

## CMPA/IATSE 2024 NEGOTIATION HIGHLIGHTS

*This document provides highlights of the changes to the IATSE 411/CMPA Collective Agreement agreed to by the parties as a result of 2024 negotiations. Please note that this list is not exhaustive. For all agreed to changes to the Collective Agreement please review the parties' Memorandum of Agreement.*

### Term and Rate/Tier Increases

- Three-year term expiring December 31, 2027.
- General rate increase for all classifications, except Craft 6 Hour Call (BG or Driver) and Honeywagon Operators: 0%/5%/3.5%.
- For Craft 6 Hour Call (BG or Driver) and Honeywagon Operators: 5%/5%/3.5%.
- Tier A Increases
  - Year 1: Adjust to DGC tiers as follows:
    - Theatrical Motion Pictures - \$16,755,636 and over
    - Television Motion Pictures - \$12,555,750 and over
    - Mini-Series - \$10,060,699 and over
    - Television Series (1 hour) - \$2,670,659 and over
    - Television Series (1/2 hour) - \$1,609,711 and over
    - Serial and Strip Programs (1 hour) - \$1,682,881 and over
    - Serial and Strip Programs (1/2 hour) - \$841,440 and over
  - Years 2 and 3: 3%/3%
- Tier increases for all other Tiers: 3%/3%/3%

### Other Amendments

- Amend the standard working day for Craftservice Providers from 14-hours to 13-hours. 14<sup>th</sup> hour (if worked) to be paid at overtime rate.
- Increase the maximum hiatus length to the greater of 21 days or 1 week for each 6 weeks of production.
- Establish an Approved Producer process consistent with the process established under the ACTRA agreement.

- Amend the force majeure provision to specify that an injury to or bona fide illness of a principal cast member or first unit director is a force majeure event.
- Establish a procedure for obtaining letters of variance consistent with the process under the DGC agreement.
- Establish a new series incentive, which shall be available to Producers as an automatic variance upon request, for pilots and the first season of a television series whereby the wages and fringes shall be one tier lower than the tier associated with the budget.
- Broaden the 10-hour Honeywagon Operator call to include movement of a Honeywagon to or from a shooting location.
- Add \$1.00 to the basic hourly rate for the designated crew representative responsible for health and safety, and equity, diversity and inclusion when such representative has completed both joint health and safety training and at least one of crew rep training or diversity and inclusion training.
- Amend the notice of shifting a work week from 3 working days to the notice applicable to Technicians representing gaffers, grips, etc.
- Clarify that a Producer will provide a copy of any letters of variance with the applicable technician's union regarding shifting the workweek to IATSE within 48 hours.
- Include the National Day for Truth and Reconciliation as a Holiday under the Agreement in a manner consistent with the approach under the DGC agreement. If the NDTR falls on a scheduled workday, it is treated as a holiday. However, if the day falls on a scheduled day off, it is not treated as a holiday under the Agreement.
- Increase the Craftservice Provider retirement contribution by 1%.
- Increase admin and training contributions in Year 2 of the Agreement by 0.5%.
- Add a \$3 per day Health & Welfare contribution for Craftservice Providers in year 2 of the Agreement.
- Increase per-kilometer reimbursement for use of a personal vehicle from 0.35 cents to 0.42 cents.
- Specify that a Producer will make menstrual products available to Technicians on set at no cost and provide an appropriate container for the disposal of menstrual products.
- Clarify that a Technician may request accommodation for breastfeeding and/or pumping and the Producer will comply with its duty to accommodate in accordance with the Ontario *Human Rights Code*.

- Amend sick leave entitlement from one day per engagement to one day per 12 weeks of engagement.
- Amend the Craftservice Provider daily call dispatch system for permittees from a name-hire basis to a rotating surname basis, with the Producer maintaining the ability to name-hire one permittee.
- Specify that a Craftservice Provider will not be required to perform duties in a higher rated classification without first being upgraded, however the upgrade entitlement is also amended from an upgrade for the full day to an upgrade only for the time spent performing the work of the higher classification.
- Amend weekend turnaround from 50-hours off to 52-hours off.
- Increase the first meal penalty from \$17.50 to \$20.00.