

CMPA/NABET 2024 NEGOTIATION HIGHLIGHTS

This document provides highlights of the changes to the NABET/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.
- Tier Increases:
 - Tier A: 20%/3%/3%
 - All other Tiers: 5%/3%/3%
- General rate increase: 5%/5%/3.5%, with an additional \$2.00 increase in year 1 for the following classifications:
 - Hair Department Head of Department
 - Makeup Department Head of Department
- Further amendments to rate chart:
 - (i) Add Breakdown Artist/Ager/Dyer to footnote under “Key Costume”
 - (ii) Add Set Wire Technician, listed at Lighting Technician rate (as “Lighting Technician/Set Wire Technician”)
 - (iii) Add Assistant On-Set Props, listed at Assistant Props Master rate (as “Assistant Property Master/Assistant On-Set Props”)
 - (iv) Add Researcher, listed at Set Dresser classification (as “Set Dresser/Researcher”)
 - (v) Add Picture Car Wrangler to the Driver job classification (as “Driver/Unit Mover/Swamper/Picture Car Wrangler”)
 - (vi) Add Picture Car Coordinator to the Driver Captain classification (as “Driver Captain/Picture Car Coordinator”)

Other Amendments:

- Increase the maximum hiatus period from 1 week for each 8 weeks of production to 1 week for every 6 weeks of production.
- Amend the minimum rate to be paid to a Technician who works during a hiatus period from 1 ½ times the basic hourly rate to 1 1/5 the basic hourly rate.
- Clarify that an upgrade for work in a higher classification is in effect only for time worked in the higher rated classification.
- Amend the bond terms to increase the minimum bond that a Producer must provide from \$25,000 to \$40,000 and require that 25% of the bond must be provided prior to the completion of the first week of work by Technicians.
- Add a Letter of Understanding regarding Generative Artificial Intelligence (GAI) requiring the parties to meet semi-annually during the term of the agreement to discuss GAI. No terms or conditions regarding the use of GAI have otherwise been established.
- 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*.
- Specify that a Producer will make menstrual products available to Technicians on set at no cost and an appropriate container for the disposal of menstrual products.
- Establish a committee regarding NABET's SPFX department to discuss furthering SPFX opportunities.
- Specify that a Producer will provide accommodations, upon the request of the Technician, when the start of the Technician's workday at a Nearby Location will encroach turnaround obligations.
- Increase lunch meal allowance from \$17.50 to \$20.00.
- Increase per diem allowance on a distant location from \$62.50 to \$70.00 per day (and from \$67.50 to \$70.00 when a Technician is on a Distant Location assignment in excess of 7 days).
- Increase per-kilometer reimbursement for use of one's personal vehicle from 35 cents to 42 cents and increase the flat rate for use of a vehicle to \$40 per day for an SUV, pick-up truck or mini-van (the flat rate for all other vehicles stays at \$35).
- Specify that a Producer will provide NABET with a copy of the completed production in digital format, and upon request, make a digital trailer and/or digital posters available to the union.

- 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.
- Remove the language in the Agreement allowing Technicians to vote to authorize an unpaid half-hour lunch.
- Specify that a Producer will make reasonable efforts to provide gender neutral washroom facilities.
- Add language mirroring Ontario's *Employment Standards Act (ESA)* specifying that a Producer will comply with the disconnecting from work provisions under the *ESA*.
- Amend sick leave entitlement from one day per engagement to one day per 12 weeks of engagement.