguished film industry in British Columbia. This Master Agreement comprises specific provisions covering the Council's member Unions, and Appendices, which contain provisions unique to each individual Council-

member Union. This agreement, including its Appendices, is hereinafter referred to as the "Master Agreement"; and,

WHEREAS, the terms and conditions of this Master Agreement are paramount in the labour relationship between the Parties and take priority over internal rules and policies of the Parties, including the Council's member Unions; and,

WHEREAS, now, therefore, in consideration of the mutual covenants, conditions and agreements herein contained, the Council and the Producers (hereinafter referred to as the "Parties") agree to the following:

Definitions:

Call or Call Time means the place and hour of commencement of work for an Employee.

Loan-Out Company means the corporation through which the lent-out Employee furnishes the Employee's services.

Over-Scale means those wages which an Employee has contracted with the Employer over and above the Scale Wages provided in this Agreement.

Permittee means a person who is not a Member who has been issued a valid work permit from the appropriate Council member Union under Article 3.

Scale Wages means the applicable hourly rate per Appendix "A," "B," or "C."

Employee's Straight Time Contracted Hourly Rate means Scale Wages plus Over-Scale, if any.

Terms to be Given Common Industry Meaning: Unless otherwise specifically defined herein, the terms used shall be given the common meaning in the motion picture industry. Unless the context requires otherwise, words denoting one gender shall include all genders.

Article One: Obligations and Recognition

1.01 Bargaining Unit: The Producers recognize the Council as the sole bargaining agent for all persons or loan-out corporations employed or engaged under this Master Agreement in the classifications listed in the attached Appendices "A," "B," and "C," all of whom are called "Employees" with respect to productions within the exclusive jurisdiction of the Council and as to other productions which an Employer (as defined in Article 1.02 below) elects to produce under this Master Agreement.

1.02 Adherence to Master Agreement: Any person or corporation now or hereafter engaged in the business of producing motion pictures in British Columbia shall be afforded the

opportunity of becoming a party to this Master Agreement. This Master Agreement does not bind the Producers; a Producer is not an "Employer." However, any person or corporation that desires to become a party to this Agreement will provide the Council with an executed Letter of Adherence, which is a statement of agreement to be bound to the terms and conditions of this Master Agreement for a specific production or for a definite period of time within the Term of this Master Agreement (which may include the entire Term of this Master Agreement) along with an acknowledgement of the Council's Prior Obligations set forth in the written notice described in Article 1.03 below. Any person or corporation that provides the Council with an executed Letter of Adherence is hereinafter referred to as the "Employer" for the specific production or period of time covered thereby (which may include the entire Term of this Master Agreement). When reasonable grounds exist to believe that a prospective Employer will be unable to meet its financial obligations under the Master Agreement, the Council may refuse to permit that prospective Employer to adhere to the Master Agreement.

- 1.03 Prior Obligations:** This Master Agreement shall not be construed to interfere with any obligation the Council's member Unions owe their respective national and international organizations by reason of prior obligation or collective agreement, provided that the foregoing shall in no event be construed or applied as to contravene any applicable Federal or Provincial Law, and provided that the Employer has been given express written notice of any such prior obligation before the execution of a Letter of Adherence.
- 1.04 Exclusive Jurisdiction and Scope:** The conditions of work and the rates of pay provided herein shall apply only to Employees and Employers engaged in the production of one (1) hour episodic television series, including one (1) hour pilots, for prime-time exhibition on the ABC, CBS and NBC television networks, and High-Budget-Feature Motion Pictures for initial exhibition as theatrical motion pictures. For purposes of this Master Agreement, "High-Budget-Feature Motion Pictures" are motion pictures that have budgets for Council-represented-Employee-Labour costs exceeding \$4,000,000.00. (Negotiating parties reserve their rights to amend or modify this Article if the Actors or Directors Guild are added to the Council.)
- 1.05 Non-Exclusive Jurisdiction and Scope:** Motion pictures not specifically identified in Article 1.04 above are within the jurisdiction of the Council and Scope of this agreement only if an Employer, with the consent of the Council, elects to produce such a motion picture under the terms of this Master Agreement.

Effective as of June 12, 2022, the parties shall adhere to the following election and consent procedure:

- (a) An Employer which desires to produce a motion picture within the non-exclusive jurisdiction of this Agreement shall advise the Council of its willingness to execute a Letter of Adherence for the motion picture and shall identify the terms and conditions (i.e., section of the Master Agreement, Supplemental Master Agreement or Sideletter re Productions Made for New Media that sets out rates and fringes) that it asserts apply to the motion picture.

- (b) No later than the close of business on the second business day after the Employer so advises the Council, the Council shall advise the Employer in writing that:
 - (i) it consents to allow the motion picture to be produced under the terms asserted by the Employer, in which case the Employer shall execute a Letter of Adherence accordingly; or
 - (ii) it does not consent, in which case the Council shall identify the grounds for its refusal to consent, including whether it disputes the Employer's position as to the terms and conditions applicable to the motion picture and, in such case, which terms and conditions it says apply.

It is understood that the Council may not condition its consent on the Employer's agreement to extracontractual terms or conditions.

- (c) Should the Council respond that it does not consent, and the only ground for withholding consent is that it disagrees with the Employer's position as to the terms and conditions applicable to the motion picture, then, no later than the close of business on the third business day after the Employer advised the Council of its willingness to execute a Letter of Adherence, the Employer may submit the matter to expedited arbitration by delivering to the Council a written demand for expedited arbitration, which shall set forth the basis of the dispute, the material facts and the position of the Employer.

Upon delivering a written demand for arbitration, the Employer shall separately contact each of the five individuals on the panel of Arbitrators designated in subparagraph (e) requesting that they respond within forty-eight (48) hours to advise of their earliest available date and time for a hearing. If the individuals are contacted in writing, the Council shall be copied on the written communication. If the individuals are contacted by telephone, the Employer shall request that the individuals respond via e-mail with a copy to the Council. Based upon the responses received within the forty-eight (48) hour period, the individual on the panel with the earliest availability shall serve as the Arbitrator for the matter. No later than the close of business on the day that the forty-eight (48) hour period expires, the Employer shall advise the Council which member of the panel had the earliest availability and will serve as the Arbitrator for the matter.

As soon as practicable after the Arbitrator has been determined, the Employer shall provide to the Arbitrator a copy of its written demand for expedited arbitration, and the Council shall provide to the Arbitrator its written position as to the terms and conditions applicable to the motion picture.

- (d) Should the Council fail to respond by the close of business on the second business day referred to in subparagraph (b) above, the Council shall be deemed not to have consented on the sole basis that it disputes the terms and conditions that the Employer asserts apply to the motion picture, and may not later raise any other

basis for withholding consent. In that event, the Employer may notify the Council in writing, no later than the close of business on the fourth business day after the Employer advised the Council of its willingness to execute a Letter of Adherence, that it intends to petition a member of the arbitration panel described in subparagraph (e) below for an expedited hearing to obtain a declaration confirming that the terms and conditions asserted by the Employer apply to the motion picture. The Employer shall include a copy of the petition in its written notice to the Council.

No later than the close of business on the next business day after the Employer notifies the Council of its petition, the Council shall provide the Employer with its position, in writing, as to the terms and conditions applicable to the motion picture. If the Council agrees with the Employer's position as to the terms and conditions applicable to the motion picture, the matter shall not proceed to a hearing, the Council shall immediately consent to allow the motion picture to be produced on such terms and conditions and the Employer shall execute a Letter of Adherence accordingly. Otherwise, a hearing shall be conducted as set forth below.

Upon receipt of the Council's written position indicating that it does not agree with the Employer as to the terms and conditions applicable to the motion picture, or if the Council fails to provide a written position within the time frame described in the preceding sentence, the Employer shall separately contact each of the five individuals on the panel of Arbitrators designated in subparagraph (e) below requesting that they respond within forty-eight (48) hours to advise of their earliest available date and time for a hearing. If the individuals are contacted in writing, the Council shall be copied on the written communication. If the individuals are contacted by telephone, the Employer shall request that the individuals respond via e-mail with a copy to the Council. Based upon the responses received within the forty-eight (48) hour period, the individual on the panel with the earliest availability shall serve as the Arbitrator for the matter. No later than the close of business on the day that the forty-eight (48) hour period expires, the Employer shall advise the Council which member of the panel had the earliest availability and will serve as the Arbitrator for the matter.

As soon as practicable after the identity of the Arbitrator has been determined, the Employer shall provide to the Arbitrator a copy of its petition, and the Council shall provide to the Arbitrator its written position as to the terms and conditions applicable to the motion picture.

- (e) With respect to the processes described under subparagraphs (c) and (d) above:

The parties designate a panel of five individuals who may serve as the Arbitrator: Jacquie de Aguayo, Allison Matacheskie, Julie Nichols, Randy Noonan and Robert Pেকেles. Within thirty (30) days of the AMPTP and CMPA-BC's receipt of notice of ratification, the AMPTP, CMPA-BC and Council shall jointly contact

the five individuals to advise them of their appointment to the panel and to communicate the parties' desire that any hearing under this Article 1.05 be convened within fourteen (14) calendar days of the date that an Employer contacts the individuals to request their availability.

The Employer and Council shall make themselves available for a hearing at the Arbitrator's earliest available date and time. In the interest of obtaining an expedited determination of the matter, the hearing may be convened in the evening or on a Saturday, Sunday or holiday, with the objective of completing the hearing within twenty-four (24) hours if at all possible. The Arbitrator shall not have authority to delay the arbitration hearing absent mutual agreement of the parties.

No stenographic record or transcript shall be made of the hearing. No briefs shall be submitted. However, the Arbitrator shall reserve an equal amount of time for each party to provide a final argument before the hearing concludes.

The Arbitrator's authority shall be limited to deciding whether, consistent with the language of the Master Agreement, Supplemental Master Agreement or Sideletter re: Productions Made for New Media, the terms and conditions proposed by the Employer should apply to the project or whether the terms and conditions proposed by the Council should apply. The Arbitrator shall present a written decision and award, unless the parties to the arbitration mutually agree that a written decision is not necessary. In view of the need for an expeditious determination, the Arbitrator shall issue an award within twenty-four (24) hours after the close of the hearing. The Arbitrator may elect to issue a decision separate from the award. If the Arbitrator does so elect, the decision shall be issued no later than the close of business on the second business day following issuance of the award. The decision and award shall be final and binding on the parties and shall be fully enforceable in a court of competent jurisdiction but shall not be prejudicial to or serve as a precedent for any other dispute.

The Arbitrator's fees and disbursements shall be borne equally by the parties. Expenses of witnesses shall be borne by the party who calls them.

- (f) Once the Arbitrator has issued a decision providing that the terms and conditions asserted by the Employer apply, or once the Council has consented to allow the motion picture to be produced under the terms asserted by the Employer (e.g., as described under subparagraph (b)(i) or the second paragraph of (d) above), the Council may not later revoke its consent or dispute the terms and conditions applicable to the motion picture. However, the Council shall not be precluded from later submitting a dispute regarding the terms and conditions applicable to the motion picture to expedited arbitration pursuant to the procedures in Article 11.05 of the Master Agreement should the budget or length of the motion picture or the platform for which the motion picture is made change and one or more of those change(s) results in the application of terms and conditions under the Master

Agreement, Supplemental Master Agreement or the Sideletter re: Productions Made for New Media that are different from those determined to be applicable by the Arbitrator or those consented to by the Council.

- (g) At any point in time prior to the start of the expedited arbitration hearing, the Employer retains the right to inform the Council that it no longer intends to execute a Letter of Adherence.
- (h) An Employer which does not make a timely written demand for expedited arbitration under this Article 1.05 pursuant to subparagraph (c) or (d) above may nevertheless submit a dispute regarding the terms and conditions applicable to a motion picture within the non-exclusive jurisdiction of this Agreement to expedited arbitration pursuant to the procedures in Article 11.05 of the Master Agreement.
- (i) In the event that a dispute regarding the terms and conditions applicable to a motion picture within the non-exclusive jurisdiction of this Agreement has not been resolved prior to the time that the first individual engaged under the BCCFU Agreement performs services for the Employer for the motion picture, the Council shall nevertheless authorize Employees to work on the motion picture under the terms and conditions asserted by the Employer pending resolution of the dispute, either by the parties or through the expedited arbitration procedure set forth in this Article 1.05 or in Article 11.05 of the Master Agreement. Should the dispute be resolved in favor of the Council's position, the Employer shall pay Employees any additional compensation necessary to meet the minimum compensation requirements applicable under the terms and conditions asserted by the Council.

1.06 Excludes *Labour Relations Code* Section 50(2) and Section 50(3): Pursuant to *Labour Relations Code* Section 50(4), the operation of *Labour Relations Code* Section 50(2) and Section 50(3) shall be excluded from this Master Agreement and shall not apply to this Master Agreement.

1.07 Minimum Rates:

- (a) The Minimum Rates enumerated in the Appendices to this Master Agreement are basic minimum scales and nothing in this Master Agreement shall prevent an Employer from paying the Employees a rate higher than these Minimum Rates, but no Employer will be obligated to pay more than the Minimum Rates without bargaining with an individual Employee for a higher rate and reaching an agreement to pay that Employee a higher rate.
- (b) When a pilot or long-form television motion picture commences principal photography prior to the expiry date of a Master Agreement and continues in production through and after the effective date of the successor Master Agreement, the Minimum Rates applicable prior to the expiry of the Master

Agreement shall apply during the entire production of the pilot or long-form television motion picture.

- 1.08 Employer's Exclusive Rights:** The Council recognizes that the Employer reserves all rights of management except where expressly limited by this Master Agreement.
- 1.09 Employer Rules and Regulations:** The Employer's reserved rights of management include the right to establish, and thereafter amend rules, provided that such rules are not inconsistent with the provisions of this Agreement. Any written rules established by the Employer shall be posted by the Employer at the work site and a copy of the rules is to be forwarded to the Council.
- 1.10 Good Standing:** The Employer agrees to employ only members in good standing with the appropriate Council-member Union. An Employee's failure to show good standing with the appropriate Council-member Union shall be sufficient just and reasonable cause for discharge. If any Employee fails to show good standing, then the Union will provide written notice of such failure to such Employee's Employer. The written notice will state the reason why the Employee is not a member in good standing as required pursuant to this Article, and that the Employee has been notified of such failure in writing. If the Employee fails to remedy the Employee's lack of good standing with the Union within three (3) days after the Employer receives such notice, the Employer shall discharge the Employee so long as such discharge is lawful. The Employer shall not be in default unless it fails to act, if necessary, within said time after receipt of such notice.

For the purposes of this Agreement, "good standing" means:

- (a) the Employee is not in arrears of dues uniformly required by the Council-member Union and the Employee has executed an assignment of wages pursuant to Article 9.06 of this Master Agreement, and has not revoked such assignment; or
 - (b) The Employee has a duly signed and sealed Union Work Permit.
- 1.11 Council Representatives:** Where possible, advance notice will be given to the Employer so an authorized representative of the Council shall be permitted to visit any production location or site during the hours when Employees are working, provided work is not disrupted and the representative complies with the reasonable and generally applied visitor and security rules established by the Employer.
- 1.12 No Strike; No Lockout:** The Council agrees that, during the term of this Master Agreement, there shall be no strike, work stoppages or disruptive activity by the Council, a Council-member Union or by an Employee, and the Employer agrees that there shall be no lockout of Employees. It shall not be a violation of this Agreement and it shall not be cause for dismissal or disciplinary action in the event an Employee refuses to go through or work behind any picket line related to a labour dispute, including such a picket line at the Employer's place of business, unless such picket line is deemed unlawful.

- 1.13 Currency:** All references to "dollars" or money rates of any kind in this Master Agreement, including its Appendices, are in Canadian Dollars except as expressly provided otherwise hereunder.
- 1.14 Applicable Law:** This Master Agreement is made and entered into in the Province of British Columbia and in all respects the laws of British Columbia and/or the laws of competent jurisdiction shall apply.
- 1.15 Severability:** In the event a portion of this Master Agreement is found illegal by a tribunal of competent jurisdiction, the Parties agree that the balance of this Master Agreement shall remain in effect. Should any aspect be reversed in law, the issue will be the subject of good-faith negotiations initiated by the Consultation Committee described in Article 1.17.
- 1.16 Enabling Procedure:** The Council will review each Employer's or prospective Employer's individual request to amend or modify this Master Agreement for a specific production. Within twenty-four (24) hours of receipt of the request, a representative of the Council may request a telephonic meeting with a representative of the party making such request. The representative of the Council and the representative of the party making such request must have authority to conclude an agreement which binds their respective principals to the modifications of this Master Agreement. The Council shall respond to a request for modification within three business days of receipt of the request, unless the party making such request agrees to extend the three business day deadline. Failure to respond to such a request within the said time limits or extensions thereof shall be deemed to be an acceptance of the proposed modification. A copy of any Letter of Understanding will be provided to the Employer, a designated representative thereof and the Canadian Media Producers Association - BC Producers Branch ("CMPA-BC").
- 1.17 Consultation Committee:** A consultation committee shall be established if a party makes a written request for one after the notice to commence collective bargaining is given or after the collective bargaining begins. Such consultation committee will meet annually during the term of this Master Agreement about issues relating to the workplace that affect the Parties, any Employer or any Employee.
- 1.18 Technological Change:**
- (a) **Definition of Technological Change:** As used herein, the term "technological change" means the introduction of any new or modified devices or equipment for the purpose of performing any work by Employees covered by this Master Agreement, which directly results in a change in the number of Employees employed under this Master Agreement or which results, with respect to the performance of work in any classification hereunder, in materially changing the job description thereof or in requiring substantially different training, qualification or skills therefor.

- (b) Notice of Technological Change:
 - (i) When an Employer specifically intends to implement a technological change, it shall give written notice thereof to the Council as soon as possible, but not less than thirty (30) days prior to instituting such change.
 - (ii) If the Council believes a technological change has occurred, it shall provide written notice thereof to all Employers as soon as possible, but not more than thirty (30) days after the Council or any Council-member Union knew or should have known of such technological change.
- (c) Technological Change Adjustment - Consultation Committee: After notice has been given, the Employers and the Council shall meet pursuant to Article 1.17 and, in good faith, endeavour to develop a technological change adjustment plan, which may include provisions respecting any of the following:
 - (i) Human resource planning and Employee counselling and retraining;
 - (ii) Termination of a classification and creation of a new classification with appropriate scale minimum wage;
 - (iii) Notice of termination and severance pay for those Employees displaced by the technological change during the course of a production;
 - (iv) A bipartite process for overseeing the implementation of the adjustment plan.
- (d) Amendment to the Master Agreement: If, after meeting in accordance with subparagraph (c) of this Article 1.18, the parties have agreed to a technological change adjustment plan, it is enforceable as if it were part of the Master Agreement, and the Master Agreement shall be amended accordingly.

1.19 Subcontracting: The Employer will not subcontract bargaining unit work which customarily and historically has been performed by Employees covered by this Master Agreement unless the affected Council-member Union consents thereto; or the Employer lacks the requisite equipment, technology, facilities or personnel to perform the work; or the work of the type being subcontracted has heretofore been subcontracted by a producer engaged in the motion picture and television industry in British Columbia. When practicable, the Employer shall deliver a minimum of one week's advance notice to the Council of its intention to subcontract.

1.20 Discrimination: The Employer agrees it shall not discriminate against or engage in any harassment of any applicant for employment or Employee for reasons based on race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, age,

union membership or activity, or on any other basis prohibited by applicable federal, provincial or territorial law.

- 1.21 Residency:** Employees must provide Canadian and Provincial residency information sufficient to ensure that the production company is eligible to receive the federal and provincial incentives, including tax credits, on or before the date the Employee's first time card is submitted to the accounting department. This information will be held in accordance with the *Personal Information Protection Act*.

Each Employer shall provide the Union with its particular residency documentation requirements, and shall notify the Union in the event of any changes to those requirements.

At the commencement of production, the Employer will notify Employees of its particular residency documentation requirements.

The residency documentation required by the Employer may include, but is not limited to, the following documents which the Canada Revenue Agency (CRA) considers to be evidence of significant ties to Canada, as per the most recent version of the CRA publication RC642 *Film and Media Tax Credits*. As of September 17, 2018, the publication lists the following:

- (a) The CRA requires a copy of any **one** of the following documents to support residency status:
 - (i) Notice of Assessment (T1) showing that the individual is a resident of Canada/province for the relevant tax year.
 - (ii) Letter from the CRA giving an opinion of the individual's residency status in Canada for the relevant year(s) after completing form NR74 *Determination of Residency Status (Entering Canada)* or NR73 *Determination of Residency Status (Leaving Canada)*.
 - (iii) Long-term (one year or more) lease or purchase of a Canadian dwelling with utility and/or cell phone bills showing the individual is living at that Canadian address.
- (b) If none of the options listed in (a) above is available, the CRA requires a copy of **three** of the following documents to support residency status:
 - (i) Copy of the last income tax return filed in the country of origin and/or any document filed with the foreign tax authority in which the individual has declared that they are no longer a resident.
 - (ii) Short-term (less than a year) lease agreement or letter from a landlord supporting a rental agreement.
 - (iii) Provincial/territorial health or services card for the individual, their spouse and/or dependent.
 - (iv) Driver's license or vehicle registration from the relevant province/territory*.
 - (v) Professional association or union membership in Canada.
 - (vi) Statements of accounts (for example: bank accounts, retirement savings

plan, credit cards, securities accounts) from a Canadian branch of a financial institution.

- * A provincial or territorial services card that includes health care and a driver's license will count as two documents.

Employees employed through a loan-out corporation may also be asked to provide to the Employer the loan-out corporation's most recent Notice of Assessment and the most recent Schedule 50 indicating whether the loan-out corporation has single or multiple shareholders. Newly-formed loan-out corporations that have not yet filed tax returns may be asked to provide a Shareholder Register.

The Employer may require any additional or alternative documents approved or required by any relevant taxing authority to determine tax credit eligibility without any need for further negotiation.

Should the Employer inform an Employee and the applicable Council-member Union that the Employee has failed to furnish appropriate residency documentation consistent with the requirements of this Article 1.21, the Employee shall have two (2) business days within which to provide the required documentation to the Employer. Should the Employee fail to do so within that time period, the Employer may replace that Employee or refuse referral of that Employee. The Employer shall notify the applicable Council-member Union of such failure and the Council-member Union shall not dispatch or refer that Employee for any employment under this Agreement with that Employer, or any other Employer, until the Employee has supplied the required residency documentation to the Employer and the Council-member Union.

- 1.22 Union Representation:** Upon request of an Employee, the Employer shall allow a Union representative to be present at any investigatory meeting between the Employee and a representative of the Employer which may lead to the discipline of the Employee. The foregoing shall not apply if the purpose of the meeting is to advise the Employee of any disciplinary action determined prior to the meeting. The Union representative shall not obstruct the investigatory process.

Article Two: Jurisdiction

- 2.01 Territorial Jurisdiction:** The provisions of this Master Agreement shall apply to the Province of British Columbia and, to the extent permitted by law, any Employee hired in British Columbia that the Employer elects to transport outside the Province.
- 2.02 Jurisdictional Disputes:** The Council agrees to co-operate in good faith with the Employer and other unions and guilds in the motion picture industry in resolving jurisdictional disputes. There shall be no work stoppages arising from jurisdictional disputes.

2.03 Terms Applicable to Low Budget Feature Films In Exclusive Jurisdiction

For low budget theatrical motion pictures with Budget levels described below, the scale minimum wage rates applicable to Features in Appendices “A,” “B” and “C” of the Master Agreement and Fringe rates in Article 8.02 will be reduced as follows:

- Budgets of more than \$8,000,000 CAD up to \$14,000,000 CAD: rates ten percent (10%) less than Feature rates and a fringe rate of fifteen and one-quarter percent (15.25%) (fifteen and one-half percent (15.50%) effective April 2, 2023) for Locals 891 and 669 and fifteen and three-quarters percent (15.75%) (sixteen percent (16.00%) effective April 2, 2023) for Local No. 155 plus \$12 per day supplemental contribution to be made to the health plans of each of the three unions.
- Budgets of \$8,000,000 CAD and below: rates eighteen percent (18%) less than Feature rates and a fringe rate of fifteen and one-quarter percent (15.25%) (fifteen and one-half percent (15.50%) effective April 2, 2023) for Locals 891 and 669 and fifteen and three-quarters percent (15.75%) (sixteen percent (16.00%) effective April 2, 2023) for Local No. 155 plus \$12 per day supplemental contribution to be made to the health plans of each of the three unions.

The Council also gets a right to audit on these productions, provided the Council notifies the Employer in writing of the Council’s intent to audit within six (6) months following the completion of all photography. Any production that exceeds the money break has to adjust wages retroactively to the next tier. In the event the Council exercises its right to conduct an audit and it is determined that the Production exceeded the money break, the Employer shall pay the Council’s reasonable audit costs.

“Budget” means the total budget for a project and shall include offsets for tax credit and production incentives but does not include a contingency up to ten percent (10%) of the Budget, costs of financing and bonds.

Article Three: Work Permits

3.01 Work Permit Application:

- (a) The Individual/Employer must apply for a Work Permit in the applicable form attached to this agreement and the individual shall not commence work in British Columbia until the Employer has a copy of the Work Permit signed by the individual and endorsed by the applicable Council-member Union. See pages 114 to 120 for attached forms.
- (b) The properly filled out Council Union Work Permit Application, signed by the applicant, must be accompanied by the following information prior to the Council's consideration of such a request:

1. The reasons for the necessity of that individual being permitted.
 2. A list of credits/credentials/professional awards and achievements and/or a professional resume of the requested permittee.
 3. Proof of the requested permittee's union affiliation and standing if applicable.
- (c) All permit requests for Individuals who are not members of the Council-member Union must be submitted with at least five (5) working days' notice prior to the call. If there is no response to an application within five working days from the date of submission, the application will be deemed granted.
- (d) Work permits granted under Article 3.03 are in addition to and separate from permits granted under Article 3.02 and Article 3.04. Furthermore, all work permits granted under Article 3.02, Article 3.03 and Article 3.04 will not result in the hiring of a counterpart position under Article 3.05.
- (e) The Employer hiring any person not represented by the Council for any job classification described in the appendices to this agreement shall secure a Work Permit from the appropriate Council-member Union and if necessary, secure clearance from the Employment and Social Development Canada (ESDC) in cooperation with the appropriate Council-member Union.
- (f) The rates, conditions, and/or terms of this Master Agreement must be fully met, except when another collective agreement applies which does not diminish the terms of this Agreement.

3.02 Guaranteed Permits: For a feature motion picture as defined in Article 1.04 of this agreement, the Employer will be allowed an aggregate of six (6) permits, with a limit of one (1) per department.

For pilots, the Employer will be allowed an aggregate of two (2) permits, with a limit of one (1) per Council-member Union.

Notwithstanding the foregoing, this language is not intended to alter the practice of granting work permits to non-Council represented Employees on all feature and television productions covered by this Agreement as outlined herein.

3.03 Qualified Permits:

After the Employer has given reasonable consideration (including the granting of an interview if requested by a Council-member Union) to available qualified applicants, the Council will grant to the Employer work permits for persons who satisfy the following criteria:

- (a) Persons who hold two (2) screen credits on dramatic productions (including situation comedy) that have employed the proposed Director, Producer, or Director of Photography; or
- (b) Persons who:
 - (i) hold three (3) screen credits in the position for which the persons will be employed; or
 - (ii) have personally received at least one (1) nomination for an internationally recognized industry award (*e.g.*, Academy Award, Emmy Award, Golden Globe, Genie, Gemini, Canadian Screen Award, British Academy Award); or
- (c) Persons who will operate specialty equipment not available in British Columbia; or
- (d) Persons for whose position the Council-member Union is unable to supply qualified personnel.

Unless mutually agreed to, permits issued under Article 3.03(a) and (b) above will be limited to one (1) per Department, provided, however, Council-member Unions will not unreasonably deny granting additional work permits consistent with past practices.

3.04 Personal Services Employees: Permits will be granted for a personal Make-Up Artist, personal Hair Stylist, and/or personal Dresser, for an individual Cast member, and that Cast member's Stunt and/or Photo Double. If the permitted Employee is unavailable to implement these duties then an IATSE 891 member will be assigned as needed.

3.05 Counterpart Job Classifications: If the Employer chooses to hire an individual who is not a member of a Council-member Union and does not qualify for a work permit as set out in this Agreement, the company must hire a counterpart position. This counterpart position shall be filled at the discretion of the applicable department in concert with the Council-member Union. In the situation where a permit being granted is contingent on a counterpart position being hired from the Council-member Union, the member must be employed for at least the same work hours.

3.06 Distant Location Local-Hire Work Permits: Prior to hiring local Employees on distant location who are not represented by a Council-member Union, the Employer shall advise the applicable Council-member Union that it is seeking to hire Employees on distant location. Within three (3) business days of such notification by the Employer, the Council-member Union shall provide the Employer in writing with the names of Council represented Employees who either:

- (a) reside within a thirty (30) minute by automobile radius of the headquarters established by the Employer while on distant location and who are available to work on such job assignment upon the commencement of the job assignment; or

- (b) reside outside such thirty (30) minute radius, but who are willing to work as local hires on such job assignment upon the commencement of the job assignment.

Such Council represented Employees who are qualified for the job assignment in question shall be given such assignment. If the Council-member Union fails to supply the necessary number of qualified Council represented Employees to the Employer for the job assignment in question, the Employer may hire persons for the job assignment who are not represented by a Council-member Union. The Council-member Union will grant work permits to such Employees.

- 3.07 Union Roster Permittees:** In the event that there may be only one qualified member available from within a specific department, then that department — in concert with the Council-member Union taking into account the general local membership, members of sister locals and experience roster personnel approved by the department in question — will endeavour to provide additional candidates with screen credits at least equal to that of the available member.
- 3.08 Revocation of Work Permit:** If, following the issuance of a Union driven Work Permit, a member of the applicable Council-member Union who is capable in the Union's opinion, of performing the work required becomes available, the Union may revoke the work permit. The Employer agrees to discharge any Employee, except Heads of Departments, First Assistants, and Second Assistants, whose work permit has been revoked and shall hire the Union member who is available. This does not apply to guaranteed work permits as outlined in 3.02, 3.03 and/or 3.04.

Article Four: Hours Worked and Cancellations

- 4.01 Minimum Daily Call:** The minimum daily call — unless otherwise provided below and in the "Exceptions to Minimum Calls" Articles set forth in the Appendices to this Agreement — will be eight hours. There shall be no split shifts. An Employee may be called to work for not less than four (4) hours' pay at the Employee's straight time contracted hourly rate, or in the case of flat-rate Employees, for not less than one-half (½) the flat-rate Employee's prorated salary for one-half day, for the following:
 - (a) production meetings;
 - (b) sign writing;
 - (c) screening of rushes;
 - (d) screen tests;
 - (e) pre-light and pre-rig;
 - (f) pick-up shots, inserts and re-shoots where work is to be performed by a bona fide second unit;
 - (g) location scouting;
 - (h) greens pre-placement for locations with restricted access and greens maintenance;
 - (i) script supervisors performing script revision breakdowns; and

- (j) effective June 12, 2022, Employer-provided training on a day when the Employee is not also working.

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 Employer, the call shall be an eight (8) hour minimum call.

4.02 Minimum Work Week:

- (a) Each individual Employee may have a different and distinct work week. The Employee's work week begins on the first day worked, unless the fractional work week is utilized in order to match the Employee's schedule with the work unit's work week. A "work unit" means a first unit, second unit, splinter unit, or any identifiable group of Employees working together within the Employer's productions.
- (b) The regular work week shall consist of any five (5) consecutive days out of any seven (7) consecutive days starting on the first of such five (5) days. The sixth (6th) and seventh (7th) days shall normally be the days off.
- (c) The Employer shall not lay off and rehire the same Employee within the same work week for the sole purpose of avoiding premium pay.
- (d) No Employee shall be entitled to bump another Employee in order to receive premium pay.
- (e) Once every six (6) shooting weeks, and in the case of episodic television, once between hiatus periods (*i.e.*, between the commencement or resumption of production and a cessation of principal photography for the series for at least one week), or more frequently where agreed by the Employer and Union, the Employer may shift the work week without penalty by doing the following:
 - (i) shift the work week forward by adding one (1) or two (2) additional days off from the regular work week and begin the shifted work week on the following day, and
 - (ii) shift the work week back:
 - (A) by one (1) day, by changing the seventh day of the regular work week to the first day of the shifted work week, provided that the sixth day of the regular work week is a day off and provided that the thirty-four (34) hour rest period applies;

- (B) by one (1) day, by making the preceding work week a prorated four (4) day work week, giving the fifth and sixth days off, and making the seventh day the first day of the shifted work week, provided that the fifty (50) hour rest period applies;
 - (C) by two (2) days, by making the preceding work week a prorated three (3) day work week, giving the fourth and fifth days off, and making the sixth day the first day of the shifted work week, provided that the fifty (50) hour rest period applies; or
 - (D) by two (2) days, by making the preceding work week a prorated four (4) day work week, giving the fifth day off, and making the sixth day the first day of the shifted work week, provided that the thirty-four (34) hour rest period applies.
- (iii) The Council and the affected Employees shall be given seven (7) calendar days' notice of such work week shift.
 - (iv) The Council agrees that it will not unreasonably withhold enabling of a waiver request of the seven (7) day notice requirement of Article 4.02(e)(iii) when such circumstance giving rise to such request is beyond the reasonable control of the Employer and occurs within the seven (7) day notification period.

4.03 Work Performed on the Sixth Day Worked in the Work Week as Defined in 4.02(a) and 4.02(b): The minimum hourly rate for work performed on an Employee's sixth (6th) day worked for the Employer (local and distant locations) shall be one and one-half (1.5) times the Employee's straight time contracted hourly rate for the first eight (8) hours. Work performed after eight (8) hours worked shall be paid at the rate of two (2) times the Employee's straight time contracted hourly rate up to and including the twelfth (12th) hour. Work performed after twelve (12) hours worked shall be paid at the rate of three (3) times the Employee's straight time contracted hourly rate.

4.04 Work Performed on the Seventh Day Worked in the Work Week as Defined in 4.02(a) and 4.02(b): The minimum hourly rate for work performed on an Employee's seventh (7th) day worked for the Employer shall be two (2) times the Employee's straight time contracted hourly rate for the first eight (8) hours. Work performed after eight (8) hours worked shall be paid at the rate of three (3) times the Employee's straight time contracted hourly rate.

4.05 Calculation of Time: A work day starting on one calendar day and running into the next calendar day shall be credited to the first calendar day. For the purposes of computing pay for all hours, time shall be calculated in one-tenth (.1) hour increments so that an Employee shall be paid for a one-tenth (.1) hour period if the Employee works any portion of a one-tenth (.1) hour period.

4.06 Overtime: Except as provided above in Articles 4.03 and 4.04, hours worked in excess of eight (8) hours in days one through five (1-5) of an Employee's work week shall be calculated as follows:

- (a) **Eight to Twelve Hours:** Pay for hours worked after eight (8) hours worked shall be paid at the rate of one and one-half (1.5) times the Employee's straight time contracted hourly rate up to and including the twelfth (12th) hour.
- (b) **Thirteen to Fifteen Hours:** Pay for hours worked after twelve (12) hours worked shall be paid at the rate of two (2) times the Employee's straight time contracted hourly rate up to and including the fifteenth (15th) hour.
- (c) **Time in Excess of Fifteen Hours:** Pay for hours worked after the fifteenth (15th) hour worked shall be paid at the rate of three (3) times the Employee's straight time contracted hourly rate.

4.07 Fractional Work Week: The Employer shall pay a weekly Employee whose assignment starts on other than the first day of the work week established for that Employee or ends on other than the last day of the work week established for that Employee one-fifth (1/5) of the Employee's weekly wages for each day worked during the fractional work week, provided that during the preceding or following work week of the Employee's assignment the Employee is provided a full work week. The foregoing is intended to apply to both the start and finish of production, any production hiatus, and the individual crew member coming on or off a production. An Employer may, at its discretion, reduce by one-fifth (1/5) the weekly guarantee for each day an Employee is absent.

4.08 Over-Scale Employees: The Employer and the Employee may, by individual negotiations at the time of the Employee's employment, agree that the portion of the Employee's pay which is in excess of the minimum scale rate for such Employee, may be applied to any of the overtime payments, meal penalties, and premium pay for turn-around encroachment. Calculation of all such payments, meal penalties and premium pay for turnaround encroachment must be recorded in the Employee's weekly timesheets.

4.09 Force Majeure: The Employer may declare a Force Majeure, cancelling work calls, laying off Employees during a work day, or otherwise suspending production without prospective obligations to Employees, as the result of an inability to provide work because of an unforeseen circumstance beyond its reasonable control. Force Majeure includes, but is not limited to: riot, war, fire, earthquake, hurricane, flood, injury, illness, labour dispute, strike, or the failure or inability of a key cast member to perform or the director to undertake the director's duties, or governmental regulation or order in a national emergency. In such unforeseen circumstance, the Employer shall furnish a statement in writing to the Council within twenty-four (24) hours, or as soon thereafter as practicable, as to the reason for the Force Majeure. Employees will be paid at least for the minimum call should the Force Majeure occur during working hours.

4.10 Cancellation of Call and Weather-Permitting Call:

- (a) The Employer may cancel an Employee's call up to the start of turnaround in effect prior to the starting time of the call and shall not be required to pay the Employee for such cancelled call. Between the turnaround in effect and eight (8) hours' notice of cancellation prior to the starting time of the call, a minimum of four (4) hours shall be paid to the Employee at the day's prevailing rate. If the notice of cancellation is less than eight (8) hours, the Employee shall be paid for eight (8) hours at the day's prevailing rate.
- (b) Notwithstanding the above, effective June 12, 2022, the Employer may issue a "weather-permitting" call for extreme heat, extreme cold, snow, sleet or ice storms to an Employee prior to the Employee's dismissal for the day and for persons not on payroll up to twelve (12) hours prior to their call time (even if a call had previously been given). The Employer shall provide notice to the Council upon the issuance of a "weather-permitting" call. The Employer may cancel a "weather-permitting" call up to four (4) hours prior to the Employee's call time. In the event the Employee is notified not to report to work, the Employee shall be paid four (4) hours of pay at straight time if employed by the day or one-tenth (1/10) of the weekly rate if employed by the week, which shall be subject to fringe contributions. With respect to that portion of contributions to the health plans that is calculated on a "per day" basis, the Employer shall contribute one-third (1/3) of the "per day" rate. However, if the notification is less than four (4) hours prior to the Employee's call time, the Employee shall be paid for an eight (8) hour minimum call, which shall be subject to fringe contributions.

The foregoing is in addition to the Employer's rights under Article 4.10(a) above.

The Council agrees that it will not unreasonably deny a request by the Employer to issue a "weather-permitting" call under this Article 4.10(b) for other weather conditions.

4.11 Change of Call: Any Employer may postpone an Employee's call with a minimum notification of the number of hours of daily turnaround in effect.

4.12 Stand-By Calls: There shall be no stand-by calls. Hiatus, Holidays or days that would otherwise constitute the sixth (6th) or seventh (7th) day worked in the Employee's work week are not considered regular days of work. When an Employee is dismissed on the fifth (5th) day worked in the work week with a call for work on the first (1st) day of the following work week, it shall not be considered a relay or stand-by call. The above also applies to calls spanning a Hiatus or Holiday.

4.13 Hiatus: In the event of a hiatus (a break or gap in a continuing production or series of productions without compensation), which exceeds thirty (30) days, Employees shall be free to seek employment on other productions and each party shall be deemed to have provided sufficient notice to the other of the termination of employment.

- 4.14 Occupational First Aid Certificate Holders:** The Laws of British Columbia require an "Attendant" that holds a valid Occupational First Aid ("OFA") Certificate, either Level One, Level Two or Level Three to be present at the work site. Whether the Attendant must possess a Level One, Level Two or Level Three OFA Certificate depends on the amount of travel time to a "Hospital" and the "number of workers per shift." Such Attendant may be an Employee. The OFA Certificate holder shall be determined by the date of hire. If there is not a First Aid or First Aid/Craft Service Employee assigned to a work site that requires an "Attendant" with the requisite OFA Certificate, an Employee who accepts responsibility for First Aid and who possesses an OFA Certificate of a Level that is equal to or greater than the level required at the subject work site will be paid the following premium:

If the work site requires a Level One OFA Certificate - \$1.50/hour;
If the work site requires a Level Two OFA Certificate - \$2.00/hour;
If the work site requires a Level Three OFA Certificate - \$2.50/hour.

Only the OFA Certificate holder designated by the Employer shall receive the additional amount set forth above. The position of "Attendant" shall not conflict with the Employer's requirement to employ a First Aid/Craft Service person.

- 4.15 First Aid Assessments:** The Employer shall assess its first aid needs on each production in advance of the work day based on the anticipated circumstances for that day.

Article Five: Travel

5.01 Studio Zones:

- (a) The Vancouver Studio Zone (please see page 160 for map) shall be viewed as a grid, the boundaries of which are:
- On the West, the shoreline;
 - On the North, from the northern municipal boundary of the District of West Vancouver eastward along the northern municipal boundary of the District of North Vancouver to the end of the road at Seymour Dam, then continuing eastward to the eastern shoreline of Coquitlam Lake;
 - On the East, 122 degrees/45 minutes longitude southward to a point of intersection with the 5L82 BC Hydro power line, then southeast following that power line to a point intersecting the end of the paved road at the northern boundary of Minnekhada Park, then continuing east to the western shore of the Pitt River, then following the western shore of the Pitt River to a point directly north of 200th Street in Langley, B.C.; and
 - On the South, the Canada/U.S. border.

For clarity, along the Studio Zone's eastern boundary, the area encompassing all east-west street addresses below 20000 is within the zone. Golden Ears Bridge, and its approaches, also are within the Studio Zone. The studio located at 20175 100A Avenue, Langley, BC - V1M 3X6 and, effective June 12, 2022, the two

studios located at 20146 100A Avenue, Langley, BC - V1M 3G2 (including the parking lots for those studios located at 9758 203 Street, Langley, BC - V1M 3E3 and 20395 102B Avenue, Langley, BC - V1M 3H3) shall be considered within the Studio Zone.

- (b) The Studio Zone for Greater Victoria (please see page 161 for map) is the area of land inside the boundaries of the following communities: North Saanich; Sidney; Central Saanich; Saanich; Victoria; Oak Bay; Highlands; View Royal, Esquimalt; Langford; Colwood; and Metchosin. In addition to the above, the Studio Zone for Greater Victoria will include: an extension west of Metchosin which will include the area of land inside the boundaries of Highway 14 (Sooke Road), Gillespie Road, and East Sooke Road; and an extension north of Langford along Highway One which will include the area inside the boundaries of: the shoreline on the East; Shawnigan Mill Bay Road/Renfrew Road on the North; and West Shawnigan Lake Road/Shawnigan Lake Road on the West.

The parties hereby confirm that the foregoing paragraph establishing the Studio Zone for Greater Victoria will include only land area as described above that is part of the mainland of Vancouver Island and is accessible by a regular motor passenger vehicle without the assistance of a ferry or other water transportation vehicle or device.

- (c) For Distant Locations, the Employer may designate, after consulting with the Council, an additional Studio Zone for an area within a circle having a radius of up to twenty-five (25) kilometres but not to exceed an average driving time of thirty (30) minutes, centered around and measured from the nearest municipal hall. Such Studio Zone may not overlap the Vancouver or Victoria Studio Zones.

5.02 Travel Within Studio Zones: Employees agreeing to use their private vehicles for production use will be paid a minimum of thirty-five cents (\$0.35) per kilometre. This Article shall not apply if on-production Employees are driving from one location within the Studio Zone to another location within the same Studio Zone during the course of the work day.

5.03 Travel Time Payment:

- (a) Travel time outside a Studio Zone shall be paid at the Employee's straight time contracted hourly rate to a maximum of one-half (.5) hour per day.
- (b) On days when no work is to be or has been performed by the Employee, travel shall be compensated with an allowance equivalent to four (4) hours at the Employee's straight time contracted hourly rate or at the Employee's straight time contracted hourly rate for time travelled, whichever is greater, but in no event an allowance more than the equivalent of eight (8) hours of pay at straight time. The second

consecutive day of travel shall be paid as a day worked at no less than the rate for such travelling Employee's minimum call for that day of the Employee's work week. When overseas travel is planned the Employer shall, in good faith, address travel arrangements in advance to mitigate extended travel periods.

- 5.04 Nearby Location:** For locations outside the boundaries of the Studio Zones where the Employee will not be required to be lodged overnight, the Employer shall provide transportation to and from the location from a marshalling point or points within the Studio Zones. If this transportation is provided, Employees shall be obligated to use it. However, the Employer may, at its discretion, grant an Employee's request to be excused from the obligation to use the transportation provided by the Employer, in which case the Employee's travel shall be at the Employee's own expense and the Employee shall not receive pay for travel time. As an alternative, the Employer may pay each Employee using their own vehicle, thirty-five cents (\$0.35) per kilometre driven from the nearest Studio Zone limit to the location and then back to the nearest Studio Zone limit.
- 5.05 Parking:** Whenever the Employer does not provide transportation and Employees use personal vehicles to transport themselves to any type of location, the Employer shall provide secure or supervised parking or reimburse each Employee for parking fees on the same day that the fees are incurred. Parking will be provided within a reasonable distance from the work site.
- 5.06 Distant Location:** When housed overnight or longer, on location outside a Studio Zone, the Employee shall receive, in addition to the applicable wage scale, all necessary lodging expenses (lodging to be single occupancy equal to the Canadian Automobile Association (CAA) standards where reasonably available) plus approved per diem and transportation expenses, to, from, and while on the job.
- 5.07 Per Diem Allowance:** On distant locations within any of the Canadian Provinces or Territories, the Employee shall be paid in advance a per diem allowance commensurate with the standard of living in the work area but not less than \$65.00. However, if meals are provided at the expense of the Employer, the per diem allowance may be reduced in the following manner: Breakfast, \$14.50; Lunch, \$20.50 and Dinner, \$30.00. The foregoing dollar amounts will be payable in U.S. dollars when in the United States.
- 5.08 Unworked Days on Distant Location:** An Employee on distant location shall receive \$130.00 per diem on an unworked sixth day in lieu of any other payment and \$130.00 on an unworked seventh day in lieu of any other payment. An Employee on distant location shall receive a \$65.00 per diem on an unworked Statutory Holiday in lieu of any other payments. For all additional days not worked while on distant location, the Employee will receive eight (8) hours of straight time pay plus a \$65.00 per diem. With respect to the foregoing, fringe payments shall not apply.
- 5.09 Travel Insurance:** Each Employer shall provide its Employees with a minimum of \$250,000.00 of Accidental Death and Dismemberment Insurance when the Employee is required to travel at the request of an Employer if transportation is furnished by that

Employer and used by the Employee. The benefits resulting from the policy mentioned above shall be payable to the Employee or, in the event of death, to the beneficiary designated by such Employee. If no designation has been made then such indemnity shall be paid to the estate of the deceased.

- 5.10 Weather Warnings:** Each Employee will be informed prior to departure as to what can be expected in respect to weather conditions at or near the shooting site so that the Employee may reasonably provide suitable clothing and/or equipment. However, in extreme cold weather, such as the extreme cold experienced in an Arctic winter for example, the Employer shall make available to the Employees suitable clothing and gear to cope with such conditions.

Article Six: Meals

- 6.01 Scheduling Meal Periods:** An Employee's first meal period shall commence within six (6) hours after the time of the Employee's first daily call; subsequent meal periods shall commence within six (6) hours after the end of the preceding meal period. An Employee's first meal period shall commence no earlier than two (2) hours after the Employee reports to work.

- 6.02 Early Call Employees (Non-Deductible Meal):** An Employee required to report prior to the general crew call shall be provided a reasonable hot meal, which shall be paid-through as time worked. Such paid-through meal (a.k.a. "Non-Deductible Meal") shall be no less than eighteen (18) minutes in duration. During this paid-through meal period, the Employee will be freed of all activity. Such paid-through meal must be within two (2) hours before general crew call or two (2) hours after general crew call and shall not be considered the first meal. The next meal period shall be no later than six (6) hours from general crew call.

The foregoing paid-through provision does not change the provisions of Article A1.19 or Article C7.02 regarding nine (9) hours' work without a break. Such nine (9) hour period will be calculated from the end of the paid-through meal. For purposes of establishing the beginning of such nine (9) hour period only, and not for purposes of establishing whether a paid-through meal was taken, the Employee shall record the time of such paid-through meal on the Employee's time sheet.

- 6.03 Meal Periods:** For the first (1st) meal period of the work day, all Employees are to receive an unpaid meal period of no less than thirty (30) minutes after the last crew member has been served, or no more than sixty (60) minutes after the first crew member has been served. Said meal period shall be no less than thirty (30) minutes. The second (2nd) meal period shall be paid through as time worked. The "non-deductible meal" described in Article 6.02 above shall not be counted as a meal period.

6.04 Calculation of Meal Penalty: If any Employee is unable to commence a meal period by the end of the sixth (6th) hour of work, the Employee shall be paid a meal penalty as per the following scale until such time as the meal period is forthcoming:

- (a) First 2/10 (.2) of an hour: no penalty, but shall not be scheduled or abused.
- (b) Next 3/10 (.3) of an hour: \$7.50 for any portion thereof.
- (c) Next one (1) hour: \$2.50 for each 1/10 (.1) hour increment.
- (d) Thereafter: \$3.00 for each 1/10 (.1) hour increment.

The first 2/10 (.2) of an hour grace period shall not be scheduled nor automatic, nor is it intended for everyday use. Such grace period may not be utilized when the meal period has been extended as permitted by Article 6.05.

6.05 Meal Period Extensions: For wrap, the six (6) hour work period following the end of the last meal period may be extended by the Employer for a maximum of one-half (.5) hour. If work exceeds such extension, then meal penalties shall be calculated and paid from the end of such six (6) hour work period.

6.06 Pacific Northwest Hours: Each Employer, with ten (10) hours' notice, may institute a "Pacific Northwest Hours" system which consists of:

- (a) An eleven (11) hour period of elapsed time commencing with the general crew call and ending after camera wrap, which includes one (1) hour of paid meal period before work begins; or includes one-half (½) hour paid meal period before the shift begins and two (2) fifteen (15) minute paid breaks during the rest of such eleven (11) hour period. This eleven (11) hour period shall not be considered a guarantee of eleven (11) hours of work or pay.
- (b) Should work continue past the eleventh (11th) hour, such work shall be paid for by the additional payment of the applicable rates of overtime pay.
- (c) Any Employer that institutes Pacific Northwest Hours will provide a continuing hot buffet accessible to the Employees.
- (d) Meal penalties shall apply if work continues past eleven (11) hours of elapsed time commencing with the general crew call, in which case meal penalties shall be paid commencing at the end of the sixth (6th) hour from the beginning of the general crew call.
- (e) All Employees not on scheduled Pacific Northwest Hours shall be accorded the meal standards per 6.01 and 6.11 of this Agreement.

6.07 Meal Periods for Employees Working Off-Set: Any Employee working off-set shall be responsible for scheduling the Employee's own meal periods at five (5) hour intervals and shall not incur meal penalties, however:

- (a) When an off-set Employee is required to work on a nearby location (*i.e.* outside a Studio Zone) where convenient meal facilities are lacking, then the Employer will furnish meals unless the Employee is notified no later than the night before reporting to work that such facilities are lacking. If the Employer fails to provide such notice to the Employee or to the Union when requesting dispatch, the Employee will be paid a meal allowance of \$15.00 on the next regular paycheck.
- (b) When the Employer furnishes meals to a shooting unit away from any studio facility and an off-production crew is working on the same site at the same time for the same production, the Employer, at its discretion, may furnish meals to the off-production crew.

6.08 Shelter and Washroom Facilities:

- (a) Shelter: The Employer will endeavour to provide suitable shelter for serving catered meals.
- (b) Washroom Facilities: The Employer will endeavour to provide adequate, conveniently located sanitary washroom facilities on all temporary or permanently established pre-production, production, and post-production work sites. The Employer will endeavour to ensure that provided washrooms are equipped with hand washing facilities and are stocked with a sufficient supply of soap, toilet paper, and individual clean towels. Where the washrooms lack hand washing facilities, the Employer will endeavour to place within immediate proximity to the washrooms adequate hand washing stations.

6.09 Beverages/Environmental Awareness: The Employer shall provide coffee, tea, ice water and other soft beverages and use its best efforts to make them accessible to all on-set Employees. The Employer also shall use its best efforts to supply suitable beverages to off-set Employees working in isolated areas. Further, the Employer shall use its best efforts to supply environmentally compatible containers for all such beverages.

6.10 Absence of Catering and Culinary Selection: In the absence of catering, all Employees shall receive a meal break of sixty (60) minutes. Adequate travel time to and from a restaurant or other eating establishment shall be considered time worked but shall not incur penalties.

6.11 Proper Meal: Adequate hot meals with a reasonable selection shall be provided. It is understood and agreed that snacks: *i.e.*, soft drinks, hot dogs, pizza, etc. do not constitute a proper meal.

Article Seven: Holidays

7.01 Statutory Holidays: The following days are defined as Statutory Holidays and must be observed with a day off: New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, British Columbia Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and any other Holiday prescribed by regulation. Effective June 12, 2022, National Day for Truth and Reconciliation shall also be defined as a Statutory Holiday under this Article 7.01.

The days of Christmas Eve and New Year's Eve shall not be considered holidays. Notwithstanding the above any Employee working after four o'clock p.m. (4:00 p.m.) on either day shall be paid three (3) times the Employee's straight time contracted hourly rate thereafter.

7.02 Payment of a Statutory Holiday Worked: The minimum hourly rate for work performed on a Statutory Holiday worked for the Employer (local and distant locations) shall be one and one-half times (1.5x) the Employee's straight time contracted hourly rate for the first eight (8) hours. Work performed after eight (8) hours worked shall be paid at the rate of two times (2x) the Employee's straight time contracted hourly rate up to and including the twelfth (12th) hour. Work performed after twelve (12) hours worked shall be paid at the rate of three times (3x) the Employee's straight time contracted hourly rate.

7.03 Payment for an Unworked Statutory Holiday: Payment for an unworked Statutory Holiday shall be compensated pursuant to Article Eight of this Master Agreement. An Employee engaged on a weekly guarantee will have the Employee's weekly rate or guarantee reduced by one-fifth (1/5) for each unworked holiday that falls within the Employee's guaranteed work week.

7.04 Holidays and the Guaranteed Period of Employment: Holidays shall apply against a guaranteed period of employment whether worked or not.

7.05 Waiver of Designated Holiday: When a holiday, other than Christmas Day, Boxing Day, Good Friday, Remembrance Day and New Year's Day, falls on the second, third, or fourth work day of the work week, the Employer may designate the first or fifth work day of the work week as the day the holiday is to be observed, and the actual day of the holiday shall be worked and paid for at straight time. The Employer shall file notice of the designated holiday schedule with the Council no later than seven (7) calendar days prior to the holiday for Pilots, and no later than ten (10) calendar days prior to the holiday for all other productions.

Article Eight: Fringe Rates

8.01 Television: The fringe rate for Pension, Health, Holiday Pay, and Vacation Pay (except as provided in Article 8.03, below) shall be a total of the following percentage points:

- (a) IATSE Local 891: Sixteen and one-quarter percent (16.25%) (sixteen and one-half percent (16.50%) effective April 2, 2023).
- (b) ICG Local 669: Sixteen and one-quarter percent (16.25%) (sixteen and one-half percent (16.50%) effective April 2, 2023).
- (c) Teamsters Local Union No. 155: Sixteen and three-quarters percent (16.75%) (seventeen percent (17.00%) effective April 2, 2023).
- (d) \$12 per day supplemental contribution to be made to the health plans of each of the three unions.

The Council may allocate such percentage among the aforementioned fringe categories so long as the statutory requirements for Holiday Pay and Vacation Pay are satisfied. The fringe rate shall be calculated as a percentage of the sum of all monies earned for working straight time, overtime, turnaround, and meal penalties. An Employer is not required to make Pension and Health contributions on behalf of any Employee who has been issued a work permit pursuant to Article Three of this Agreement provided that proof of payment to such Employee's applicable IATSE or Teamsters Pension and Health plan is provided to the Council.

8.02 High Budget Feature Films: The fringe rate for Pension, Health, Holiday Pay, and Vacation Pay shall be a total of the following percentage points during the following periods:

- (a) IATSE Local 891: Twenty and one-quarter percent (20.25%) (twenty and one-half percent (20.50%) effective April 2, 2023).
- (b) ICG Local 669: Twenty and one-quarter percent (20.25%) (twenty and one-half percent (20.50%) effective April 2, 2023).
- (c) Teamsters Local Union No. 155: Twenty and three-quarters percent (20.75%) (twenty one percent (21.00%) effective April 2, 2023).
- (d) \$12 per day supplemental contribution to be made to the health plans of each of the three unions.

The Council may allocate such percentage among the aforementioned fringe categories so long as the statutory requirements for Holiday Pay and Vacation Pay are satisfied. The fringe rate shall be calculated as a percentage of the sum of all monies earned for working straight time, overtime, turnaround, and meal penalties. An Employer is not required to make Pension and Health contributions on behalf of any Employee who has been issued a work permit pursuant to Article Three of this Agreement provided that proof of payment to such Employee's applicable IATSE or Teamsters Pension and Health plan is provided to the Council.

8.03 First and Second Year of a Television Series; One-Hour Network Pilots:

- (a) (i) First Year Television Series: All Television Rates in Appendices "A," "B" and "C" shall be ten percent (10%) less than the rates in the current wage schedule for Feature Films in Appendices "A," "B" and "C." The total

fringe rate applicable to all Council-member unions shall be two percent (2%) less than the applicable rates in Article 8.01.

- (ii) Second Year Television Series: Rates shall lag one (1) year in scale minimum wage increases and a two percent (2%) reduction in the fringe rate set forth in Article 8.01 during the second (2nd) year.
- (b) One-Hour Network Pilots: The scale minimum wages shall be eighteen percent (18%) less than the applicable Feature Film Rates in Appendices “A,” “B” and “C” for one-hour network Pilots. The total fringe rate applicable to all Council-member unions shall be thirteen and one-quarter percent (13.25%) (thirteen and one-half percent (13.50%) effective April 2, 2023) for Locals 891 and 669 and thirteen and three-quarters percent (13.75%) (fourteen percent (14.00%) effective April 2, 2023) for Local No. 155 plus \$12 per day supplemental contribution to be made to the health plans of each of the three unions.

8.04 CMPA-BC Administration Fee:

Each Employer, with the exception of those Employers associated with a member of the Alliance of Motion Picture and Television Producers in Sherman Oaks, California (the “AMPTP”), will pay to the Canadian Media Producers Association - BC Producers Branch (the “CMPA-BC”) as follows:

- (a) If the Employer is a member in good standing of the CMPA as of the date of remittance of the Administration Fee, the Employer shall pay to the CMPA-BC a sum equal to one percent (1%) of the Gross Wages of each Employee, to a maximum of: \$1,500 per episode of a television series; \$2,000 per television movie or low-budget feature; \$4,500 per high-budget feature or mini-series. For Pilots, the Employer shall pay to the CMPA-BC a sum equal to one-half percent (0.5%) of the Gross Wages of each Employee, to a maximum of \$1,500 per Pilot. During the life of this Agreement, only the CMPA-BC may amend the amounts and maximums set out in this paragraph.
- (b) However, if the Employer is not a member in good standing of the CMPA, or an affiliate of the AMPTP, the Employer shall pay to the Council a sum equal to four percent (4%) of each Employee’s Gross Wages, of which fifty percent (50%) shall be remitted to the CMPA-BC. The Employer shall direct the appropriate payroll company to remit the CMPA-BC portion of the fee to the CMPA-BC within ten (10) business days of the end of the week in which the fees were received.
- (c) During the life of this Agreement, only the CMPA-BC may amend the amounts and maximums set out in paragraph (a), and with the agreement of the Council, paragraph (b), above. These provisions may not be reduced or waived without the written agreement of the CMPA-BC.

- (d) An Employer who is an affiliate of the AMPTP shall pay any levies that may be due to the AMPTP directly to the AMPTP. A member in good standing of the CMPA is defined as a member whose payments to the association for membership dues and administration fees are up to date.
- (e) The Council will send to the appropriate association letters of adherence on an ongoing basis as received.

8.05 Reallocation of Wages: Any of the Council-member Unions may elect to allocate one-half percent (0.5%) of the wage increase effective on April 2, 2023 to the Pension or Health contribution rate, thereby reducing the wage increase for classifications represented by that Council-member Union to two and one-half percent (2.5%) for the period beginning April 2, 2023 through March 31, 2024, by giving at least ninety (90) days' notice to the AMPTP and CMPA-BC.

8.06 BC Motion Picture Training Society:

- (a) Administration:

The parties have established the BC Motion Picture Training Society (the "Society") for the purpose of providing training to Employees who work under the Master Agreement in British Columbia. The Society is governed by an equal number of Employer and Union Directors who have adopted by-laws to govern the administration of the Society and its programs.

The Society may pursue education and training initiatives for Employees consistent with the purposes contained in the Society's constitution.

It is understood and agreed that the Society:

- (i) is complementary to and shall not replace Actsafe;
- (ii) may use its funds to reimburse participants for their costs for courses offered by Actsafe, the IA Training Trust or any other qualified provider, subject to the approval of a majority of the Directors of the Society;
- (iii) shall develop a website, accessible to Employers, that will provide information about the courses Employees have attended and completed; and
- (iv) shall obtain approval by Employer Safety Representatives of the curriculum for any proposed safety training by the Society before any such training program may be presented to the Directors of the Society for approval.

- (b) Funding:

The Employer shall contribute five cents (\$0.05) per hour worked to the Society up to the following maximums:

- (i) \$1,500 per TV episode, High Budget SVOD Program or episode, movie of the week, mini-series segment (also sometimes referred to as a “part”) or Home Video;
- (ii) \$10,000 for a TV or High Budget SVOD mini-series;
- (iii) \$10,000 per season for episodic TV series or High Budget SVOD series; and
- (iv) \$10,000 for Features.

No contributions shall be due for Pilots or Productions Made for New Media other than High Budget SVOD Programs, regardless of what terms and conditions apply to the Production Made for New Media.

Flats are to be based on a twelve (12) hour day.

In addition to the foregoing contributions, the Council shall contribute fifty thousand dollars (\$50,000) per annum to the Society.

The parties recommend to the Directors of the Society that the Society adopt a resolution during the term of the 2018 Master Agreement to provide for one or more application(s) by the Society to the provincial and/or federal government(s) for matching contributions to the Society.

Article Nine: Payment of Wages

9.01 Payroll Period: For the purposes of uniformity, the payroll period shall be from 12:01 a.m. on Sunday of the work week to 12 midnight on Saturday of the work week, except if work beginning on Saturday runs past 12 midnight, work time after 12 midnight shall be credited to Saturday. All times shall be computed in one-tenth (1/10th) of an hour increments. Each Employer shall not make deductions from any such wages unless authorized by statute, court order, arbitration award, or this Master Agreement.

9.02 Medium of Wage Payment and Pay Day: Prior to June 12, 2022, all wage payments shall be made by cheque, or cash evidenced by a written voucher receipted by the person to whom such cash is paid. Effective June 12, 2022, all wage payments shall be made by cheque or direct deposit. Employees shall have the option to receive payment via pay-cheque instead of direct deposit through the payroll period ending December 24, 2022.

Employees’ pay-cheques shall be ready no later than four o’clock p.m. (4:00 p.m.) of the fourth work day following the week worked. In the case of an Employer which elects to pay Employees via direct deposit on or after June 12, 2022, payments will be processed on the fourth work day and shall be deposited in the Employee’s account at or before 11:59 p.m. on the fifth work day. Employees are to be made aware of any potential payment

delays beyond the production's control. Paystub information for Employees paid via direct deposit shall be sent to Employees by four o' clock p.m. (4:00 p.m.) of the fourth work day via either secure electronic means or regular mail. The Employer will include the following in a time report, which may be attached in hard copy to the Employee's pay-cheque or delivered or made available to the Employee electronically in a manner consistent with the requirements of the Personal Information Protection Act ("PIPA"): Employee's name and address; job classification; pay period ending date; applicable Council-member Union; dates worked; hours worked; wage and overtime rates; itemization and identification of all allowances, penalties, premiums and fringes paid and deductions made; and gross and net amounts of the Employee's cheque for the pay period and year to date totals for gross wages, deductions, allowances, penalties, premiums and fringes.

A copy of the Employee's time report and time sheet will be forwarded to the appropriate Council-member Union, accompanied by all applicable remittances, on a weekly basis. If a Saturday, Sunday or holiday falls on a regular pay day, payment will be made on the preceding work day, with the understanding that if an Employer elects to pay Employees via direct deposit on or after June 12, 2022, funds shall be deposited in an Employee's account at or before 11:59 p.m. of the day following the date the payment is processed. Also, in the event that a production has shifted the work week for its crew but not its accounting department, the Employer may continue to treat the accounting department's fourth work day as the regular pay day for crew members who are on a shifted work week.

If an Employer has not elected to pay Employees via direct deposit on or after June 12, 2022 (or if an Employee has opted to receive payment via pay-cheque for any payroll period ending on or before December 24, 2022) the Employer will distribute pay-cheques to the Employees during their shifts that day. If, for any reason, this is not feasible in the case of any individual or group of Employees, the Employees involved shall be so notified by the Production Manager before the end of their shifts and advised by the Production Manager as to the time when their pay-cheques will be available. In any such case, the pay-cheques shall be given to the Production Manager or the person designated by the Production Manager to distribute the cheques.

All banking information collected by the Employer for purposes of administering direct deposit shall be collected, stored and transmitted in a secure manner consistent with PIPA, and destroyed in accordance with the retention of personal information requirements set out in PIPA. Employees shall not be required to submit information or documents of a personal or confidential nature to any other employee's personal email address.

9.03 Payroll Service: In the event an Employer uses a payroll company or other outside person(s), or entity (herein referred to collectively as the "payroll service") to handle or facilitate the payment of wages or other benefits to or on behalf of an Employee or Employees covered by this Master Agreement, the Employer agrees and acknowledges that it is and remains the Employer of such Employee(s) for the purposes of all the provisions of this Master Agreement, and that the Employer remains liable and responsible for compliance with such provisions.

9.04 Termination Pay:

- (a) If the Employment Insurance Separation Certificates and pay cheque are not given to the Employee at the time of termination, they shall be sent by the Employer to the Employee within three (3) working days of the time of termination. If terminated while on distant location, the Employee shall be entitled to room and board at no cost until the Employee is provided return transportation.
- (b) As directed by the Employee, a cheque mailed to the address of the Employee, or to the Council office, within the time as required above, is payment hereunder.

9.05 Time-Keeping: Each Employer shall maintain an adequate system of time-keeping to record the times that an Employee reports for and leaves work each day, and to record the commencement and completion of the Employee's meal period(s). The time records shall be open to inspection by a duly authorized representative of the Council at reasonable times and for reasonable cause upon giving the subject Employer reasonable notice. No employee shall be required to sign a blank timesheet.

9.06 Assignment of Wages: Pursuant to British Columbia *Labour Relations Code*, R.S.B.C. 1996, c.244, § 16, the Employer will honour an Employee's written assignment of wages to the Union unless the assignment is declared null and void by the British Columbia Labour Relations Board or is revoked in writing by the assignor. The Employer will also deduct any fines, assessments, or arrears in membership dues that are not prohibited by the *Labour Relations Code*. The Employer will remit to the appropriate Council-member Union, on a monthly basis, a written statement containing the names of Employees for whom deductions were made and the amount of each deduction along with a copy of any revocation of the assignment. The Employer shall have no financial responsibility for the fees or dues of any Employee and the Union shall hold the Employer harmless for any costs or damages arising from fines, assessments, or membership dues deducted by the Employer.

9.07 Deal Memorandum: The Employer shall, within five (5) days of signing a Deal Memorandum with any individual Employee or dependent contractor covered by this Agreement, supply the appropriate Council-member Union with copy of same.

Article Ten: Lay Off and Discharge

10.01 Guaranteed Period of Employment:

- (a) The obligation of an Employer upon entering into a deal memo for the employment of any Employee to furnish services during guaranteed periods of employment shall be wholly satisfied by the payment of the contracted wages and benefits for the applicable guaranteed period.
- (b) If any Employee is terminated before the completion of the guaranteed period of employment, the Employer shall pay the Employee all remaining unpaid non-

deferred, non-contingent wages as provided in the Employee's deal memo. The provision above shall not apply and the Employer shall not be obligated to pay the Employee for the guaranteed period if: (i) the Employer has discharged the Employee with just and reasonable cause; or (ii) the Employer has terminated the Employee in accordance with the Force Majeure provisions of this Master Agreement; or (iii) if the Employee fails to render services.

10.02 Lay-Off Defined: "Lay-Off" means a temporary or permanent severance of employment — other than Discharge — due to a shortage of work, including Holiday, Hiatus, scheduled termination, or general payroll default.

10.03 Weekly Employees - Notice of Lay-Off and Severance Pay: Prior to June 12, 2022, all weekly Employees shall be given one (1) week's notice, or one (1) week of severance pay in lieu of such notice, or a combination thereof. Effective June 12, 2022, all weekly Employees who have been employed by the Employer for at least three (3) weeks shall be given one (1) week's notice, or one (1) week of severance pay in lieu of such notice, or a combination thereof. In turn, all weekly Employees shall give the Employer one (1) week's notice before resigning and if such Employee fails to do so, the Employer will not be required to re-employ such Employee.

10.04 Daily Employees - Notice of Lay-Off: Daily Employees will be notified prior to the end of their shift with an Employer if they have a call with that same Employer for the next day.

10.05 Written Guarantee: The guaranteed length of employment shall be daily or weekly. A guarantee for a longer term shall be specifically set forth in writing. An employee may be replaced following completion of the guaranteed period of employment.

10.06 Discharge: No Employee shall be discharged (as distinguished from replacements or layoffs) by an Employer without just and reasonable cause. If the Council-member Union believes the action to be unjustified, the Council may file a grievance which shall be handled in accordance with Article Eleven. Any party to the grievance under this Article may make a written demand for an expedited arbitration pursuant to Article 11.05. The Arbitrator shall have the power to reinstate the Employee with or without full compensation, to award damages in lieu of reinstatement, or to sustain the discharge. Refusal to comply with an order, directive, or assignment that is unlawful, unsafe, or which is known by the Employee to be in violation of a location permit shall not result in discipline or discharge. An Employer will not be required to re-employ an Employee previously discharged by such Employer under this Article.

10.07 Industry Termination: An Employer is not required to employ, and the Union will not dispatch a person previously discharged for any reason by the film and television industry Employers three (3) times provided that no Employee shall be discharged (as distinguished from replacements or layoffs) by an Employer without just and reasonable cause. An agreed list of Industry Terminations will be maintained by the Council, the AMPTP and CMPA-BC offices and updated on a regular basis.

Article Eleven: Grievance and Arbitration

11.01 Statement of Policy: The Council or Council-member Union(s) and the Employer recognize the desirability of exerting an earnest effort to settle grievances at the earliest possible time consistent with the provisions of this Article. The Council shall make a careful and thorough investigation of an Employee's complaint before submitting it under the grievance procedure in order to ascertain whether, in its opinion, the complaint is reasonably justified under the terms of this Master Agreement and that there is reasonable ground to believe that the claim is true in fact. No Employee shall be discriminated against for reasonably making a complaint or filing a grievance asserting a violation of this Master Agreement. There shall be no slowdown, disruption or stoppage of work including strikes or lock-outs.

11.02 Grievance Defined: All complaints, discipline, disputes, or questions of the Employer or the Council, as to the interpretation, application, or performance of this Master Agreement (excluding jurisdictional disputes) or any deal memo, including any question about whether a matter is arbitrable, shall be settled between the Employer directly involved and the duly authorized representative of the Council. Any party to the grievance may participate in grievance meetings.

11.03 Grievance Procedure:

- (a) To be valid, grievances must be filed within thirty (30) calendar days of the occurrence of the event(s) upon which the grievance is based, or, within thirty (30) calendar days after the facts underlying the grievance became known or should have reasonably become known by either the Employee, Employer, or the Council — which ever should have first reasonably gained knowledge of the facts underlying the grievance — but in no case more than one hundred eighty (180) days from the event giving rise to the grievance. A grievance is filed by delivering to the other party a written statement of grievance which shall set forth the basis of the dispute, the contractual provisions alleged to be violated, the material facts, the position of the grievant, and the relief sought. If either the Employer or the Council fail to agree to meet within fourteen (14) calendar days after the receipt of the statement of grievance, or they do meet and fail to resolve the grievance, then the Employer, the Council, or a Council-member Union that has obtained the authorization of a majority of the Council-member Unions may proceed to final and binding arbitration pursuant to Article 11.04.
- (b) Other than a written Arbitrator's award, any other settlement or withdrawal of a grievance shall be non-binding and non-citable in any subsequent grievance or arbitration unless the bargaining parties to this Master Agreement through negotiations or the consultation committee agree in writing to adopt the settlement for purposes of contract interpretation.

11.04 Arbitration Procedure: If the grievance procedure fails to resolve the grievance, either party to the grievance may proceed to final and binding arbitration as permitted by Article 11.03 by delivering to the other party a written demand for arbitration which shall set forth the basis of the dispute, the contractual provisions alleged to be violated, the material facts, the position of the claimant, and the relief sought. Such demand must be served not later than thirty (30) days after the filing of the grievance or the grievance will be waived. Within fourteen (14) calendar days following service of the demand for arbitration, or within such additional time as the parties mutually agree upon in writing, the parties will attempt to mutually agree upon an Arbitrator selected from the list of Arbitrators of the BC Arbitrator's Association, or a mutually agreed upon arbitrator. An Arbitrator named on the list of Arbitrators of the BC Arbitrator's Association may at any time, by mutual agreement, be bypassed or removed from consideration and another Arbitrator substituted. If possible, the date of the arbitration hearing will be within fourteen (14) calendar days from the date the Arbitrator is selected. The Arbitrator shall render a decision on the evidence and arguments presented which shall be final and binding on the parties, including the grievant, and fully enforceable in a Court of competent jurisdiction. The Arbitrator shall present a written decision, unless the parties to the arbitration mutually agree that a written decision is not necessary. The Arbitrator's written decision shall be issued within thirty (30) calendar days from the date final arbitration briefs, if any, are submitted, or the last day of the arbitration hearing, whichever is later.

11.05 Expedited Arbitration: Expedited Arbitration is available only in cases in which it is specifically permitted under this Master Agreement, or upon the mutual consent of the parties to the arbitration. Within five (5) business days of receipt of a written demand for an expedited arbitration in cases that permit expedited arbitration under this Master Agreement, or within five (5) business days of a written agreement to proceed to an expedited arbitration, an Arbitrator named on the list of Arbitrators of the BC Arbitrator's Association will be selected by the parties. Any Arbitrator may, by mutual agreement, be bypassed or removed from consideration and another Arbitrator substituted. The date of the arbitration hearing will be within fourteen (14) calendar days from the date the Arbitrator is selected. The Arbitrator shall render a decision on the evidence and arguments presented which shall be final and binding on the parties, including the grievant, and fully enforceable in a Court of competent jurisdiction. The Arbitrator shall present a written decision, unless the parties to the arbitration mutually agree that a written decision is not necessary. Arbitration briefs, if any, must be submitted no later than noon on the day after the arbitration hearing. The Arbitrator's written decision shall be issued within five (5) calendar days from the last day of the arbitration hearing or the date final arbitration briefs, if any, are submitted, whichever is later.

11.06 Arbitrator's Authority: The Arbitrator shall have the power to determine and resolve the issue(s) and only award wages, benefits, and/or protections consistent with the contract, which are necessary to ensure the Employee or Employer receives the benefit of the bargained wages, benefits and/or protections. The Arbitrator shall not have the power to amend, modify or effect a change in any of the provisions of this Master Agreement, award punitive damages, award money damages to the Council, its member Unions or the Producers, or to determine jurisdictional disputes.

11.07 Costs: The Arbitrator's fees and a court reporter's fees shall be borne equally by both Parties. Expenses of witnesses, however, shall be borne by the Party who calls them.

Article Twelve: Safety

12.01 It is agreed by the parties that great emphasis shall be placed on the need to provide a safe working environment. In that context, it shall be the responsibility of each Employer:

- (a) to provide employment and places of employment which are safe and healthful for the Employees.
- (b) to provide and use safety devices and safeguards, and adopt and use practices, means, methods, operations and processes which are reasonably adequate to render such employment and places of employment safe and healthful.
- (c) to do every other thing reasonably necessary to protect the life, safety and health of Employees.
- (d) to not require or permit any Employee to enter into or be in any employment or places of employment which are not safe and healthful.

12.02 Every Employer and every Employee shall comply with occupational safety and health standards and all rules, regulations and orders pursuant to applicable laws, which for greater certainty include the *Workers' Compensation Act* and its Regulations.

12.03 No Employer or Employee shall:

- (a) remove, displace, damage, destroy or carry off any safety device, safeguard, notice or warning, furnished for the use in any employment or places of employment;
- (b) interfere with the use of any method or process adopted for the Employee's protection or the protection of any other Employee, in such employment or places of employment.

12.04 Rigid observance of safety regulations must be adhered to and willful failure of any Employee to follow safety rules and regulations can lead to disciplinary action including discharge; however, no Employee shall be discharged or otherwise disciplined for refusing to work on a job that exposes the individual to a clear and present danger to life or limb. No set of safety regulations, however, can comprehensively cover all possible unsafe practices of working. The Employer and the Union therefore undertake to promote in every way possible the realization of the responsibility of the individual Employee with regard to preventing accidents involving the Employee or fellow Employees.

- 12.05** The Negotiating Producers shall forthwith appoint a representative to Actsafe. Employers shall advise the Council in writing of the Employer Representatives assigned to administer the Production's Occupation Safety and Health Program.
- 12.06** (a) Employers will copy the applicable Council member-Union(s) with all Workers' Compensation Board Form 7's and Accident/Near Miss Investigation Reports within five (5) days of being provided to WCB.
- (b) Employers shall inform the applicable Council member-Union(s) as soon as reasonably practical when a workplace accident has resulted in an Employee being transported to hospital.
- 12.07** All Employees employed under the Master Agreement or Supplemental Master Agreement must successfully complete the Actsafe Motion Picture Safety Awareness course before March 31, 2024. The Negotiating Producers, together with the Council and the Council-member Unions, shall agree on a timetable for training persons in job classifications covered under the Master Agreement and Supplemental Master Agreement. The BC Motion Picture Training Society shall pay Employees a sixty dollar (\$60.00) stipend for attending the course. Any Employee who has not successfully completed the course by March 31, 2024 shall be ineligible for dispatch or referral.

Article Thirteen: Employee Indemnification

- 13.01 Employee Indemnification:** The Employer will defend, indemnify, and save harmless any Employee (including persons engaged through a loan-out company) for liability incurred during the effective dates of the Master Agreement and in the course of performance of the Employee's assigned duties and performed within the scope of the Employee's employment for the Employer that resulted in bodily injury, property damage suffered by any person(s) subject to the following conditions:
- (a) This shall not apply in any instance in which such injury, loss or damage is the result of or caused, in whole or in part, by the gross negligence or willful misconduct of the Employee. For the purpose of the Article, gross negligence is defined as circumstances when it must be plain the magnitude of the risks involved are such that, if more than ordinary care is not taken, a mishap is likely to occur in which loss of life, serious injury or grave damage is almost inevitable.
- (b) The Employee shall cooperate fully in the defense of the claim or action, including, but not limited to, providing notice to the Employer immediately upon becoming aware of any claim or litigation, attending of hearings and trials, securing and giving evidence and obtaining the attendance of witnesses.
- 13.02 Duration of Protection:** The protection provided to the Employee by Article 13.01 is also personal to the Employee and may be enforced by any Employee in any appropriate court or statutory forum. The protection provided to the Employee in Article 13.01 does not

expire with the expiration of the Letter of Adherence but will continue with regard to any claim made against an Employee after the expiration of the Letter of Adherence for liability that was incurred in the course of performance of the Employee's assigned duties performed within the scope of the Employee's employment for the Employer.

- 13.03 Indemnification:** It is expressly understood and agreed that the Employer shall have no recourse of any kind against the Council or the Council-member Unions in respect to training or the issuance of a certificate of training to any Employee under the provisions of any Federal, Provincial, Territorial or Municipal regulating agency.

Article Fourteen: Performance Bonds

- 14.01** Notwithstanding any provisions in this Agreement or any Individual Employment Contract signed by an Employee, the Employer agrees that no Employee shall be required to start work prior to the signing of a Letter of Adherence with the Council, accompanied by the appropriate Performance Bond to guarantee wages and other moneys due and payable, in the amounts of:

FEATURES:	\$150,000.00
SERIES:	\$100,000.00
PILOTS:	\$ 60,000.00
T.V. MOVIES:	\$ 60,000.00

or an otherwise agreed upon financial instrument.

At the end of principal photography one-half (½) of such amount shall be returned to the Employer if no general payroll default has taken place. The balance of the bond shall be released two (2) weeks after the production has been completed and Separation Certificates have been issued to all Employees and the Employer has satisfied all of the obligations of this Agreement, including the settlement of any outstanding grievances.

Subject to the above, partial bonds shall be returned to the Employer upon application at any time. When a bona fide dispute arises, the amount to be retained by the Council or its member Union will be predicated on the outstanding liability and the Council and/or its member Union shall not withhold bonds beyond that necessary to protect the outstanding liability.

Should an Arbitrator find that the Employer has breached this Agreement, the Council may deduct from the amount of the Bond any monies that the Arbitrator determines are owing to Employees and/or the Union arising out of a breach of this Agreement.

Article Fifteen: Employee Assistance Program

- 15.01 EAP:** The Employer agrees to endorse the concept of the Council-member Union's Employee Assistance Program (EAP) for substance abuse counselling. The parties also agree that such a program is best administered under the aegis of the Council-member Unions and their Good and Welfare entity.

An Employee who has a substance abuse problem which interferes with job performance or attendance will be disciplined in accordance with normal disciplinary procedures as outlined in this Agreement. However, in cases where such abuse problem is made known to the Employer by the Employee or their Council-member Union before the Employee is discharged or disciplinary action is taken the Employer will give advance notice to the Employee's Council-member Union and will meet or confer with a Union representative.

As a part of these procedures or as an alternative thereto, such an Employee may be referred to counselling through the EAP. Any Employee who refuses to accept treatment through such a program or who is disciplined again or discharged pursuant to this Article by the Employer for unsatisfactory job performance or other misconduct arising out of or resulting from substance abuse shall not be entitled to have the second or subsequent disciplinary action(s) reviewed pursuant to the grievance or arbitration procedure.

Notwithstanding the participation by any Employee in an EAP, the Employer and the Council-member Unions recognize that each Employee is and remains responsible for the Employee's own satisfactory job performance.

Article Sixteen: Entirety

- 16.01 Entirety:** Except for the provisions of applicable legislation and each Employee's deal memo, this Master Agreement, which hereby incorporates by reference the attached Appendices "A," "B," "C," "Supplemental Master," "Work Permit Forms," and "Sideletters" is the entire understanding between the Parties.

Article Seventeen: Term of Master Agreement

- 17.01 Term:** The term of this Master Agreement shall commence on April 1, 2021 and continue to and including March 31, 2024. All of the provisions hereof shall continue in force until such time as a successor agreement is concluded.

Article Eighteen: Paid Sick Leave

- 18.01** Employers shall provide Employees with paid sick leave in accordance with the qualifications and conditions of the B.C. Employment Standards Act.

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 Shop Steward 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 Foreperson
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
Stitcher

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
Lead Grip/Setup
Dolly Operator
Rigging Grip
Grip

HAIR

Hair Department Head
Assistant Hairstylist
Second Assistant Hairstylist

LIGHTING/ELECTRICS

Head Lighting Technician
Assistant Head Lighting
Technician
Head Rigging Lighting
Technician
Lighting Board Operator
Generator Operator
Lighting Technician/Lamp
Operator
Set Wire Technician

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

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 Employee shall be transferred to another bargaining unit without the Employee's 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 unit 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.

- 9. The Employer shall instruct the payroll company for the production to provide to Local 891, on a weekly basis, a list of the name, department and classification of each new Employee covered under this Appendix A who worked in the immediately preceding payroll period. In the event the payroll company neglects to send such list, Local 891 shall contact the payroll company to secure compliance.

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 Employer 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 Employer, 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 and 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) In lieu of paying turnaround encroachment premiums to the Generator Operator, the Employer may make payment as follows:

For Feature Films of all budget levels, the payment shall be \$100.00 per day.

For Television Productions, the payment shall be \$95.00 per day.

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 the Employee's 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.

A1.23 Personal Fall Protection System: When an Employer rents equipment from an Employee that would constitute a "personal fall protection system" as defined in Part 11.1 of WorkSafeBC regulations, the Employer shall compensate the Employee at the rate of \$2.00 per day. All such equipment shall, at a minimum, comply with standards prescribed under B.C. law.

A1.24 ETCP Certified Riggers and ETCP Certified Entertainment Electricians: Employees required to hold Entertainment Technician Certification Program (ETCP) certification as a condition of hire shall have their scale rate increased by \$2.00 per hour. This increase shall not be compounded with the FE/CQ rate increases in Article A1.15.

IATSE LOCAL 891 RATES

	April 1, 2021 – July 10, 2021		July 11, 2021 – July 9, 2022		July 10, 2022 – April 1, 2023		April 2, 2023 – March 31, 2024	
	Television Rate	Feature Rate	Television Rate	Feature Rate	Television Rate	Feature Rate	Television Rate	Feature Rate
ACCOUNTING								
Assistant Accountant	40.45	42.48	41.66	43.75	42.91	45.06	44.20	46.41
Accounting Clerk 1	27.45	28.86	28.27	29.73	29.12	30.62	29.99	31.54
Accounting Clerk 2	22.65	24.04	23.33	24.76	24.03	25.50	24.75	26.27
Accounting Trainee	18.43	19.39	18.98	19.97	19.55	20.57	20.14	21.19
ART								
Production Designer	Negotiable		Negotiable		Negotiable		Negotiable	
Art Director	49.93	52.44	51.43	54.01	52.97	55.63	54.56	57.30
Assistant Art Director	43.35	45.54	44.65	46.91	45.99	48.32	47.37	49.77
Draftsperson	35.22	36.94	36.28	38.05	37.37	39.19	38.49	40.37
Graphics/Illustrator/ Storyboard Artist/ Set Designer	38.61	40.54	39.77	41.76	40.96	43.01	42.19	44.30
Art Department Assistant	18.43	19.39	18.98	19.97	19.55	20.57	20.14	21.19
CONSTRUCTION								
Construction Coordinator	45.60	47.86	46.97	49.30	48.38	50.78	49.83	52.30
Construction Foreperson	43.71	45.91	45.02	47.29	46.37	48.71	47.76	50.17
Lead Carpenter	41.26	43.31	42.50	44.61	43.78	45.95	45.09	47.33
Scenic Carpenter	38.61	40.54	39.77	41.76	40.96	43.01	42.19	44.30
Scenic Helper	35.98	37.82	37.06	38.95	38.17	40.12	39.32	41.32
Lead Metal Fabricator	41.26	43.31	42.50	44.61	43.78	45.95	45.09	47.33
Scenic Metal Fabricator	38.61	40.54	39.77	41.76	40.96	43.01	42.19	44.30
Metal Fabricator Helper	30.72	32.26	31.64	33.23	32.59	34.23	33.57	35.26
Construction Buyer	38.61	40.54	39.77	41.76	40.96	43.01	42.19	44.30
Maintenance Person	35.98	37.82	37.06	38.95	38.17	40.12	39.32	41.32
Sculptor	41.26	43.31	42.50	44.61	43.78	45.95	45.09	47.33
Model Maker	41.26	43.31	42.50	44.61	43.78	45.95	45.09	47.33
Lead Labourer	30.72	32.26	31.64	33.23	32.59	34.23	33.57	35.26
Labourer (Construction)	28.20	29.58	29.05	30.47	29.92	31.38	30.82	32.32
COSTUME								
Costume Designer	Negotiable		Negotiable		Negotiable		Negotiable	
Assistant Costume Designer/ Coordinator	39.54	41.44	40.73	42.68	41.95	43.96	43.21	45.28
Set Supervisor	39.54	41.44	40.73	42.68	41.95	43.96	43.21	45.28
Performer's Costumer	35.22	36.94	36.28	38.05	37.37	39.19	38.49	40.37
Set Costumer	35.22	36.94	36.28	38.05	37.37	39.19	38.49	40.37

	April 1, 2021 – July 10, 2021		July 11, 2021 – July 9, 2022		July 10, 2022 – April 1, 2023		April 2, 2023 – March 31, 2024	
	Television Rate	Feature Rate	Television Rate	Feature Rate	Television Rate	Feature Rate	Television Rate	Feature Rate
COSTUME (continued)								
Prep Costumer	35.22	36.94	36.28	38.05	37.37	39.19	38.49	40.37
Cutter	35.22	36.94	36.28	38.05	37.37	39.19	38.49	40.37
Costume Breakdown/FX	35.22	36.94	36.28	38.05	37.37	39.19	38.49	40.37
Dresser	29.58	31.11	30.47	32.04	31.38	33.00	32.32	33.99
Stitcher	33.19	34.81	34.19	35.85	35.22	36.93	36.28	38.04
 EDITING								
Supervising Editor	47.66	50.03	49.09	51.53	50.56	53.08	52.08	54.67
Supervising Sound Editor	47.66	50.03	49.09	51.53	50.56	53.08	52.08	54.67
Editor	44.68	46.93	46.02	48.34	47.40	49.79	48.82	51.28
Sound Effects Editor	40.45	42.48	41.66	43.75	42.91	45.06	44.20	46.41
Music Editor	40.45	42.48	41.66	43.75	42.91	45.06	44.20	46.41
First Assistant Editor	36.18	37.98	37.27	39.12	38.39	40.29	39.54	41.50
Assistant Dialogue Editor	36.18	37.98	37.27	39.12	38.39	40.29	39.54	41.50
Assistant Sound Effects Editor	36.18	37.98	37.27	39.12	38.39	40.29	39.54	41.50
Second Assistant Editor	33.19	34.81	34.19	35.85	35.22	36.93	36.28	38.04
Negative Cutter / Conformer	39.54	41.44	40.73	42.68	41.95	43.96	43.21	45.28
 FIRST AID/CRAFT SERVICE								
First Aid/Craft Service	40.45	42.48	41.66	43.75	42.91	45.06	44.20	46.41
First Aid	33.19	34.81	34.19	35.85	35.22	36.93	36.28	38.04
Craft Service	30.72	32.26	31.64	33.23	32.59	34.23	33.57	35.26
 GREENS								
Head Greensperson	40.45	42.48	41.66	43.75	42.91	45.06	44.20	46.41
Best Person (Lead Person)	36.18	37.98	37.27	39.12	38.39	40.29	39.54	41.50
Greensperson	33.19	34.81	34.19	35.85	35.22	36.93	36.28	38.04
Greens Helper	29.58	31.11	30.47	32.04	31.38	33.00	32.32	33.99
 GRIPS								
Key Grip	40.45	42.48	41.66	43.75	42.91	45.06	44.20	46.41
Second Grip	36.18	37.98	37.27	39.12	38.39	40.29	39.54	41.50
Lead Grip/Setup	36.18	37.98	37.27	39.12	38.39	40.29	39.54	41.50
Dolly Operator	36.18	37.98	37.27	39.12	38.39	40.29	39.54	41.50
Rigging Grip	35.22	36.94	36.28	38.05	37.37	39.19	38.49	40.37
Grip	33.19	34.81	34.19	35.85	35.22	36.93	36.28	38.04

	April 1, 2021 – July 10, 2021		July 11, 2021 – July 9, 2022		July 10, 2022 – April 1, 2023		April 2, 2023 – March 31, 2024	
	Television Rate	Feature Rate	Television Rate	Feature Rate	Television Rate	Feature Rate	Television Rate	Feature Rate
HAIR								
Hair Department Head	40.45	42.48	41.66	43.75	42.91	45.06	44.20	46.41
Assistant Hairstylist	36.18	37.98	37.27	39.12	38.39	40.29	39.54	41.50
Second Assistant Hairstylist	33.19	34.81	34.19	35.85	35.22	36.93	36.28	38.04

LIGHTING/ELECTRICS

Head Lighting Technician	40.45	42.48	41.66	43.75	42.91	45.06	44.20	46.41
Assistant Head Lighting Technician	36.18	37.98	37.27	39.12	38.39	40.29	39.54	41.50
Lighting Board Operator	36.07	37.98	37.15	39.12	38.26	40.29	39.41	41.50
Head Rigging Lighting Technician	36.18	37.98	37.27	39.12	38.39	40.29	39.54	41.50
Generator Operator	36.18	37.98	37.27	39.12	38.39	40.29	39.54	41.50
Lighting Technician/ Lamp Operator*	33.19	34.81	34.19	35.85	35.22	36.93	36.28	38.04
Set Wire Technician	35.22	36.94	36.28	38.05	37.37	39.19	38.49	40.37

*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		Negotiable	
Makeup Department Head	40.45	42.48	41.66	43.75	42.91	45.06	44.20	46.41
First Assistant Makeup Artist	36.18	37.98	37.27	39.12	38.39	40.29	39.54	41.50
Second Assistant Makeup	33.19	34.81	34.19	35.85	35.22	36.93	36.28	38.04
Third Assistant Makeup	22.48	23.60	23.15	24.31	23.84	25.04	24.56	25.79

PAINTING

Paint Coordinator	45.04	47.28	46.39	48.70	47.78	50.16	49.21	51.66
Lead Painter	41.26	43.31	42.50	44.61	43.78	45.95	45.09	47.33
Scenic Artist	41.26	43.31	42.50	44.61	43.78	45.95	45.09	47.33
Sign Painter/Fabricator	41.26	43.31	42.50	44.61	43.78	45.95	45.09	47.33
Automotive Sprayer	41.26	43.31	42.50	44.61	43.78	45.95	45.09	47.33
Scenic Painter	38.61	40.54	39.77	41.76	40.96	43.01	42.19	44.30
Wallpaper Hanger	38.61	40.54	39.77	41.76	40.96	43.01	42.19	44.30
Plasterer	38.61	40.54	39.77	41.76	40.96	43.01	42.19	44.30
Set Painter	36.73	38.51	37.83	39.67	38.96	40.86	40.13	42.09
Paint Labourer	28.20	29.58	29.05	30.47	29.92	31.38	30.82	32.32

	April 1, 2021 – July 10, 2021		July 11, 2021 – July 9, 2022		July 10, 2022 – April 1, 2023		April 2, 2023 – March 31, 2024	
	Television Rate	Feature Rate	Television Rate	Feature Rate	Television Rate	Feature Rate	Television Rate	Feature Rate
PRODUCTION OFFICE								
Production Office Coordinator	40.45	42.48	41.66	43.75	42.91	45.06	44.20	46.41
Ass't Production Coordinator	36.18	37.98	37.27	39.12	38.39	40.29	39.54	41.50
2nd Ass't Production Coordinator	20.23	21.20	20.84	21.84	21.47	22.50	22.11	23.18
PROPS								
Property Master	40.45	42.48	41.66	43.75	42.91	45.06	44.20	46.41
Assistant Property Master	39.54	41.44	40.73	42.68	41.95	43.96	43.21	45.28
Props Buyer	35.98	37.82	37.06	38.95	38.17	40.12	39.32	41.32
Props	33.19	34.81	34.19	35.85	35.22	36.93	36.28	38.04
SCRIPT SUPERVISORS/ CONTINUITY COORDINATOR								
Script Supervisor/ Continuity Coordinator	40.45	42.48	41.66	43.75	42.91	45.06	44.20	46.41
Assistant to Script Supervisor/Continuity Coordinator	22.82	23.96	23.50	24.68	24.21	25.42	24.94	26.18
SET DECORATING								
Set Decorator	40.45	42.48	41.66	43.75	42.91	45.06	44.20	46.41
Assistant Set Decorator	37.62	39.40	38.75	40.58	39.91	41.80	41.11	43.05
Set Buyer	35.22	36.94	36.28	38.05	37.37	39.19	38.49	40.37
Lead Dresser	34.14	35.84	35.16	36.92	36.21	38.03	37.30	39.17
On-set Dresser	34.14	35.84	35.16	36.92	36.21	38.03	37.30	39.17
Set Dresser	33.19	34.81	34.19	35.85	35.22	36.93	36.28	38.04
Draperer/Upholsterer	33.19	34.81	34.19	35.85	35.22	36.93	36.28	38.04
Assistant Set Dresser	27.45	28.86	28.27	29.73	29.12	30.62	29.99	31.54
SOUND								
Mixer (Production and Dubbing)	52.67	55.27	54.25	56.93	55.88	58.64	57.56	60.40
Boom Operator	44.24	46.44	45.57	47.83	46.94	49.26	48.35	50.74
Sound Assistant	33.19	34.81	34.19	35.85	35.22	36.93	36.28	38.04
Public Address Operator	33.19	34.81	34.19	35.85	35.22	36.93	36.28	38.04
Playback Operator	33.19	34.81	34.19	35.85	35.22	36.93	36.28	38.04
Sound Maintenance	33.19	34.81	34.19	35.85	35.22	36.93	36.28	38.04

	April 1, 2021 – July 10, 2021		July 11, 2021 – July 9, 2022		July 10, 2022 – April 1, 2023		April 2, 2023 – March 31, 2024	
	Television Rate	Feature Rate	Television Rate	Feature Rate	Television Rate	Feature Rate	Television Rate	Feature Rate
SPECIAL EFFECTS								
Special Effects Coordinator	44.70	46.96	46.04	48.37	47.42	49.82	48.84	51.31
First Assistant Special Effects	40.45	42.48	41.66	43.75	42.91	45.06	44.20	46.41
Special Effects Assistant	35.22	36.94	36.28	38.05	37.37	39.19	38.49	40.37
Special Effects Labourer	28.20	29.58	29.05	30.47	29.92	31.38	30.82	32.32
VIDEO								
Video Sound Mixer	40.45	42.48	41.66	43.75	42.91	45.06	44.20	46.41
Video Lighting Director	40.45	42.48	41.66	43.75	42.91	45.06	44.20	46.41
Video Script Supervisor	40.45	42.48	41.66	43.75	42.91	45.06	44.20	46.41
Colourist	40.45	42.48	41.66	43.75	42.91	45.06	44.20	46.41
VISUAL EFFECTS								
VFX Artists (Weekly Flat Rate - up to 12 Hours / Day)								
VFX Artist – Level 1	1,883.14	1,883.14	1,939.63	1,939.63	1,997.82	1,997.82	2,057.75	2,057.75
VFX Artist – Level 2	1,748.63	1,748.63	1,801.09	1,801.09	1,855.12	1,855.12	1,910.77	1,910.77
VFX Artist – Level 3	1,436.51	1,436.51	1,479.61	1,479.61	1,524.00	1,524.00	1,569.72	1,569.72
VFX Technicians (Weekly Flat Rate – up to 12 Hours / Day)								
VFX Technician – Level 1	1,748.63	1,748.63	1,801.09	1,801.09	1,855.12	1,855.12	1,910.77	1,910.77
VFX Technician – Level 2	1,436.51	1,436.51	1,479.61	1,479.61	1,524.00	1,524.00	1,569.72	1,569.72
VFX Artists (Hourly for overtime purposes)								
VFX Artist – Level 1	26.90	26.90	27.71	27.71	28.54	28.54	29.40	29.40
VFX Artist – Level 2	24.98	24.98	25.73	25.73	26.50	26.50	27.30	27.30
VFX Artist – Level 3	20.52	20.52	21.14	21.14	21.77	21.77	22.42	22.42
VFX Technicians (Hourly for overtime purposes)								
VFX Technician – Level 1	24.98	24.98	25.73	25.73	26.50	26.50	27.30	27.30
VFX Technician – Level 2	20.52	20.52	21.14	21.14	21.77	21.77	22.42	22.42

IATSE LOCAL 891 “LAG” RATES

(Second Year Television Series – 8.03(a)(ii) and Third and Subsequent Seasons of Television Series – S3.01 ii))

	April 1, 2021 – April 3, 2021 8.03(a)(ii), S3.01 ii)	April 4, 2021 – July 9, 2022 8.03(a)(ii), S3.01 ii)	July 10, 2022 – April 1, 2023 8.03(a)(ii), S3.01 ii)	April 2, 2023 – March 31, 2024 8.03(a)(ii), S3.01 ii)
ACCOUNTING				
Assistant Accountant	39.27	40.45	41.66	42.91
Accounting Clerk 1	26.65	27.45	28.27	29.12
Accounting Clerk 2	21.99	22.65	23.33	24.03
Accounting Trainee	17.89	18.43	18.98	19.55
 ART				
Production Designer	Negotiable	Negotiable	Negotiable	Negotiable
Art Director	48.48	49.93	51.43	52.97
Assistant Art Director	42.09	43.35	44.65	45.99
Draftsperson	34.19	35.22	36.28	37.37
Graphics/Illustrator/ Storyboard Artist/ Set Designer	37.49	38.61	39.77	40.96
Art Department Assistant	17.89	18.43	18.98	19.55
 CONSTRUCTION				
Construction Coordinator	44.27	45.60	46.97	48.38
Construction Foreperson	42.44	43.71	45.02	46.37
Lead Carpenter	40.06	41.26	42.50	43.78
Scenic Carpenter	37.49	38.61	39.77	40.96
Scenic Helper	34.93	35.98	37.06	38.17
Lead Metal Fabricator	40.06	41.26	42.50	43.78
Scenic Metal Fabricator	37.49	38.61	39.77	40.96
Metal Fabricator Helper	29.83	30.72	31.64	32.59
Construction Buyer	37.49	38.61	39.77	40.96
Maintenance Person	34.93	35.98	37.06	38.17
Sculptor	40.06	41.26	42.50	43.78
Model Maker	40.06	41.26	42.50	43.78
Lead Labourer	29.83	30.72	31.64	32.59
Labourer (Construction)	27.38	28.20	29.05	29.92

IATSE LOCAL 891 “LAG” RATES

(Second Year Television Series – 8.03(a)(ii) and Third and Subsequent Seasons of Television Series – S3.01 ii))

	April 1, 2021 – April 3, 2021 8.03(a)(ii), S3.01 ii)	April 4, 2021 – July 9, 2022 8.03(a)(ii), S3.01 ii)	July 10, 2022 – April 1, 2023 8.03(a)(ii), S3.01 ii)	April 2, 2023 – March 31, 2024 8.03(a)(ii), S3.01 ii)
COSTUME				
Costume Designer	Negotiable	Negotiable	Negotiable	Negotiable
Assistant Costume Designer/ Coordinator	38.39	39.54	40.73	41.95
Set Supervisor	38.39	39.54	40.73	41.95
Performer's Costumer	34.19	35.22	36.28	37.37
Set Costumer	34.19	35.22	36.28	37.37
Prep Costumer	34.19	35.22	36.28	37.37
Cutter	34.19	35.22	36.28	37.37
Costume Breakdown/FX	34.19	35.22	36.28	37.37
Dresser	28.72	29.58	30.47	31.38
Stitcher	32.22	33.19	34.19	35.22
EDITING				
Supervising Editor	46.27	47.66	49.09	50.56
Supervising Sound Editor	46.27	47.66	49.09	50.56
Editor	43.38	44.68	46.02	47.40
Sound Effects Editor	39.27	40.45	41.66	42.91
Music Editor	39.27	40.45	41.66	42.91
First Assistant Editor	35.13	36.18	37.27	38.39
Assistant Dialogue Editor	35.13	36.18	37.27	38.39
Assistant Sound Effects Editor	35.13	36.18	37.27	38.39
Second Assistant Editor	32.22	33.19	34.19	35.22
Negative Cutter / Conformer	38.39	39.54	40.73	41.95
FIRST AID/CRAFT SERVICE				
First Aid/Craft Service	39.27	40.45	41.66	42.91
First Aid	32.22	33.19	34.19	35.22
Craft Service	29.83	30.72	31.64	32.59

IATSE LOCAL 891 “LAG” RATES

(Second Year Television Series – 8.03(a)(ii) and Third and Subsequent Seasons of Television Series – S3.01 ii))

	April 1, 2021 – April 3, 2021 8.03(a)(ii), S3.01 ii)	April 4, 2021 – July 9, 2022 8.03(a)(ii), S3.01 ii)	July 10, 2022 – April 1, 2023 8.03(a)(ii), S3.01 ii)	April 2, 2023 – March 31, 2024 8.03(a)(ii), S3.01 ii)
GREENS				
Head Greensperson	39.27	40.45	41.66	42.91
Best Person (Lead Person)	35.13	36.18	37.27	38.39
Greensperson	32.22	33.19	34.19	35.22
Greens Helper	28.72	29.58	30.47	31.38
GRIPS				
Key Grip	39.27	40.45	41.66	42.91
Second Grip	35.13	36.18	37.27	38.39
Lead Grip/Setup	35.13	36.18	37.27	38.39
Dolly Operator	35.13	36.18	37.27	38.39
Rigging Grip	34.19	35.22	36.28	37.37
Grip	32.22	33.19	34.19	35.22
HAIR				
Hair Department Head	39.27	40.45	41.66	42.91
Assistant Hairstylist	35.13	36.18	37.27	38.39
Second Assistant Hairstylist	32.22	33.19	34.19	35.22
LIGHTING/ELECTRICS				
Head Lighting Technician	39.27	40.45	41.66	42.91
Assistant Head Lighting Technician	35.13	36.18	37.27	38.39
Lighting Board Operator	35.02	36.07	37.15	38.26
Head Rigging Lighting Technician	35.13	36.18	37.27	38.39
Generator Operator	35.13	36.18	37.27	38.39
Lighting Technician/ Lamp Operator*	32.22	33.19	34.19	35.22
Set Wire Technician	34.19	35.22	36.28	37.37

*Any Lighting Technician who is assigned to operate balloon lighting shall receive \$0.80 per hour more than the Lighting Technician rate.

IATSE LOCAL 891 “LAG” RATES

(Second Year Television Series – 8.03(a)(ii) and Third and Subsequent Seasons of Television Series – S3.01 ii))

	April 1, 2021 – April 3, 2021 8.03(a)(ii), S3.01 ii)	April 4, 2021 – July 9, 2022 8.03(a)(ii), S3.01 ii)	July 10, 2022 – April 1, 2023 8.03(a)(ii), S3.01 ii)	April 2, 2023 – March 31, 2024 8.03(a)(ii), S3.01 ii)
MAKE-UP				
Special Makeup Effects	Negotiable	Negotiable	Negotiable	Negotiable
Makeup Department Head	39.27	40.45	41.66	42.91
First Assistant Makeup Artist	35.13	36.18	37.27	38.39
Second Assistant Makeup	32.22	33.19	34.19	35.22
Third Assistant Makeup	21.83	22.48	23.15	23.84
 PAINTING				
Paint Coordinator	43.73	45.04	46.39	47.78
Lead Painter	40.06	41.26	42.50	43.78
Scenic Artist	40.06	41.26	42.50	43.78
Sign Painter/Fabricator	40.06	41.26	42.50	43.78
Automotive Sprayer	40.06	41.26	42.50	43.78
Scenic Painter	37.49	38.61	39.77	40.96
Wallpaper Hanger	37.49	38.61	39.77	40.96
Plasterer	37.49	38.61	39.77	40.96
Set Painter	35.66	36.73	37.83	38.96
Paint Labourer	27.38	28.20	29.05	29.92
 PRODUCTION OFFICE				
Production Office Coordinator	39.27	40.45	41.66	42.91
Ass't Production Coordinator	35.13	36.18	37.27	38.39
2nd Ass't Production Coordinator	19.64	20.23	20.84	21.47
 PROPS				
Property Master	39.27	40.45	41.66	42.91
Assistant Property Master	38.39	39.54	40.73	41.95
Props Buyer	34.93	35.98	37.06	38.17
Props	32.22	33.19	34.19	35.22

IATSE LOCAL 891 “LAG” RATES

(Second Year Television Series – 8.03(a)(ii) and Third and Subsequent Seasons of Television Series – S3.01 ii))

	April 1, 2021 – April 3, 2021 8.03(a)(ii), S3.01 ii)	April 4, 2021 – July 9, 2022 8.03(a)(ii), S3.01 ii)	July 10, 2022 – April 1, 2023 8.03(a)(ii), S3.01 ii)	April 2, 2023 – March 31, 2024 8.03(a)(ii), S3.01 ii)
SCRIPT SUPERVISORS/ CONTINUITY COORDINATOR				
Script Supervisor/ Continuity Coordinator	39.27	40.45	41.66	42.91
Assistant to Script Supervisor/ Continuity Coordinator	22.16	22.82	23.50	24.21
SET DECORATING				
Set Decorator	39.27	40.45	41.66	42.91
Assistant Set Decorator	36.52	37.62	38.75	39.91
Set Buyer	34.19	35.22	36.28	37.37
Lead Dresser	33.15	34.14	35.16	36.21
On-set Dresser	33.15	34.14	35.16	36.21
Set Dresser	32.22	33.19	34.19	35.22
Draperer/Upholsterer	32.22	33.19	34.19	35.22
Assistant Set Dresser	26.65	27.45	28.27	29.12
SOUND				
Mixer (Production and Dubbing)	51.14	52.67	54.25	55.88
Boom Operator	42.95	44.24	45.57	46.94
Sound Assistant	32.22	33.19	34.19	35.22
Public Address Operator	32.22	33.19	34.19	35.22
Playback Operator	32.22	33.19	34.19	35.22
Sound Maintenance	32.22	33.19	34.19	35.22
SPECIAL EFFECTS				
Special Effects Coordinator	43.40	44.70	46.04	47.42
First Assistant Special Effects	39.27	40.45	41.66	42.91
Special Effects Assistant	34.19	35.22	36.28	37.37
Special Effects Labourer	27.38	28.20	29.05	29.92

IATSE LOCAL 891 “LAG” RATES

(Second Year Television Series – 8.03(a)(ii) and Third and Subsequent Seasons of Television Series – S3.01 ii))

	April 1, 2021 – April 3, 2021 8.03(a)(ii), S3.01 ii)	April 4, 2021 – July 9, 2022 8.03(a)(ii), S3.01 ii)	July 10, 2022 – April 1, 2023 8.03(a)(ii), S3.01 ii)	April 2, 2023 – March 31, 2024 8.03(a)(ii), S3.01 ii)
VIDEO				
Video Sound Mixer	39.27	40.45	41.66	42.91
Video Lighting Director	39.27	40.45	41.66	42.91
Video Script Supervisor	39.27	40.45	41.66	42.91
Colourist	39.27	40.45	41.66	42.91
VISUAL EFFECTS				
VFX Artists (Weekly Flat Rate - up to 12 Hours / Day)				
VFX Artist – Level 1	1,828.29	1,883.14	1,939.63	1,997.82
VFX Artist – Level 2	1,697.70	1,748.63	1,801.09	1,855.12
VFX Artist – Level 3	1,394.67	1,436.51	1,479.61	1,524.00
VFX Technicians (Weekly Flat Rate - up to 12 Hours / Day)				
VFX Technician – Level 1	1,697.70	1,748.63	1,801.09	1,855.12
VFX Technician – Level 2	1,394.67	1,436.51	1,479.61	1,524.00
VFX Artists (Hourly for overtime purposes)				
VFX Artist – Level 1	26.12	26.90	27.71	28.54
VFX Artist – Level 2	24.25	24.98	25.73	26.50
VFX Artist – Level 3	19.92	20.52	21.14	21.77
VFX Technicians (Hourly for overtime purposes)				
VFX Technician – Level 1	24.25	24.98	25.73	26.50
VFX Technician – Level 2	19.92	20.52	21.14	21.77

APPENDIX "B" – TEAMSTERS LOCAL UNION NO. 155

ARTICLE B1 SCOPE OF AGREEMENT AND RECOGNITION

- B1.01** The Employer recognizes Teamsters Local Union No. 155 as the sole and exclusive Bargaining Agent for all Employees hired within the Territorial Jurisdiction of British Columbia and the Yukon Territory in the job classifications and wage rates listed below and employed by the Employer in the Province of British Columbia and whose services are rendered in connection with the production of motion pictures under the supervision of the Employer's executives managing its productions in British Columbia and who are on the payroll of the Employer all of whom will herein be collectively referred to as "Teamsters." This Agreement shall not be applicable to Independent Contractors of Dogs or Dog Acts, Dog Owners, or Dog Trainers and/or Dog Handlers or to Independent Contractors of Wild Animals or Wild Animal Acts, Wild Animal Owners or Wild Animal Trainers and/or Wild Animal Handlers employed as part of an "act" or "package deal," but such Dog or Wild Animal Trainers or Handlers shall not be paid less than the minimum wage scale rates provided herein for Dog or Wild Animal Trainers or Handlers, respectively, as the case may be. For purposes of this Agreement, the terms Dog Handler or Dog Trainer or Wild Animal Handler or Wild Animal Trainer, as used herein, shall be deemed to refer only to Dog or Wild Animal Handlers and/or Trainers who are subject to this Agreement.
- B1.02** The Employer agrees that all vehicles, including animal drawn vehicles, and all transportation equipment used in pre-production, production and post-production for any purpose whatsoever must be driven or operated by a Teamster who is subject to this Agreement, save and except: Producers and Associate Producers, Production Managers, Location Managers and Assistants, Art Directors and Assistants, Property Masters and Assistants and Buyers, Craft Service/First Aid, Head Painter and Assistants, Construction Coordinator and Assistants, Special Effects Coordinator, Assistants and Buyers, Greens and Assistants, Set Decorators and Assistants and Buyers, Costume Designers and Assistant and Buyers, Accountants and Assistants, Estimators, Editors and Assistant Editors, Production Assistants, Assistant Directors, and Sound Mixer driving the Sound Mixer's own vehicle that is equipped with sound equipment. However, these categories shall not infringe or do work that is historically performed within Local Union No. 155's jurisdiction and within the scope of the Transportation Department. Any violations shall be subject to the Grievance Procedure in Article Eleven of the Master Agreement.
- B1.03** When production of a motion picture commences in British Columbia and subsequently continues production outside of the Province, and Teamsters are employed and taken outside of the Province for said production, all terms of this Agreement shall apply to those Teamsters to the extent permitted by law.
- B1.04 Transportation Coordinator:** The Employer shall employ a Transportation Coordinator to make arrangements with respect to the purchasing, leasing or renting of vehicles which may be required by the Employer. All such arrangements shall be subject to the Employer's approval. The Transportation Coordinator shall be responsible for the supervision of

Teamsters employed by the Employer or its agent. (Discipline or dismissal is solely vested with the Employer.)

B1.05 Driver Captain: The Employer shall employ a Driver Captain, who is subject to this Agreement, to make all arrangements and perform all duties assigned by the Transportation Coordinator. The Driver Captain shall be responsible for the direction of Teamster Employees of the Employer as guided by the Transportation Coordinator.

B1.06 Specialized Equipment: When the Employer requires specialized equipment that is not available in the jurisdiction and such equipment must be brought in from another jurisdiction and a condition of rental is that the lessor must supply the driver, the Union agrees that such driver may be used provided that the driver is a member in good standing of a Teamsters' Local Union. In that event, the driver may be employed subject to the wages and conditions of the driver's own Local Union.

Notwithstanding the above, in the unlikely event that the Employer may require specialized equipment from outside the jurisdiction and a condition of rental is the lessor supply the driver and that driver is not member of a Teamsters Local Union, that driver shall be employed at rates, terms and conditions no less than those contained herein.

B1.07 Security: When the Employer requires Security personnel (other than licensed and bonded Guards) with respect to vehicles, mobile equipment, animals and supplies associated with the same, such work shall be performed by the Employees of the Employer who are bondable members of the Union. Alternatively, the Employer shall obtain the services of a Security Firm having a collective agreement with Local Union No. 155 or equivalent.

B1.08 Security Captain: There shall be no requirement to designate a Security Captain, except that an individual who is required by the Employer to supervise two (2) or more Security Personnel employed by the Employer shall be designated as a Security Captain. In no event shall the Employer be required to designate more than one (1) Security Captain. It is understood that the Security Captain may be required to perform regular security duties.

B1.09 When the Employer requires the services of a Food Catering Firm with mobile equipment, such work shall be performed by Employees of the Employer who are members of the Union. Alternatively, the Employer shall obtain the services of a Food Catering Firm having a collective agreement with Local Union No. 155 or equivalent.

B1.10 No Employee, except the Transportation Coordinator, shall be required or permitted to make written or verbal agreements with the Employer or its representative which conflicts with this Collective Agreement. Such an Agreement shall not be effective without prior approval of the Union.

B1.11 Dispatch and Layoff:

- (a) Notwithstanding any other provision of this Master Agreement, no person shall be considered to be an Employee with the rights under this Agreement by the sole reason of being eligible to be dispatched from the Union to the Employer. A person will be considered employed by the Employer when the person is actually

dispatched by the Union and the Employer accepts the dispatch assignment. The Employer shall not refuse to accept a dispatched member or delay acceptance of such dispatched member except for just and reasonable cause. Just and reasonable cause for purpose of this provision shall include, but is not limited to:

- (i) Previous discharge from the employ of the Employer;
 - (ii) Being subject to discipline for reasons of safety by the Employer or another movie industry employer at the time the dispatch request is made notwithstanding that an arbitrator may later set aside or modify such discipline.
- (b) For the purposes of dispatch and layoff, Employees shall be a member of one of two groups: Group 1 and Group 2. Members shall belong to Group 2 for seven (7) years prior to becoming eligible for inclusion in Group 1.
- (c) Employees shall be dispatched by the Union on the following basis:
- (i) The Employer shall select the Transportation Coordinator and Captain(s) from among the Union's membership regardless of seniority or length of membership ("name request").

The Transportation Coordinator chosen by the Employer may be a member already working in any classification of a production of the Employer.

- (ii)
 - 1. The Union shall dispatch or the Employer may directly employ persons for employment in the following order:
 - First: Persons in Group 1 who have been selected by an Employer and who accept dispatch.
 - Second: Persons in Group 1 who are available and qualified for dispatch according to Teamsters 155's dispatch procedure.
 - Third: Persons who are in Group 2 who have been selected by an Employer and who accept the dispatch.
 - Fourth: Persons who are in Group 2 and who are available and qualified for dispatch according to the Union's dispatch procedure.
 - 2. When the Union 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.
 - 3. The Employer shall not unreasonably refuse to accept persons dispatched by the Union.

- (iii) Employers may name request any member in Group 1, until only 4% of the Group 1 members remain.
- (iv) Employers may then name request any member in Group 2, until only 4% of the Group 2 members remain. In that case, Employers may choose any individual, provided that those individuals who were not already members of the Union must become members of the Union after thirty (30) days of working in the industry.
- (v) A job classification must accompany any order for a driver.

Effective June 12, 2022:

A job classification and driver's license classification must accompany any order for a driver. (For example, the Employer should specify whether a Class 3, 4 or 5 license is required when requesting a driver for the "Truck Driver – Over 1 Ton" classification.) If an Employer requests that the Union dispatch a driver possessing a Class 1 license and the driver is assigned to drive a vehicle that does not require a Class 1 license, the Employer shall compensate that driver, for the driver's entire shift, at the "Tractor Trailer (Prod. Van)" / "Special Equipment Driver" rate.

- (d) Special Equipment Drivers hired on a daily basis by an Employer may be chosen by name request.
- (e) Caterers, Animal Wranglers and Trainers, and Marine Coordinators may be chosen by name request by the Employer.
- (f) Lay off of Employees shall be at the discretion of the Employer, but the Employer must lay off Employees from Group 2 before laying off Employees from Group 1. If non-Union members have been hired (i.e., once only 4% of Group 2 members remain), the Employer must lay off the non-Union members prior to laying off Employees in Group 2.
- (g) The Employer shall provide to the Union, on a daily basis, a "rundown sheet" listing the name of each Employee employed on the previous day. Should the Employer fail to provide the "rundown sheet" as required, the Union will contact the Employer to allow the Employer to cure any non-compliance.

ARTICLE B2 SHOP STEWARD

B2.01 The Union shall elect or appoint a Shop Steward to ensure that the provisions of this Agreement are adhered to. The Shop Steward shall have no authority to alter, amend, violate, or otherwise change any part of this Agreement. The Employer shall recognize the Shop Steward as the representative of the Employees, and hereby recognizes that the power to elect a Shop Steward on a production or the elimination of the Shop Steward position is solely vested with the Union. The Union shall notify the Employer by telephone and in

writing of the name of the Shop Steward and all respect due the position shall be accorded to the Steward. The Union, Shop Steward(s) or other appointed or authorized Union representative shall resolve all differences and disputes arising under this Agreement only with an authorized and designated representative of the Employer.

ARTICLE B3 TURNAROUND

B3.01 Turnaround:

- (a) Daily Turnaround:
 - (i) There shall be an eight (8) 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) After sixteen (16) hours of work, which does not include the first meal period, when the daily turnaround is encroached by two (2) or more hours for two (2) consecutive days, the Employee(s) will receive an additional hour of daily turnaround for the next call. This shall not apply to weekend turnaround.
 - (iii) 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-two (32) hour rest period, which includes the eight (8) 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-two (32) 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-two (32) 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-two (32) hour rest period and calculated pursuant to subparagraph (e) below.

Should there be no encroachment of this continuous thirty-two (32) 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 forty-eight (48) hour rest period, which includes the eight (8) 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 forty-eight (48) 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-two (32) hour rest period, fifty-six (56) hour rest period or seventy-two (72) 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.

ARTICLE B4 EXCEPTIONS TO MINIMUM CALLS

B4.01 An Employee may be called to work for not less than four (4) hours pay at the Employee's contracted hourly rate, or in the case of flat-rate Employees, for not less than one-half (½) the flat-rate Employee's prorated salary for one-half day, for cast and office drivers, airport pick-ups/drop-offs on the drivers sixth and seventh days only.

ARTICLE B5 MISCELLANEOUS

B5.01 Performing Duties in a Higher Classification:

- (a) Any Employee may be required to perform work in any job classification listed in the wage scale.
- (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 the Employee's 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 current classification.

B5.02 (a) Employee vehicles can be used on Employer business only if authorized by the Employer. An Employee shall arrange for adequate insurance coverage before using the Employee's motor vehicle on Employer business. It shall not be a violation of this Master Agreement for an Employee to refuse to use the Employee's motor vehicle on Employer business. When an Employee uses the Employee's vehicle in authorized Employer business, an allowance of thirty-five cents (\$0.35) per kilometre shall be paid.

- (b) When the Employer requires an Employee to "pre-set" the Employee's personal vehicle during the course of the workday – that is, to move the Employee's personal vehicle to the location where the Employee will be dismissed at the end of that day – the Employee shall be paid thirty-five cents (\$0.35) per kilometre for travel to that location and be reimbursed, upon presentation of an appropriate record of payment, for any bridge tolls.

For example, on Monday, an Employee is asked to report to North Shore Studios where the Employee picks up the production vehicle and drives to the shooting location for Monday and Tuesday at the University of British Columbia (UBC). During the course of the workday on Monday, the Employee is driven back to North Shore Studios so that the Employee can drive the Employee's personal vehicle to UBC, where the Employee will be dismissed for the day on Monday. The production vehicle remains at UBC where it will be used by the shooting company on Tuesday. The Employee will be reimbursed for travel between North Shore Studios and UBC and for any bridge tolls paid.

The foregoing shall not apply when the Employee drives from one shooting location within the Studio Zone to another shooting location within the Studio Zone during the course of the work day.

B5.03 Second Meal Penalty Buyout: Except as provided in Article 6.07 of the Master Agreement, each Employee whose work schedule extends past the start of the second meal (not counting breakfast) shall receive a meal provided by the Employer or, in lieu thereof,

shall be paid \$30.00 per day (\$25.00 per day for Pilots) on the next regular paycheck. Meal penalties are not applicable.

B5.04 Meal Periods for Caterers: A caterer shall be responsible for scheduling the caterer's own meal periods as follows: The first meal period shall commence within five (5) hours after the start of the caterer's work day; subsequent meal periods shall commence within five (5) hours after the end of the preceding meal period. Caterers shall not incur meal penalties. If a caterer is unable to schedule a timely meal period, the caterer shall notify the production manager or the production manager's designee at least one (1) hour in advance of the time at which the caterer's next meal period would be due and, in the event the caterer does not receive a timely meal period, the caterer shall receive a thirty dollar (\$30.00) payment (twenty-five dollars (\$25.00) on Pilots) for that day on the next regular paycheck.

B5.05 It is understood that Security Personnel may be requested by the Employer to provide a vehicle, cell phone or other security/safety related equipment as a condition of employment. The Employer and the Employee will individually negotiate for remuneration for such equipment. In the event that the Employee provides such equipment at the request of the Employer, and the Employee presents to the Employer, prior to production wrap, a CRA Form T2200 with Part A ("Employee Information") completed, the Employer will complete and sign the remainder of the form.

B5.06 Pre-Trip and Post-Trip Inspections: Before a driver commences to operate the vehicle to which the driver is assigned, the driver shall be provided with sufficient time to complete and document the required pre-trip inspection. The driver must also carry the current pre-trip report (and post-trip report, if required) in the vehicle, in electronic or paper format. Should the driver identify issues which would affect the roadworthiness of the vehicle ("Roadworthy Issues"), the driver will immediately bring those Roadworthy Issues to the attention of the Transportation Coordinator/Captain and the Production Manager. The Employer shall correct any "Major Defects" (as defined in National Safety Code Standard 13) before requiring any driver to operate the vehicle. The Union and the Employer shall make every effort to resolve disputes as to whether a driver was given sufficient time to conduct pre-trip and post-trip inspections expeditiously and through discussion.

B5.07 Employees (Other than Security) Supplying Cell Phones: It is understood that the Employer may require Employees (other than Security Personnel) to supply a cell phone in order to carry out the duties of the job. The Employee may individually negotiate with the Employer for remuneration for such cell phone use. If the Employee supplies a cell phone at the request of the Employer, and the Employee presents to the Employer, prior to production wrap, a CRA Form T2200 with Part A ("Employee Information") completed, the Employer will complete and sign the remainder of the form.

ARTICLE B6 USE OF ANIMALS

B6.01 The Employer shall protect animals and prevent their abuse during production, assuring responsible, decent, and humane treatment of animals.

- (a) If the Employer requires any Employee to work with or near animals which are being used in the motion picture, then the animals shall be reasonably secured or cordoned off when they are not being used or when the animals are being used, they shall be under the direct and constant supervision of a qualified trainer/wrangler.
- (b) The Employer shall not require any Employee to do anything, or omit to do anything, which constitutes cruelty to animals.
- (c) The Employer will not intentionally torment or kill an animal in the production of a motion picture except that the photography of animals under the provisions of a legal hunting season will be excluded.

TEAMSTERS LOCAL UNION NO. 155 RATES

	April 1, 2021 – July 10, 2021		July 11, 2021 – July 9, 2022		July 10, 2022 – April 1, 2023		April 2, 2023 – March 31, 2024	
	Television Rate	Feature Rate	Television Rate	Feature Rate	Television Rate	Feature Rate	Television Rate	Feature Rate
Transportation Coordinator	38.82	39.93	39.98	41.13	41.18	42.36	42.42	43.63
Driver Captain	36.28	37.30	37.37	38.42	38.49	39.57	39.64	40.76
Co-Captain	35.46	36.43	36.52	37.52	37.62	38.65	38.75	39.81
Tractor Trailer (Prod. Van)	36.02	36.99	37.10	38.10	38.21	39.24	39.36	40.42
Special Equipment Driver*	36.02	36.99	37.10	38.10	38.21	39.24	39.36	40.42
Camera Car Driver**	35.46	36.43	36.52	37.52	37.62	38.65	38.75	39.81
Catering Vehicle Operator – Cook	35.46	36.43	36.52	37.52	37.62	38.65	38.75	39.81
Asst. Catering Vehicle Operator - Cook	33.43	34.34	34.43	35.37	35.46	36.43	36.52	37.52
Bus Driver (Class #2)	34.71	35.73	35.75	36.80	36.82	37.90	37.92	39.04
Set Decorator Driver	34.71	35.73	35.75	36.80	36.82	37.90	37.92	39.04
Construction Driver	34.71	35.73	35.75	36.80	36.82	37.90	37.92	39.04
Mini Bus Driver (Class #4)	34.28	35.25	35.31	36.31	36.37	37.40	37.46	38.52
Truck Driver - Over 1 Ton	34.28	35.25	35.31	36.31	36.37	37.40	37.46	38.52
Fork Lift Driver	34.28	35.25	35.31	36.31	36.37	37.40	37.46	38.52
Car Chauffeur and/or Econoline Truck Driver	33.99	35.01	35.01	36.06	36.06	37.14	37.14	38.25
Stunt and/or Blind Driver***	Negotiable		Negotiable		Negotiable		Negotiable	
Auto Service (other than Auto. Mech.)	33.35	34.33	34.35	35.36	35.38	36.42	36.44	37.51
Automotive Mechanic	35.46	36.43	36.52	37.52	37.62	38.65	38.75	39.81
Automotive Wrangler/ Picture Car Coordinator	36.10	37.15	37.18	38.26	38.30	39.41	39.45	40.59
Dispatcher	34.35	35.34	35.38	36.40	36.44	37.49	37.53	38.61
Head Wrangler	35.01	36.03	36.06	37.11	37.14	38.22	38.25	39.37
Wrangler	33.99	35.01	35.01	36.06	36.06	37.14	37.14	38.25
Wrangler (Pick Up)	44.75	46.05	46.09	47.43	47.47	48.85	48.89	50.32
Wrangler (Braider)	37.67	38.70	38.80	39.86	39.96	41.06	41.16	42.29
Trainers (Domestic Livestock)	Negotiable		Negotiable		Negotiable		Negotiable	
Trainers (Stable)	41.94	43.17	43.20	44.47	44.50	45.80	45.84	47.17
Wild Animal Trainers	41.94	43.17	43.20	44.47	44.50	45.80	45.84	47.17
Wild Animal Handlers	37.87	38.99	39.01	40.16	40.18	41.36	41.39	42.60

	April 1, 2021 – July 10, 2021		July 11, 2021 – July 9, 2022		July 10, 2022 – April 1, 2023		April 2, 2023 – March 31, 2024	
	Television Rate	Feature Rate	Television Rate	Feature Rate	Television Rate	Feature Rate	Television Rate	Feature Rate
Dog Trainer****	37.87	38.99	39.01	40.16	40.18	41.36	41.39	42.60
Dog Handler****	33.99	35.01	35.01	36.06	36.06	37.14	37.14	38.25
Swamper	29.02	29.89	29.89	30.79	30.79	31.71	31.71	32.66
Marine Coordinator*****	35.46	36.43	36.52	37.52	37.62	38.65	38.75	39.81
Boat Operator*****	34.71	35.73	35.75	36.80	36.82	37.90	37.92	39.04
Safety Diver*****	35.46	36.43	36.52	37.52	37.62	38.65	38.75	39.81
Security Captain*****	27.54	28.72	28.34	29.55	29.16	30.41	30.00	31.29
Security Personnel	26.54	27.72	27.34	28.55	28.16	29.41	29.00	30.29

***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.

TEAMSTERS LOCAL UNION NO. 155 “LAG” RATES

(Second Year Television Series – 8.03(a)(ii) and Third and Subsequent Seasons of Television Series – S3.01 ii))

	April 1, 2021 – April 3, 2021	April 4, 2021 – July 9, 2022	July 10, 2022 – April 1, 2023	April 2, 2023 – March 31, 2024
	8.03(a)(ii), S3.01 ii)	8.03(a)(ii), S3.01 ii)	8.03(a)(ii), S3.01 ii)	8.03(a)(ii), S3.01 ii)
Transportation Coordinator	37.69	38.82	39.98	41.18
Driver Captain	35.22	36.28	37.37	38.49
Co-Captain	34.43	35.46	36.52	37.62
Tractor Trailer (Prod. Van)	34.97	36.02	37.10	38.21
Special Equipment Driver*	34.97	36.02	37.10	38.21
Camera Car Driver**	34.43	35.46	36.52	37.62
Catering Vehicle Operator - Cook	34.43	35.46	36.52	37.62
Asst. Catering Vehicle Operator - Cook	32.46	33.43	34.43	35.46
Bus Driver (Class #2)	33.70	34.71	35.75	36.82
Set Decorator Driver	33.70	34.71	35.75	36.82
Construction Driver	33.70	34.71	35.75	36.82
Mini Bus Driver (Class #4)	33.28	34.28	35.31	36.37
Truck Driver - Over 1 Ton	33.28	34.28	35.31	36.37
Fork Lift Driver	33.28	34.28	35.31	36.37
Car Chauffeur and/or Econoline Truck Driver	33.00	33.99	35.01	36.06
Stunt and/or Blind Driver***	Negotiable	Negotiable	Negotiable	Negotiable
Auto Service (other than Auto Mech.)	32.38	33.35	34.35	35.38
Automotive Mechanic	34.43	35.46	36.52	37.62
Automotive Wrangler/ Picture Car Coordinator	35.05	36.10	37.18	38.30
Dispatcher	33.35	34.35	35.38	36.44
Head Wrangler	33.99	35.01	36.06	37.14
Wrangler	33.00	33.99	35.01	36.06
Wrangler (Pick Up)	43.45	44.75	46.09	47.47
Wrangler (Braider)	36.57	37.67	38.80	39.96
Trainers (Domestic Livestock)	Negotiable	Negotiable	Negotiable	Negotiable
Trainers (Stable)	40.72	41.94	43.20	44.50
Wild Animal Trainers	40.72	41.94	43.20	44.50
Wild Animal Handlers	36.77	37.87	39.01	40.18
Dog Trainer****	36.77	37.87	39.01	40.18
Dog Handler****	33.00	33.99	35.01	36.06
Swamper	28.17	29.02	29.89	30.79
Marine Coordinator*****	34.43	35.46	36.52	37.62
Boat Operator*****	33.70	34.71	35.75	36.82

TEAMSTERS LOCAL UNION NO. 155 “LAG” RATES

(Second Year Television Series – 8.03(a)(ii) and Third and Subsequent Seasons of Television Series – S3.01 ii))

	April 1, 2021 – April 3, 2021 8.03(a)(ii), S3.01 ii)	April 4, 2021 – July 9, 2022 8.03(a)(ii), S3.01 ii)	July 10, 2022 – April 1, 2023 8.03(a)(ii), S3.01 ii)	April 2, 2023 – March 31, 2024 8.03(a)(ii), S3.01 ii)
Safety Diver*****	34.43	35.46	36.52	37.62
Security Captain*****	26.77	27.54	28.34	29.16
Security Personnel	25.77	26.54	27.34	28.16

***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.

TEAMSTERS LOCAL UNION NO. 155 "LAG" RATES

(Second Year Television Series – 8.03(a)(ii) and Third and Subsequent Seasons of Television Series – S3.01 ii))

***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.

APPENDIX "C" - ICG LOCAL 669

ARTICLE C1 SCREEN CREDITS

C1.01 Screen Credits: In accordance with the prevailing practice, all photography of productions, regardless of the size or type of recording medium used, must have the label of IATSE on each production, and individual Employees shall receive screen credit as follows:

- (a) Whenever and as long as the practice prevails of giving screen credit to any individual, screen credit shall be given in a prominent place on the finished product to the Director of Photography of the production and the Director of Photography shall be so designated. After the Director of Photography's name, if applicable, the letters "C.S.C.," "A.S.C." or "B.S.C." shall appear if so requested.
- (b) The term "prominent place" on Feature production and Television production, other than Episodic Television Series, means no less than a separate card, or its equivalent in a crawl, shared by no more than three names.
- (c) All other Screen Credits shall be negotiated on an individual basis.

ARTICLE C2 CAMERA CREW

Subject to the provisions of Sideletter No. 15 (D.O.P./Operator), the minimum crew on the First Unit or an Additional Unit is as follows:

C2.01 First Unit Crew:

- (a) The minimum crew on a First Unit shall consist of a Director of Photography, a Camera Operator, a First Camera Assistant, a Second Camera Assistant and, on a feature film, a Stills Photographer, (hereinafter referred to respectively as a D.O.P., Operator, First Assistant, Second Assistant and Stills Photographer).
- (b) Any additional cameras, with the exception of locked-off cameras, shall require an Operator and a First Assistant.
- (c) If four (4) or more cameras, excepting locked-off cameras, are used simultaneously, an additional Second Assistant shall be employed, and if seven (7) or more cameras are used simultaneously, another additional Second Assistant shall be employed.
- (d) The photographic staff shall not be below a reasonable number in accordance with the general and usual practices of the Employer.

C2.02 Additional Unit Crew:

- (a) An Additional Unit is any unit which is not under the direct supervision of the First Unit D.O.P.
- (b) The minimum crew on an Additional Unit shall consist of a D.O.P. and First Assistant. However, if Principal Actors are involved in work with an Additional Unit, the minimum crew for the Additional Unit shall consist of the same minimum requirements as the First Unit Crew; namely, a D.O.P., Operator, First Assistant, Second Assistant and, on a feature film, a Stills Photographer.
- (c) When the D.O.P. determines that additional Employees are required, the D.O.P. will discuss such requirements with the Employer and the Employer will not unreasonably deny the D.O.P.'s request for such additional Employees.

C2.03 Composite Process Photography: The minimum crew for composite process photography and backgrounds including plates with or without doubles, shall consist of a D.O.P. and First Assistant. Additional crew shall be determined by the D.O.P. and the Employer.

C2.04 Production / Equipment Tests: The preferred industry practice is to provide assistant camera persons adequate pre-production equipment testing and preparation time. No assistant camera person will be disciplined or discharged due to the fact that the assistant camera person was not provided with such adequate preparation time.

C2.05 Video Recording and Video Playback Crew:

- (a) Any Video Recording or Video Playback Equipment used, shall be operated by a Local 669 Motion Picture Video Coordinator, who shall be assisted by a Motion Picture Video Assistant 1, as needed.
- (b) When up to two (2) simple video recorder/monitor combination units are utilized, a Video Assistant 2 may be employed to operate such equipment.

C2.06 Video Camera Crew: If the Employer chooses to shoot in Video format, the Employer will use a Local 669 Electronic Director of Photography, Electronic Camera Operator and/or Electronic Camera Assistant as needed.

C2.07 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 unit shall be covered by this Master Agreement.

C2.08 Work Performed in a Higher Classification:

- (a) Any Employee may be requested to temporarily perform work in a higher job classification.

- (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, such upgraded Employee shall be paid at the scale rate for the higher classification (or at the negotiated above-scale rate, whichever is greater) for the entire workday. The Employee reverts to the Employee's regular classification on the following day unless notified to the contrary.
- (c) If a Camera Operator is upgraded to the position of Director of Photography or, when allowed, to the position of D.O.P./Operator, the Camera Operator shall be paid at the Director of Photography rate for all time worked in that classification; if the Camera Operator works two (2) hours or more as a Director of Photography, the Camera Operator shall be paid at the Director of Photography rate for the entire workday.
- (d) Under no circumstances shall a Trainee be upgraded.
- (e) Work time in any classification shall be credited to fulfill the minimum call of the classification in which the Employee was hired.
- (f) The application of this Article shall not impact the mandatory crewing provisions of the collective agreement.

ARTICLE C3 STILLS PHOTOGRAPHY

C3.01 Stills Photography Crew:

- (a) On Feature productions, a Stills Photographer shall be hired for each day of Principal Photography.
- (b) On Television productions, a Stills Photographer will be employed under one of the following methods:
 - (i) On Long Form Television (TV Features and Mini-Series and Pilots), a minimum of one (1) day for each three (3) days of Main Unit shooting; or
 - (ii) On Television series, a minimum of two (2) days per episode on a cumulative basis; or
 - (iii) As an alternative to (i) or (ii) above, a Stills Photographer may be employed on an "as needed" basis, conditional upon the Stills Photographer receiving a fifty percent (50%) premium on the minimum hourly Stills rate, and all other terms and conditions of this Agreement applicable. The Employer shall inform the Stills Photographer and Local 669 regarding the method under which the Stills Photographer will be hired on the date of hire.

- (iv) Still Photographers on “Made-for-Home Video” productions shall be employed under the same terms as those applicable to television productions under this Master Agreement.
- (c) When the Employer requires digital processing by the Stills Photographer and due to time constraints the processing cannot be completed during the Stills Photographer's minimum call, the Employee, with the authorization of the Production Manager or Producer, will perform such work and will be paid a minimum of one (1) hour or the actual authorized time worked, whichever is greater, at one and one-half times (1.5x) the Employees' *pro rata* contracted hourly rate. Hours paid under this clause shall be considered as time worked, but shall not be included in calculating turnaround or meal penalties. Travel will not be considered work time under this paragraph.

C3.02 Location, Continuity and Administrative Photography: For the purpose of making location photographs, or photographs for pre-production, production, administrative, or continuity, none of which are to be used for other than continuity or identification, the Employer may designate a person or persons, other than a Stills Photographer, to make such photographs and such person shall not be subject to the terms and conditions of the Master Agreement.

C3.03 Photo Credit for Stills Photographers: The Employer may give photo credit to Stills Photographers on advertising and publicity stills involving their work where such is used for advertising and publicity released by the Employer, but such credit is not mandatory and shall not be subject to grievance procedure.

ARTICLE C4 WAIVER

C4.01 Photography Waiver:

- (a) Upon appropriate notification, (which may include written verification of assignment if requested by Local 669), Local 669 shall grant a waiver for a Non-Local 669 Stills Photographer to photograph on a Employer production where the Non-Local 669 Stills Photographer is on a specific *bona fide* assignment for a Local, Regional, National or International Newspaper, Magazine or News Service; as distinguished from a Photographic Service.
- (b) Local 669 shall grant a waiver for a Non-Local 669 Stills Photographer (who is taking photographs that would normally be taken by a Local 669 Stills Photographer) on a Television production where a Local 669 Stills Photographer is employed on a weekly basis, subject to the following conditions:
 - (i) Provided that not more than one (1) Non-Local 669 Stills Photographer shall be utilized simultaneously on a single production, and is not utilized for more than one-half (½) of the production's shooting schedule on a cumulative basis; and,

- (ii) Provided that the Local 669 Stills Photographer submits still photographs for consideration, performs similar duties, and works at least the same number of hours as the Non-Local 669 Stills Photographer, with a minimum of eight (8) hours.
- (iii) The Local Union may, in circumstances other than those provided above, grant waivers upon request of the Employer.
- (c) Upon appropriate notification, Local 669 shall grant a waiver for an electronic Cameraperson to shoot news segments, as per current practice, on an Employer's production.

ARTICLE C5 PROBATION, REPRIMANDS AND SEVERANCE

C5.01 Lay off: For purposes of Employees covered by this Appendix "C", "Lay off" is defined as a temporary or permanent severance of employment due to a shortage of work, including Holiday, Hiatus or scheduled termination.

C5.02 Probationary Period and Severance:

- (a) A weekly Employee shall be considered as a probationary Employee for a period of thirty (30) calendar days.
- (b) A probationary Employee who is dismissed on the grounds of unsuitability or the inability to meet the artistic standards set by the Employer shall nevertheless receive a severance payment of one (1) week's wages. The Employer shall notify Local 669 in writing of any such dismissal.
- (c) In the event of a severance of employment other than a probationary discharge, an Employee employed on a weekly basis prior to June 12, 2022 shall be entitled to one (1) week's notice in writing or one (1) week's severance pay in lieu of such notice or a combination thereof. Effective June 12, 2022, an Employee employed on a weekly basis by the Employer for at least three (3) weeks shall be entitled to one (1) week's notice in writing or one (1) week's severance pay in lieu of such notice or a combination thereof. An Employee employed on a daily basis shall receive verbal notice of severance at the end of the work day, or in lieu of such notice, shall receive one (1) day's wages.
- (d) In the event of discharge for just and reasonable cause, the onus of proof rests upon the Employer.
- (e) For the purposes of this Appendix "C" a weekly Employee shall be an Employee who is on a weekly guarantee, or is employed for the run of the show. All other Employees shall be considered daily Employees.

C5.03 Progressive Discipline: With respect to "Weekly" Employees, as defined in C5.02(e), Local 669 and the Employer agree that the principles of progressive discipline shall be

applied in appropriate circumstances. The Employer agrees to provide Local 669 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."

C5.04 Severance in Case of Death: In the event of the death of an Employee, the Employer shall pay to the Employee's designated beneficiary, or if no such designation was made by such Employee prior to death, to the Union in trust to be distributed to the Employee's estate, an amount equal to the amount of severance pay such Employee would have received had the Employee been dismissed on the date of the Employee's death.

ARTICLE C6 SHOP STEWARD

C6.01 Shop Steward: The Employer shall recognize a Shop Steward as appointed by Local 669 or elected by the Employees on each production unit. The Employer shall be notified of the identity of the Shop Steward. Any person so appointed or so elected shall have the complete cooperation of the Employer in the reasonable performance of the Shop Steward's duties to inspect all working conditions governed by this Agreement. Shop Stewards shall not be discriminated against.

ARTICLE C7 TURNAROUND

C7.01 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.

C7.02 Maximum Work Period: At no time shall any work period extend past nine (9) hours without a meal break. Pacific Northwest Hours shall not be construed to violate this provision.

ARTICLE C8 PUBLICISTS

C8.01 Porting Publicists from Appendix “A” to Appendix “C”: The porting of the Publicists was agreed with the acknowledgement that any work permit issued to a publicist would not reduce the number of work permits issued to the camera department. It is further agreed that for purposes of Article 3.03, *Qualified Permits*, Publicists will not be considered part of the camera department.

ARTICLE C9 DRONE PHOTOGRAPHY

C9.01 This Article C9 shall apply only to drone photography which takes place within a radius of 122 kilometers from Vancouver City Hall. Except as otherwise provided herein, all terms and conditions of the Master Agreement and Supplemental Master Agreement shall apply to Drone Operators, Drone Camera Operators and Drone Camera Assistants (collectively, “Drone Classifications”).

C9.02 Article 1.19 (“Subcontracting”) does not apply. Instead, the “Employer” (defined as the “production company,” as distinct from a third party vendor) shall have the right to subcontract drone photography to a third party vendor having a collective agreement with ICG Local 669 (a “signatory vendor”), except that no such limitation on the Employer’s right to subcontract shall apply when no signatory vendor is available; when no signatory vendor meets the insurance requirements of the Employer that are reasonable in the circumstances; when specialized equipment is required and no signatory vendor possesses the necessary equipment; or when personnel with specialized skills is required and no signatory vendor has personnel with the necessary skills.

C9.03 Article 1.10 (“Good Standing”) shall not apply, except that the Employer and the signatory vendor shall be permitted to select employees after giving first consideration to hiring from among the ICG Local 669 drone availability list.

C9.04 Article C1.01 (“Screen Credits”) shall not apply. Instead, screen credits shall be negotiated on an individual basis.

C9.05 In addition, the following provisions of the Master Agreement shall not apply:

- (a) Article 3 (“Work Permits”);
- (b) Article 14 (“Performance Bonds”) does not apply to a signatory vendor, but may apply to Employers other than those described in Sideletter No. 1;
- (c) Article C2.01 (“First Unit Crew”); Article C2.02 (“Additional Unit Crew”); Article C2.03 (“Composite Process Photography”); Article C2.05 (“Video Recording and Video Playback Crew”); Article C2.06 (“Video Camera Crew”); Article C2.07 (“Electronic Press Packaging”); and subparagraphs (c) and (d) of Article C2.08 (“Work Performed in a Higher Classification”); and
- (d) Article C6 (“Shop Steward”).

ICG LOCAL 669 RATES

	April 1, 2021 – July 10, 2021		July 11, 2021 – July 9, 2022		July 10, 2022 – April 1, 2023		April 2, 2023 – March 31, 2024	
	Television Rate	Feature Rate	Television Rate	Feature Rate	Television Rate	Feature Rate	Television Rate	Feature Rate
HOURLY								
Director of Photography	107.95	113.37	111.19	116.77	114.53	120.27	117.97	123.88
Operator	71.78	75.34	73.93	77.60	76.15	79.93	78.43	82.33
First Assistant	53.90	56.60	55.52	58.30	57.19	60.05	58.91	61.85
Second Assistant	37.98	39.86	39.12	41.06	40.29	42.29	41.50	43.56
Stills Photographer I	66.27	61.83	68.26	63.68	70.31	65.59	72.42	67.56
Stills Photographer II	99.41		102.39		105.47		108.63	
Camera Utility Person	Negotiable		Negotiable		Negotiable		Negotiable	
Film Loader	Negotiable		Negotiable		Negotiable		Negotiable	
Trainee	No Less than Provincial Minimum ¹		No Less than Provincial Minimum ¹		No Less than Provincial Minimum ¹		No Less than Provincial Minimum ¹	
Motion Picture Video Coordinator	42.22	44.32	43.49	45.65	44.79	47.02	46.13	48.43
Motion Picture Video Assistant 1	31.77	33.29	32.72	34.29	33.70	35.32	34.71	36.38
Motion Picture Video Assistant 2	23.79	25.01	24.50	25.76	25.24	26.53	26.00	27.33
Digital Imaging Technician	53.90	56.60	55.52	58.30	57.19	60.05	58.91	61.85
Digital Utility Person	Negotiable		Negotiable		Negotiable		Negotiable	
Electronic Director of Photography	79.01	82.98	81.38	85.47	83.82	88.03	86.33	90.67
Electronic Camera Operator	59.23	62.20	61.01	64.07	62.84	65.99	64.73	67.97
Electronic Camera Assistant	39.54	41.48	40.73	42.72	41.95	44.00	43.21	45.32
Drone Operator	Negotiable		Negotiable		Negotiable		Negotiable	
Drone Camera Operator	71.78	75.34	73.93	77.60	76.15	79.93	78.43	82.33
Drone Camera Assistant	53.90	56.60	55.52	58.30	57.19	60.05	58.91	61.85

PUBLICITY

Senior Unit Publicist	41.26	43.31	42.50	44.61	43.78	45.95	45.09	47.33
Junior Unit Publicist	28.20	29.58	29.05	30.47	29.92	31.38	30.82	32.32

WEEKLY (*Weekly rates are based on 60 guaranteed hours per week which is equivalent to 70 "pay hours"*)

Director of Photography	7,163.80	7,521.50	7,378.70	7,746.90	7,599.90	7,979.30	7,828.10	8,218.70
Operator	4,762.10	5,001.50	4,904.90	5,151.30	5,051.90	5,306.00	5,203.80	5,464.90
First Assistant	3,574.90	3,752.00	3,682.00	3,864.70	3,792.60	3,980.90	3,906.70	4,100.60
Second Assistant	2,520.70	2,647.40	2,596.30	2,726.50	2,674.00	2,808.40	2,754.50	2,892.40
Stills Photographer	4,397.40	4,101.30	4,529.00	4,224.50	4,664.80	4,351.20	4,804.80	4,481.40
Camera Utility Person	Negotiable		Negotiable		Negotiable		Negotiable	
Film Loader	Negotiable		Negotiable		Negotiable		Negotiable	
Trainee	No Less than Provincial Minimum ¹		No Less than Provincial Minimum ¹		No Less than Provincial Minimum ¹		No Less than Provincial Minimum ¹	

	April 1, 2021 – July 10, 2021		July 11, 2021 – July 9, 2022		July 10, 2022 – April 1, 2023		April 2, 2023 – March 31, 2024	
	Television Rate	Feature Rate	Television Rate	Feature Rate	Television Rate	Feature Rate	Television Rate	Feature Rate
Motion Picture Video Coordinator	2,801.40	2,940.70	2,885.40	3,028.90	2,972.20	3,119.90	3,061.10	3,213.70
Motion Picture Video Assistant 1	2,107.00	2,209.20	2,170.00	2,275.70	2,235.10	2,344.30	2,302.30	2,414.30
Motion Picture Video Assistant 2	1,582.00	1,656.90	1,629.60	1,706.60	1,678.60	1,757.70	1,729.00	1,810.20
Digital Imaging Technician	3,574.90	3,752.00	3,682.00	3,864.70	3,792.60	3,980.90	3,906.70	4,100.60
Digital Utility Person	Negotiable		Negotiable		Negotiable		Negotiable	
Electronic Director of Photography	5,243.70	5,503.40	5,401.20	5,668.60	5,562.90	5,838.70	5,729.50	6,013.70
Electronic Camera Operator	3,930.50	4,130.00	4,048.10	4,253.90	4,169.20	4,381.30	4,294.50	4,512.90
Electronic Camera Assistant	2,622.90	2,752.40	2,701.30	2,835.00	2,782.50	2,920.40	2,865.80	3,007.90
Drone Operator	Negotiable		Negotiable		Negotiable		Negotiable	
Drone Camera Operator	4,762.10	5,001.50	4,904.90	5,151.30	5,051.90	5,306.00	5,203.80	5,464.90
Drone Camera Assistant	3,574.90	3,752.00	3,682.00	3,864.70	3,792.60	3,980.90	3,906.70	4,100.60

WEEKLY (HOURLY) (Weekly rates are based on 60 guaranteed hours per week which is equivalent to 70 “pay hours”)

Director of Photography	102.34	107.45	105.41	110.67	108.57	113.99	111.83	117.41
Operator	68.03	71.45	70.07	73.59	72.17	75.80	74.34	78.07
First Assistant	51.07	53.60	52.60	55.21	54.18	56.87	55.81	58.58
Second Assistant	36.01	37.82	37.09	38.95	38.20	40.12	39.35	41.32
Stills Photographer	62.82	58.59	64.70	60.35	66.64	62.16	68.64	64.02
Camera Utility Person	Negotiable		Negotiable		Negotiable		Negotiable	
Film Loader	Negotiable		Negotiable		Negotiable		Negotiable	
Trainee	No Less than		No Less than		No Less than		No Less than	
	Provincial Minimum ¹		Provincial Minimum ¹		Provincial Minimum ¹		Provincial Minimum ¹	
Motion Picture Video Coordinator	40.02	42.01	41.22	43.27	42.46	44.57	43.73	45.91
Motion Picture Video Assistant 1	30.10	31.56	31.00	32.51	31.93	33.49	32.89	34.49
Motion Picture Video Assistant 2	22.60	23.67	23.28	24.38	23.98	25.11	24.70	25.86
Digital Imaging Technician	51.07	53.60	52.60	55.21	54.18	56.87	55.81	58.58
Digital Utility Person	Negotiable		Negotiable		Negotiable		Negotiable	
Electronic Director of Photography	74.91	78.62	77.16	80.98	79.47	83.41	81.85	85.91
Electronic Camera Operator	56.15	59.00	57.83	60.77	59.56	62.59	61.35	64.47
Electronic Camera Assistant	37.47	39.32	38.59	40.50	39.75	41.72	40.94	42.97
Drone Operator	Negotiable		Negotiable		Negotiable		Negotiable	
Drone Camera Operator	68.03	71.45	70.07	73.59	72.17	75.80	74.34	78.07
Drone Camera Assistant	51.07	53.60	52.60	55.21	54.18	56.87	55.81	58.58

- 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.

ICG LOCAL 669 “LAG” RATES

(Second Year Television Series – 8.03(a)(ii) and Third and Subsequent Seasons of Television Series – S3.01 ii))

	April 1, 2021 – April 3, 2021 8.03(a)(ii), S3.01 ii)	April 4, 2021 – July 9, 2022 8.03(a)(ii), S3.01 ii)	July 10, 2022 – April 1, 2023 8.03(a)(ii), S3.01 ii)	April 2, 2023 – March 31, 2024 8.03(a)(ii), S3.01 ii)
HOURLY				
Director of Photography	104.81	107.95	111.19	114.53
Operator	69.69	71.78	73.93	76.15
First Assistant	52.33	53.90	55.52	57.19
Second Assistant	36.87	37.98	39.12	40.29
Stills Photographer I	64.34	66.27	68.26	70.31
Stills Photographer II	96.51	99.41	102.39	105.47
Camera Utility Person	Negotiable	Negotiable	Negotiable	Negotiable
Film Loader	Negotiable	Negotiable	Negotiable	Negotiable
Trainee	No Less than Provincial Minimum ¹	No Less than Provincial Minimum ¹	No Less than Provincial Minimum ¹	No Less than Provincial Minimum ¹
Motion Picture Video Coord.	40.99	42.22	43.49	44.79
Motion Picture Video Asst. 1	30.84	31.77	32.72	33.70
Motion Picture Video Asst. 2	23.10	23.79	24.50	25.24
Digital Imaging Technician	52.33	53.90	55.52	57.19
Digital Utility Person	Negotiable	Negotiable	Negotiable	Negotiable
Electronic Director of Photography	76.71	79.01	81.38	83.82
Electronic Camera Operator	57.50	59.23	61.01	62.84
Electronic Camera Assistant	38.39	39.54	40.73	41.95
Drone Operator	Negotiable	Negotiable	Negotiable	Negotiable
Drone Camera Operator	69.69	71.78	73.93	76.15
Drone Camera Assistant	52.33	53.90	55.52	57.19
PUBLICITY				
Senior Unit Publicist	40.06	41.26	42.50	43.78
Junior Unit Publicist	27.38	28.20	29.05	29.92

WEEKLY (Weekly rates are based on 60 guaranteed hours per week which is equivalent to 70 "pay hours")

Director of Photography	6,955.20	7,163.80	7,378.70	7,599.90
Operator	4,623.50	4,762.10	4,904.90	5,051.90
First Assistant	3,470.60	3,574.90	3,682.00	3,792.60
Second Assistant	2,447.20	2,520.70	2,596.30	2,674.00
Stills Photographer	4,269.30	4,397.40	4,529.00	4,664.80
Camera Utility Person	Negotiable	Negotiable	Negotiable	Negotiable
Film Loader	Negotiable	Negotiable	Negotiable	Negotiable
Trainee	No Less than Provincial Minimum ¹	No Less than Provincial Minimum ¹	No Less than Provincial Minimum ¹	No Less than Provincial Minimum ¹

ICG LOCAL 669 “LAG” RATES

(Second Year Television Series – 8.03(a)(ii) and Third and Subsequent Seasons of Television Series – S3.01 ii))

	April 1, 2021 – April 3, 2021	April 4, 2021 – July 9, 2022	July 10, 2022 – April 1, 2023	April 2, 2023 – March 31, 2024
	8.03(a)(ii), S3.01 ii)	8.03(a)(ii), S3.01 ii)	8.03(a)(ii), S3.01 ii)	8.03(a)(ii), S3.01 ii)
Motion Picture Video Coord.	2,719.50	\$2,801.40	\$2,885.40	\$2,972.20
Motion Picture Video Asst. 1	2,045.40	\$2,107.00	\$2,170.00	\$2,235.10
Motion Picture Video Asst. 2	1,535.80	\$1,582.00	\$1,629.60	\$1,678.60
Digital Imaging Technician	3,470.60	3,574.90	3,682.00	3,792.60
Digital Utility Person	Negotiable	Negotiable	Negotiable	Negotiable
Electronic Director of Photography	5,091.10	5,243.70	5,401.20	5,562.90
Electronic Camera Operator	3,815.70	3,930.50	4,048.10	4,169.20
Electronic Camera Assistant	2,546.60	2,622.90	2,701.30	2,782.50
Drone Operator	Negotiable	Negotiable	Negotiable	Negotiable
Drone Camera Operator	4,623.50	4,762.10	4,904.90	5,051.90
Drone Camera Assistant	3,470.60	3,574.90	3,682.00	3,792.60

WEEKLY (HOURLY) *(Weekly rates are based on 60 guaranteed hours per week which is equivalent to 70 "pay hours")*

Director of Photography	99.36	102.34	\$105.41	108.57
Operator	66.05	68.03	\$70.07	72.17
First Assistant	49.58	51.07	\$52.60	54.18
Second Assistant	34.96	36.01	\$37.09	38.20
Stills Photographer	60.99	62.82	\$64.70	66.64
Camera Utility Person	Negotiable	Negotiable	Negotiable	Negotiable
Film Loader	Negotiable	Negotiable	Negotiable	Negotiable
Trainee	No Less than	No Less than	No Less than	No Less than
	Provincial Minimum ¹	Provincial Minimum ¹	Provincial Minimum ¹	Provincial Minimum ¹
Motion Picture Video Coord.	38.85	40.02	41.22	42.46
Motion Picture Video Asst. 1	29.22	30.10	31.00	31.93
Motion Picture Video Asst. 2	21.94	22.60	23.28	23.98
Digital Imaging Technician	49.58	51.07	52.60	54.18
Digital Utility Person	Negotiable	Negotiable	Negotiable	Negotiable
Electronic Director of Photography	72.73	74.91	77.16	79.47
Electronic Camera Operator	54.51	56.15	57.83	59.56
Electronic Camera Assistant	36.38	37.47	38.59	39.75
Drone Operator	Negotiable	Negotiable	Negotiable	Negotiable
Drone Camera Operator	66.05	68.03	70.07	72.17
Drone Camera Assistant	49.58	51.07	52.60	54.18

ICG LOCAL 669 “LAG” RATES

(Second Year Television Series – 8.03(a)(ii) and Third and Subsequent Seasons of Television Series – S3.01 ii))

- 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.

British Columbia and Yukon Council of Film Unions

Supplemental Master Agreement

Preamble: All of the terms and conditions of the British Columbia and Yukon Council of Film Unions Master Agreement (“Master Agreement”) shall apply to productions under this Supplemental Master Agreement (“Supplemental Agreement”) except as modified herein.

The Enabling Procedure set forth in Article 1.16 of the Master Agreement shall also apply to productions covered by the Supplemental Master Agreement.

S1. Definitions:

S1.01 The terms used in this Supplemental Agreement shall have the same meaning as in the Master Agreement unless otherwise defined.

S1.02 “Budget” means the total budget for a project and shall include offsets for tax credit and production incentives, but does not include a contingency up to ten percent (10%) of the Budget, costs of financing and bonds.

S1.03 “Canadian Domestic Television Production” means television production without a U.S. distribution agreement at the commencement of principal photography.

S1.04 “Feature Film” means a motion picture produced for initial exhibition in a commercial motion picture theatre.

S1.05 “Long-form Television Motion Picture” means a motion picture such as a movie of the week or mini-series intended for exhibition on television, including cable television.

S1.06 “Television Series” means all episodic television productions outside of the exclusive jurisdiction defined in Article 1.04 of the Master Agreement.

S1.07 “Home Video” means productions made for non-theatrical release.

S2. Applicability and Adherence:

S2.01 This Supplemental Agreement is applicable only to production outside of the Exclusive Jurisdiction defined in Article 1.04 of the Master Agreement.

S2.02 Any person or corporation now or hereafter engaged in the business of producing motion pictures in British Columbia shall be afforded the opportunity of becoming a party to this Supplemental Agreement pursuant to the decision rendered by the British Columbia Labour Relations Board in Case No. 22492 on December 15, 1996. This Supplemental Agreement does not bind the Producers; a Producer is not an "Employer." However, any person or corporation that desires to become a party to this Agreement will provide the Council with an executed Letter of Adherence, which is a statement of agreement to be bound to the terms and

conditions of this Supplemental Agreement for a specific production or for a definite period of time within the Term of this Supplemental Agreement along with an acknowledgement of the Council's Prior Obligations set forth in the written notice described in Article 1.03 of the Master Agreement. Any person or corporation that provides the Council with an executed Letter of Adherence is hereinafter referred to as the "Employer" for the specific production or period of time covered thereby. Notwithstanding the foregoing, when reasonable grounds exist to believe that a prospective Employer will be unable to meet its financial obligations under this Supplemental Agreement the Council may require appropriate security bonding arrangements in order to permit that prospective Employer to adhere to the Supplemental Agreement.

S3. Wages and Fringes:

S3.01 Television Series:

- i) During the first two (2) seasons of a Television Series, the scale minimum wages shall be ten percent (10%) less than the rates in the current wage schedule for Feature Films in Appendices "A," "B" and "C" of the Master Agreement. The total fringe rate during the first two (2) seasons shall be thirteen and one-quarter percent (13.25%) (thirteen and one-half percent (13.50%) effective April 2, 2023) for Locals 891 and 669 and thirteen and three-quarters percent (13.75%) (fourteen percent (14.00%) effective April 2, 2023) for Local No. 155 plus \$12 per day supplemental contribution to be made to the health plans of each of the three unions.
- ii) The scale minimum wages applicable in the third (3rd) and subsequent seasons of a Television Series shall lag by one (1) period on the wage scales for Television Series in the Master Agreement.

S3.02 Long-Form, Pilots and Canadian Domestic Television Production:

The scale minimum wages for Long-form Television, Canadian Domestic Television Production and Pilots shall be eighteen percent (18%) less than the applicable Feature Film Rates in Appendices "A," "B" and "C" of the Master Agreement.

- i) Long-Form Television: The total fringe rate shall be fifteen and one-quarter percent (15.25%) (fifteen and one-half percent (15.50%) effective April 2, 2023) for Locals 891 and 669 and fifteen and three-quarters percent (15.75%) (sixteen percent (16.00%) effective April 2, 2023) for Local No. 155 plus \$12 per day supplemental contribution to be made to the health plans of each of the three unions.
- ii) Pilots: The total fringe rate shall be thirteen and one-quarter percent (13.25%) (thirteen and one-half percent (13.50%) effective April 2, 2023) for Locals 891 and 669 and thirteen and three-quarters percent (13.75%) (fourteen percent (14.00%) effective April 2, 2023) for Local No. 155 plus

\$12 per day supplemental contribution to be made to the health plans of each of the three unions.

- iii) Canadian Domestic Television Production: During the first four (4) seasons the total fringe rate shall be thirteen and one-quarter percent (13.25%) (thirteen and one-half percent (13.50%) effective April 2, 2023) for Locals 891 and 669 and thirteen and three-quarters percent (13.75%) (fourteen percent (14.00%) effective April 2, 2023) for Local No. 155 plus \$12 per day supplemental contribution to be made to the health plans of each of the three unions.

S3.03 Low Budget Feature Films and Home Video:

For Feature Films and Home Video with Budget levels described below, the scale minimum wages applicable to Features in Appendices “A,” “B” and “C” of the Master Agreement and Fringe rates in Article 8.02 will be reduced as follows:

- i) Budgets of more than \$8,000,000 CAD up to \$14,000,000 CAD: ten percent (10%) reduction in the wage rate, and a fringe rate of fifteen and one-quarter percent (15.25%) (fifteen and one-half percent (15.50%) effective April 2, 2023) for Locals 891 and 669 and fifteen and three-quarters percent (15.75%) (sixteen percent (16.00%) effective April 2, 2023) for Local No. 155 plus \$12 per day supplemental contribution to be made to the health plans of each of the three unions.
- ii) Budgets of more than \$3,000,000 CAD up to \$8,000,000 CAD: eighteen percent (18%) reduction in the wage rate and a fringe rate of fifteen and one-quarter percent (15.25%) (fifteen and one-half percent (15.50%) effective April 2, 2023) for Locals 891 and 669 and fifteen and three-quarters percent (15.75%) (sixteen percent (16.00%) effective April 2, 2023) for Local No. 155 plus \$12 per day supplemental contribution to be made to the health plans of each of the three unions.
- iii) Budget of \$3,000,000 CAD and below: wages subject to individual negotiation between individual employee and employer. Ten and one-quarter percent (10.25%) (ten and one-half percent (10.50%) effective April 2, 2023) fringe rate plus \$12 per day supplemental contribution to be made to the health plans of each of the three unions. Under no circumstances may the wages be less than one dollar (\$1.00) per hour above the B.C. Employment Standards minimum wage.

S4. Miscellaneous

S4.01 An Employer shall permit the Council to verify the Budget of a production by conducting an audit, provided the Council notifies the Employer in writing of the Council's intent to audit within six (6) months following the completion of all photography. Any Production that exceeds the money break will adjust wages retroactively to the appropriate tier. In the event the Council exercises its right to conduct an audit and it is determined that the Production exceeded the money break, the Employer shall pay the Council's reasonable audit costs.

IATSE LOCAL 891 SUPPLEMENTAL RATES

	April 1, 2021 – July 10, 2021		July 11, 2021 – July 9, 2022		July 10, 2022 – April 1, 2023		April 2, 2023 – March 31, 2024	
	8.03(a)(i), S3.01 i), S3.03 i)	8.03(b), S3.02, S3.03 ii)	8.03(a)(i), S3.01 i), S3.03 i)	8.03(b), S3.02, S3.03 ii)	8.03(a)(i), S3.01 i), S3.03 i)	8.03(b), S3.02, S3.03 ii)	8.03(a)(i), S3.01 i), S3.03 i)	8.03(b), S3.02, S3.03 ii)
	Tier 1	Tier 2	Tier 1	Tier 2	Tier 1	Tier 2	Tier 1	Tier 2
ACCOUNTING								
Assistant Accountant	38.23	34.83	39.38	35.88	40.55	36.95	41.77	38.06
Accounting Clerk 1	25.97	23.67	26.76	24.38	27.56	25.11	28.39	25.86
Accounting Clerk 2	21.64	19.71	22.28	20.30	22.95	20.91	23.64	21.54
Accounting Trainee	17.45	15.90	17.97	16.38	18.51	16.87	19.07	17.38
ART								
Production Designer	Negotiable		Negotiable		Negotiable		Negotiable	
Art Director	47.20	43.00	48.61	44.29	50.07	45.62	51.57	46.99
Assistant Art Director	40.99	37.34	42.22	38.47	43.49	39.62	44.79	40.81
Draftsperson	33.25	30.29	34.25	31.20	35.27	32.14	36.33	33.10
Graphics/Illustrator/ Storyboard Artist/ Set Designer	36.49	33.24	37.58	34.24	38.71	35.27	39.87	36.33
Art Department Assistant	17.45	15.90	17.97	16.38	18.51	16.87	19.07	17.38
CONSTRUCTION								
Construction Coordinator	43.07	39.25	44.37	40.43	45.70	41.64	47.07	42.89
Construction Foreperson	41.32	37.65	42.56	38.78	43.84	39.94	45.15	41.14
Lead Carpenter	38.98	35.51	40.15	36.58	41.36	37.68	42.60	38.81
Scenic Carpenter	36.49	33.24	37.58	34.24	38.71	35.27	39.87	36.33
Scenic Helper	34.04	31.01	35.06	31.94	36.11	32.90	37.19	33.88
Lead Metal Fabricator	38.98	35.51	40.15	36.58	41.36	37.68	42.60	38.81
Scenic Metal Fabricator	36.49	33.24	37.58	34.24	38.71	35.27	39.87	36.33
Metal Fabricator Helper	29.03	26.45	29.91	27.25	30.81	28.07	31.73	28.91
Construction Buyer	36.49	33.24	37.58	34.24	38.71	35.27	39.87	36.33
Maintenance Person	34.04	31.01	35.06	31.94	36.11	32.90	37.19	33.88
Sculptor	38.98	35.51	40.15	36.58	41.36	37.68	42.60	38.81
Model Maker	38.98	35.51	40.15	36.58	41.36	37.68	42.60	38.81
Lead Labourer	29.03	26.45	29.91	27.25	30.81	28.07	31.73	28.91
Labourer (Construction)	26.62	24.26	27.42	24.99	28.24	25.73	29.09	26.50
COSTUME								
Costume Designer	Negotiable		Negotiable		Negotiable		Negotiable	
Assistant Costume Designer/ Coordinator	37.30	33.98	38.41	35.00	39.56	36.05	40.75	37.13
Set Supervisor	37.30	33.98	38.41	35.00	39.56	36.05	40.75	37.13

	April 1, 2021 – July 10, 2021		July 11, 2021 – July 9, 2022		July 10, 2022 – April 1, 2023		April 2, 2023 – March 31, 2024	
	8.03(a)(i), S3.01 i), S3.03 i) Tier 1	8.03(b), S3.02, S3.03 ii) Tier 2	8.03(a)(i), S3.01 i), S3.03 i) Tier 1	8.03(b), S3.02, S3.03 ii) Tier 2	8.03(a)(i), S3.01 i), S3.03 i) Tier 1	8.03(b), S3.02, S3.03 ii) Tier 2	8.03(a)(i), S3.01 i), S3.03 i) Tier 1	8.03(b), S3.02, S3.03 ii) Tier 2
COSTUME (continued)								
Performer's Costumer	33.25	30.29	34.25	31.20	35.27	32.14	36.33	33.10
Set Costumer	33.25	30.29	34.25	31.20	35.27	32.14	36.33	33.10
Prep Costumer	33.25	30.29	34.25	31.20	35.27	32.14	36.33	33.10
Cutter	33.25	30.29	34.25	31.20	35.27	32.14	36.33	33.10
Costume Breakdown/FX	33.25	30.29	34.25	31.20	35.27	32.14	36.33	33.10
Dresser	28.00	25.51	28.84	26.27	29.70	27.06	30.59	27.87
Stitcher	31.33	28.54	32.27	29.40	33.24	30.28	34.24	31.19
EDITING								
Supervising Editor	45.03	41.02	46.38	42.25	47.77	43.53	49.20	44.83
Supervising Sound Editor	45.03	41.02	46.38	42.25	47.77	43.53	49.20	44.83
Editor	42.24	38.48	43.51	39.64	44.81	40.83	46.15	42.05
Sound Effects Editor	38.23	34.83	39.38	35.88	40.55	36.95	41.77	38.06
Music Editor	38.23	34.83	39.38	35.88	40.55	36.95	41.77	38.06
First Assistant Editor	34.18	31.14	35.21	32.08	36.26	33.04	37.35	34.03
Assistant Dialogue Editor	34.18	31.14	35.21	32.08	36.26	33.04	37.35	34.03
Assistant Sound Effects Editor	34.18	31.14	35.21	32.08	36.26	33.04	37.35	34.03
Second Assistant Editor	31.33	28.54	32.27	29.40	33.24	30.28	34.24	31.19
Negative Cutter / Conformer	37.30	33.98	38.41	35.00	39.56	36.05	40.75	37.13
FIRST AID/CRAFT SERVICE								
First Aid/Craft Service	38.23	34.83	39.38	35.88	40.55	36.95	41.77	38.06
First Aid	31.33	28.54	32.27	29.40	33.24	30.28	34.24	31.19
Craft Service	29.03	26.45	29.91	27.25	30.81	28.07	31.73	28.91
GREENS								
Head Greensperson	38.23	34.83	39.38	35.88	40.55	36.95	41.77	38.06
Best Person (Lead Person)	34.18	31.14	35.21	32.08	36.26	33.04	37.35	34.03
Greensperson	31.33	28.54	32.27	29.40	33.24	30.28	34.24	31.19
Greens Helper	28.00	25.51	28.84	26.27	29.70	27.06	30.59	27.87
GRIPS								
Key Grip	38.23	34.83	39.38	35.88	40.55	36.95	41.77	38.06
Second Grip	34.18	31.14	35.21	32.08	36.26	33.04	37.35	34.03
Lead Grip/Setup	34.18	31.14	35.21	32.08	36.26	33.04	37.35	34.03
Dolly Operator	34.18	31.14	35.21	32.08	36.26	33.04	37.35	34.03

	April 1, 2021 – July 10, 2021		July 11, 2021 – July 9, 2022		July 10, 2022 – April 1, 2023		April 2, 2023 – March 31, 2024	
	8.03(a)(i), S3.01 i), S3.03 i) Tier 1	8.03(b), S3.02, S3.03 ii) Tier 2	8.03(a)(i), S3.01 i), S3.03 i) Tier 1	8.03(b), S3.02, S3.03 ii) Tier 2	8.03(a)(i), S3.01 i), S3.03 i) Tier 1	8.03(b), S3.02, S3.03 ii) Tier 2	8.03(a)(i), S3.01 i), S3.03 i) Tier 1	8.03(b), S3.02, S3.03 ii) Tier 2
GRIPS (continued)								
Rigging Grip	33.25	30.29	34.25	31.20	35.27	32.14	36.33	33.10
Grip	31.33	28.54	32.27	29.40	33.24	30.28	34.24	31.19
HAIR								
Hair Department Head	38.23	34.83	39.38	35.88	40.55	36.95	41.77	38.06
Assistant Hairstylist	34.18	31.14	35.21	32.08	36.26	33.04	37.35	34.03
Second Assistant Hairstylist	31.33	28.54	32.27	29.40	33.24	30.28	34.24	31.19
LIGHTING/ELECTRICS								
Head Lighting Technician	38.23	34.83	39.38	35.88	40.55	36.95	41.77	38.06
Assistant Head Lighting Technician	34.18	31.14	35.21	32.08	36.26	33.04	37.35	34.03
Lighting Board Operator	34.18	31.14	35.21	32.08	36.26	33.04	37.35	34.03
Head Rigging Lighting Technician	34.18	31.14	35.21	32.08	36.26	33.04	37.35	34.03
Generator Operator	34.18	31.14	35.21	32.08	36.26	33.04	37.35	34.03
Lighting Technician/ Lamp Operator*	31.33	28.54	32.27	29.40	33.24	30.28	34.24	31.19
Set Wire Technician	33.25	30.29	34.25	31.20	35.27	32.14	36.33	33.10
*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		Negotiable	
Makeup Department Head	38.23	34.83	39.38	35.88	40.55	36.95	41.77	38.06
First Assistant Makeup Artist	34.18	31.14	35.21	32.08	36.26	33.04	37.35	34.03
Second Assistant Makeup	31.33	28.54	32.27	29.40	33.24	30.28	34.24	31.19
Third Assistant Makeup	21.24	19.35	21.88	19.93	22.54	20.53	23.21	21.15
PAINTING								
Paint Coordinator	42.55	38.77	43.83	39.93	45.14	41.13	46.49	42.36
Lead Painter	38.98	35.51	40.15	36.58	41.36	37.68	42.60	38.81
Scenic Artist	38.98	35.51	40.15	36.58	41.36	37.68	42.60	38.81
Sign Painter/Fabricator	38.98	35.51	40.15	36.58	41.36	37.68	42.60	38.81
Automotive Sprayer	38.98	35.51	40.15	36.58	41.36	37.68	42.60	38.81
Scenic Painter	36.49	33.24	37.58	34.24	38.71	35.27	39.87	36.33
Wallpaper Hanger	36.49	33.24	37.58	34.24	38.71	35.27	39.87	36.33

	April 1, 2021 – July 10, 2021		July 11, 2021 – July 9, 2022		July 10, 2022 – April 1, 2023		April 2, 2023 – March 31, 2024	
	8.03(a)(i), S3.01 i), S3.03 i) Tier 1	8.03(b), S3.02, S3.03 ii) Tier 2	8.03(a)(i), S3.01 i), S3.03 i) Tier 1	8.03(b), S3.02, S3.03 ii) Tier 2	8.03(a)(i), S3.01 i), S3.03 i) Tier 1	8.03(b), S3.02, S3.03 ii) Tier 2	8.03(a)(i), S3.01 i), S3.03 i) Tier 1	8.03(b), S3.02, S3.03 ii) Tier 2
PAINTING (continued)								
Plasterer	36.49	33.24	37.58	34.24	38.71	35.27	39.87	36.33
Set Painter	34.66	31.58	35.70	32.53	36.77	33.51	37.88	34.51
Paint Labourer	26.62	24.26	27.42	24.99	28.24	25.73	29.09	26.50
PRODUCTION OFFICE								
Production Office Coordinator	38.23	34.83	39.38	35.88	40.55	36.95	41.77	38.06
Ass't Production Coordinator	34.18	31.14	35.21	32.08	36.26	33.04	37.35	34.03
2nd Ass't Production Coordinator	19.08	17.38	19.66	17.91	20.25	18.45	20.86	19.01
PROPS								
Property Master	38.23	34.83	39.38	35.88	40.55	36.95	41.77	38.06
Assistant Property Master	37.30	33.98	38.41	35.00	39.56	36.05	40.75	37.13
Props Buyer	34.04	31.01	35.06	31.94	36.11	32.90	37.19	33.88
Props	31.33	28.54	32.27	29.40	33.24	30.28	34.24	31.19
SCRIPT SUPERVISORS/ CONTINUITY COORDINATOR								
Script Supervisor/ Continuity Coordinator	38.23	34.83	39.38	35.88	40.55	36.95	41.77	38.06
Assistant to Script Supervisor/Continuity Coordinator	21.56	19.65	22.21	20.24	22.88	20.84	23.56	21.47
SET DECORATING								
Set Decorator	38.23	34.83	39.38	35.88	40.55	36.95	41.77	38.06
Assistant Set Decorator	35.46	32.31	36.52	33.28	37.62	34.28	38.75	35.30
Set Buyer	33.25	30.29	34.25	31.20	35.27	32.14	36.33	33.10
Lead Dresser	32.26	29.39	33.23	30.27	34.23	31.18	35.25	32.12
On-set Dresser	32.26	29.39	33.23	30.27	34.23	31.18	35.25	32.12
Set Dresser	31.33	28.54	32.27	29.40	33.24	30.28	34.24	31.19
Draperer/Upholsterer	31.33	28.54	32.27	29.40	33.24	30.28	34.24	31.19
Assistant Set Dresser	25.97	23.67	26.76	24.38	27.56	25.11	28.39	25.86
SOUND								
Mixer (Production and Dubbing)	49.74	45.32	51.24	46.68	52.78	48.08	54.36	49.53
Boom Operator	41.80	38.08	43.05	39.22	44.33	40.39	45.67	41.61

	April 1, 2021 – July 10, 2021		July 11, 2021 – July 9, 2022		July 10, 2022 – April 1, 2023		April 2, 2023 – March 31, 2024	
	8.03(a)(i), S3.01 i), S3.03 i) Tier 1	8.03(b), S3.02, S3.03 ii) Tier 2	8.03(a)(i), S3.01 i), S3.03 i) Tier 1	8.03(b), S3.02, S3.03 ii) Tier 2	8.03(a)(i), S3.01 i), S3.03 i) Tier 1	8.03(b), S3.02, S3.03 ii) Tier 2	8.03(a)(i), S3.01 i), S3.03 i) Tier 1	8.03(b), S3.02, S3.03 ii) Tier 2
SOUND (continued)								
Sound Assistant	31.33	28.54	32.27	29.40	33.24	30.28	34.24	31.19
Public Address Operator	31.33	28.54	32.27	29.40	33.24	30.28	34.24	31.19
Playback Operator	31.33	28.54	32.27	29.40	33.24	30.28	34.24	31.19
Sound Maintenance	31.33	28.54	32.27	29.40	33.24	30.28	34.24	31.19
SPECIAL EFFECTS								
Special Effects Coordinator	42.26	38.51	43.53	39.66	44.84	40.85	46.18	42.07
First Assistant Special Effects	38.23	34.83	39.38	35.88	40.55	36.95	41.77	38.06
Special Effects Assistant	33.25	30.29	34.25	31.20	35.27	32.14	36.33	33.10
Special Effects Labourer	26.62	24.26	27.42	24.99	28.24	25.73	29.09	26.50
VIDEO								
Video Sound Mixer	38.23	34.83	39.38	35.88	40.55	36.95	41.77	38.06
Video Lighting Director	38.23	34.83	39.38	35.88	40.55	36.95	41.77	38.06
Video Script Supervisor	38.23	34.83	39.38	35.88	40.55	36.95	41.77	38.06
Colourist	38.23	34.83	39.38	35.88	40.55	36.95	41.77	38.06
VISUAL EFFECTS								
VFX Artists (Weekly Flat Rate – up to 12 Hours/Day)								
VFX Artist – Level 1	1,883.14	1,883.14	1,939.63	1,939.63	1,997.82	1,997.82	2,057.75	2,057.75
VFX Artist – Level 2	1,748.63	1,748.63	1,801.09	1,801.09	1,855.12	1,855.12	1,910.77	1,910.77
VFX Artist – Level 3	1,436.51	1,436.51	1,479.61	1,479.61	1,524.00	1,524.00	1,569.72	1,569.72
VFX Technicians (Weekly Flat Rate – up to 12 Hours / Day)								
VFX Technician – Level 1	1,748.63	1,748.63	1,801.09	1,801.09	1,855.12	1,855.12	1,910.77	1,910.77
VFX Technician – Level 2	1,436.51	1,436.51	1,479.61	1,479.61	1,524.00	1,524.00	1,569.72	1,569.72
VFX Artists (Hourly for overtime purposes)								
VFX Artist – Level 1	26.90	26.90	27.71	27.71	28.54	28.54	29.40	29.40
VFX Artist – Level 2	24.98	24.98	25.73	25.73	26.50	26.50	27.30	27.30
VFX Artist – Level 3	20.52	20.52	21.14	21.14	21.77	21.77	22.42	22.42

	April 1, 2021 – July 10, 2021		July 11, 2021 – July 9, 2022		July 10, 2022 – April 1, 2023		April 2, 2023 – March 31, 2024	
	8.03(a)(i), S3.01 i), S3.03 i) Tier 1	8.03(b), S3.02, S3.03 ii) Tier 2	8.03(a)(i), S3.01 i), S3.03 i) Tier 1	8.03(b), S3.02, S3.03 ii) Tier 2	8.03(a)(i), S3.01 i), S3.03 i) Tier 1	8.03(b), S3.02, S3.03 ii) Tier 2	8.03(a)(i), S3.01 i), S3.03 i) Tier 1	8.03(b), S3.02, S3.03 ii) Tier 2
VFX Technicians (Hourly for overtime purposes)								
VFX Technician – Level 1	24.98	24.98	25.73	25.73	26.50	26.50	27.30	27.30
VFX Technician – Level 2	20.52	20.52	21.14	21.14	21.77	21.77	22.42	22.42

TEAMSTERS LOCAL UNION NO. 155 SUPPLEMENTAL RATES

	April 1, 2021 – July 10, 2021		July 11, 2021 – July 9, 2022		July 10, 2022 – April 1, 2023		April 2, 2023 – March 31, 2024	
	8.03(a)(i), S3.01 i), S3.03 i)	8.03(b), S3.02, S3.03 ii)	8.03(a)(i), S3.01 i), S3.03 i)	8.03(b), S3.02, S3.03 ii)	8.03(a)(i), S3.01 i), S3.03 i)	8.03(b), S3.02, S3.03 ii)	8.03(a)(i), S3.01 i), S3.03 i)	8.03(b), S3.02, S3.03 ii)
	Tier 1	Tier 2	Tier 1	Tier 2	Tier 1	Tier 2	Tier 1	Tier 2
Transportation Coordinator	35.94	32.74	37.02	33.73	38.12	34.74	39.27	35.78
Driver Captain	33.57	30.59	34.58	31.50	35.61	32.45	36.68	33.42
Co-Captain	32.79	29.87	33.77	30.77	34.79	31.69	35.83	32.64
Tractor Trailer (Prod. Van)	33.29	30.33	34.29	31.24	35.32	32.18	36.38	33.14
Special Equipment Driver*	33.29	30.33	34.29	31.24	35.32	32.18	36.38	33.14
Camera Car Driver**	32.79	29.87	33.77	30.77	34.79	31.69	35.83	32.64
Catering Vehicle Operator – Cook	32.79	29.87	33.77	30.77	34.79	31.69	35.83	32.64
Asst. Catering Vehicle Operator - Cook	30.91	28.16	31.83	29.00	32.79	29.87	33.77	30.77
Bus Driver (Class #2)	32.16	29.30	33.12	30.18	34.11	31.08	35.14	32.01
Set Decorator Driver	32.16	29.30	33.12	30.18	34.11	31.08	35.14	32.01
Construction Driver	32.16	29.30	33.12	30.18	34.11	31.08	35.14	32.01
Mini Bus Driver (Class #4)	31.73	28.91	32.68	29.77	33.66	30.67	34.67	31.59
Truck Driver - Over 1 Ton	31.73	28.91	32.68	29.77	33.66	30.67	34.67	31.59
Fork Lift Driver	31.73	28.91	32.68	29.77	33.66	30.67	34.67	31.59
Car Chauffeur and/or Econoline Truck Driver	31.51	28.71	32.45	29.57	33.43	30.45	34.43	31.37
Stunt and/or Blind Driver***	Negotiable		Negotiable		Negotiable		Negotiable	
Auto Service (other than Auto. Mech.)	30.90	28.15	31.82	29.00	32.78	29.86	33.76	30.76
Automotive Mechanic	32.79	29.87	33.77	30.77	34.79	31.69	35.83	32.64
Automotive Wrangler/ Picture Car Coordinator	33.44	30.46	34.43	31.37	35.47	32.32	36.53	33.28
Dispatcher	31.81	28.98	32.76	29.85	33.74	30.74	34.75	31.66
Head Wrangler	32.43	29.54	33.40	30.43	34.40	31.34	35.43	32.28
Wrangler	31.51	28.71	32.45	29.57	33.43	30.45	34.43	31.37
Wrangler (Pick Up)	41.45	37.76	42.69	38.89	43.97	40.06	45.29	41.26
Wrangler (Braider)	34.83	31.73	35.87	32.69	36.95	33.67	38.06	34.68
Trainers (Domestic Livestock)	Negotiable		Negotiable		Negotiable		Negotiable	
Trainers (Stable)	38.85	35.40	40.02	36.47	41.22	37.56	42.45	38.68
Wild Animal Trainers	38.85	35.40	40.02	36.47	41.22	37.56	42.45	38.68

	April 1, 2021 – July 10, 2021		July 11, 2021 – July 9, 2022		July 10, 2022 – April 1, 2023		April 2, 2023 – March 31, 2024	
	8.03(a)(i), S3.01 i), S3.03 i)	8.03(b), S3.02, S3.03 ii)	8.03(a)(i), S3.01 i), S3.03 i)	8.03(b), S3.02, S3.03 ii)	8.03(a)(i), S3.01 i), S3.03 i)	8.03(b), S3.02, S3.03 ii)	8.03(a)(i), S3.01 i), S3.03 i)	8.03(b), S3.02, S3.03 ii)
	Tier 1	Tier 2	Tier 1	Tier 2	Tier 1	Tier 2	Tier 1	Tier 2
Wild Animal Handlers	35.09	31.97	36.14	32.93	37.22	33.92	38.34	34.93
Dog Trainer****	35.09	31.97	36.14	32.93	37.22	33.92	38.34	34.93
Dog Handler****	31.51	28.71	32.45	29.57	33.43	30.45	34.43	31.37
Swamper	26.90	24.51	27.71	25.25	28.54	26.00	29.39	26.78
Marine Coordinator*****	32.79	29.87	33.77	30.77	34.79	31.69	35.83	32.64
Boat Operator*****	32.16	29.30	33.12	30.18	34.11	31.08	35.14	32.01
Safety Diver*****	32.79	29.87	33.77	30.77	34.79	31.69	35.83	32.64
Security Captain*****	25.95	23.73	26.70	24.41	27.47	25.12	28.26	25.84
Security Personnel	24.95	22.73	25.70	23.41	26.47	24.12	27.26	24.84

***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 oceans, 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.

ICG LOCAL 669 SUPPLEMENTAL RATES

	April 1, 2021 – July 10, 2021		July 11, 2021 – July 9, 2022		July 10, 2022 – April 1, 2023		April 2, 2023 – March 31, 2024	
	8.03(a)(i), S3.01 i), S3.03 i) Tier 1	8.03(b), S3.02, S3.03 ii) Tier 2	8.03(a)(i), S3.01 i), S3.03 i) Tier 1	8.03(b), S3.02, S3.03 ii) Tier 2	8.03(a)(i), S3.01 i), S3.03 i) Tier 1	8.03(b), S3.02, S3.03 ii) Tier 2	8.03(a)(i), S3.01 i), S3.03 i) Tier 1	8.03(b), S3.02, S3.03 ii) Tier 2
HOURLY								
Director of Photography	102.03	92.96	105.09	95.75	108.24	98.62	111.49	101.58
Operator	67.81	61.78	69.84	63.63	71.94	65.54	74.10	67.51
First Assistant	50.94	46.41	52.47	47.81	54.05	49.24	55.67	50.72
Second Assistant	35.87	32.69	36.95	33.67	38.06	34.68	39.20	35.72
Still Photographer I	59.64	54.34	61.43	55.97	63.28	57.65	65.18	59.38
Still Photographer II	89.46	81.51	92.15	83.96	94.92	86.48	97.77	89.07
Camera Utility Person	Negotiable		Negotiable		Negotiable		Negotiable	
Film Loader	Negotiable		Negotiable		Negotiable		Negotiable	
Trainee	No Less than		No Less than		No Less than		No Less than	
	Provincial Minimum ¹		Provincial Minimum ¹		Provincial Minimum ¹		Provincial Minimum ¹	
Motion Picture Video Coordinator	39.89	36.34	41.09	37.43	42.32	38.56	43.59	39.71
Motion Picture Video Assistant 1	29.96	27.30	30.86	28.12	31.79	28.96	32.74	29.83
Motion Picture Video Assistant 2	22.51	20.51	23.18	21.12	23.88	21.75	24.60	22.41
Digital Imaging Technician	50.94	46.41	52.47	47.81	54.05	49.24	55.67	50.72
Digital Utility Person	Negotiable		Negotiable		Negotiable		Negotiable	
Electronic Director of Photography	74.68	68.04	76.92	70.09	79.23	72.18	81.60	74.35
Electronic Camera Operator	55.98	51.00	57.66	52.54	59.39	54.11	61.17	55.74
Electronic Camera Assistant	37.33	34.01	38.45	35.03	39.60	36.08	40.79	37.16
Drone Operator	Negotiable		Negotiable		Negotiable		Negotiable	
Drone Camera Operator	67.81	61.78	69.84	63.63	71.94	65.54	74.10	67.51
Drone Camera Assistant	50.94	46.41	52.47	47.81	54.05	49.24	55.67	50.72
PUBLICITY								
Senior Unit Publicist	38.98	35.51	40.15	36.58	41.36	37.68	42.60	38.81
Junior Unit Publicist	26.62	24.26	27.42	24.99	28.24	25.73	29.09	26.50
WEEKLY (Weekly rates are based on 60 guaranteed hours per week which is equivalent to 70 "pay hours")								
Director of Photography	6,769.70	6,167.70	6,972.00	6,352.50	7,181.30	6,542.90	7,396.90	6,739.60
Operator	4,501.70	4,101.30	4,636.10	4,223.80	4,775.40	4,351.20	4,918.20	4,481.40
First Assistant	3,376.80	3,076.50	3,478.30	3,168.90	3,582.60	3,264.10	3,690.40	3,362.80
Second Assistant	2,382.80	2,170.70	2,454.20	2,235.80	2,527.70	2,303.00	2,603.30	2,371.60
Still Photographer	3,691.10	3,362.80	3,802.40	3,464.30	3,915.80	3,567.90	4,033.40	3,675.00
Camera Utility Person	Negotiable		Negotiable		Negotiable		Negotiable	
Film Loader	Negotiable		Negotiable		Negotiable		Negotiable	

Trainee	April 1, 2021 – July 10, 2021		July 11, 2021 – July 9, 2022		July 10, 2022 – April 1, 2023		April 2, 2023 – March 31, 2024	
	8.03(a)(i), S3.01 i), S3.03 i)	8.03(b), S3.02, S3.03 ii)	8.03(a)(i), S3.01 i), S3.03 i)	8.03(b), S3.02, S3.03 ii)	8.03(a)(i), S3.01 i), S3.03 i)	8.03(b), S3.02, S3.03 ii)	8.03(a)(i), S3.01 i), S3.03 i)	8.03(b), S3.02, S3.03 ii)
	Tier 1	Tier 2	Tier 1	Tier 2	Tier 1	Tier 2	Tier 1	Tier 2
	No Less than Provincial Minimum ¹		No Less than Provincial Minimum ¹		No Less than Provincial Minimum ¹		No Less than Provincial Minimum ¹	
Motion Picture Video Coordinator	2,646.70	2,411.50	2,725.80	2,483.60	2,807.70	2,558.50	2,892.40	2,635.50
Motion Picture Video Assistant 1	1,988.00	1,811.60	2,048.20	1,866.20	2,109.80	1,922.20	2,172.80	1,979.60
Motion Picture Video Assistant 2	1,491.00	1,358.70	1,535.80	1,399.30	1,582.00	1,441.30	1,628.90	1,484.70
Digital Imaging Technician	3,376.80	3,076.50	3,478.30	3,168.90	3,582.60	3,264.10	3,690.40	3,362.80
Digital Utility Person	Negotiable		Negotiable		Negotiable		Negotiable	
Electronic Director of Photography	4,953.20	4,512.90	5,101.60	4,648.00	5,254.90	4,788.00	5,412.40	4,931.50
Electronic Camera Operator	3,717.00	3,386.60	3,828.30	3,488.10	3,943.10	3,592.40	4,061.40	3,700.90
Electronic Camera Assistant	2,477.30	2,256.80	2,551.50	2,324.70	2,628.50	2,394.70	2,706.90	2,466.80
Drone Operator	Negotiable		Negotiable		Negotiable		Negotiable	
Drone Camera Operator	4,501.70	4,101.30	4,636.10	4,223.80	4,775.40	4,351.20	4,918.20	4,481.40
Drone Camera Assistant	3,376.80	3,076.50	3,478.30	3,168.90	3,582.60	3,264.10	3,690.40	3,362.80

WEEKLY (HOURLY) (Weekly rates are based on 60 guaranteed hours per week which is equivalent to 70 “pay hours”)

Director of Photography	96.71	88.11	99.60	90.75	102.59	93.47	105.67	96.28
Operator	64.31	58.59	66.23	60.34	68.22	62.16	70.26	64.02
First Assistant	48.24	43.95	49.69	45.27	51.18	46.63	52.72	48.04
Second Assistant	34.04	31.01	35.06	31.94	36.11	32.90	37.19	33.88
Stills Photographer	52.73	48.04	54.32	49.49	55.94	50.97	57.62	52.50
Camera Utility Person	Negotiable		Negotiable		Negotiable		Negotiable	
Film Loader	Negotiable		Negotiable		Negotiable		Negotiable	
Trainee	No Less than Provincial Minimum ¹		No Less than Provincial Minimum ¹		No Less than Provincial Minimum ¹		No Less than Provincial Minimum ¹	
Motion Picture Video Coordinator	37.81	34.45	38.94	35.48	40.11	36.55	41.32	37.65
Motion Picture Video Assistant 1	28.40	25.88	29.26	26.66	30.14	27.46	31.04	28.28
Motion Picture Video Assistant 2	21.30	19.41	21.94	19.99	22.60	20.59	23.27	21.21
Digital Imaging Technician	48.24	43.95	49.69	45.27	51.18	46.63	52.72	48.04
Digital Utility Person	Negotiable		Negotiable		Negotiable		Negotiable	
Electronic Director of Photography	70.76	64.47	72.88	66.40	75.07	68.40	77.32	70.45
Electronic Camera Operator	53.10	48.38	54.69	49.83	56.33	51.32	58.02	52.87
Electronic Camera Assistant	35.39	32.24	36.45	33.21	37.55	34.21	38.67	35.24

	April 1, 2021 – July 10, 2021		July 11, 2021 – July 9, 2022		July 10, 2022 – April 1, 2023		April 2, 2023 – March 31, 2024	
	8.03(a)(i), S3.01 i), S3.03 i)	8.03(b), S3.02, S3.03 ii)	8.03(a)(i), S3.01 i), S3.03 i)	8.03(b), S3.02, S3.03 ii)	8.03(a)(i), S3.01 i), S3.03 i)	8.03(b), S3.02, S3.03 ii)	8.03(a)(i), S3.01 i), S3.03 i)	8.03(b), S3.02, S3.03 ii)
	Tier 1	Tier 2	Tier 1	Tier 2	Tier 1	Tier 2	Tier 1	Tier 2
Drone Operator	Negotiable		Negotiable		Negotiable		Negotiable	
Drone Camera Operator	64.31	58.59	66.23	60.34	68.22	62.16	70.26	64.02
Drone Camera Assistant	48.24	43.95	49.69	45.27	51.18	46.63	52.72	48.04

- 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.

Productions Made for New Media

This confirms the understanding of the British Columbia Council of Film Unions (“BCCFU”) and the Negotiating Producers concerning the terms and conditions which the Employer may elect to apply to the production of entertainment motion pictures of the type that have traditionally been covered under the Master Agreement or the Supplemental Master Agreement which are made for the Internet, mobile devices, or any other new media platform in existence as of March 29, 2009 (hereinafter collectively referred to as “New Media”).¹

When the parties entered into the 2015 negotiations, they mutually understood that the economics of New Media production were uncertain and that greater flexibility in terms and conditions of employment was therefore mutually beneficial. The parties understood that if one or more business models developed such that New Media production became an economically viable medium, then the parties would mutually recognize that fact in future agreements.

During the 2018 negotiations, in recognition of emerging subscription consumer pay New Media services exhibiting high budget dramatic productions, the parties agreed to modify the terms and conditions for “high budget” dramatic productions made for subscription consumer pay New Media platforms as provided in Paragraph D. below.

A. Terms and Conditions of Employment on Derivative New Media Productions (Other than High Budget Derivative Dramatic Motion Pictures and Series Made for Subscription Consumer Pay New Media Platforms)

A “Derivative New Media Production” is a production for New Media based on an existing dramatic television motion picture covered by the Master Agreement, including the Supplemental Master Agreement, that was produced for “traditional” media – *e.g.*, a free television, basic cable or pay television motion picture (“the source production”) – and is otherwise included among the types of motion pictures traditionally covered by the Master or Supplemental Master Agreements.

Except as provided in Paragraph D. below with respect to High Budget Derivative Dramatic Motion Pictures and Series Made for Subscription Consumer Pay New Media Platforms, the terms and conditions applicable to Derivative New Media Productions are as follows:

Employees may be employed by an Employer and assigned to a Derivative New Media Production as part of their regular workday on the source production. The work for the Derivative Production shall be considered part of the workday for the Employees on the source production and shall trigger overtime if work on the Derivative Production extends the workday on the source production past the point at which overtime would normally be triggered on the source production. All other terms and conditions, including fringe

¹ This Sideletter applies to the production of certain types of programs intended for initial use in New Media and does not cover work involved in the selection of content for, design or management of any website or any other New Media platform on which productions made for New Media appear.

benefits, shall continue as if the Employee were continuing to work on the source production.

In all other situations, terms and conditions of employment are freely negotiable between the Employee and Employer, to the extent permitted by the B.C. Employment Standards Act, except for those provisions identified in Paragraph C. below, and provided that the Employee and Employer cannot negotiate wages and overtime less than the minimums set out in the B.C. Employment Standards Act for Employees not covered by a collective agreement.

B. Terms and Conditions of Employment on Original New Media Productions (Other than High Budget Original Dramatic Motion Pictures and Series Made for Subscription Consumer Pay New Media Platforms)

Terms and conditions of employment on Original New Media Productions (other than High Budget Original Dramatic Motion Pictures and Series Made for Subscription Consumer Pay New Media Platforms) are freely negotiable between the Employee and Employer, to the extent permitted by the B.C. Employment Standards Act, except for those provisions identified in Paragraph C. below, and provided that the Employee and Employer cannot negotiate wages and overtime less than the minimums set out in the B.C. Employment Standards Act for Employees not covered by a collective agreement.

C. Other Provisions

(1) Fringe Rates

- (a) The aggregate fringe rate payable for Pension, Health, Holiday Pay and Vacation Pay on covered Derivative New Media Productions and Original New Media Productions with a Budget under \$25,000 CAD per exhibited minute shall be ten and one-quarter percent (10.25%) (ten and one-half percent (10.50%) effective April 2, 2023) of straight time earnings only.
- (b) The aggregate fringe rate payable for Pension, Health, Holiday Pay and Vacation Pay on covered Original New Media Productions with a Budget over \$25,000 CAD per exhibited minute shall be fifteen and one-quarter percent (15.25%) (fifteen and one-half percent (15.50% effective April 2, 2023) of straight time earnings only.
- (c) For the purposes of this Paragraph C., the term “Budget” shall mean the total budget for a project and shall include offsets for tax credit and production incentives but does not include a contingency up to ten percent (10%) of the Budget, costs of financing and bonds.

The Council shall allocate the percentage among the aforementioned fringe categories. The Employer is not required to make Pension and Health contributions on behalf of any Employee who has been issued a work permit, provided that proof of payment to such Employee’s applicable IATSE or Teamsters Pension and Health plan is provided to the Council.

(2) Grievance and Arbitration

The provisions of Article Eleven of the Master Agreement, "Grievance and Arbitration" shall apply.

(3) Staffing

It is expressly understood and agreed that there shall be no staffing requirements on New Media Productions and that there will be full interchange of job functions among Employees, so that a single Employee may be required to perform the functions of multiple job classifications covered hereunder.

(4) No Strike, No Lockout

The provisions of Article 1.12 of the Master Agreement, "No Strike, No Lockout," shall apply.

(5) Assignment of Wages

The provisions of Article 9.06 of the Master Agreement, "Assignment of Wages," shall apply.

(6) Layoff, Termination of Employment and Replacement

The following provisions of the Master Agreement shall apply to all Employees employed on New Media Productions: Article 1.11, "Council Representatives;" Article 4.09, "Force Majeure;" and Article 10, "Lay Off and Discharge."

(7) Budget Verification

Upon request of the Council, the Employer shall provide the Council with the top sheet of the budget of a production longer than twenty (20) minutes made for a subscription consumer pay new media platform and covered under Paragraphs A. and B. Any such request shall be made within thirty (30) days from the commencement of principal photography. The Council shall treat all budget top sheets provided to it as confidential.

(8) No Other Terms Applicable

Except as expressly provided in this Sideletter, no other terms and conditions of the Master Agreement or the Supplemental Master Agreement shall be applicable to Employees employed on New Media Productions.

D. “High Budget” Original and Derivative Dramatic Motion Pictures and Series Made for Subscription Consumer Pay New Media Platforms

- (1) The following terms shall be applicable prospectively only. They shall not apply to any High Budget SVOD Program or episode of a High Budget SVOD series, the license agreement for which is entered into prior to April 4, 2018. Any such program or series shall continue to be subject to the terms of the Sideletter re: Productions Made for New Media of the 2015-2018 BCCFU Master Agreement and the terms and conditions incorporated therein, except that minimum salaries shall be as provided in S3.01 or S3.02, as applicable, of the 2021-2024 BCCFU Supplemental Master Agreement.²
- (2) Original and derivative dramatic new media productions made for initial exhibition on a subscription consumer pay platform (such as Netflix) which meet the following criteria will be considered “high budget” (hereinafter, “High Budget SVOD Program”):

Length of Program as Initially Exhibited*	“High Budget” Threshold
20-35 Minutes	\$1,475,000 CAD and above
36-65 Minutes	\$2,825,000 CAD and above
66 Minutes or more	\$3,400,000 CAD and above
* Programs less than 20 minutes are not considered “high budget” for purposes of this proposal, regardless of their budgets.	

- (3) **Staffing:** It is expressly understood and agreed that there shall be no staffing requirements on High Budget SVOD Programs and the Union further agrees that the current practice relating to interdepartmental cooperation shall remain unchanged.
- (4) **High Budget SVOD Episodic Series**
- (a) The minimum salaries and fringe rates for Employees employed on High Budget SVOD series consisting of episodes 36-65 minutes in length which are intended for initial exhibition on a subscription consumer pay New Media platform with 20 million or more subscribers in the United States and Canada and which are budgeted at \$4,900,000 CAD or more per episode shall be as provided in the 2021-2024 BCCFU Master Agreement for one (1) hour episodic television series.

² If the licensee orders additional High Budget SVOD Programs or episodes of a High Budget SVOD series, the license agreement for which is entered into prior to April 4, 2018, and the Employer has the right to negotiate with respect to the material terms and conditions of the license for such additional High Budget SVOD Programs or episodes of a High Budget SVOD series, then the additional High Budget SVOD Program or episodes of the High Budget SVOD series shall be subject to the terms of this Sideletter re: Productions Made for New Media of the 2021-2024 BCCFU Master Agreement.

- (b) The minimum salaries and fringe rates for Employees employed on all other High Budget SVOD episodic series shall be as provided in S3.01 of the 2021-2024 BCCFU Supplemental Master Agreement.
 - (c) All other terms and conditions for Employees employed on a High Budget SVOD series shall be those applicable to television series covered under the Supplemental Master Agreement.
- (5) High Budget SVOD Mini-Series, Certain High Budget SVOD Programs More Than 65 Minutes in Length and High Budget SVOD Pilots
 - (a) The minimum salaries and fringe rates for Employees employed on: (i) High Budget SVOD mini-series and High Budget SVOD Programs more than 65 minutes in length that are not part of an episodic series (other than those covered by subparagraph (6) below); or (ii) High Budget SVOD pilots shall be as provided in S3.02 i) or ii), respectively, of the 2021-2024 BCCFU Supplemental Master Agreement.
 - (b) All other terms and conditions for Employees employed on such High Budget SVOD Programs shall be those applicable to television series covered under the Supplemental Master Agreement.
- (6) Certain Long-Form High Budget SVOD Programs

Except as provided in subparagraph (3) above, all terms and conditions (including minimum wages and fringe rates) shall be as provided in the 2021-2024 BCCFU Master Agreement for Feature Films for Employees employed on a High Budget SVOD Program (other than a pilot, episode of a series or part of a mini-series) that is:

- (a) 96 minutes or more in length;

- (b) budgeted at over \$41,000,000 CAD [*to be increased by the wage and fringe increases in each year of the Agreement*];^{3, 4}
 - (c) intended for initial exhibition on a subscription video-on-demand consumer pay platform with twenty million (20,000,000) or more subscribers in the United States and Canada; and
 - (d) subject to a license agreement entered into on or after December 8, 2022 (or, in the absence of a license agreement, commencing principal photography on or after December 8, 2022).
- (7) High Budget SVOD Programs Without an Agreement for Subscription Consumer Pay New Media Distribution in the United States

Notwithstanding anything to the contrary in subparagraphs (4), (5) and (6) above:

- (a) Minimum salaries and fringe rates for Employees employed on High Budget SVOD Programs without an agreement for subscription consumer pay New Media distribution in the United States at the commencement of principal photography shall be as provided in S3.02 iii) of the 2021-2024 BCCFU Supplemental Master Agreement.
- (b) All other terms and conditions for Employees employed on such High Budget SVOD Programs shall be as provided in the 2021-2024 BCCFU Supplemental Master Agreement.

³ The budget shall be determined by the production costs, including the “above” and “below the line” costs and “pre-production” and “post-production” costs. Production costs shall not include: (a) the costs of the premium for a completion bond; (b) a contingency fund not to exceed ten percent (10%) of the budget; (c) costs reimbursed by insurance; and (d) overages caused by a *force majeure* event or governmental action. The Employer shall provide the Council, upon request, with a report of the actual expenditures of the production (“Final Expenditure Report”) and such other relevant materials as the Council may require which show the actual cost of the production. A Council-member Union may request that the Council conduct such review and make a determination of whether the budget is over the budget threshold set forth in Paragraph D.(6). In the event that the Council refuses to do so, each Council-member Union reserves its right to conduct such review. All information received or reviewed by representatives of the Council or a Council-member Union or their retained professionals shall be confidential and neither the Council or a Council-member Union nor their representatives or retained professionals shall disclose any such information except as necessary to enforce their rights under this Agreement.

⁴ The budget threshold increases to \$42,230,000 effective July 10, 2022 and to \$43,602,475 effective April 2, 2023.

- (8) The number of subscribers in the United States and Canada shall be determined as of July 1st of each year of the Master Agreement. The number of subscribers in the United States and Canada that applies to the first episode of the season shall apply to the entire season in perpetuity.

E. Sunset Clause

The parties recognize that these provisions are being negotiated at a time when the business models and patterns of usage of New Media Productions are in the process of exploration, experimentation and innovation. This Sideletter shall expire on March 31, 2024 unless renewed by mutual agreement of the Parties.

No later than sixty (60) days before that expiration date, the parties will meet to negotiate new terms and conditions for New Media Productions. The parties further acknowledge that conditions in this area are changing rapidly and that the negotiation for the successor agreement will be based on the conditions that exist and reasonably can be forecast at that time.

BRITISH COLUMBIA COUNCIL OF FILM UNIONS



PHONE (604) 983-5531

FAX (604) 983-5539

Payments for: Dues, Health and Welfare, Pension Fee Fringe

This form is to be used in conjunction with the permit form(s) specific to the applicable Council-member Union

Union (Circle One) **IATSE 891** **ICG 669** **Teamsters 155**

Permit type (Circle One): **3.02** **3.03** **3.04** **3.05**

Employee: _____ **Production:** _____

Dues deducted? (Circle One) **Yes** **No**

Reason: (Check One Box only)

☐ Paid to Affiliated Union Local Local #: _____

☐ Specialized Equipment Operator (non-affiliated) Equipment: _____

Health & Welfare fringe paid? (Circle One) **Yes** **No**

Reason: (Check One Box only)

☐ Paid to Affiliated U.S. Union Health Plan Local #: _____

☐ Forwarded to Affiliated Canadian Union Local Local #: _____

Pension fringe paid? (Circle One) **Yes** **No**

Reason: (Check One Box only)

☐ Paid to Affiliated U.S. Union Pension Plan Local #: _____

☐ Forwarded to Affiliated Canadian Union Local Local #: _____

Date: _____ **per:** _____
(Authorized Council-member Union Representative)



WORK PERMIT

TEAMSTERS LOCAL UNION NO. 155 WORK PERMIT APPLICATION

DATE: _____

NAME: _____

ADDRESS: _____

PHONE No: _____

CITY: _____

SIN: _____

PRODUCTION INFORMATION	
PRODUCTION COMPANY –	TITLE –
TEAMSTER AFFILIATION –	OTHER UNION AFFILIATION -
CATEGORY APPLYING FOR	
<input type="checkbox"/> Driver	<input type="checkbox"/> Security
<input type="checkbox"/> Camera or Insert Car	<input type="checkbox"/> Mechanic
<input type="checkbox"/> Caterer	<input type="checkbox"/> Animal Trainer
<input type="checkbox"/> Animal Wrangler	<input type="checkbox"/> Safety Diver
<input type="checkbox"/> Lighting Crane	<input type="checkbox"/> Chapman or Apollo Crane
<input type="checkbox"/> Boat Operator	<input type="checkbox"/> Other
CLASS OF DRIVER'S LICENSE (Minimum) CLASS 3 & 4 W/ AIR ENDORSEMENT	
<input type="checkbox"/> 1-15	<input type="checkbox"/> 2-15
<input type="checkbox"/> 3-15	<input type="checkbox"/> 4-15 (Unrestricted)
<input type="checkbox"/> Other	<input type="checkbox"/> Province or State
OTHER LICENSES/CERTIFICATES/CAPABILITIES	

I have authorized, designated and chosen said labour organization to negotiate, bargain collectively, present and discuss grievances with my Employer, as my representative and my sole and exclusive collective bargaining agency, and I do hereby confirm the same in all respects. I shall abide by the Constitution, Bylaws, decisions, rules, regulations and working conditions of Teamsters Local Union No. 155. I base my application for a work permit on the above facts, which I affirm to be true.

I hereby consent to the payroll companies collecting and disclosing my personal and payroll information, contact information and Social Insurance Number to Teamsters Local Union No. 155, and that Teamsters Local Union No. 155 may collect, use and retain this information for the purposes of administering the collective agreement.

I agree that the Employer shall deduct from my gross fee or gross pay, as applicable, the 3% working dues or 3% service fees (whichever is applicable) and remit same to Teamsters Local Union No. 155 while employed on this production.

Signature

**Upon completion, please fax to:
(604) 873-1595
Attn: Business Agent**



TEAMSTERS LOCAL UNION NO. 155

*Representing Employees in Movie Production, Trade Shows & Related Industries, Office, Public Sector
& Miscellaneous Jurisdiction in the Province of British Columbia & the Yukon Territory, Canada*
AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS & TEAMSTERS CANADA



RE: WORK PERMIT REQUESTS AND OBLIGATIONS

Company: _____

Address: _____

Names (Permits Requested): _____

Signature of Production Manager: _____

Dear Sir/Madam,

Dated this day of _____, 20____.

Teamsters Local Union No. 155 hereby grants a work permit(s) for the above individual(s) under Article _____ of the Master Collective Agreement conditional upon the Company providing a copy of the attached permit application form to the Union.

The Company has an obligation under this permit to provide fringe payments in accordance with Article 8.01, 8.02, 8.03, S3.01, S3.02 or S3.03, whichever is applicable.

The Company has an obligation to deduct working dues or the applicable service fee from the permitted employee's gross wages in accordance with Article 9.06 and as per the Work Permit application. The remainder is paid to the employee as vacation and statutory holidays and pension fringe as applicable. The Health & Welfare portion is remitted directly to Pacific Blue Cross for the Teamsters Local 155 Benefits Plan. The Pension Fund portion will be paid directly to the employee on Gross Wages. **If the permitted employee is registered under an affiliate Teamsters Pension and Health & Welfare Plan, please have the permitted employee indicate such to the Teamsters Local Union No.155 with reference to prior arrangement or any reciprocal agreement.**

Please provide a copy of this letter to the permitted Employee.

Thank you for your cooperation in this matter.

Yours Truly,
Teamsters Local Union No. 155

Secretary-Treasurer



WORK PERMIT APPLICATION FORM

I hereby make application for a work permit from the International Cinematographers Guild, Local 669 ("ICG 669"). I authorize ICG 669 to negotiate, bargain collectively, present and discuss grievances with my Employer, as my representative and as my sole and exclusive Collective Bargaining agency. I shall abide by the Constitution, By-Laws, Decisions, Rules, Regulations and Working Conditions of ICG 669. I base my application on the following facts that I affirm to be true:

Name _____ Date of Birth ____/____/____
(dd/mm/yyyy)

Address _____
Street City Province/State Postal/ZIP Code

Social Insurance Number (last 4 digits) _____ Social Security Number (last 4 digits) _____

Email _____ Phone Number _____

Position _____ Union Affiliation(s) _____

Production Company _____

Production Title _____

For the period From ____/____/____ To ____/____/____
(dd/mm/yyyy) (dd/mm/yyyy)

The Article of the Collective Agreement under which this permit is applied for is (*check one*):

- | | | | |
|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|
| <input type="checkbox"/> 3.02 | 3.03 (choose all applicable): | <input type="checkbox"/> 3.05 | <input type="checkbox"/> 3.06 |
| | <input type="checkbox"/> 3.03 (a) | | |
| | <input type="checkbox"/> 3.03(b)(i) | | |
| | <input type="checkbox"/> 3.03(b)(ii) | | |
| | <input type="checkbox"/> 3.03(c) | | |
| | <input type="checkbox"/> 3.03(d) | | |

In making this application, I authorize the employer to deduct from my gross wages and pay to ICG 669 fees and dues in accordance with the prevailing practice for members of ICG 669.

Note: You are not required to pay dues if you are already covered under an **IATSE Local 600 Agreement**.
If this is the case, you must place a checkmark in the following box: ☐

I hereby consent to the payroll companies collecting and disclosing my personal and payroll information, contact information and Social Insurance Number to ICG 669 and that ICG 669 may collect, use and retain this information for the purposes of administering the Collective Agreement.

Signature of Applicant _____ Dated _____

This work permit application can also be downloaded at: <http://www.bccfu.com/forms-templates/>



IATSE LOCAL 891

International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada • British Columbia and the Yukon

WORK PERMIT APPLICATION FORM

IATSE Local 891 requires that all productions requesting work permits must first supply the following completed form. This application must be accompanied by the following information prior to the Union considering this request for a work permit:

1. The reasons for the necessity of that individual being permitted.
2. A list of credits/credentials/professional awards and achievements and/or a professional resume of the requested permittee.
3. Proof of the requested permittee's union affiliation and standing if applicable.

The Company agrees that all permit requests for individuals who are not members of the Council-member Union must be submitted with at least five (5) working days' notice prior to the call.

The Company agrees Deal Memoranda for all permitted individuals must be forwarded to IATSE Local 891 within five (5) working days of the Employee signing said deal memorandum.

Date of Application: _____

Production Manager: _____

Production Company: _____

Working Title: _____

Production Office Address: _____

Production Phone Number: _____

Production Fax Number: _____

Name of Prospective Permittee: _____

Job Classification: _____

Country of Origin: _____

Union Affiliations (if any): _____

Commencement and Termination Dates of Permit: _____

The Article of the Collective Agreement under which this permit is applied for is (*circle one*):

3.02

3.03

3.04

3.05

3.06

3.07

WORK PERMIT APPLICATION FORM – page 2

Permits will be granted under §3.03 if they meet the following conditions.

After the Employer has given reasonable consideration (including the granting of an interview if requested by a Council-member Union) to available qualified applicants, the Council will grant to the Employer work permits for persons who satisfy the following criteria:

- (a) Persons who hold two (2) screen credits on dramatic productions (including situation comedy) that have employed the proposed Director, Producer, or Director of Photography; or
- (b) Persons who:
 - (i) hold three (3) screen credits in the position for which the persons will be employed; or
 - (ii) have personally received at least one (1) nomination for an internationally recognized industry award (e.g., Academy Award, Emmy Award, Golden Globe, Genie, Gemini, British Academy Award, Canadian Screen Award); or
- (c) Persons who will operate specialty equipment not available in British Columbia; or
- (d) Persons for whose position the Council-member Union is unable to supply qualified personnel.
- (e) Unless mutually agreed to, permits issued under Article 3.03(a) and (b) above will be limited to one (1) per Department, provided, however, Council-member Unions will not unreasonably deny granting additional work permits consistent with past practices.

Work permits granted under Article 3.03 are in addition to and separate from permits granted under Article 3.02 and Article 3.04. Furthermore, all work permits granted under Article 3.02, Article 3.03 and Article 3.04 will not result in the hiring of a counterpart position under Article 3.05.

The Employer hiring any person not represented by the Council for any job classification described in the appendices to this agreement shall secure a Work Permit from the appropriate Council-member Union and if necessary, secure clearance from Canada Employment and Immigration (CEIC) in cooperation with the appropriate Council-member Union.

The rates, conditions, and/or terms of this Master Agreement must be fully met, except when another collective agreement applies which does not diminish the terms of this Agreement.

The Company understands that permits granted under §3.04 shall only authorize the permitted individual to perform his/her job tasks on the individual Cast member specified, and that Cast member's Stunt and/or Photo Double. If the permitted Employee is unavailable to implement these duties, then an IATSE 891 member will be assigned as needed.

The Company understands that permits granted under §3.05 are contingent upon a counterpart employee being hired from within the membership of IATSE Local 891. Said match employee shall be filled at the discretion of the applicable department in concert with IATSE Local 891. In the situation where a permit being granted is contingent on a counterpart position being hired from IATSE Local 891, the member must be employed for at least the same work hours.

If, following the issuance of a Union driven Work Permit, a member of the applicable Council Union who is capable, in the Union's opinion, of performing the work required becomes available, the union may revoke the work permit. The Employer agrees to discharge any Employee, except Heads of Departments and First Assistants/Best Boy, and Second Assistants who has had his/her work permit revoked and shall hire the Union member who is available. This does not apply to guaranteed work permits as outlined in 3.02, 3.03 and/or 3.04.

By signing this form, the Company is bound by the terms herein.

(Signature for the Company)

(Print Name)



IATSE LOCAL 891

International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada • British Columbia and the Yukon

IATSE LOCAL 891 APPLICATION FOR TEMPORARY PERMIT

I hereby make application for a work permit from Local 891 of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada. I have authorized, designated and chosen said labour organization to negotiate, bargain collectively, present and discuss grievances with my Employer, as my representative and my sole and exclusive collective bargaining agency, and I do hereby confirm the same in all respects. I shall abide by the Constitution, By-laws, decisions, rules, regulations and working conditions of Local 891 and of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada. I base my application for a work permit on the following facts, which I affirm to be true:

I _____, was born on _____, of _____.
(Name) (Day) (Month) (Year)

now residing at _____.
(Street) (City) (Prov/State) (Code/Zip)

My telephone number is _____ My Social Insurance (Security) Number is XXX-XX-_____.
(Last 4 Digits Only)

My email address is _____

My emergency contact is _____, _____, _____.
(Name) (Phone number) (Contact Relation)

I am by occupation a _____ and I have worked for the following
motion picture production companies: _____

I wish to be employed by _____ on the production known as:
_____ as a _____. The number of working days I

have accumulated on films under IATSE Local 891's jurisdiction total _____ to date.

My union affiliations are: _____

I AGREE TO HAVE 2% DEDUCTED FROM MY GROSS WAGES AND PAID TO IATSE 891: ☐

**I am not required to have 2% deducted from my gross wages, as I am covered by another,
applicable IATSE agreement:** ☐

I hereby consent to the payroll companies collecting and disclosing my personal and payroll information, contact information and Social Insurance number to IATSE Local 891, and that IATSE Local 891 may collect, use and retain this information for the purposes of administering the collective agreement.

Signature of Applicant _____ Dated _____ 20____

Signature of Shop Steward _____ Dated _____ 20____

IATSE Local 891 confirms that the above named person is permitted to work, at the sole discretion of Local 891 on all or part of the production presently known as: _____

This permit may be terminated by Local 891 if a member becomes available to fill any position other than name select position.

Signature of Senior Steward _____

THIS APPLICATION MUST BE FORWARDED IMMEDIATELY TO IATSE LOCAL 891 REQUESTING EXECUTIVE BOARD APPROVAL

1640 Boundary Road, Burnaby, BC, Canada V5K 4V4 604-664-8910 info@iatse.com www.iatse.com

SIDELETTER NO. 1

As of April 1, 2021

Mitch Davies, President
IATSE Local 891
1640 Boundary Road
Burnaby, BC V5K 4V4
Canada

Amanda Trimble, President
ICG Local 669
3823 Henning Dr., Unit 217
Burnaby, BC V5C 6P3
Canada

David Holm, Secretary-Treasurer
Teamsters Local Union No. 155
490 East Broadway
Vancouver, BC V5T 1X3
Canada


Dear Messrs. Davies and Holm and Ms. Trimble:

This is to confirm our agreement that in lieu of providing a Performance Bond, pursuant to Article 14 of the 2021 Master Agreement, the following Companies, when "Employers" as that term is defined in the Master Agreement, hereby individually and severally guarantee payment of wages and other moneys that may become due to their respective Employees covered by the Master Agreement. Each of the following Companies may also designate other Employers for which such guarantee will apply. Any such designation shall be in writing to the British Columbia and Yukon Council of Film Unions:

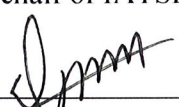
20th Century Studios Vancouver Productions Ltd.
Alameda Entertainment B.C., Inc.
Animal Control XOF LLC
Apple Studios Canada Inc.
Apple Video Programming LLC
Bear Claw Productions Ltd.
Cartoon Network Studios Inc.
CBS Canadian Film and Television Inc.
CBS Productions
CBS Studios Inc.
FX Productions LLC
Gabriel Simon Production Services Limited
GEP Productions Inc.
Home Box Office, Inc.

Legendary Pictures Productions LLC
MGM Production Services (B.C.) Ltd.
Netflix Studios, LLC
Paramount Pictures Corporation (Canada) Inc.
Riverside Television B.C.
Screen Gems (Canada) Ltd.
SKG Studios Canada Inc.
Showtime Networks Inc.
Stage 49 Ltd.
Turner Films, Inc.
Twentieth Century Fox Canada Limited
Universal Studios Canada Inc.
Warner Bros. Pictures (B.C.), Inc.
Warner Bros. Television (B.C.), Inc.

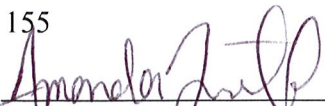
AGREED:



Mitch Davies
On behalf of IATSE 891




David Holm
On behalf of Teamsters Local Union No.
155




Amanda Trimble
On behalf of ICG 669

Sincerely,



Carol A. Lombardini
On behalf of the Canadian
Affiliates of the AMPTP



Jason Lee
On behalf of the CMPA-BC
Producers Branch

SIDELETTER NO. 2

Intentionally Deleted

SIDELETTER NO. 3

As of April 1, 2003

Don Ramsden, President
IATSE Local 891
1640 Boundary Road
Burnaby BC V5K 4V4
Canada

Roger Vernon, President
IATSE Local 669
#5-210, 555 Brooksbank Ave.
North Vancouver BC V7J 3S5
Canada

Tom Milne, Secretary-Treasurer
Teamsters Union Local No. 155
490 East Broadway
Vancouver BC V5T 1X3
Canada

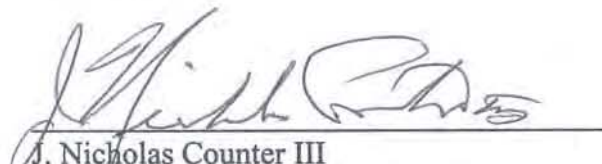
Dear Messrs. Ramsden, Vernon and Milne:

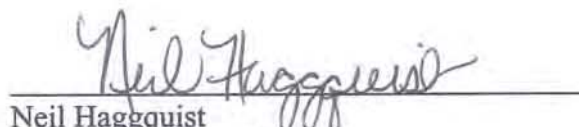
This will confirm our agreement reached during negotiations for the 1997 Master Agreement to establish a "Job Description Committee." Such Job Description Committee will be staffed by equal numbers of representatives from Local 891, Local 155 and Local 669 combined, and the Employers. The Job Description Committee will meet within ninety (90) days of ratification to develop job descriptions for the job classifications found in the Master Agreement.

The parties acknowledge that the agreement to establish a Job Description Committee was reached as a compromise to issues concerning the job descriptions in use prior to the negotiation of the Master Agreement. The parties agree that they reserve their respective rights and positions as to whether the job descriptions and classifications currently in use and/or those to be developed by the Job Description Committee, including any jobs descriptions and/or classifications that will replace those currently in use, are within the jurisdiction of Local 891 and/or Local 155 and/or Local 669.

Please confirm your agreement and acceptance by executing this sideletter in the space provided and returning the original to me.

Sincerely,


J. Nicholas Counter III
On behalf of Negotiating Producers


Neil Haggquist
B.C. Branch of CFTPA

SIDELETTER NO. 4

As of April 1, 2003

Don Ramsden, President
IATSE Local 891
1640 Boundary Road
Burnaby BC V5K 4V4
Canada

Roger Vernon, President
IATSE Local 669
#5-210, 555 Brooksbank Ave.
North Vancouver BC V7J 3S5
Canada

Dear Messrs. Ramsden and Vernon:

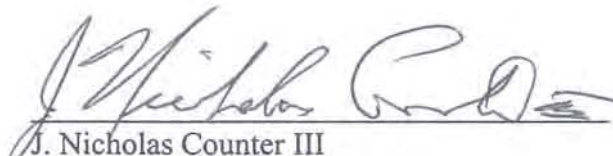
During the negotiations of the 1996 Master Agreement, IATSE Local 891, IATSE Local 669 and the undersigned negotiating producers agreed to incorporate into the Master Agreement a provision creating probationary periods of employment for weekly Employees of both Local 891 and Local 669. The negotiating parties agreed that dismissal for just and reasonable cause includes dismissal for artistic and creative differences and/or unsuitability.

In the unlikely event that any disputes may arise concerning a discharge of a post-probationary-period Employee, the parties to such dispute will employ the services of a "Non-Binding Trouble Shooter," like that used in the British Columbia Health Care Providers System, to address any such disputes prior to implementing the grievance and arbitration procedure set forth in Article Eleven of the Master Agreement.

The costs of such Trouble Shooter will be shared equally by the parties. The Trouble Shooter's findings will be non-binding and inadmissible as evidence should the matter proceed to arbitration.

Please confirm your agreement and acceptance by executing this Sideletter in the space provided and returning the original to me.

Sincerely,


J. Nicholas Counter III
On behalf of Negotiating Producers


Neil Haggquist
B.C. Branch of CFTPA

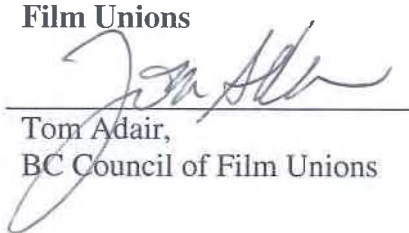
SIDELETTER NO. 5

As of April 1, 2012

Trouble Shooter

- a) Michael Fleming, or a substitute agreed to by the Parties, is appointed as a Trouble Shooter to assist the Parties with the resolution of grievances or other disputes.
- b) The Parties must jointly agree to refer a dispute to the Trouble Shooter. That agreement may be withdrawn by either party at any time, in which case the matter will proceed under the grievance process.
- c) If the reference to the Trouble Shooter arises out of a grievance, the time frames contained in Article 11 will be held in abeyance provided they have not expired prior to the reference.
- d) When the Parties have referred a dispute to the Trouble Shooter, he/she will endeavour to meet with the Parties within 15 days.
- e) The Trouble Shooter and the Parties may determine their own procedure, including the following:
 - i. production and exchange of documents;
 - ii. identification of issues; and
 - iii. factual agreements.
- f) The Trouble Shooter will endeavour to settle any dispute and may, with the agreement of the Parties, make a binding recommendation for the resolution of the dispute.
- g) Any recommendation or decision of the Trouble Shooter is without prejudice or precedent and cannot be admitted in evidence in any other legal proceeding.
- h) The Parties will bear equally the fees and expenses of the Trouble Shooter.

**On Behalf of the BC Council of
Film Unions**




Tom Adair,
BC Council of Film Unions

On Behalf of the Negotiating Producers



Carol A. Lombardini

**On Behalf of CMPA-BC Producers'
Branch**



Gigi Boyd

SIDELETTER NO. 6

As of April 1, 2003

Don Ramsden, President
IATSE Local 891
1640 Boundary Road
Burnaby BC V5K 4V4
Canada

Roger Vernon, President
IATSE Local 669
#5-210, 555 Brooksbank Ave.
North Vancouver BC V7J 3S5
Canada

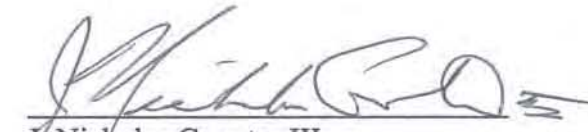
Tom Milne, Secretary-Treasurer
Teamsters Union Local No. 155
490 East Broadway
Vancouver BC V5T 1X3
Canada

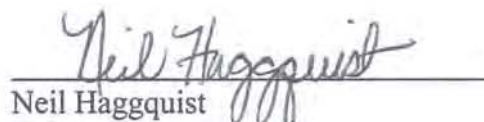
Dear Messrs. Ramsden, Vernon and Milne:

This is to confirm our agreement reached during negotiations of the 2000 Master Agreement concerning Article 12.06 of the Master Agreement. It is the intent of Article 12.06 to have information provided in a timely manner and not to penalize the Negotiating Producers. The B.C. Council of Film Unions therefore agrees that it will not grieve an inadvertent failure to comply with the time limits contained in Article 12.06.

Please confirm your agreement and acceptance by executing this Sideletter in the space provided and returning the original to me.

Sincerely,


J. Nicholas Counter III
On behalf of Negotiating Producers


Neil Haggquist
B.C. Branch of CFTP

SIDELETTER NO. 7

As of April 1, 2003

Don Ramsden, President
IATSE Local 891
1640 Boundary Road
Burnaby BC V5K 4V4
Canada

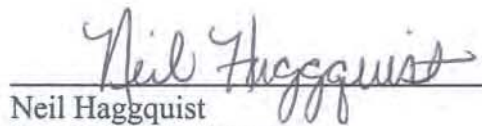
Dear Don:

This is to confirm our agreement reached during negotiations of the 2000 Master Agreement that the Producers and IATSE Local #891 agree to establish and maintain a list of suggested classifications and scale rates for positions that have been enabled on productions in the past by mutual agreement between the Producer and IATSE Local #891, but which are not included in the Master Agreement. These positions may be enabled in the future by mutual agreement between the Producer and IATSE Local #891 subject to crew requirements and identified needs.

Please confirm your agreement and acceptance by executing this Sideletter in the space provided and returning the original to me.

Sincerely,


J. Nicholas Counter III
On behalf of Negotiating Producers


Neil Haggquist
B.C. Branch of CFTPA

SIDELETTER NO. 8

As of October 5, 2002

Don Ramsden, President
IATSE Local 891
1640 Boundary Road
Burnaby BC V5K 4V4
Canada

Roger Vernon, President
IATSE Local 669
#5-210, 555 Brooksbank Ave.
North Vancouver BC V7J 3S5
Canada

Tom Milne, Secretary-Treasurer
Teamsters Union Local No. 155
490 East Broadway
Vancouver BC V5T 1X3
Canada

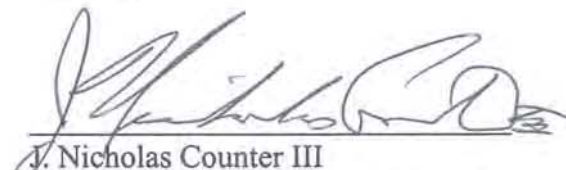
Dear Messrs. Ramsden, Vernon and Milne:

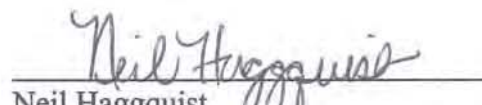
This is to confirm our agreement reached during negotiations of the 2003 Master Agreement that the Negotiating Producers and the B.C. and Yukon Council of Film Unions (the Council) and its member-Unions IATSE Local 891, IATSE Local 669, and Teamsters Union Local No. 155 will establish, and participate as members of, a Joint Committee to explore the feasibility and cost effectiveness of a B.C.-based Film Industry Health Plan in which members of the BC Council and their respective member-Unions may participate. Establishment of this joint committee is subject to agreement of both the B.C. District, Directors Guild of British Columbia and the Union of British Columbia Performers to participate as joint committee members to evaluate the feasibility of their respective members participating in this common plan.

We further agree to pursue this endeavor promptly and in good faith during the term of the Master Agreement. We share a commitment to sustain viable health resources that can address future health care needs of union members who contribute to the advancement of British Columbia's film industry.

Please confirm your agreement and acceptance by executing this Sideletter in the space provided and returning the original to me.

Sincerely,


J. Nicholas Counter III
On behalf of Negotiating Producers


Neil Haggquist
B.C. Branch of CFTPA

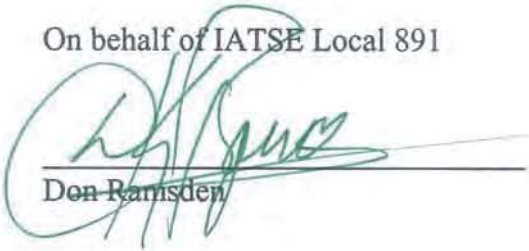
SIDELETTER NO. 9

As of April 1, 2003

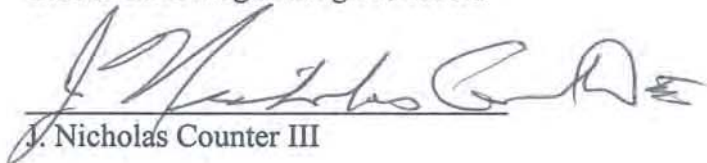
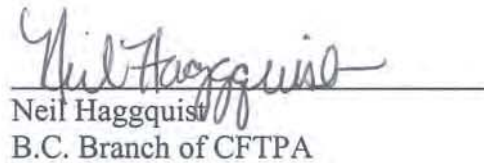
Letter of Understanding

The Assistant Accountant rate shall be a negotiated rate, but shall not reflect a rate which is lower than the current applicable rates stated in the Collective Agreement ending March 31, 2003, along with future negotiated general rate increases.

On behalf of IATSE Local 891


Don Ramsden

On behalf of Negotiating Producers


J. Nicholas Counter III
Neil Haggquist
B.C. Branch of CFTPA

SIDELETTER NO. 10

Intentionally Deleted

SIDELETTER NO. 11

As of April 2, 2006

Ken Anderson, President
IATSE Local 891
1640 Boundary Road 3823
Burnaby B.C. V5K 4V4
Canada

Brenton Spencer, President
IATSE Local 669
Henning Drive, Suite 217
Burnaby, B.C. V5C 6P3
Canada

Bruce Scott - Secretary Treasurer
Teamsters Union Local 155
490 East Broadway
Vancouver B.C. V5T 1X3
Canada

Dear Messrs. Anderson, Spencer, and Scott:

The Council agrees that in advancing grievances under Article 11 of the Master Agreement the Council will use its best efforts to ensure that the volume of grievances is kept at a reasonable and necessary level consistent with the Council's obligations under the British Columbia Labour Relations code and the purposes set out in Part 8 of the Code.

Please confirm your agreement and acceptance by executing this Sideletter in the space provided and returning the original to me.

Sincerely,

J. Nicholas Counter III
On behalf of the Negotiating Producers

Neil Haggquist
B.C. Branch of CFTPA

SIDELETTER NO. 12

An Employer who provides the Council with an executed Letter of Adherence for a specific production covered by the Master Agreement or the Supplemental Master Agreement also agrees to be bound to the terms and conditions of this Sideletter and to also voluntarily recognize IATSE Local 891's representation of certain visual and computer generated imagery and effects employees (VFX employees) for a specific production.

The VFX employees, set out below, may be employed directly by the production upon the following terms and conditions. This Agreement is not to be used to prohibit or inhibit the historical rights and practices of producers to have VFX work performed by third parties and employees, including those from other jurisdictions, without regard to union status or union affiliations. The parties agree that:

1. The Employer shall have the unrestricted right to subcontract any or all VFX work of a production without restriction as to union status, membership, or affiliation.
2. The practice of hiring contractors or employees who are not subject to this Sideletter from other jurisdictions including the United States is confirmed and may be continued without objection from the Union.
3. Where the Employer hires an employee under this Agreement in a VFX classification, such employee shall be or become a member of IATSE Local 891 or a permittee. The following weekly rates will apply:

Job Description	Weekly Flat Rate (up to 12 Hours/Day)			
	April 1, 2021	July 11, 2021	July 10, 2022	April 2, 2023
VFX Artists:				
Skill Level 1	\$1,883.14	\$1,939.63	\$1,997.82	\$2,057.75
Skill Level 2	\$1,748.63	\$1,801.09	\$1,855.12	\$1,910.77
Skill Level 3	\$1,436.51	\$1,479.61	\$1,524.00	\$1,569.72
VFX Technicians:				
Skill Level 1	\$1,748.63	\$1,801.09	\$1,855.12	\$1,910.77
Skill Level 2	\$1,436.51	\$1,479.61	\$1,524.00	\$1,569.72

4. These rates are basic minimum scale rates. Nothing in this Sideletter shall prevent the Employer from paying the employees a rate higher than these minimum rates, but no Employer will be obligated to pay more than the minimum rates without bargaining with an individual employee for a higher rate and reaching an agreement to pay that employee a higher rate.

5. These rates shall be increased in accordance with the salary rate increases contained in the Master Agreement.
6. Such employees may be employed on a daily basis at 1/5 of the weekly rate.
7. Overtime shall be paid at a rate of two times the employee's hourly rate for all hours worked after 12 hours and one and one-half times the employee's hourly rate for all hours worked on the sixth day of a workweek and two times the employee's hourly rate for all hours worked on the seventh day of the workweek. The hourly rate for purposes of calculating overtime is set forth in the table below.

Job Description	Hourly Rate for Purposes of Calculating Overtime:			
	April 1, 2021	July 11, 2021	July 10, 2022	April 2, 2023
VFX Artists:				
Skill Level 1	\$26.90	\$27.71	\$28.54	\$29.40
Skill Level 2	\$24.98	\$25.73	\$26.50	\$27.30
Skill Level 3	\$20.52	\$21.14	\$21.77	\$22.42
VFX Technicians:				
Skill Level 1	\$24.98	\$25.73	\$26.50	\$27.30
Skill Level 2	\$20.52	\$21.14	\$21.77	\$22.42

8. The work duties of the covered classifications shall be generally described as creating computer generated VFX where such employees will perform interchangeable work, depending on skill set and supervision required. Skill levels will be set in accordance with the training and experience of the individual employees. It is understood that staffing and skill level shall be determined by the Employer.
9. Employees in the position of VFX Artists will have an artistic and creative component to their work. Examples of this include modelers, composers and character animators.
10. Employees in the position of VFX Technicians will exercise mainly technical skills. Examples of this include matte painters, junior composers, and data wranglers.
11. The following provisions of the BC and Yukon Council of Film Unions Master Agreement are adopted by reference and incorporated herein: Article 1.12 (No Strike; No Lockout); Article 1.21 (Residency); Article 7 (Holidays); Article 8 (Fringe Rates); Article 9 (Payment of Wages); Article 10 (Layoff and Discharge); Article 11 (Grievance and Arbitration); Article 12 (Safety); Article 15 (Employee Assistance Program); A1.11 (Layoff); A1.16 (Replacement Workers); A1.17 (Progressive Discipline and Discharge Applicable to Weekly Workers); A1.18 (Probationary Period for Weekly Employees); and A1.20 (Turnaround). No other provision of the Master Agreement will apply.

12. Employees who are not working with a shooting unit will be responsible for scheduling their own meal periods of no less than thirty (30) minutes and no more than one hour in length and shall not incur meal penalties. (See 6.03 Meal Periods). On a day in which an employee is assigned only to a shooting unit, the employee shall be subject to the same meal provisions as other IATSE-covered employees.
13. The rates of pay for persons currently employed on productions will not be decreased as a result of this Sideletter.
14. Unless otherwise agreed this Sideletter does not apply to episodic television series produced after the effective date of this Sideletter, so long as either the pilot or any episode of the series commenced production prior to April 1, 2009.

On behalf of the BC Council of Film Unions

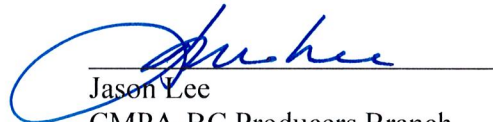


Paul Klassen
BC Council of Film Unions

On behalf of the Negotiating Producers



Carol A. Lombardini
Canadian Affiliates of the AMPTP



Jason Lee
CMPA-BC Producers Branch

January 27, 2000

Gerry Rutherford
International Photographers Guild
I.A.T.S.E, Local 669
5/210 - 555 Brooksbank Avenue
North Vancouver, B.C. V7J 3S5

Re: Operation of Video Cameras

Dear Gerry:

This letter confirms the parties' agreement reached during the negotiations for the 2000 Master Agreement that the parties will refer to the Consultation Committee for discussion the issue of the use of video cameras by persons other than Local #669 Video Camera Operators for purposes of assisting in the securing of location, or for pre-production purposes, production, administrative or continuity purposes. The parties will recommend that the Consultation Committee adopt the following language in a sideletter to the Master Agreement:

"For the purpose of assisting in the securing of location, or for pre-production purposes, production, administrative, or continuity purposes, none of which are to be used for other than continuity or identification, the Employer may designate a person or persons, other than a Local #669 Video Camera Operator, to operate a Video Camera and such person shall not be subject to the terms and conditions of the Master Agreement. The Employer agrees to notify the camera crew and the Union as to the identity of said person(s).

Please confirm your agreement and acceptance by executing the originals of this letter, which will arrive by mail, in the space provided and returning one of the three originals to me and one to Richard Longpre.

Sincerely,


J. Nicholas Counter III

Agreed and Accepted:


Gerry Rutherford
I.A.T.S.E., Local #669

G:\DATA\WP51\CANADA\BC\2000\NEGS\RUTHER.119

JNC:mv

cc: Don Cott
Richard Longpre
Tom Adair
Negotiating Producers

SIDELETTER NO. 14

As of April 1, 2012

Art Department Coordinator

It is understood that as part of individual negotiations permitted by Article 1.07, an Art Department Assistant may negotiate for the title of Art Department Coordinator.

Sincerely,



Carol A. Lombardini


On behalf of the Negotiating Producers



Gigi Boyd

CMPA-BC Producers' Branch

AGREED:



Mitch Davies, President
IATSE Local 891

SIDELETTER NO. 15

As of April 1, 2012

For the term of the 2012-2015 Master Agreement between the negotiating Producers and the Canadian Media Production Association - BC Producers' Branch and the British Columbia Council of Film Unions, IATSE LOCAL 669 hereby confirms that its practice of allowing Directors of Photography to operate the camera will continue in the same manner as it has since January 1, 2011.


In the event that IATSE LOCAL 669 should refuse a request by an Employer for a waiver to allow a Director of Photography to operate the camera as per the past practice, the Employer has the right to appeal the refusal to the International President of the IATSE for final determination of the particular request.

Sincerely,



Carol A. Lombardini

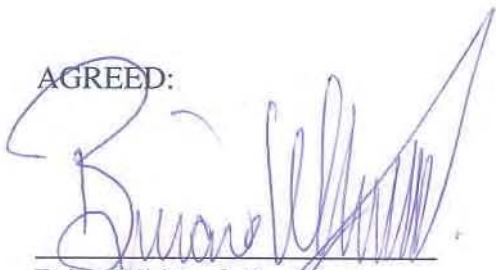
On behalf of the Negotiating Producers



Gigi Boyd

CMPA-BC Producers' Branch

AGREED:



Brian Whittred, President
IATSE Local 669

SIDELETTER NO. 16

Intentionally Deleted

SIDELETTER NO. 17

As of April 1, 2021

Mitch Davies, President
IATSE Local 891
1640 Boundary Road
Burnaby, BC V5K 4V4
Canada

Amanda Trimble, President
ICG Local 669
3823 Henning Dr., Unit 217
Burnaby, BC V5C 6P3
Canada

David Holm, Secretary-Treasurer
Teamsters Local Union No. 155
490 East Broadway
Vancouver, BC V5T 1X3
Canada

Sideletter – Reconciliation, Equity, Diversity and Inclusion

The Negotiating Producers, on the one hand, and the Council and its Council-member Unions, on the other hand (collectively referred to as the “Parties”), recognize their joint interest in promoting reconciliation, equity, diversity and inclusion in the workplace, so that Indigenous people and people from disadvantaged and under-represented groups are provided with employment opportunities and greater representation in the film and television industry in British Columbia. The Parties’ goal in pursuing these initiatives is to increase measurably the diversity in the active workforce in the film and television industry in British Columbia, at all times guided by the British Columbia’s Human Rights Code and its principles.

In furtherance of this goal, the Parties shall form a committee (“Committee”) within thirty (30) days of ratification consisting of:

- a. one representative from the Council;
- b. one representative from each of the Council-member Unions; and
- c. four representatives from the Negotiating Producers.

The Committee shall be co-chaired by one Council-member Union representative and one Negotiating Producer representative.

The Committee’s first meeting shall take place within 30 days of its formation and shall meet on a quarterly basis thereafter. The Committee may choose to meet more frequently as needed to accomplish its work, which shall include the matters described in this Sideletter.

The parties recommend that funding of costs associated with the application for the special program be provided by the BC Motion Picture Training Society, and that the Training Society take any necessary steps to effectuate its provision of funding. The Committee will discuss funding for costs associated with the work of the Committee which are not otherwise borne by the Employer, the Council or its Council-member Unions.

Special Program

The Parties agree to make a joint application for a special program under Section 42 of the British Columbia Human Rights Code (“BCHRC”). The Committee will promptly develop and mutually agree on the elements of the special program.

1. The goals of the special program include to:
 - (a) address under-representation and/or barriers in the industry faced by persons or groups with one or more protected characteristics;
 - (b) provide meaningful employment opportunities that will allow such persons to establish and maintain a career in the industry; and
 - (c) establish accountability and monitoring, including ways to measure and track success in increasing diversity in the active workforce.
2. The Committee will:
 - (a) establish which groups with protected characteristics as set out in the BCHRC (“Protected Characteristics”) are statistically under-represented in the BC film industry as compared to the general BC labour pool, understanding that the purpose of examining the general BC labour pool is to ascertain where gaps exist in representation within the industry;
 - (b) identify those groups the Parties intend to prioritize with the special program, including groups identified in Paragraph 2.(a) above or other groups deemed to be a priority by the Committee (the “Target Group(s)”), and make such recommendations as it considers necessary to ensure that hires and trainees under the special program as set out in this Sideletter reflect these priorities;
 - (c) develop mechanisms to allow the Council-member Unions to collect and maintain a database of persons on the Council-member Union hiring rosters who voluntarily self-identify as having one or more Protected Characteristics;
 - (d) allow Employers to provide meaningful employment opportunities to such persons;
 - (e) allow Employers to seek and hire Trainees from existing Council-member Trainee programs or otherwise;
 - (f) identify and ameliorate specific barriers to entry and retention in the industry, including accommodations;
 - (g) identify how to track, and regularly report to the Parties, success in increasing diversity in the active workforce; and

- (h) agree on the time frame in which the special program shall be in effect, subject to a mutual agreement to make a renewal application to, or otherwise, extend it in whole or in part.
- 3. As part of the Parties' shared commitment to the goal of increasing diversity, the Parties agree to cooperate in providing whatever additional information the Committee and/or BC Office of the Human Rights Commissioner may require while complying with BC privacy and other applicable law.
- 4. Subject to approval of the application for the special program, the Parties agree that:
 - (a) Employers will be permitted to seek candidates who already possess the skills necessary for work in the industry for employment based on Protected Characteristics;
 - (b) Employers may make such requests to the Council and its Council-member Unions for dispatch of Employees in the Target Groups and to hire Employees based on membership in the Target Groups as set out in this Sideletter.
 - (c) In addition to seeking individuals from the Target Groups who already possess skills necessary for work in the industry, the special program will also seek to recruit and train such Employees to acquire the necessary skills and experience for a career in the industry.
 - (d) The special program will permit collection of information regarding the Protected Characteristics of the existing and future workforce by asking Employees to self-identify, so that the Parties can measure whether they are making progress towards the goal of increasing diversity.
 - (e) The Parties further agree that implementation of special programs or training programs approved under this Sideletter will not constitute a violation of Article 1.20 of the Master Agreement.
- 5. For greater clarity, and subject to approval under the special program, the following will permit the Employer and the affected Council-member union to agree to hire persons who have voluntarily self-identified as being a member of a Target Group(s) on specific productions as set out below:
 - (a) For IATSE Local 891:
 - i. If the Employer is directly hiring Employees, the Employer shall request from IATSE Local 891 a list of those in a particular classification on the Department Roster who are from a Target Group(s). Once due consideration is given to those available individuals on the Department Roster, the Employer may request a list of those in the same classification on the Auxiliary Roster who are from a Target Group(s). If IATSE Local

891 is unable to fulfill the Employer's request from those on the Department Roster or Auxiliary Roster, the Employer may engage a qualified individual from the Target Group from outside the Department Roster/Auxiliary Roster pursuant to the special program under this paragraph 5(a)i. The maximum number of individuals hired pursuant to the preceding sentence at any given time shall be limited to no more than one (1) in any one (1) department. Further, an Employer may only hire an individual from outside the Department Roster/Auxiliary Roster pursuant to this paragraph 5(a)i. in a particular department if at least one (1) individual on either the Department Roster or Auxiliary Roster is engaged in that department, provided that a qualified individual from the Department Roster or Auxiliary Roster is available.

- ii. If the Employer is requesting Employees through Dispatch, the Employer may request priority Dispatch under the special program of individuals from the Target Group(s), and IATSE Local 891 will dispatch individuals in the Target Group(s), if any are available. Such requests shall be limited at any given time to one (1) in departments of two (2) to seven (7) Employees and two (2) in departments of eight (8) or more Employees.
- iii. Any individual hired under i. shall be included in the aggregate number of persons dispatched under ii. The aggregate number of individuals hired on a production under i. and ii. above shall be limited to no more than twelve (12) at any given time.
- iv. For purposes of this paragraph 5(a), the departments shall be as follows: Accounting; Art; Construction/Painting; Costume; Editing; First Aid/Craft Service; Greens; Grips; Hair; Lighting/Electrics; Make-Up; Production Office; Props/Set Decorating; Script Supervisor/Continuity Coordinator; Sound/Video; and Special Effects.
- v. An individual not on the Department Roster/Auxiliary Roster who has worked at least one (1) day pursuant to the special program provisions of paragraph 5(a)i. above shall be entitled to the same priority in hiring and layoff pursuant to the 'Order of Dispatch' provisions in paragraph 5 of Article A1.09 and the provisions of Article A1.11 as is applicable to any individual on the Auxiliary Roster in the same classification. That is, that individual may be hired directly by the Employer notwithstanding the fact that qualified persons on the Auxiliary Roster may be available. The individual may also continue to be hired pursuant to the special program provisions of paragraph 5(a)i. above. The Union shall maintain a listing of individuals who, by virtue of their employment under paragraph 5(a)i. above, are entitled to the same priority in hiring as any person on the Auxiliary Roster. The Union shall make the list freely available to Employers in a form in which it can be readily accessed.

(b) For Teamsters Local Union No. 155:

- i. If the Employer is requesting Employees who belong to a Target Group through Dispatch Referral, the Employer may ask Teamsters Local Union No. 155 to dispatch members from its Membership Roster who are from the Target Group, based on their seniority relative to other members who are from that Target Group. If no available members have identified as belonging to the Target Group, the Employer may ask the Union to dispatch individuals who are from that Target Group from the Teamsters' permittee list. If no qualified individual on the permittee list is available, the Employer may engage a qualified individual from outside Groups 1 and 2 and outside the permittee list pursuant to paragraph 5(b)ii. below.
- ii. If Teamsters Local Union No. 155 is unable to fulfill the Employer's request from Groups 1 or 2 (or from those on its permittee list in the case of an Employer who has elected to ask the Union to dispatch individuals from the Target Group from the permittee list), the Employer may engage a qualified individual from the Target Group from outside Groups 1 and 2 and the permittee list pursuant to the special program under this paragraph 5(b)ii. The maximum number of individuals hired pursuant to this paragraph 5(b)ii. at any given time shall be limited to two (2) per production with no more than one (1) in the Transportation department and one (1) in the Security department. Further, an Employer may only hire an individual under this paragraph 5(b)ii. in the Transportation department if at least one (1) individual from Group 1 or Group 2 is engaged in that department, provided that there is a qualified individual from Group 1 or Group 2 available.
- iii. If the Employer is requesting an employee by name and the person so requested is from the Target Group and accepts the job, then the Union will refer that person in accordance with the individual's seniority relative to other individuals in Group 1 or 2 or on the permittee list who are from that Target Group.
- iv. The Employer shall be limited to requesting a maximum, per production and at any given time, of two (2) special program hires in departments with ten (10) or more employees, and one (1) special program hire in departments with fewer than ten (10) employees.
- v. Nothing in this provision shall prevent Teamsters Local Union No. 155 from referring people belonging to Target Groups in Groups 1 or 2 or on the permittee list through the regular operation of its referral practices above the maximums set out in this provision.
- vi. An individual who is not in Group 1 or 2 nor on the permittee list and who is employed pursuant to paragraph 5(b)ii. above shall be entitled to the same priority in hiring and layoff as is applicable to any individual on the

permittee list. The individual may also continue to be hired pursuant to the special program provisions of paragraph 5(b)ii. above. The Union shall maintain a listing of individuals who, by virtue of their employment under paragraph 5(b)ii., are entitled to the same priority in hiring as any person on the permittee list. The Union shall make the list freely available to Employers in a form in which it can be readily accessed.

(c) For ICG 669:

- i. It is mutually understood that an Employer may hire an Employee from a Target Group from the short-term and long-term availability lists for ICG 669 under the special program.
- ii. If there is no available Employee from the Target Group on the ICG 669 availability list(s), the Employer may engage one (1) qualified individual at any given time from outside the current membership pursuant to the special program under this paragraph 5(c)ii. An ICG 669 trainee who has already been assigned to the production shall not be displaced by an individual hired under this paragraph 5(c)ii.

(d) Individuals hired pursuant to paragraphs 5(a), (b) and (c) above shall not be subject to any bumping provisions.

6. An individual hired pursuant to the special program must have resided in British Columbia for at least six months prior to being hired and must be a citizen or permanent resident of Canada, unless the individual is a recognized refugee in Canada. The applicable Council-member Union shall not unreasonably deny a request by an Employer to waive the foregoing requirements for an individual who has demonstrated a commitment to residing in British Columbia. Persons hired pursuant to the special program shall work under the Master Agreement or Supplemental Master Agreement, as applicable.
7. An individual hired pursuant to the special program must successfully complete the Workplace Hazardous Materials Information Systems (WHMIS) course on or prior to the individual's first day of employment, and must successfully complete the following courses within the same timeline as is applicable to any other individual working under the Master Agreement or Supplemental Master Agreement:
 - (a) Actsafe Motion Picture Safety 101 – General Safety Awareness; and
 - (b) MPPIA Motion Picture Industry Orientation (including the Motion Picture Industry Orientation exam).
8. If an individual hired pursuant to the special program completes a course specified in paragraph 7 above while in the employ of an Employer, the Employer shall reimburse the individual for the cost of the course and shall compensate the individual for time spent in completing the course at the individual's straight time contracted hourly rate.

9. Any individual hired pursuant to the special program whose job duties cannot be performed without fulfilling a statutory entrance requirement(s) (e.g., OFA level 3 for First Aid/Craft Service, Red Seal certificate and/or Beauty Council of BC Certificate of Qualification for Hair; Professional Cook Red Seal Endorsement, Elevated Platform tickets, Forklift tickets, Firearms PAL, Class 1, or 3/4 Driver's License, Security Worker License) must satisfy the requirements prior to working on a production.

Training Program

10. The application for the special program will include provisions which allow the Committee and the affected Council-member Union to modify established training programs or develop new ones to hire trainees from the Target Group(s) ("Trainees"), so that they will have opportunities for hands-on training and continued work in the film and television industry in British Columbia.

IATSE Local 891 Training Program

11. Subject to approval of the application for the special program, the following provisions will be implemented with respect to IATSE Local 891:
 - (a) Trainees must have resided in Canada for at least six months prior to commencing participation in the training program and must be citizens or permanent residents of Canada, unless the trainee is a recognized refugee in Canada. IATSE Local 891 shall not unreasonably deny a request by an Employer to waive the foregoing requirements for an individual who has demonstrated a commitment to residing in British Columbia.
 - (b) On each production, the Employer may place one Trainee in each recognized department of IATSE Local 891. During the assignment, the Trainee may learn and perform bargaining unit work within an otherwise fully staffed department. Trainees in this capacity will not displace any crew members working under the terms of the BCCFU Master Agreement and will be an additional position in the department. The Employer will consult the department head about the placement. Trainees are not to be utilized to displace experienced Employees and shall work under the supervision of the appropriate department head.
 - (c) Any such Trainee must successfully complete the Workplace Hazardous Materials Information Systems (WHMIS) course on or prior to the first day of employment, and must successfully complete the following courses within sixty (60) calendar days of their first day of work on a production:
 - i. Actsafe Motion Picture Safety 101 – General Safety Awareness; and
 - ii. MPPIA Motion Picture Industry Orientation (including the Motion Picture Industry Orientation online exam).

- (d) The Employer shall reimburse the Trainee for the cost of the courses in paragraph 8(c) above and shall compensate the Trainee for time spent in completing such courses at the rate specified in paragraph 8(f) below.
- (e) Any Trainee whose job duties cannot be performed without fulfilling a statutory entrance requirement(s) (e.g., OFA Level 3 for First Aid/Craft Service, Red Seal certificate and/or Beauty Council of BC Certificate of Qualification for Hair, Elevated Platform tickets, Forklift tickets, Firearms PAL) must satisfy the requirement(s) prior to placement on a production.
- (f) Trainees shall work under the Master Agreement or Supplemental Master Agreement, as applicable, and shall be compensated at the Accounting Trainee rate.
- (g) An Employer may employ a Trainee on a participating production on a weekly basis of five (5) days per week on a single production in any single classification.
- (h) An Employer has discretion to continue to employ a Trainee up to a maximum of one hundred twenty (120) days and may allow a Trainee to rotate to another of its productions (or a production of an affiliated or related Employer).
- (i) A Trainee who works ninety (90) work days in any one department and who has applied for and been accepted into membership with Local 891 (which membership shall not be unreasonably withheld) will be added to the Department Roster, and will be removed from the Trainee Program. In the event that an Employer (or its related or affiliated Employers) does not have sufficient work to employ a Trainee for the ninety (90) work days necessary to obtain placement on the Department Roster, other unrelated or unaffiliated Employers may hire that individual as a Trainee under the provisions of this paragraph 11, or, if the Trainee has completed sixty (60) work days in any one department as a trainee, under the provisions of paragraph 5(a) above. An Employer shall notify Local 891 of any Trainee who has not yet completed the ninety (90) work days necessary for placement on the Department Roster and who is no longer working for that Employer (or a related or affiliated Employer) due to insufficient work, and indicate the number of work days that the Trainee has completed in each department in which the Trainee worked. Local 891 shall maintain a list of such Trainees, as well as the number of work days each Trainee has completed in a given department, and shall make the list freely available to Employers in a form in which it can be readily accessed.

ICG Local 669 Training Program

- 12. Effective no later than September 1, 2022, ICG 669 shall reduce the number of days that a Trainee in the existing ICG 669 2nd AC Camera Trainee Program must work to gain membership to 100 days. ICG 669 also agrees that the application for the special program will include 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, 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; and (2) the date that the special program is approved with the modifications described in the preceding sentence.

Communications Plan

13. The Parties acknowledge the importance of receiving the support of the membership of the Council-member Unions in achieving the goal of creating a welcoming and inclusive environment for Employees from the Target Groups. Accordingly, during the pendency of the Parties' application for the special program, the Council-member Unions will develop and institute a communications plan to explain to their respective memberships the goals and objectives of the special program application, as well as the benefits of increasing the representation of Indigenous People and people from disadvantaged and under-represented groups in the active workforce in the film and television industry in British Columbia measurably and substantially. The Council-member Unions may ask for assistance from the Negotiating Producers in developing and instituting this communications plan.

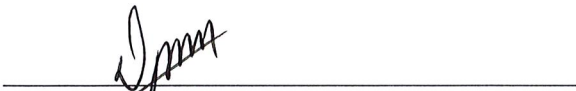
Ongoing Review

14. As part of the ongoing review and assessment of the special program, and/or based on recommendations from the Commissioner and/or the Committee, the parties may mutually agree to modify the provisions herein, including changes to the residency requirements and the maximum number of hires or trainees, by production or department, as the case may be, in order to achieve the goal of increased representation of persons in the Target Groups.

AGREED:



Mitch Davies
On behalf of IATSE 891



David Holm
On behalf of Teamsters Local Union No. 155

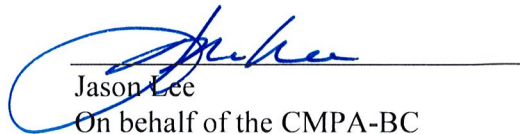


Amanda Trimble
On behalf of ICG 669

Sincerely,



Carol A. Lombardini
On behalf of the Canadian Affiliates
of the AMPTP



Jason Lee
On behalf of the CMPA-BC
Producers Branch

SIDELETTER NO. 18

As of April 1, 2021

Carol Lombardini, President
Alliance of Motion Picture and
Television Producers
15301 Ventura Blvd., Bldg. E
Sherman Oaks, CA 91403
U.S.A.

Jason Lee, Vice President, BC Industrial Relations
Canadian Media Producers Association
600-736 Granville St.
Vancouver BC V6Z1G3
Canada

Dear Ms. Lombardini and Mr. Lee:

Further to our discussions at the bargaining table for the renewal of the 2018-2021 Master Agreement relating to the Producers' proposal to amend Article 10.06 Discharge, the BC and Yukon Council of Film Unions (BCCFU) is prepared to make the following commitment, effective as of June 12, 2022, to allow an Employer to refuse to hire a person who has been previously discharged for cause by a related or affiliated entity of the Employer (including as provided in Paragraph B. below), if the person has engaged in serious culpable misconduct. "Culpable conduct" is conduct that ranges from intentional or deliberate acts to reckless, careless or negligent acts; "serious culpable misconduct" is specifically set out in Paragraph A., below.

- A. An Employer is not required to hire a person previously discharged for cause by a related or affiliated entity for a period of four (4) years from the date of discharge when the discharge in question:
- (i) is for serious culpable misconduct involving the following offences:
 - (a) violent acts or serious threats of violence;
 - (b) significant harassment (including sexual harassment), bullying or discriminatory behaviour;
 - (c) significant theft or misappropriation of Employer assets;
 - (d) substantial fraud committed upon the Employer;
 - (e) retaliation; or
 - (f) actions that pose a significant threat to the health and safety of others.

- (ii) the BCCFU or Council-member Union has either not grieved the discharge or has unsuccessfully grieved/arbitrated the designation of the discharge as being for reasons identified in paragraph (i), above.
 - (iii) A “sustained discharge” for the purposes of this Sideletter is established if the requirements of (i) and (ii) above are satisfied.
 - B. In the case of an individual subject to a sustained discharge from a series, neither an Employer nor its related or affiliated entities shall be required to hire that individual on any future season(s) of the series, regardless of whether four (4) years have elapsed since the date of discharge.
 - C. “Related or affiliated entities” of an Employer shall mean production companies that are commonly owned and controlled by the Employer or its parent company.
 - D. The BCCFU or Council-member Union is entitled to have the designation of a discharge for serious culpable misconduct referred to expedited arbitration either by way of the provisions in the Master Agreement or pursuant to s.104 of the Labour Relations Code of BC. Likewise, an Employer may also refer a challenge of the designation of a discharge for serious culpable misconduct by the BCCFU or Council-member Union to expedited arbitration pursuant to the provisions of the Master Agreement or s.104 of the Labour Relations Code of BC.
- “It is understood that an individual may be properly discharged for just and reasonable cause under Article 10.06 and for purposes of Article 10.07 (“Industry Termination”), even if the arbitrator determines that the discharge was not for serious culpable misconduct as defined in this Sideletter.
- E. In the event that the BCCFU or Council-member Union grieves/arbitrates the designation of the discharge as being for serious culpable misconduct, entities related to or affiliated with the discharging Employer are not required to hire an individual who has been discharged for alleged serious culpable misconduct pending the decision of the arbitrator.
 - F. Notwithstanding a sustained discharge for serious culpable misconduct, after three (3) years have elapsed since the date of discharge, the BCCFU or Council-member Union may make a request to the Employer to reduce the four (4) year period during which an Employer and its related or affiliated entities is entitled to refuse to hire the discharged person (and/or, in the case of a sustained discharge from a series, to allow the discharged person to be hired on future season(s) of the series) on the basis that the individual has sufficiently reformed or been rehabilitated.

After expiration of the four (4) year period, the Employer and its related or affiliated entities shall no longer have the right to refuse to hire the discharged person (other than on future season(s) of the series, if the individual was discharged from a series), unless the Employer makes a successful application to an arbitrator to expand the right beyond four (4) years on the basis that the individual has not sufficiently reformed or been rehabilitated to the extent it would be reasonable to continue to deny the individual the

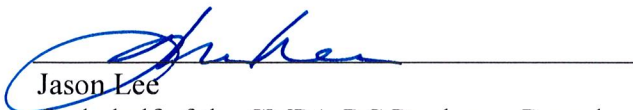
right to employment with its related or affiliated entities. Such application may include a request to place conditions on the individual's right to be employed with the related or affiliated entity.

- G. An Employer may make an application to an arbitrator for declaratory relief pursuant to the second paragraph of F. above after three (3) years have elapsed since the date of discharge for serious culpable misconduct, and the arbitrator will have broad discretion to place terms and conditions on any order they may render in such matters.
- H. This Sideletter only applies to discharges alleged to be for serious culpable misconduct involving one of the offences listed in Paragraph A.(i) above and shall have no application to any other discharge issued pursuant to Article 10.06. The Employer will provide written notice to the discharged individual within sixty (60) days of the date of discharge, with a copy to the applicable Council-member Union, in the event it determines that a discharge is for serious culpable misconduct involving one of the offences listed in Paragraph A.(i) above, and shall identify the related or affiliated entities to which this Sideletter will apply. Should any related or affiliated entities be formed or identified after the time of the notice, the Employer shall notify the BCCFU of the additional related or affiliated entities to which this Sideletter applies. The BCCFU or a Council-member Union may refer to arbitration the question of whether an entity or entities is properly characterized as a related or affiliated entity as defined herein.

AGREED:



Carol A. Lombardini
On behalf of the Canadian Affiliates of the
AMPTP

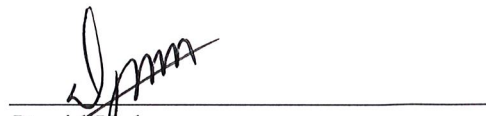


Jason Lee
On behalf of the CMPA-BC Producers Branch

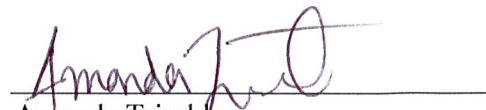
Sincerely,



Mitch Davies
On behalf of IATSE 891



David Holm
On behalf of Teamsters Local Union
No. 155



Amanda Trimble
On behalf of ICG 669

SIDELETTER NO. 19

As of April 1, 2021

Mitch Davies, President
IATSE Local 891
1640 Boundary Road
Burnaby, BC V5K 4V4
Canada

Mr. Davies:

This is to confirm the agreement reached during the 2021 negotiations on provisions which are designed to address the industry's growing need for Employees in the hair and make-up departments who have knowledge, skills and experience in the following areas:

Hair

Styling and/or cutting natural textured hair, which includes:

- blow drying and flat ironing or curling;
- braiding and twisting techniques (e.g., box braids, flat twist, two-strand twist, locs);
- pressing and curling;
- applying wigs and extensions;
- flat top and fade haircuts;
- general barbering;
- men's styling with twist or sponge technique; and
- knowledge of hair care products for the above-mentioned hair types and hairstyles.

Make-up

Applying make-up to individuals with dark skin tones and developing looks for such individuals, which includes:

- dark under-eye correction;
- matching skin tone with correct concealer and foundation;
- correcting hyperpigmentation;
- contouring and shading;
- knowledge of cosmetic lines with shades for women and men of colour.


In order to serve the industry's needs in these areas, and in order to expand the pool of talent within IATSE Local 891's membership, the parties have agreed to the following:

1. IATSE Local 891 will maintain a list of existing active members from the Hair and Makeup Departments who currently have knowledge, skills and experience in the areas listed above and will make this list available upon request of an Employer.

2. Individuals will be placed on this list based on an evaluation of skills and experience by a three-person panel of industry experts for the Hair Department and a three-person panel of industry experts for the Makeup Department who will be jointly selected by the Negotiating Producers and IATSE Local 891 for this purpose. The cost of this evaluation will be paid through the BC Motion Picture Training Society. For each craft, two representatives of the Negotiating Producers and two representatives of IATSE Local 891 shall meet within 30 days after ratification to select the three-person panels of industry experts and make any other necessary arrangements to enable the panels' evaluations to be made, and the list of individuals with the appropriate skills and experience to be created, no later than 90 days after ratification.
3. The Employer shall give reasonable consideration to available individuals on the list prior to IATSE Local 891 granting a work permit under Article 3.03 of the BCCFU Master Agreement for a position requiring such knowledge, skills, and experience.
4. Within six months of the ratification of the 2021-2024 BCCFU Master Agreement, the parties will jointly sponsor a series of courses, including but not limited to skills training in the areas listed above. The courses will be approved by the Negotiating Producers and subject matter experts from IATSE Local 891. The panels of industry experts shall evaluate IATSE Local 891 members who have completed the training course series for placement on the list of members who have knowledge, skills and experience in the areas listed above.
5. Union members who participate in the training course series will be paid a stipend equivalent to the minimum daily call identified in Article 4.01 through the BC Motion Picture Training Society.
6. Until such time as the initiative outlined in Item 2 has been implemented, IATSE Local 891 shall provide the Employer with the names and credentials of available individuals within its existing membership who have self-identified as possessing the knowledge, skills and experience in the areas listed above when an Employer requests a Hair Stylist and/or Makeup Artist possessing such knowledge, skills and experience. Once the Employer has reasonably considered those individuals and/or granted an interview if requested by IATSE Local 891, the Employer will be deemed to have given reasonable consideration to available qualified applicants for purposes of Article 3.03.

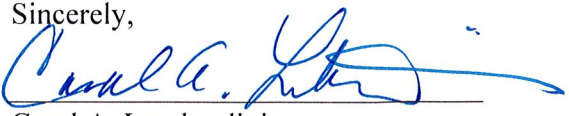
7. The terms of this Sideletter will expire on March 31, 2024, unless renewed by mutual agreement of the parties.

AGREED:

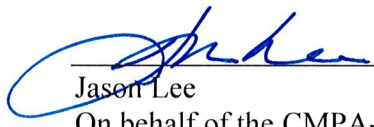


Mitch Davies
On behalf of IATSE 891

Sincerely,



Carol A. Lombardini
On behalf of the Canadian Affiliates
of the AMPTP



Jason Lee
On behalf of the CMPA-BC
Producers Branch

SIDELETTER NO. 20

As of April 1, 2021

Mitch Davies, President
IATSE Local 891
1640 Boundary Road
Burnaby, BC V5K 4V4
Canada

Amanda Trimble, President
ICG Local 669
3823 Henning Dr., Unit 217
Burnaby, BC V5C 6P3
Canada

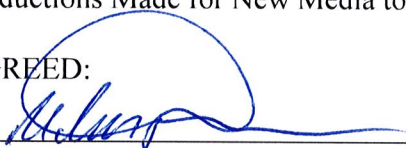
David Holm, Secretary-Treasurer
Teamsters Local Union No. 155
490 East Broadway
Vancouver, BC V5T 1X3
Canada

Re: **Number of Subscribers to a Subscription Consumer Pay Platform**

Reference is made to Paragraph D.(8) of the Sideletter re: Productions Made for New Media, which provides that the number of subscribers to a subscription consumer pay New Media platform in the United States and Canada shall be determined as of July 1st of each year of the Master Agreement.

During the 2021 negotiations, the Employers advised the Council and its Council-member Unions that it has entered into collective bargaining agreements with other Guilds and Unions in the United States and Canada under which the number of subscribers to a subscription consumer pay New Media platform in the United States and Canada is determined as of July 1st of each year. The Employers further expressed their desire for consistency among their collective bargaining agreements in North America, so that at any given point in time, a particular subscription consumer pay New Media platform would be deemed to have the same number of subscribers in the United States and Canada under all collective bargaining agreements in North America. In the interest of developing consistency among the collective bargaining agreements in the industry, the parties have agreed that any agreement between the AMPTP and the United States Guilds and Unions regarding the number of subscribers to a subscription consumer pay New Media platform in the United States and Canada shall also apply under the Sideletter re: Productions Made for New Media to the BCCFU Master Agreement.

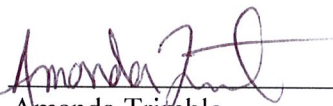
AGREED:



Mitch Davies
On behalf of IATSE 891




David Holm
On behalf of Teamsters Local Union No. 155

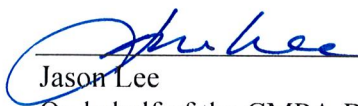


Amanda Trimble
On behalf of ICG 669

Sincerely,



Carol A. Lombardini
On behalf of the Canadian Affiliates
of the AMPTP



Jason Lee
On behalf of the CMPA-BC
Producers Branch

ALLIANCE OF MOTION PICTURE & TELEVISION PRODUCERS

15503 Ventura Boulevard
Encino, California 91436-3140
(818) 995-3600
Fax (818) 382-1793

Stephen C. Carroll
Counsel

May 28, 1996

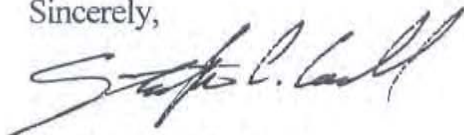
NOTICE TO ALL EMPLOYERS ANTICIPATING PRODUCING MOTION PICTURES IN
BRITISH COLUMBIA
UNDER THE BRITISH COLUMBIA AND YUKON COUNCIL OF FILM UNIONS
MASTER AGREEMENT

This is to request that when you are filming in British Columbia, you instruct your Assistant Directors to "police" the meal lines during meal breaks to assure that the crew is served and moved through the line efficiently.

During negotiations with the B.C. and Yukon Council of Film Unions earlier this year, the negotiating producers agreed to informally assist in assuring that the crew receive adequate time to eat during the meal periods by simply keeping the meal line moving and open for any crew members on their lunch breaks. This may mean asking visitors to the set or location to wait until the crew has been served as well as instructing certain crew members to refrain from excessive conversation while moving through the line.

Your cooperation and assistance on this matter will be greatly appreciated.

Sincerely,



Stephen C. Carroll

SCC:jrs

cc: British Columbia and Yukon Council of Film Unions
Directors Guild of Canada, British Columbia District Council

**ALLIANCE OF MOTION PICTURE & TELEVISION PRODUCERS
CANADIAN AFFILIATES**

15503 Ventura Boulevard
Encino, California 91436-3103
(818) 995-3600
Fax (818) 382-1793



June 5, 2003

**NOTICE TO CANADIAN AFFILIATES AND CFTPA MEMBER COMPANIES THAT
ARE SIGNED TO THE 2003 BRITISH COLUMBIA AND YUKON COUNCIL OF FILM
UNIONS MASTER AGREEMENT**

Re: Bulletin/Guidelines Regarding Extended Work Days

Theatrical and television productions are budgeted for specified hours of production. There are cost deterrents which encourage the production to be on budget and on time.

When an extended work day is necessary, the need for same should be identified as far in advance as possible so that appropriate planning may occur.

The following guidelines set forth common sense measures which should be considered when extended work days are necessitated:

1. Sleep deprivation, which may be caused by factors other than an extended work day, should be identified by the employee. The Canadian Automobile Association (CAA) cautions drivers as to the following danger signs:

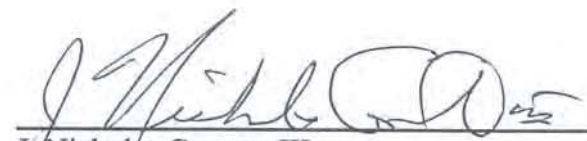
- Eyes closing by themselves
- Difficulty in paying attention
- Frequent yawning
- Swerving in lane

CAA warns that drivers experiencing any of these danger signs could fall asleep at any time. CAA recommends three basic solutions: sleep, exercise, and caffeine. CAA urges drivers who are too drowsy to drive safely to pull off the road to a safe area, lock the doors, and take a nap - even twenty minutes will help. Upon waking, the driver should get some exercise and consume caffeine for an extra boost.

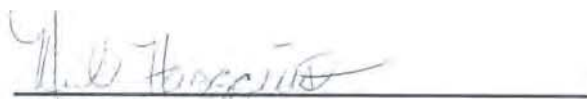
2. Any employee who believes that he/she is too tired to drive safely should notify an authorized representative of the Producer before leaving the set. In that event, the Producer will endeavor to find alternative means of transportation or provide a rest area or hotel room. Such request may be made without any fear of reprisal and will not affect any future employment opportunities.

3. When the production company anticipates an extended work day, the employees should be encouraged to car pool.
4. When an extended work day is necessary, appropriate beverages and easily metabolized foods should be available.

Sincerely,



J. Nicholas Counter III
On behalf of Negotiating Producers



Neil Haggquist
B.C. Branch of CFTPA

**ALLIANCE OF MOTION PICTURE & TELEVISION PRODUCERS
CANADIAN AFFILIATES**

15503 Ventura Boulevard
Encino, California 91436-3103
(818) 995-3600
Fax (818) 382-1793



June 5, 2003

**NOTICE TO CANADIAN AFFILIATES AND CFTPA MEMBER COMPANIES THAT ARE
SIGNED TO THE 2003 BRITISH COLUMBIA AND YUKON COUNCIL OF FILM UNIONS
MASTER AGREEMENT**

Re: Bulletin/Shifts in the Work Week: Section 4.02(e)

During the negotiation of the 2003 British Columbia and Yukon Council of Film Unions Master Agreement, the B.C. Council of Film Unions expressed concern that an Employer could shift an Employee's work week under Section 4.02(e) to avoid paying premiums in the following scenarios:

Scenario #1:

An Employee who works a Monday through Friday work week is shifted to a Tuesday through Saturday work week during a week in which a holiday occurs on the Monday of that work week.

The Employee was shifted to the Tuesday through Saturday work week solely to avoid payment of premium pay for work on a Saturday.

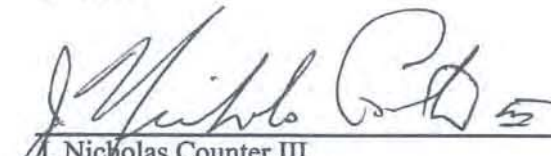
In the above example, the Employee is entitled to premium pay because there was no legitimate production reason for the shift.

Scenario #2:

An Employee works a Monday through Friday work week. The work week is shifted to a Sunday to Thursday work week for the sole purpose of avoiding a normal day off. There was no production reason for the shift other than to create a shorter shooting schedule.

In the above example, the Employee is entitled to premium pay because there was no legitimate production reason for the shift.

Sincerely,



J. Nicholas Counter III
On behalf of Negotiating Producers



Neil Haggquist
B.C. Branch of CFTPA

April 1, 2009

BULLETIN

Re: Employment Expenses – Completion of T2200 form

Introduction

This Bulletin discusses the circumstances under which an employee may request the completion of a T2200 form. It is hoped that this Bulletin will facilitate the completion of those forms in a timely and efficient manner.

Purpose of the T2200 Form

The *Income Tax Act* of Canada permits employees to deduct certain expenses from their income when those expenses have been incurred as a result of their employment. Examples of such deductions include expenses incurred as a result of having used a motor vehicle or having paid the costs of travel.

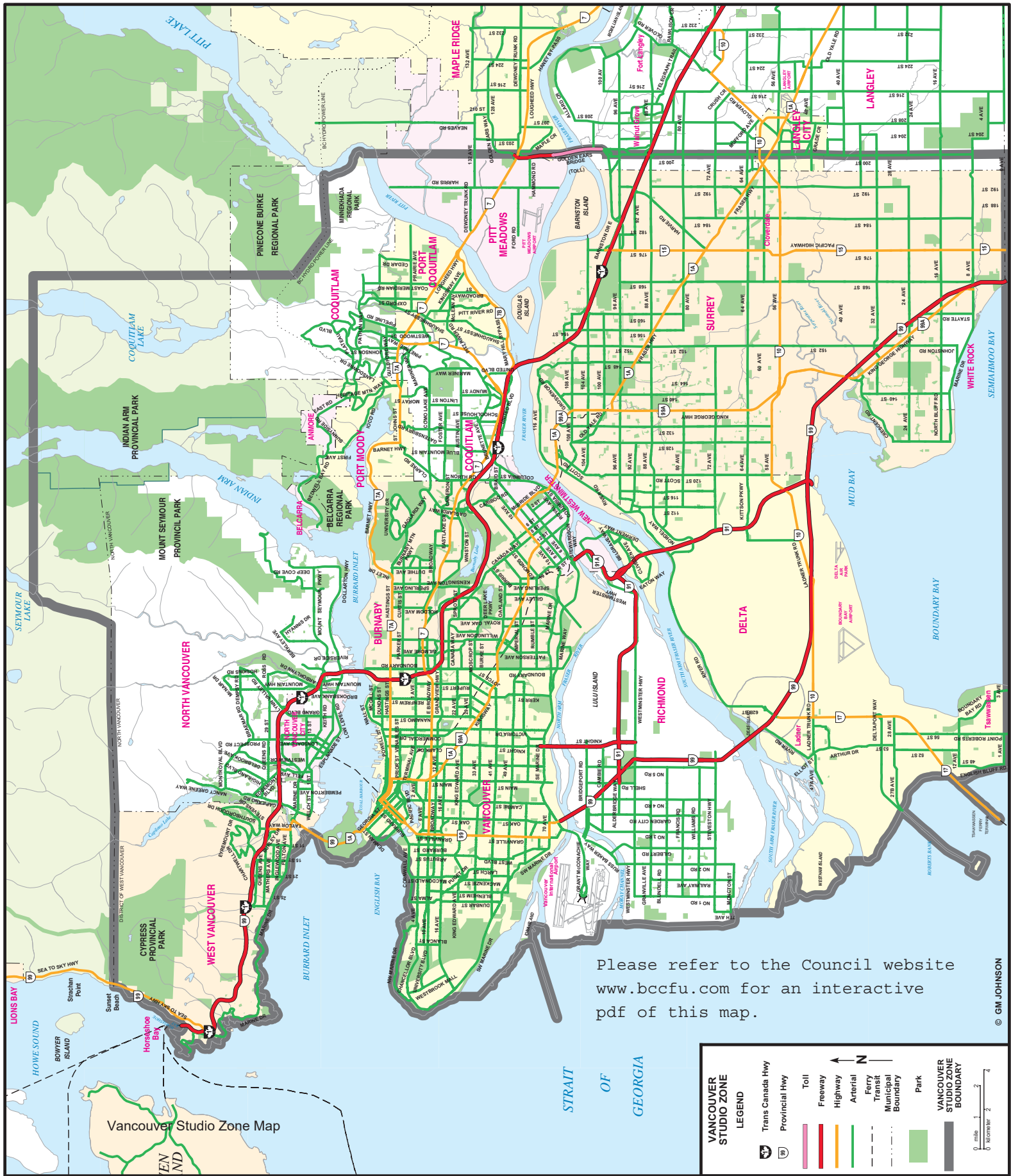
In order to claim these expenses, an employee must obtain from his or her employer a prescribed form certifying that certain conditions have been met. That form is known as a Form T2200 and can be found at <http://www.canada.ca/en/revenue-agency/services/forms-publications/forms/t2200.html>; a copy of the current version is attached.

Timing

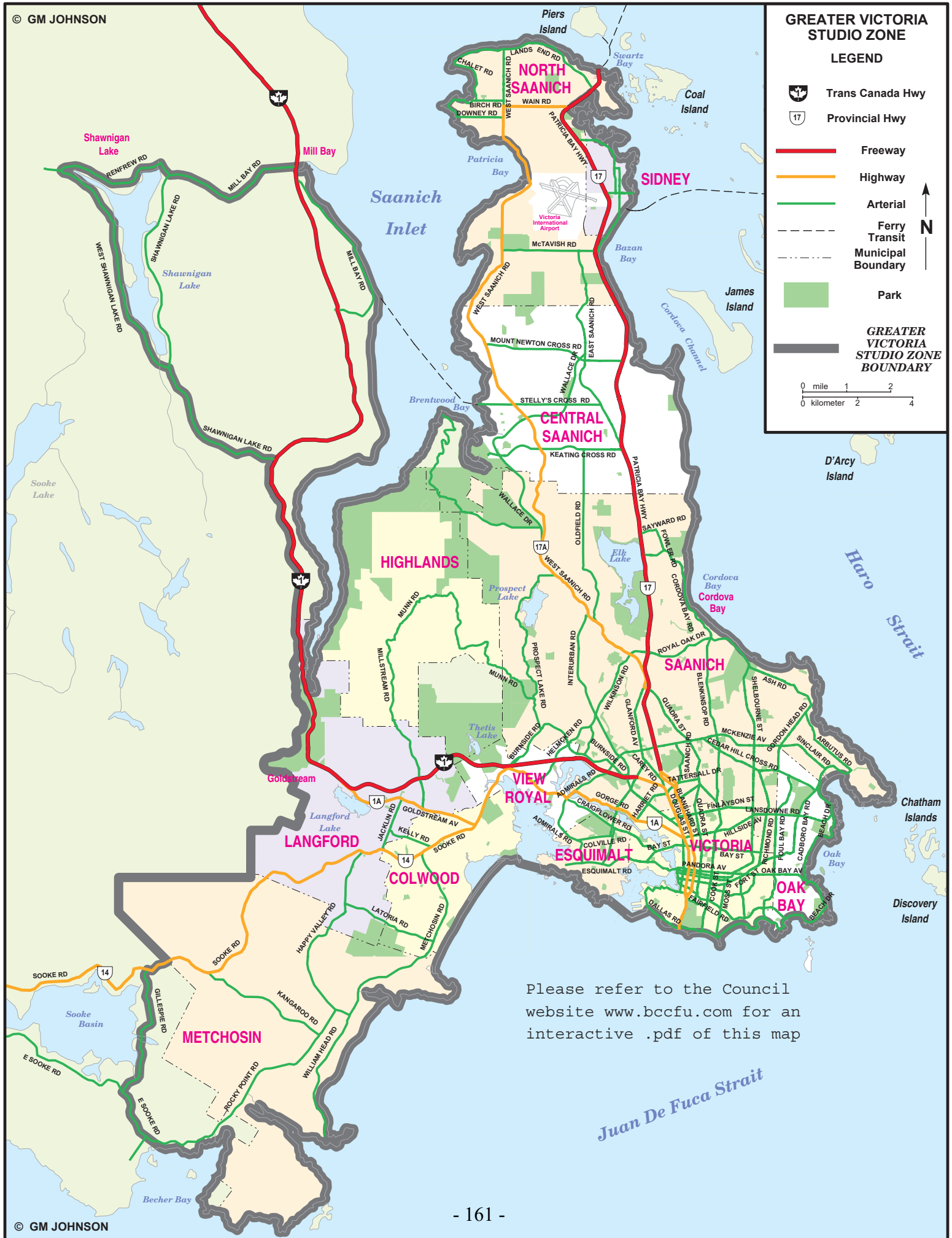
Because the Form requires an employer to certify certain conditions of employment, it is important that employees request to have the form completed while they are still actively employed and the production is still underway. When requests are not made during this time frame, it may be extremely difficult for an employer to make the necessary declarations contained in the form.

Summary

It is part of the payroll obligations of an employer to complete the T2200 form when requested to do so. The form may be completed before or after the production wraps. At the same time, such requests must be made before a production wraps in order that an employer's representative who is knowledgeable about the declarations contained in the form be available.



Please refer to the Council website www.bccfu.com for an interactive pdf of this map.



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