

**COLLECTIVE AGREEMENT BETWEEN**



International Alliance of Theatrical Stage Employees, Moving Picture Technicians,  
Artists and Allied Crafts of the United States, its Territories and Canada  
Affiliated with the AFL-CIO and CLC

-- AND --



**January 1, 2025 – December 31, 2027**

**CRAFTSERVICE PROVIDERS  
AND  
HONEYWAGON OPERATORS**

# **COLLECTIVE AGREEMENT**

**BETWEEN:**

**LOCAL 411**

**OF THE INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES,  
MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS  
OF THE UNITED STATES, ITS TERRITORIES AND CANADA**

**HEREINAFTER REFERRED TO AS “THE UNION”  
(on behalf of Craftservice Providers and Honeywagon Operators)**

**-- AND --**

**THE CANADIAN MEDIA PRODUCERS ASSOCIATION  
(CMPA)**

**HEREINAFTER REFERRED TO AS “THE ASSOCIATION”  
(on its own behalf and behalf of its members)**

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(Production Company)

For the Production currently entitled

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## ARTICLE ONE

### Obligations

(a) As the Union is a Local of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, nothing in this Agreement shall be construed to interfere with any obligation the Union owes to such International Alliance by reason of prior obligation.

(b) The terms of this Agreement shall be interpreted with respect to the following further definitions:

**“ASSOCIATION”** means the Canadian Media Producers Association (CMPA) or its successor.

**“CRAFTSERVICE PROVIDER”** means a person engaged by a Producer, and may include a corporation or “loan out company” (as the phrase is used and understood in the motion picture industry) controlled by a Craftservice Provider who is an employee of that corporation, to perform work covered by this Agreement.

**“HONEYWAGON”** is any vehicle containing multiple compartments or units, used either as dressing room(s) or office(s) (whether occupied or not) together with crew washroom facilities (whether contained in the compartments or units, or generally accessible).

**“HONEYWAGON OPERATOR”** means a person engaged by a Producer, and may include a corporation or “loan out company” (as the phrase is used and understood in the motion picture industry) controlled by a Honeywagon Operator who is also an employee of that corporation to perform work covered by this Agreement.

**“MEMBER”** means a Craftservice Provider or a Honeywagon Operator engaged by a signatory Producer under this Agreement.

**“PRODUCER”** means the engager of a Craftservice Provider or a Honeywagon Operator under this Agreement.

(c) Authorized Representative

The Producer recognizes the right of any duly authorized representative of the Union to have access to the place of work of any individual engaged by the Producer in any category of the bargaining unit as listed in Schedule "A" or "B" of this Agreement. The Union agrees that such access will not be made to interfere with a Member's ability to perform their duties. Prior to arriving at any place of work, the authorized representative shall advise the Producer.

(d) The Producer further recognizes and agrees that the insignia of the International Alliance is copyrighted and is the sole property of the Alliance. The Producer 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, wires, etc., 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 is to be clear and distinct, and shall appear on a sufficient number of frames. Displaying the insignia of the International Alliance complies with the requirements of this article.

## **ARTICLE TWO**

### **Recognition and Scope of Agreement**

- (a) The Association and the Producer recognize the Union as the sole and exclusive bargaining agent for all Craftservice Providers and Honeywagon Operators and any other classification as contained in Schedule "A" and Schedule "B" of this Agreement.
- (b) The Association and the Producer recognize the Union's jurisdiction and the job classifications set out in Schedule "A" and Schedule "B" of this Agreement and agrees not to directly or indirectly change, delete, alter or amend the job, transfer the job function, or establish a new job classification without the written consent of the Union.
- (c) The Union recognizes the Association as the sole and exclusive bargaining agent and representative of its members and/or those listed in Schedule "G" with respect to the work covered by this Agreement.
- (d) The Association and the Union recognize that any Producer who subsequently wishes to become bound to this Agreement must sign the Bargaining Authorization and Voluntary Recognition Agreement contained in Schedule "D". A copy of each Bargaining Authorization and Voluntary Recognition Agreement shall be forwarded to the CMPA upon execution by the Union.

It is agreed that by signing this Bargaining Authorization and Voluntary Recognition Agreement the Producer is only obligated to engage those Craftservice Providers and/or Honeywagon Operators as are required by production. For greater clarity, a production that requires neither Craftservice Providers nor Honeywagon Operators shall not be obligated to engage same.

- (e) Except by prior agreement with the Association, the Union shall not enter into any Agreement for the work covered by this Agreement with any Producer at rates or terms in whole or in part which are as favourable or more favourable to such Producer than those set forth in this Agreement.
- (f) No Member shall be transferred to another bargaining unit without the Member and the Union's consent.
- (g) It shall not be a violation of this Agreement, and it shall not be cause for dismissal or disciplinary action in the event that a Member refuses to enter upon any property involved in a labour dispute, or refuses to go through or work behind a picket line, including a picket line at the Producer's place of business and/or shooting location.
- (h) The Producer agrees that it will not lock out any Member during the term of this

Agreement. The Union agrees not to initiate any strike, work stoppage or slow down, during the term of this Agreement, except in the case of the Producer's failure to sign a Bargaining Authorization and Voluntary Recognition Agreement or post security against wages in accordance with Article 13 (a) or (b).

- (i) The Producer shall maintain the legal status of the Producer and shall not permit same to be liquidated, wound down or dissolved until all of the Producer's obligations under this Agreement have been fully and finally performed and satisfied.
- (j) If there is a change in the Producer's name, the Producer and/or the Association agrees to notify the Union, in writing, immediately.

### **ARTICLE THREE**

#### **Producer Rights**

The Union acknowledges that it is the exclusive function and right of the Producer to:

- i) Operate and manage its business in all respects except where any right to do so has been specifically restricted by the terms of this Agreement;
- ii) Maintain order, discipline and efficiency of the operation;
- iii) Make, from time to time, reasonable rules and regulations to be observed by Members covered by the terms of this Agreement, provided that such rules and regulations are not inconsistent with this Agreement;
- iv) Schedule production, direct the workforce, engage, layoff, and with just cause, discipline or discharge a Member subject to the terms and conditions of the grievance and arbitration procedures set out in Article 19.

### **ARTICLE FOUR**

#### **Jurisdiction and Division of Work**

- (a) (i) The Association and the Producer agree that the Producer shall not contract or sub-contract any bargaining unit work except to anyone or any entity bound to this Agreement. No person outside the bargaining unit shall perform bargaining unit work.
- (ii) Nothing in this Agreement will preclude the owner of the Honeywagon or Craftservice company from performing bargaining unit work, provided that the owner is a member of the Union and the Agreement is applied to such owner while performing bargaining unit work.
- (b) It will not be considered a violation of this Agreement for Members to refuse to work with other persons working within the jurisdiction of the Union who are not Members or authorized individuals. The Union recognizes that Members of the bargaining unit are required and shall not refuse to perform their duties in accordance with this Agreement wherever signed and regardless of other Union

agreements in effect.

## **ARTICLE FIVE**

### Individual Contracts of Engagement

- (a) This Agreement stipulates the minimum rates, terms and conditions and no individual contract of engagement shall be at lesser rates, terms and conditions. Nothing in this Agreement shall prevent any Member from negotiating and obtaining from the Producer, better rates, conditions, and/or terms of engagement than those provided herein, which shall form part of and are enforceable pursuant to this Agreement.
- (b) Immediately upon completion and execution of an individual contract of engagement, a copy of such shall be forwarded by the Producer to the Union.
- (c) The wording "subject to a signed I.A.T.S.E. Local 411 Collective Agreement" must be clearly stated on each individual contract of engagement.
- (d) The granting to any Member of better rates, conditions and/or terms than those provided herein, shall not be construed in any manner as a precedent for granting similar rates, conditions and/or terms to other individuals.

## **ARTICLE SIX**

### Non-Discrimination and Anti Harassment

- (a) The Producer shall not discriminate against any member because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status, disability, union membership or participation in the lawful activities of the union.
- (b) The Producer shall not harass any member based on race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status, disability, union membership or participation in the lawful activities of the union.
- (c) The Producer shall maintain a working environment which is free from all forms of harassment. Harassment is engaging in a course of vexatious conduct or comment against a worker in the workplace that is known, or ought reasonably to be known, to be unwelcome.
- (d) In accordance with Provincial legislation, Producers are required to have a workplace violence and harassment policy and ensure Members are educated on its existence and content. The policy is required to contain definitions of harassment, a procedure for reporting incidents and a procedure for investigating incidents. Production will ensure that the Ontario Health & Safety Act violence and harassment policy is posted on the Craft Service

Provider truck within full view of the cast and crew.

- (e) The Producer shall make best efforts to train all Members covered by this Agreement on its workplace violence and harassment policy and program on or about the first day of principal photography.
- (f) Prior to the Producer commencing a formal investigation with respect to a complaint of harassment or violence in the workplace, the Producer agrees to notify any Member who is a complainant, respondent and/or witness with respect to the claim of their right to Union representation. The Union shall not obstruct the investigatory process or the timing thereof.

## **ARTICLE SEVEN**

### Union Personnel

- (a) The Association and Producer agree that the Producer shall engage only qualified and appropriately accredited Members in good standing with the Union, and for the purposes of this Agreement, written permission from the Union for the engagement of an individual who is not a member of the Union shall also constitute good standing with the Union. Failure to show good standing with the Union shall be sufficient reason and just cause for dismissal.
- (b) It shall not be a breach of this Agreement for any Member to refuse to work with a non-union person or person not engaged in accordance with Article 7 of this Agreement.
- (c) Notwithstanding any provisions in this Agreement or any individual engagement contract signed by a Member, the Producer agrees that no Member shall be required to start work prior to the Producer becoming signatory to this Agreement, and the posting of a security against wages, as outlined in Article 13.
- (d) Before any Member is engaged under this Agreement, the Producer shall provide the Union and the CMPA with a copy of a completed and signed Schedule "E" confirming the budget tier for the applicable production.
- (e) The Union shall provide the Producer with a list of qualified Craftservice Providers and Honeywagon Operators.
- (f) The Union will provide the Producer within forty eight (48) hours of a Member's engagement, a copy of the Member's valid driver's licence, driver's abstract, Food Handler's Certificate (in the case of Craftservice Providers) and any other applicable licence. A copy of each of the above items shall also be provided to the Union upon expiry of the applicable certificate or licence.
- (g)
  - (i) On or before their first day of employment, Members will supply to the Producer reasonable residency information sufficient to ensure that the Producer receives all federal and provincial production tax credits, and/or grants, if applicable. Such information shall be kept confidential and held in compliance with all applicable privacy legislation except to the extent necessary to obtain the production tax credits and/or grants.
  - (ii) The Parties recognize that the Canada Revenue Agency ("CRA") has



published guidelines regarding the documents it deems acceptable to satisfy proof-of-residency requirements in order for a production to qualify for these incentives. Specifically, the Guidelines currently provide that residency may be established by providing a copy of:

- 1) One of:
  - a. A Notice of Assessment (T1) indicating that the individual is a Resident of Canada/Ontario for the relevant tax year;
  - b. A letter from the CRA giving an opinion of the individual's resident status for the relevant years, after the individual has completed a Determination of Residency Status form; or
  - c. A long-term (one year or greater) lease or proof of purchase of a Canadian dwelling with a utility or cell phone bill showing the individual lives at the applicable Canadian address; or
- 2) If none of the documents listed above are available, three of:
  - a. The last 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;
  - b. A short-term (less than a year) lease agreement or letter from a landlord supporting a rental agreement;
  - c. A driver's licence or vehicle registration
  - d. Document(s) supporting professional association or union membership in Canada; or
  - e. Statements of accounts (for example: bank accounts, retirement savings plans, credit cards, securities accounts) from a Canadian branch of a financial institution.

These guidelines may be amended from time to time.

(iii) A Member employed through a loan-out corporation may be asked to provide (and if asked, shall provide) to the Producer the loan-out corporation's most recent Notice of Assessment as well as the most recent Schedule 50 indicating whether the loan-out corporation has a single or multiple shareholders. If the loan-out corporation is newly-formed and has not yet filed tax returns, the Member may be asked to provide (and if asked, shall provide) a Shareholder Register.

(iv) A Member shall also supply proof that he or she has successfully completed the Ministry of Labour's Health and Safety Awareness Training for workers and/or supervisors, as applicable.

(v) Should the Producer inform a Member and the Union that the Member has failed to furnish appropriate residency information consistent with Article (g)(ii) and (iii) above and the bulletin entitled "Bulletin Concerning Residency Documentation" the Member shall have two (2) business days within which to provide the required information to the Producer. Should the Member fail to do so within that time period, the Producer may dismiss that member for just cause or refuse the dispatch of that Member.

- (h) The Producer shall deduct from each Member's pay cheque an amount for Union dues (the amount of which the Producer shall be notified in writing by the Union from time to time), which shall be forwarded to the Union no later than the fifteenth (15<sup>th</sup>) day of the month following the month in which such deductions were made, together with the names of the Members on whose behalf the deductions were made, the amount of such deductions, and the basis for the calculation of such deductions.
- (i) If requested by the Member while still actively engaged and while the production is still underway, the Producer will complete a T2200 form or equivalent for expenses that the Producer required the Member to incur as a result of their engagement.
- (j) The Union will designate one (1) crew representative on each specific production. The crew representative will be responsible for assisting with issues such as Health and Safety, and Equity, Diversity and Inclusion. The designated crew representative shall have one dollar (\$1.00) added to their basic hourly rate when the designated crew representative has completed both joint health and safety training and at least one of crew representative training or diversity and inclusion training.

## **ARTICLE EIGHT**

### Hours of Work and Work Week

- (a) The normal week shall consist of seven (7) days, the first five (5) being work days, the sixth (6<sup>th</sup>) and seventh (7<sup>th</sup>) days normally being days off.
- (b) Shifting the Work Week

Once every three (3) weeks, or more frequently when agreed by the Union and the Producer, the Producer may shift a Member's work week, without incurring extra costs, by doing either of the following:

  - (i) shift the work week forward by one (1) or two (2) days by adding one (1) or two (2) days off consecutive with the seventh (7<sup>th</sup>) day off of the regular work week, provided that each additional day off shall include an additional twenty-four (24) hour rest period. If work is performed on any of the additional days off, the rate of pay shall be that of a seventh (7<sup>th</sup>) day of work.
  - (ii) shift the work week back by one (1) day, by changing the seventh (7<sup>th</sup>) day of the regular work week to the first (1) day of the shifted work week, provided that the sixth (6<sup>th</sup>) day of the regular work week is a day off and provided that a thirty-four (34) hour rest period applies. If work is performed on the day off, the rate of pay shall be that of a seventh (7<sup>th</sup>) day of work.

Notice of shifting a work week, with respect to Members working under this Agreement, shall be the same as applicable to technicians, who represent such positions as gaffers, grips, etc., and who are engaged on the production. In no event may the Producer shift the work week to avoid paying for an unworked holiday. The work week during pre-production may be different than the work week of production.

Should the Producer enter into a variance with the applicable technician's union on terms and conditions affecting shifting the work week, the Union shall be provided with notice, in writing, by the Producer, within forty-eight (48) hours upon finalizing such agreement.

The change in work week from pre-production to production shall not be considered a shift. However, it is agreed and understood that there shall be a minimum of one (1) day off between pre-production and production. The rest period for this day off shall be thirty-four (34) consecutive hours free from work. If work is performed on that day, the rate of pay shall be that of a seventh (7<sup>th</sup>) day of work.

(c) Hiatus Periods

The Producer may schedule hiatus periods provided that such hiatus is not longer than the greater of twenty-one (21) calendar days or one (1) week for each six (6) weeks of the production period, and provided that both the Member and the Union have received written notice not less than fourteen (14) calendar days prior to the commencement of such a hiatus period.

- (d) The Producer shall pay a Member who is engaged on a weekly basis and whose assignment starts on other than the first day of the work week established for that Member or ends on other than the last day of the work week established for that Member one-fifth (1/5) of the Member's weekly wages for each day worked during the fractional work week, provided that, during the preceding or following work week of the Member's assignment, the Member is provided a full work week. The foregoing shall only apply to both the start and finish of production or any production hiatus. The Producer shall endeavour to notify the Union of the start and finish of production and any hiatus period.

## **ARTICLE NINE**

### **Overtime Hours and Other Non-Regular Hour Premiums**

- (a) Work performed in excess of the normal work day shall be paid as overtime as set out in Schedule "A" and "B".
- (b) A Member who is required to work on the Member's sixth (6<sup>th</sup>) consecutive day of the work week shall be paid at a premium, which shall be one and one-half (1½) times one-fifth (1/5<sup>th</sup>) of the weekly rate, as set out in Schedule "A" and "B".
- (c) A Member who is required to work on the Member's seventh (7<sup>th</sup>) consecutive day of the work week shall be paid at a premium, which shall be two (2) times one-fifth (1/5<sup>th</sup>) of the weekly rate, as set out in Schedule "A" and "B".
- (d) Encroachment of a Member's rest period/turnaround, as defined in Schedule "A" and "B", shall be paid at the rate of two (2) times the daily pro-rated hourly rate.
- (e) The Producer shall only be obligated to pay premium pay where the Producer or the Member's designate, who is not a representative of the Crafts service company or Honeywagon company, grants prior approval for the performance of the work which attracts the premium pay.

- (f) Except as explicitly provided for in Article A3.02, in no case shall payments made to a Member exceed three (3) times the applicable pro-rated basic hourly rate.
- (g) All premium payments shall be calculated in six (6) minute increments.

**ARTICLE TEN**

Location Boundaries

The studio zone, with respect to Members working under this Agreement, shall be the same as applicable to technicians, who represent such positions as gaffers, grips, etc., and who are engaged on the production. Should the Producer enter into a variance with the applicable technician’s union on terms and conditions affecting travel and accommodation, the Union shall be provided with notice, in writing, by the Producer, within forty-eight (48) hours upon finalizing such agreement.

**ARTICLE ELEVEN**

Holidays

- (a) The following days are recognized as paid Statutory Holiday days off and, as such, there shall be no deduction from the weekly rate:

New Years Day	Family Day	Good Friday	Victoria Day
Canada Day	Civic Holiday	Labour Day	Thanksgiving Day
Christmas Day	Boxing Day		

National Day for Truth and Reconciliation is recognized under this Agreement as a Proclaimed Holiday. Should the National Day for Truth and Reconciliation be declared a statutory holiday by the Ontario provincial government, it will be recognized as a Statutory Holiday under this Agreement.

When a Proclaimed Holiday falls on a Member’s scheduled workday and is not worked, a Member who works the scheduled workday before and the scheduled workday after the Proclaimed Holiday will get paid the minimum daily call for the Holiday. This shall not apply to a Proclaimed Holiday that occurs within a hiatus period.

Any other day declared a statutory holiday by the Ontario provincial government will be recognized as a Statutory Holiday under this Agreement.

- (b) Any Member who is required to work on a Statutory Holiday (including travel) or a day scheduled as such pursuant to Article 11(e) shall be paid an additional one-fifth (1/5<sup>th</sup>) of the weekly rate and shall be limited to those weekly Craftservice Providers and/or Honeywagon Operators who work the regularly scheduled day before and the regularly scheduled day after the Holiday.
- (c) A Member engaged on a daily basis who worked the scheduled work day before and the scheduled work day after the Statutory Holiday will receive pay in

accordance with Ontario provincial employment standards legislation.

- (d) The paid un-worked holiday will be considered a day worked for the purposes of calculating sixth (6th) and/or seventh (7th) day pay in accordance with Article 9 of the Agreement.
- (e) When a Statutory Holiday falls on a Member's normal day off, generally free from work, the next regular work day shall be deemed to be the Holiday and subject to payment for work as stated in Article 11(b) and (c) above.
- (f) It shall not be a violation of this Agreement, and it shall not be a cause for dismissal or disciplinary action in the event a Member refuses, does not wish, or is unable to work, for any reason, on a Statutory Holiday.
- (g) The Producer shall have the discretion to schedule a Statutory Holiday so that it is taken immediately before or immediately following other rest days.
- (h) Holidays falling during a hiatus period shall not be compensated by the Producer however the Producer shall not schedule a hiatus of less than one (1) week for the specific purposes of avoiding the Holiday.

## **ARTICLE TWELVE**

### Remittances and Deductions

In addition to the remuneration payable under this Agreement, the Producer shall:

- (a) Pay to each Member an amount equal to four percent (4%) of their total wages as vacation pay. Such payments shall be paid weekly with regular remuneration.
- (b) Pay on behalf of each Craftservice Provider an amount equal to four percent (4%) of their total wages or four and one-half percent (4.5%) for Craftservice Providers on tier A and tier B level productions, and pay on behalf of each Honeywagon Operator an amount equal to two percent (2%) of their total wages and six dollars (\$6.00) per day worked as retirement benefits. The Producer shall forward this payment directly to the Union on a monthly basis with a complete remittance breakdown.
- (c) Deduct from each Craftservice Provider an amount equal to four percent (4%) of their total wages or four and one-half percent (4.5%) for Craftservice Providers on tier A and tier B level productions, and deduct from each Honeywagon Operator an amount equal to two percent (2%) of their total wages as retirement benefits. The Producer shall forward this deduction directly to the Union on a monthly basis with a complete remittance breakdown.
- (d) Pay to the Trustees of the IATSE Local 411 Health and Welfare Trust an amount, based on the tier level of the production as set out in the summary chart below, of each Member's total wages and, for Honeywagon Operators, six dollars (\$6.00) per day worked as health and welfare benefits. The Producer shall forward this payment directly to the Trustees on a monthly basis with a complete remittance breakdown.

- (e) Pay on behalf of each Member an amount equal to one half percent (1/2%) of their total wages from January 1, 2025 to December 31, 2025 and an amount equal to one percent (1%) of their total wages from January 1, 2026 to December 31, 2027 as contribution to the IATSE Local 411 Training, Safety and Admin fund. The Producer shall forward this payment directly to the Union on a monthly basis with a complete remittance breakdown.
- (f) Pay to the Association, an amount not to exceed one and a half percent (1.5%) of each Member's total wages to a maximum of nine hundred and fifty dollars (\$950) per feature, movie-of-the-week or pilot and two thousand three hundred and seventy-five dollars (\$2,375) per mini-series production or per cycle of a series, plus HST, as an Association levy. The Producer shall forward this payment directly to the Association prior to the completion of the production. During the life of this Agreement, the Association may amend amounts payable to it as set out in this Article. This Article may not be reduced, waived or otherwise varied without the Association's express written agreement.
- (g) The Producer shall make all contributions and withholdings as required by law.

Summary of remittances pursuant to Article 12 (a), (b), (d) and (e):

**Craftservice Providers**  
**Effective: January 1, 2025 – December 31, 2025**

<b>Tier</b>	<b>Vacation Pay</b>	<b>Health and Welfare</b>	<b>Retirement</b>	<b>Training, Safety &amp; Admin</b>	<b>Total</b>
<b>A</b>	4%	6%	4.5%	0.5%	15%
<b>B</b>	4%	5.5%	4.5%	0.5%	14.5%
<b>C</b>	4%	5%	4%	0.5%	13.5%
<b>D</b>	4%	5%	4%	0.5%	13.5%
<b>E</b>	4%	4.5%	4%	0.5%	13%
<b>F</b>	4%	4.5%	4%	0.5%	13%

**Effective: January 1, 2026 – December 31, 2027**

Tier	Vacation Pay	Health and Welfare	Health and Welfare Daily Flat \$	Retirement	Training, Safety & Admin	Total
<b>A</b>	4%	6%	\$3.00	4.5%	1%	15.5% + \$3/day
<b>B</b>	4%	5.5%	\$3.00	4.5%	1%	15% + \$3/day
<b>C</b>	4%	5%	\$3.00	4%	1%	14% + \$3/day
<b>D</b>	4%	5%	\$3.00	4%	1%	14% + \$3/day
<b>E</b>	4%	4.5%	\$3.00	4%	1%	13.5% + \$3/day
<b>F</b>	4%	4.5%	\$3.00	4%	1%	13.5% + \$3/day

**Honeywagon Operators**

**Effective: January 1, 2025 – December 31, 2025**

Tier	Vacation Pay	Health and Welfare %	Health and Welfare Daily Flat \$	Retirement %	Retirement Daily Flat \$	Training, Safety & Admin	Total
<b>A</b>	4%	6%	\$6.00	2%	\$6.00	0.5%	12.5% + \$12/day
<b>B</b>	4%	5.5%	\$6.00	2%	\$6.00	0.5%	12% + \$12/day
<b>C</b>	4%	5%	\$6.00	2%	\$6.00	0.5%	11.5% + \$12/day
<b>D</b>	4%	5%	\$6.00	2%	\$6.00	0.5%	11.5% + \$12/day
<b>E</b>	4%	4.5%	\$6.00	2%	\$6.00	0.5%	11% + \$12/day
<b>F</b>	4%	4.5%	\$6.00	2%	\$6.00	0.5%	11% + \$12/day

**Effective: January 1, 2026 – December 31, 2027**

Tier	Vacation Pay	Health and Welfare %	Health and Welfare Daily Flat \$	Retirement %	Retirement Daily Flat \$	Training, Safety & Admin	Total
<b><u>A</u></b>	4%	6%	\$6.00	2%	\$6.00	1%	13% + \$12/day
<b><u>B</u></b>	4%	5.5%	\$6.00	2%	\$6.00	1%	12.5% + \$12/day
<b><u>C</u></b>	4%	5%	\$6.00	2%	\$6.00	1%	12% + \$12/day
<b><u>D</u></b>	4%	5%	\$6.00	2%	\$6.00	1%	12% + \$12/day
<b><u>E</u></b>	4%	4.5%	\$6.00	2%	\$6.00	1%	11.5% + \$12/day
<b><u>F</u></b>	4%	4.5%	\$6.00	2%	\$6.00	1%	11.5% + \$12/day

## ARTICLE THIRTEEN

### Security for Wages

- (a) As security against wages, the Producer shall provide the Union with an amount not more than the equivalent of two (2) weeks' payroll for Members engaged within the categories listed in Schedule "A" and "B" herein. The Union shall hold such monies in an interest-bearing security or account for the duration of the production. Such guarantee shall remain in place until the Producer has fulfilled all financial liabilities to the Union and its members. The Union shall return such guarantee or any unclaimed portion thereof (including accrued interest), within two (2) weeks of the Producer satisfying all of the obligations of this Agreement, including the settlement of any outstanding grievances.

Should an arbitrator find that the Producer has breached this Agreement the Union may apply the amount of the above guarantee (including accrued interest) towards any monies that the arbitrator determines are owing to a Member and/or the Union.

- (b) Notwithstanding (a) above, as security against wages, Producers listed in Schedule "H", or other Approved Producers added during the term of this Agreement, may provide the Union with a corporate letter of guarantee in the form provided in Schedule "F" on a production by production basis. An Approved Producer shall mean an entity:
- (i) that the CMPA confirms by written notice to be a member in Good Standing;
  - (ii) that has maintained a permanent active entity with established offices and staff for the previous four (4) years, and has produced or financed the production of at least four (4) theatrical motion pictures or twenty-six (26) hours of television under this agreement or its predecessors; and
  - (iii) that has a good track record for payment of Union Members, excluding minor infractions and *bona fide* disputes.
- (c) A Producer may apply for status as an Approved Producer, in which case the Union shall within fifteen (15) days communicate whether status has been denied. If Approved Producer status is denied, the Union shall provide reasons for its decision.
- (d) Upon thirty (30) days' notice to a specific Producer and the Association, with reason given, the Union may at its sole discretion, remove such Producer from Schedule "H" Approved Producer status.
- (e) Throughout the life of this agreement the Union and the Association may agree to add Producers to Schedule "H".



- (f) When a Producer's application for Approved Producer status is denied or when the Union provides notice to a Producer that its Approved Producer status is being removed, the Producer shall have recourse to the following appeal procedure:
  - (i) The Union shall meet with the Producer within five (5) business days of the Producer's request to appeal the Union's decision;
  - (ii) An appeal committee shall be formed that will consist of a representative of the Union and a representative of the Association;
  - (iii) Should there be no consensus at this meeting, the Producer shall post a cash bond in accordance with Article Thirteen (a) as a gesture of good faith pending the outcome of presenting its case to an independent arbitrator. The Producer may submit the issue to final and binding arbitration pursuant to Article Nineteen (d). Such submission shall be made on written notice to the Union and the Association within ten (10) days of the appeal committee meeting; and
  - (iv) Should the arbitrator rule in the Producer's favour, the Union will immediately return the cash bond, with interest if applicable and accept a corporate letter of guarantee from the Producer.

## **ARTICLE FOURTEEN**

### Remuneration and Payment of Wages

- (a) The Producer agrees to pay each Member remuneration at rates not less than the minimums set out in Schedule "A" and "B" of this Agreement.
- (b) Payment for work performed and any other payments or considerations shall be paid on the fourth (4<sup>th</sup>) work day of the following week, at or before 4:00 p.m. (16:00 hours) for work performed the week ending the seventh (7<sup>th</sup>) day midnight (24:00 hours). The Producer shall affix a copy of the Member's time sheet to the pay cheque, showing earnings in detail. Copies of said time sheets shall be provided to the Union upon request.
- (c) In the event of late payment by the Producer of more than seven (7) days, an additional payment calculated at the rate of two percent (2%) per month of the gross wages for that week shall be paid to the Member and such payment shall be added to the next week's wages or, if none, by a separate cheque.
- (d) In the event of non-payment of wages of more than seven (7) days or other monies due to the Member or the Union, the Union and its Members are under no obligation to continue to provide services to the Producer and the Union is under no obligation to avert any work stoppage.
- (e) Articles 14(c) and (d) shall not apply in the following circumstances:
  - (i) where the Producer has filed with the Union a bona fide dispute relating to the monies payable;

(ii) where normal methods of payment are interrupted (e.g. computer server malfunctions, mail strikes, power outages, etc.); or

(iii) where the Member has not submitted his or her time sheet by the end of the work week.

## **ARTICLE FIFTEEN**

### **Travel and Accommodation**

- (a) Travel and accommodation will be provided to a Member engaged under this Agreement in the same manner as applicable to technicians, who represent such positions as gaffers, grips and etc., and who are engaged on the production.
- (b) Per diem meal allowances shall be paid in the same manner as applicable to technicians who represent such positions as gaffers, grips, etc. and who are engaged on the production.
- (c) When overnight accommodations are arranged, personal health issues shall be reasonably accommodated.
- (d) Should the Producer enter into a variance with the applicable technician's union on terms and conditions affecting travel and accommodation, the Union shall be provided with notice, in writing, by the Producer, within forty-eight (48) hours upon finalizing such agreement.
- (e) With prior written approval from the Producer, and when a shuttle is not offered to the Member, any Member choosing to use their personal vehicle for work related purposes when working outside of the Studio Zone, including transporting themselves to and from the edge of the Studio Zone to a location outside the Studio Zone, will be compensated at the rate of forty-two (42) cents per kilometer. Alternatively, the Producer may elect to provide the Member with a flat rate of thirty-five dollars (\$35.00) per day. For clarity: Members are not required, nor expected, to use their personal vehicle for work related purposes, including travelling to a location outside the Studio Zone.
- (f) Each Member agreeing to use their own vehicle for work-related purposes shall arrange for adequate insurance coverage of not less than one million dollars (\$1,000,000.00) for business and/or commercial purposes before using such personal vehicle for such purpose and shall provide evidence of such coverage to the Producer, if requested. Such insurance coverage shall be at the expense of the Member.

## **ARTICLE SIXTEEN**

### Insurance

- (a) The Producer agrees to bring all Members supplied by the Union under the terms of the Workplace Safety Insurance Board and proof thereof shall be provided to the Union before any Member commences work.
- (b) When a Member is required to travel to a distant location, each Member shall be insured by the Producer for the duration of the travel, including the return trip, for the sum of one hundred thousand dollars (\$100,000).

## **ARTICLE SEVENTEEN**

### Cancellation of Calls

A Craftservice Provider and/or Honeywagon Operator engaged for a daily work call shall be paid for the hours booked unless the Craftservice Provider and/or Honeywagon Operator received notification of the cancellation of change in schedule no later than ten (10) hours, or eight (8) hours if due to adverse weather conditions, prior to the work call.

A work day cancelled without proper notice cannot be defined as a day off for the calculation of sixth (6th) and seventh (7th) days.

## **ARTICLE EIGHTEEN**

### Discipline, Lay-off and Dismissal

- (a) Any notice of lay-off of a Member engaged on a weekly basis shall be given in writing not later than the sixth (6<sup>th</sup>) hour of the Member's work day on the first (1<sup>st</sup>) day of the work week, and failure by the Producer to give such notice of discharge shall entitle the Member to one (1) additional week's salary in lieu thereof. In turn, a Member engaged on a weekly basis shall give the Producer one (1) week's written notice of resignation. A Member who fails to give such notice of resignation to the Producer will be subjected to discipline pursuant to the Local's constitution and bylaws.
- (b) During the initial employment periods listed below, the Producer, at its sole discretion, may lay off a Member employed on a weekly basis at the conclusion of a work week without further payment or obligations:
  - (1) Television Series/Serial and Strip Programs/episodic New Media productions:  
Four (4) weeks
  - (2) Mini-Series/Theatrical Motion Pictures: Two (2) weeks
  - (3) All other productions: Five (5) days

(c) A Member may be disciplined and/or dismissed only for just cause. The parties agree that the principles of progressive discipline will be applied in appropriate circumstances. The Producer agrees to provide the Union with a copy of written reprimands and/or a written notice of discipline which exceeds a written reprimand in severity, including dismissal.

(d) Force Majeure

If a production is prevented or interrupted by reason of:

- (i) natural causes, such as acts of God, fire, earthquake, hurricane, and floods; or
- (ii) emergency governmental regulation or order; or
- (iii) riot, war; or
- (iv) injury to or *bona fide* illness of a principle cast member or first unit director; or
- (v) such other cause beyond the reasonable control of the Producer.

The minimum guarantee provided for that current week shall be reduced to the extent necessitated by such contingency.

In such circumstances, the Producer shall furnish a statement in writing to the Union as to the reason for the force majeure. If the Union believes the force majeure declaration to be unjust or unreasonable, it may file a grievance with respect to the declaration under the grievance procedure of the Agreement.

## **ARTICLE NINETEEN**

### Settlement of Disputes

(a) The Union acknowledges the principle of “work now and grieve later” and as such, the existence of a grievance or dispute will not disrupt production, subject to a Member’s lawful right to refuse work.

(b) In the event that any grievance or dispute should arise between the Association and the Union, or between the Producer and the Union or between the Producer and any Member under this Agreement, concerning the interpretation or violation of this Agreement, it shall be considered a grievance and shall be settled in accordance with the following procedures. The grieving party shall have thirty (30) days from the date on which the party becomes aware, or ought to have become aware, of the act or omission giving rise to the dispute to initiate a grievance. In order to be deemed a grievance, the dispute must be submitted in writing to the other parties within the allotted thirty (30) day time period.

(c) The grievance shall be discussed by the Producer, or the Producer’s designate, who is not a representative of the Crafts service company or Honeywagon company, the Association and a representative of the Union within five (5) working days after the grievance has been brought to the attention of the Producer. When any Member is called upon to attend a meeting endeavouring to settle such dispute or disagreement, it is understood that during this period the Member will not suffer the loss of the Member’s normal wage.

- (d) In the event that the representative of the Producer and/or the Association and the Union cannot reach an agreement, the dispute may, by written notice of any party to the other party, be submitted to final and binding arbitration. Such notice must be made within ten (10) days (or in the case of payroll disputes within ninety (90) days) of the meeting provided for in Step 1, or the matter shall be considered resolved. The parties, who shall include the Association, the Producer and the Union, shall within ten (10) days of the sending of the notice requesting arbitration select a mutually acceptable arbitrator. If the parties are unable to agree on the selection of an arbitrator within these ten (10) days, the Ontario Minister of Labour shall be requested to appoint the arbitrator.

The cost and/or expenses of the arbitrator shall be borne equally by the Producer or Association and the Union, except that no party shall be obligated to pay the cost of a stenographic transcript without express consent of the other party.

The final written decision or award of the arbitrator shall be made as soon as practicable after submission of the grievance or dispute to him/her. The parties agree that such final decision or award shall be binding on each of the parties to this Agreement, and they will comply within five (5) days of the arbitration award subject to such decisions, rules or regulations as any Provincial Agency having jurisdiction may impose.

In no event shall the arbitrator modify or amend any provision of this Agreement.

In determining any grievance arising out of discharge or other discipline, the arbitrator may dispose of the claim by affirming the Producer's actions and dismissing the grievance or by setting aside the disciplinary action involved with or without compensation and such other manner as may in the opinion of the arbitrator be justified.

- (e) If either the Union or Association considers that this Agreement is being misunderstood, misinterpreted or violated in any respect by the other party, the matter will be put in the form of a policy grievance and discussed between representatives of the Association and the Union. If not satisfactorily settled within thirty (30) days of the matter first coming to the attention of the aggrieved party, either party may refer the matter to arbitration as a policy grievance in accordance with Article 19 (d). A matter not referred to arbitration in this time shall be considered resolved.
- (f) Any time limits prescribed in Article 19 may be extended by mutual agreement of the parties to the grievance.

## ARTICLE TWENTY

### Health and Safety

- (a) The Producer, the Member and the Union shall comply with all obligations under the *Occupational Health and Safety Act* and all rules, regulations and orders pursuant to applicable laws, which for greater certainty include the Workplace Safety and Insurance Act and its regulations.
- (b) Washroom and toilet facilities shall be provided by the Producer at all workplaces and shall be maintained on a standard at least equal to the standards required by any applicable legislation or regulation.
- (c) Any Member unable to complete their minimum daily call because of an injury sustained on the job, shall be paid the applicable daily call.
- (d) The Producer may refuse to employ a Member dispatched by the Union if the Member has exceeded or will exceed the maximum hours of service as a result of such employment. Each Member shall track his or her hours of service and shall not accept any call if he or she has exceeded or will exceed the maximum hours of service as a result of such employment.
- (e) The Producer agrees to adhere to the "Safety Guidelines for the Film and Television Industry in Ontario" dated June 2009 ("Safety Guidelines") developed by the Ontario Film and Television Industry Section 21 Advisory Committee in conjunction with the Ontario Ministry of Labour. These Safety Guidelines as they now exist or as they may hereafter be amended shall be deemed to be incorporated, as if set forth in full in writing, into this Agreement.
- (f) The Producer will make menstrual products available to Members on set at no cost. The Producer will provide an appropriate container for the disposal of menstrual products.
- (g) A Member may request accommodation for breastfeeding and/or pumping by giving reasonable advance written notice of the accommodation request to the Producer or their designate. Upon receiving the Member's written accommodation request, the Producer will comply with its duty to accommodate in accordance with the Ontario *Human Rights Code*.

## **ARTICLE TWENTY - ONE**

### **Paid Sick Leave**

If any Member suffers an injury or any illness, or there is an injury or illness to a “family member” (as defined under Ontario provincial employment standards legislation for the purposes of family responsibility leave), after the engagement commences, which prevents the Member from performing duties, the Producer shall pay the Member’s contracted compensation for one (1) day of injury or illness per twelve (12) week period of engagement. The Member shall report any illness or injury to the Producer as soon as possible so adequate replacement may be made, if necessary. For clarity, all unused paid sick days shall be eliminated at the conclusion of the Member’s engagement and shall not be carried over or paid out to the Member.

## **ARTICLE TWENTY - TWO**

### **Employee Indemnification**

The Producer hereby releases and forever discharges, and agrees to defend, indemnify and save harmless any Member (including persons engaged through a loan-out company), and in the event of such Member’s death, the Member’s heirs and executors, against any and all losses, claims, damages, actions, causes of action, liabilities and necessary costs, including legal fees, incurred during the effective dates of this Agreement and in the course of performance of the Member’s duties performed within the scope of the Member’s engagement for the Producer that resulted in contractual liability for such Member or in bodily injury or property damage suffered by any person subject to the following conditions:

- (a) This Article does not apply to grossly negligent conduct by the Member.
- (b) The Member shall co-operate fully in the defense of the claim or action, including, but not limited to, providing notice to the Producer within five (5) business days upon becoming aware of any claim or litigation, attending hearings and trials, securing and giving evidence and obtaining the attendance of witnesses.

## **ARTICLE TWENTY - THREE**

### **Communications**

Communications directed to any party are to be addressed to the addresses shown at the end of this Agreement and the parties will keep each other informed of any changes in address. Unless the Union is advised in writing of a change of address, any communication of any legal proceedings on the address indicated at the end of this Agreement or on the Bargaining Authorization and Voluntary Recognition Agreement shall be good and valid service.

## **ARTICLE TWENTY - FOUR**

### Intent of Agreement

It is the purpose of this Agreement to set forth conditions of engagement to be observed between the parties and to provide a procedure for prompt and equitable adjustment of grievances in order that there will be no impeding of work, work stoppages or strikes, or other interference with productions and company facilities during the life of this Agreement.

It is the further intent of this Agreement to facilitate harmonious relations between the Union, Member, the Producer and the Association and to this end the Agreement is signed in good faith by the parties. This Agreement will be binding upon and inure to the benefit of the parties and their respective heirs, executors, administrators, receivers, successors and assigns.

## **ARTICLE TWENTY - FIVE**

### Term

- (a) The Agreement shall come into effect on January 1, 2025 and shall expire on December 31, 2027, and it shall be automatically renewed from year to year thereafter unless written notice of intention to bargain or amend is given to the other party, within ninety (90) days of the expiry date of the Agreement (or its anniversary).
- (b) This Agreement applies to all Productions that open a production office on or after the effective date.

## **ARTICLE TWENTY-SIX**

### Letters of Variance

- (a) The Producer and the Union will continually monitor the effectiveness of this Agreement during its term in order to assure the work opportunities for Members and the competitive position of the Producer.
- (b) The Union will review a request from a Producer for any modifications in the terms and conditions of this Agreement intended to preserve work opportunities for Members. The Union shall make reasonable efforts to respond to a request for modification within three (3) business days of receipt of the request.
- (c) The Union is authorized to approve and implement such modifications as it deems necessary and in the best interests of the parties. Any such approved modifications to this Agreement shall be by letter of variance and may be for one Production, for a type of Production, for a specific area, or for a specific period of time. The decision to approve and implement such modifications to the Agreement is within the sole discretion of the Union. The Union's decision to deny a modification to the Agreement is not subject to the grievance procedures under Article Nineteen of the Agreement.



(d) A copy of any letter of variance will be provided to the Producer and the Association.

**SIGNED BY THE UNION**


Local 411 of the International Alliance of  
Theatrical Stage Employees,  
Moving Picture Technicians,  
Artists and Allied Crafts  
of the United States, its Territories and  
Canada (I.A.T.S.E. Local 411) 2087  
Dundas Street East, Unit 104  
Mississauga, Ontario L4X 2V7

*Shaun McLaughlin*  
\_\_\_\_\_  
President

*Anne Paynter*  
\_\_\_\_\_  
Business Agent

**SIGNED BY THE ASSOCIATION**

Canadian Media Producers Association  
(CMPA)  
1 Toronto Street, Suite 702  
Toronto, Ontario M5C 2V6

  
\_\_\_\_\_  
Vice-President, National Industrial Relations and  
Counsel

## **SCHEDULE “A”**

The terms and conditions outlined in this Schedule “A” are applicable only to Craftservice Providers engaged by the Producer under this Agreement. These terms and conditions may be in addition to terms and conditions outlined in the main body of this Agreement. If there is a conflict between a term or condition in this Schedule “A” and a term or condition in the main body of the Agreement, then the term or condition in the Schedule shall prevail.

### **Article A1**

#### **JOB DESCRIPTION**

As directed by the Producer, or the Producer’s designate, who is not a representative of the Craftservice company, the Craftservice Department shall maintain the Craftservice truck, as well as set up and maintain a Craftservice station on or near the shooting set. From the craft truck and on-set station, the Craftservice Department will provide the shooting crew and cast with items as approved by the Producer or the Producer’s designate, who is not a representative of the Craftservice company. The Craftservice Department will provide to cast or crew members, in a timely manner, appropriate items in accordance with other applicable union contracts. The Craftservice Department is responsible for ensuring that approved stock items are available and replenished as required and shall shop or direct the purchase of approved stock items under the direction of the Producer or the Producer’s designate, who is not a representative of the Craftservice company. The Craftservice Department shall report significant stock discrepancies to the Producer immediately. When required, the Craftservice Department shall operate and drive the Craftservice truck as directed by the Producer or the Producer’s designate, who is not a representative of the Craftservice company. The Craftservice Department will maintain both truck, and station in a sanitary manner, meeting or surpassing any Federal, Provincial or Municipal standards. Each Craftservice Provider engaged must possess a valid and current Food Handler’s Certificate from an accredited Safe Food Handling Program and any relevant licences and/or certificates that may be required by laws established at the location(s) the production is operating.

### **Article A2**

#### **CRAFTSERVICE PROVIDER PERSONNEL**

A2.01 The number of Craftservice Providers engaged on a production shall be determined by the Producer in consultation with the Key Craftservice Provider engaged by the production. Such determination shall be based on the production schedule, crew size, shooting location, movement of the craft truck and any other factors deemed necessary by the Producer.

A2.02 The first (1<sup>st</sup>) weekly Craftservice Provider engaged shall be appointed, by the Producer or the Producer’s designate, who is not a representative of the Craftservice company, as the Key.

## A2.03 Craftservice Daily Call Dispatch System

- (a) If a Craftservice Provider is required for a daily call, the Producer shall call the Union office to furnish such Craftservice Provider via the Local 411 call steward service. All daily calls will be dispatched in the following manner: the first daily Craftservice Provider engaged shall be name selected by the Producer; should a second daily Craftservice Provider be required, they shall be dispatched by the Union on the rotating surname basis; should a third daily Craftservice Provider be required, they shall be name selected by the Producer. This pattern shall continue until all daily Craftservice Providers required by production are engaged.
- (b) With respect to the rotating surname basis, the Union will dispatch qualified and available Craftservice Providers by going through the list of Craftservice Providers who make themselves available to the Union each day in advance of work. Consistent with the pattern noted above, the call stewards will place the day's daily calls by starting with the surname that alphabetically follows the last daily call placed in this manner on the previous day. This process will continually cycle through the list alphabetically. Should a Craftservice member not be available or eligible for engagement the call steward system will carry on to the next name on the list. When the Union dispatches permittees, it will do so on a rotating surname basis, however the Producer or the Producer's designate, who is not a representative of the Craftservice company, shall have the right to "name-hire" one permittee.
- (c) At the request of either party, the Union and the CMPA will meet to review the call steward system.
- (d) No changes or modifications will be made to the call steward system without prior notice and approval of the CMPA.
- (e) The Union will maintain a fair and equitable dispatch of Craftservice Providers to all Producers, regardless of technical union affiliation.
- (f) In no way will the call system follow a seniority based system, as defined in the film and television industry, nor will seniority in any way be a factor in the call steward system.
- (g) The number of Craftservice Provider Daily Call Name Hires will follow the number of Craft Trucks in use.
- (h) Where there are two or more Craft Trucks on a production each truck will have its own Craftservice Provider Daily Name Hire count. A Main Unit Craftservice Provider Daily Name Hire will not prevent a second truck from having a Craftservice Provider Daily Name Hire.
- (i) The Producer may refuse to employ a Member dispatched by the Union if the Member has exceeded or will exceed the maximum hours of service as a result of such employment. Each Member shall track his or her hours of service and shall not accept any call if he or she has exceeded or will exceed the maximum hours of service as a result of such employment.

- (j) If the Union is unable to furnish such Craftservice Provider, the Producer shall make other arrangements for engaging an individual provided the Producer:
  - (i) Informs the Union of its actions in writing no less than twenty-four (24) hours after any such individual commences work;
  - (ii) Makes all contributions, deductions and payments required under this Collective Agreement for such individual, effective from their date of engagement;

**A2.04 Application for Work Permits:**

- (a) In the event that the Producer makes a request to employ an individual who is not a Member of the Union, the Producer shall submit the request in writing along with the following information to the Union for consideration in the granting of the work permit:
  - 1) A completed Local 411 Work permit Application signed by the Applicant non-Member
  - 2) A description of the position to be held by the non-Member
  - 3) The reasons for the necessity of that individual to be permitted
  - 4) A list of credits or a resume of the requested non-Member; and
- (b) If it is necessary to employ individuals who are not Members of the Union, and the Producer has met the conditions in (a) above, and their presence is established to be necessary, the Union shall not unreasonably deny the granting of a work permit for a period not exceeding the duration of the production for which the Collective Agreement has been signed and only if the rates and conditions and/or terms of this Collective Agreement regarding the Union personnel have been met.
- (c) The Producer shall not employ any individual who is not a Member of the Union until the Producer has received a copy of the Work Permit endorsed by the Union.
- (d) The Producer shall remit any negotiated permit fees to the Union on a monthly basis, including a complete remittance breakdown, as follows:

**Effective January 1, 2025 to December 31, 2025**

<b>Tier</b>	<b>Vacation Pay</b>	<b>Health and Welfare</b>	<b>Retirement</b>	<b>Training, Safety &amp; Admin</b>	<b>Permit Fee</b>	<b>Total</b>
<b>A</b>	<b>4%</b>	<b>6%</b>	<b>4.5%</b>	<b>0.5%</b>	<b>5%</b>	<b>20%</b>
<b>B</b>	<b>4%</b>	<b>5.5%</b>	<b>4.5%</b>	<b>0.5%</b>	<b>5%</b>	<b>19.5%</b>
<b>C</b>	<b>4%</b>	<b>5%</b>	<b>4%</b>	<b>0.5%</b>	<b>5%</b>	<b>18.5%</b>
<b>D</b>	<b>4%</b>	<b>5%</b>	<b>4%</b>	<b>0.5%</b>	<b>5%</b>	<b>18.5%</b>
<b>E</b>	<b>4%</b>	<b>4.5%</b>	<b>4%</b>	<b>0.5%</b>	<b>5%</b>	<b>18%</b>
<b>F</b>	<b>4%</b>	<b>4.5%</b>	<b>4%</b>	<b>0.5%</b>	<b>5%</b>	<b>18%</b>

**Effective January 1, 2026 to December 31, 2027**

Tier	Vacation Pay	Health and Welfare	Health and Welfare Daily Flat \$	Retirement	Training, Safety & Admin	Permit Fee	Total
A	4%	6%	\$3.00	4.5%	1%	5%	20.5% + \$3/day
B	4%	5.5%	\$3.00	4.5%	1%	5%	20% + \$3/day
C	4%	5%	\$3.00	4%	1%	5%	19% + \$3/day
D	4%	5%	\$3.00	4%	1%	5%	19% + \$3/day
E	4%	4.5%	\$3.00	4%	1%	5%	18.5% + \$3/day
F	4%	4.5%	\$3.00	4%	1%	5%	18.5% + \$3/day

A2.05 The Union and its Craftservice Provider members agree to regularly update the availability list of those Craftservice Providers who are available and qualified to accept an engagement. A Craftservice Provider who fails to notify the Union of any change in their availability status will be subjected to discipline pursuant to the Local's constitution and bylaws. The Union agrees to actively ensure that the availability list remains up to date.

A2.06 If a daily Craftservice Provider is engaged for five (5) days on the same production, such Craftservice Provider shall be retroactively deemed to be a weekly Craftservice Provider and paid accordingly except where such daily Craftservice Provider is primarily engaged to service background performers.

A2.07 A daily Craftservice Provider not engaged primarily to service background performers shall be paid one-fifth (1/5<sup>th</sup>) of the applicable weekly rate per day.

A2.08 A daily Craftservice Provider engaged primarily to service background performers shall be paid at the rate set out in Article A5.

A2.09 A daily Craftservice Provider working as a replacement for a weekly Craftservice Provider shall be paid at the same rate as the Craftservice Provider being replaced.

A2.10 A production may not call in a replacement Craftservice Provider in order to avoid a Craftservice Provider being deemed a weekly Craftservice Provider.

A2.11 No Craftservice Provider shall be required to perform the duties of a higher rated classification without first being upgraded. If a Craftservice Provider (Key or Assist) is away from set during work hours, the Craftservice Provider must be replaced by a Craftservice Provider upgraded to the Craftservice Provider's status. The upgrade will be in effect only for time worked in the higher rated classification.

## Article A3

### CRAFTSERVICE PROVIDER HOURS OF WORK

A3.01 The normal working day shall be up to thirteen (13) consecutive hours of work inclusive of meal breaks. The Craftservice Provider shall be paid for all time worked from the time they report as and wherever directed, until they are released from work. For greater clarity, a Craftservice Provider who is requested by the Producer to pick up and drive a vehicle to a location shall be paid from the time they pick up the vehicle to the time they return the vehicle or return to their start work location.

#### A3.02 Overtime

Work during the fourteenth (14<sup>th</sup>), fifteenth (15<sup>th</sup>) and sixteenth (16<sup>th</sup>) hour shall be paid at two (2) times the applicable daily rate divided by ten (10) (i.e. contracted daily rate /10 hours x 2). Work after the sixteenth (16<sup>th</sup>) hour shall be paid at three (3) times the applicable daily rate divided by ten (10) (i.e. contracted daily rate /10 hours x 3).

#### A3.03 Turnaround

The Craftservice Provider shall be given at least ten (10) hours off between the conclusion of one (1) shift and the commencement of their next shift ("turnaround"). Also, a Craftservice Provider shall be given at least fifty-two (52) hours off as weekend turnaround, based on a five (5) day work week.

Where the Craftservice Provider works six (6) consecutive days in a work week, there shall be a continuous thirty-four (34) hour rest period which includes the ten (10) hour turnaround above ("weekend turnaround").

When the sixth (6<sup>th</sup>) day worked occurs on the seventh (7<sup>th</sup>) day of the regular work week, there shall be a continuous thirty-four (34) hour rest period between the end of the shift on the fifth (5<sup>th</sup>) day and the commencement of the shift on the seventh (7<sup>th</sup>) day of the work week.

#### A3.04 (i) Regulatory Compliance

Before a Craftservice Provider is directed to move or drive a Craftservice or production vehicle and after the Craftservice Provider has been on duty in excess of the time permitted under the *Ontario Highway Traffic Act* regulations, an additional Craftservice Provider shall be called, via the Local 411 call steward system, for a six (6) hour call. Such Craftservice Provider shall be paid the 6 hour call rate prescribed in Article A5 per day if required to work six (6) hours or less. In the event the Craftservice Provider is required to work more than six (6) hours, the Craftservice Provider will be paid one fifth (1/5<sup>th</sup>) the applicable Craftservice Provider weekly rate per day. This Craftservice Provider shall have access to any transportation already provided to and from the location.

(ii) Additional Duties

In a manner consistent with past practice, the Producer may elect to call, via the Local 411 Call Steward system, a Craftservice Provider for a six (6) hour call for increased numbers of background performers. When called to work in the case of background performers, the Craftservice Provider may be called to start work in advance of the majority of background performers' call time and the Craftservice Provider may be dismissed at wrap of the majority of background performers. Such Craftservice Provider shall be paid the 6 hour call rate prescribed in Article A5 per day if required to work six (6) hours or less. In the event the Craftservice Provider is required to work more than six (6) hours, the Craftservice Provider will be paid one fifth (1/5<sup>th</sup>) the applicable Craftservice Provider weekly rate per day.

With respect to either Article A3.04 (i) or (ii) above, it is not the intent of the parties to regularly schedule a six (6) hour call. Additionally, these Craftservice Providers may perform duties which are incidental to the purpose of their original call.

A3.05 Where more than one (1) Craftservice Provider is engaged, provided that at least one (1) of the Craftservice Providers who worked the previous five (5) days works the sixth (6<sup>th</sup>) and/or seventh (7<sup>th</sup>) day, the Producer in consultation with the Craftservice Provider shall determine which Craftservice Provider, if any at all, works the sixth (6<sup>th</sup>) and/or seventh (7<sup>th</sup>) day.

A3.06 Where a Craftservice Provider is required, by the Producer, or the Producer's designate, who is not a representative of the Craftservice company, to perform weekend cleaning, restocking, shopping, and the purchase-preparation of perishable foods for the ensuing week shall be paid at a minimum of four (4) hours the rate of one and one-half (1½) times on the sixth (6<sup>th</sup>) day of a five (5) day work week and at a minimum of four (4) hours at double time (2x) on the seventh (7<sup>th</sup>) day of a six (6) day work week. Any hours actually worked in excess of the four (4) hour minimum shall be paid at the applicable premium for either the sixth (6<sup>th</sup>) or seventh (7<sup>th</sup>) day, as the case may be. For greater clarity, work performed under this article, A3.07, does not trigger encroachment on those weekend turnaround periods identified in article A3.03 above.

A3.07 A Craftservice Provider may request a one hour set-up prior to craftservice "hot and ready" call time. A refusal by the Producer is not grievable.

## **Article A4**

### **CRAFTSERVICE PROVIDER MEALS**

A4.01 (a) Craftservice Providers are to receive a sixty (60) minute meal period, which shall be taken together, where possible, with the shooting crew or transportation department and is included in the paid consecutive hours of work as provided for in Article A3.01. In no event shall the meal period be less than thirty (30) minutes.

(b) Second and subsequent meal periods shall be no less than thirty (30) minutes and no more than sixty (60) minutes in duration, taken together, where possible, with the shooting crew or transportation department.

(c) In any event, a Craftservice Provider is entitled to a meal break after eight (8) hours after their individual call time. If the first meal is not available the Producer shall pay to the Craftservice Provider twenty dollars (\$20.00). If the second meal is not available within eight (8) hours of the completion of crew lunch, the Producer shall pay to the Craftservice Provider twenty dollars (\$20.00). There shall be a meal penalty for each missed meal break with a daily cap of forty dollars (\$40.00) combined for all meal penalties.

A4.02 When overnight accommodations for Craftservice Providers are required pursuant to Article Fifteen, the Craftservice Provider shall be paid a non-deductible *per diem* at the rate established for breakfast in the agreement applicable to technicians (e.g. gaffers, grips, etc.) who are engaged on the production.

**Article A5**

**CRAFTSERVICE PROVIDER MINIMUM RATES**

**Effective January 1, 2025**

<b>WEEKLY RATES</b>			<b>DAILY RATES</b>				
<b>Tier</b>	<b>Key Craftserver Weekly Rate per Article A2.02</b>	<b>Assistant Craftserver Weekly Rate per Article A2.07</b>	<b>Tier</b>	<b>Key Craftserver Daily Rate per Article A2.02</b>	<b>Assistant Craftserver Daily Rate (1/5<sup>th</sup> weekly rate) per Article A2.07</b>	<b>BG Daily Rate per Article A2.08</b>	<b>6 Hour Call (BG or Driver) per Article A3.04 (i) and (ii)</b>
<b>A</b>	\$1,988.42	\$1,897.05	A	\$397.68	\$379.41	\$294.05	\$199.20
<b>B</b>	\$1,902.30	\$1,810.81	B	\$380.46	\$362.16	\$294.05	\$190.13
<b>C</b>	\$1,833.22	\$1,741.83	C	\$366.64	\$348.37	\$264.65	\$182.89
<b>D</b>	\$1,757.49	\$1,666.10	D	\$351.50	\$333.22	\$257.29	\$174.93
<b>E</b>	\$1,606.05	\$1,514.65	E	\$321.21	\$302.93	\$249.93	\$159.03
<b>F</b>	Negotiable	Negotiable	F	Negotiable	Negotiable	Negotiable	Negotiable



**Effective January 1, 2026**

<b>WEEKLY RATES</b>			<b>DAILY RATES</b>				
<b>Tier</b>	<b>Key Craftserver Weekly Rate per Article A2.02</b>	<b>Assistant Craftserver Weekly Rate per Article A2.07</b>	<b>Tier</b>	<b>Key Craftserver Daily Rate per Article A2.02</b>	<b>Assistant Craftserver Daily Rate (1/5<sup>th</sup> weekly rate) per Article A2.07</b>	<b>BG Daily Rate per Article A2.08</b>	<b>6 Hour Call (BG or Driver) per Article A3.04 (i) and (ii)</b>
A	\$2,087.84	\$1,991.90	A	\$417.56	\$398.38	\$308.75	\$209.16
B	\$1,997.42	\$1,901.35	B	\$399.48	\$380.27	\$308.75	\$199.64
C	\$1,924.88	\$1,828.92	C	\$384.97	\$365.79	\$277.88	\$192.03
D	\$1,845.36	\$1,749.41	D	\$369.08	\$349.88	\$270.15	\$183.68
E	\$1,686.35	\$1,590.38	E	\$337.27	\$318.08	\$262.43	\$166.98
F	Negotiable	Negotiable	F	Negotiable	Negotiable	Negotiable	Negotiable

**Effective January 1, 2027**

<b>WEEKLY RATES</b>			<b>DAILY RATES</b>				
<b>Tier</b>	<b>Key Craftserver Weekly Rate per Article A2.02</b>	<b>Assistant Craftserver Weekly Rate per Article A2.07</b>	<b>Tier</b>	<b>Key Craftserver Daily Rate per Article A2.02</b>	<b>Assistant Craftserver Daily Rate (1/5<sup>th</sup> weekly rate) per Article A2.07</b>	<b>BG Daily Rate per Article A2.08</b>	<b>6 Hour Call (BG or Driver) per Article A3.04 (i) and (ii)</b>
A	\$2,160.91	\$2,061.62	A	\$432.17	\$412.32	\$319.56	\$216.48
B	\$2,067.33	\$1,967.90	B	\$413.46	\$393.58	\$319.56	\$206.63
C	\$1,992.25	\$1,892.93	C	\$398.44	\$378.59	\$287.61	\$198.75
D	\$1,909.95	\$1,810.64	D	\$382.00	\$362.13	\$279.61	\$190.11
E	\$1,745.37	\$1,646.04	E	\$349.07	\$329.21	\$271.62	\$172.82
F	Negotiable	Negotiable	F	Negotiable	Negotiable	Negotiable	Negotiable

## **SCHEDULE “B”**

The terms and conditions outlined in this Schedule “B” are applicable only to Honeywagon Operators engaged by the Producer under this Agreement. These terms and conditions may be in addition to terms and conditions outlined in the main body of this Agreement. If there is a conflict between a term or condition in this Schedule “B” and a term or condition in the main body of the Agreement, then the term or condition in the Schedule shall prevail.

### **Article B1**

#### **JOB DESCRIPTION**

As directed by the Producer or the Producer’s designate, who is not a representative of the Honeywagon company, the Honeywagon Operator is solely responsible for the daily operation of the Honeywagon vehicle during the course of production. The Honeywagon Operator’s responsibilities shall include, but not be limited to: driving the vehicle to and from all locations or work sites; cleaning the vehicle inside and liaising with the transport department for any external cleaning; observing all regulated safety requirements pertaining to the vehicle; maintenance and ensuring the proper servicing of the vehicle as required or as directed; complete vehicle inspection prior to and after location moves; any seasonal weather maintenance or care and liaising with the production for additional duties or scheduling; and any other duties with respect to the Honeywagon that may be assigned from time to time by the Producer or the Producer’s designate, who is not a representative of the Honeywagon company.

The Honeywagon Operator shall be responsible for the cleaning and maintenance of all dressing rooms, offices and washroom facilities on the Honeywagon vehicle. The Honeywagon Operator will also ensure all facilities have adequate supplies and if running low on supplies will notify the Producer or the Producer’s designate, who is not a representative of the Honeywagon company to have supplies purchased or seek permission to leave set to purchase required items.

The maintenance and servicing of the vehicle shall include but not be limited to: checking all heating and air conditioning systems for functionality, ensuring all water, propane, gas, tire air are at acceptable or above levels, that all systems are working in the appropriate manner. The Honeywagon Operator will liaise with the Producer or the Producer’s designate, who is not a representative of the Honeywagon company, regarding any maintenance or servicing that is required that may interfere with the running of the vehicle during production.

Seasonal requirements refer to any weather related maintenance on the vehicle i.e. to clear snow or ice from the vehicle, steps, ensuring heat/air work as required and follow the appropriate safety guidelines.

The Honeywagon Operator shall observe all Ministry of Labour and Ministry of Transportation guidelines pertaining to safety requirements and operation of the vehicle. The Honeywagon Operator will maintain all relevant logs and trucking checklists regarding the vehicle as required. Each Honeywagon Operator engaged must possess a valid and current driver’s licence applicable to the Honeywagon and any relevant licences and/or certificates that may be required by laws established at the location(s) the production is

operating.

## **Article B2**

### **HONEYWAGON OPERATOR PERSONNEL**

B2.01 The Association and Producer agree that the Producer shall engage only qualified union members as Honeywagon Operators subject to Article Four, Section (a)(ii).

B2.02 One (1) Honeywagon Operator may be responsible for two (2) adjacent Honeywagons. In these circumstances the Honeywagon Operator shall be paid at straight time for being responsible for both Honeywagons.

At no time, shall a Honeywagon that is in use be left unattended.

B2.03 Subject to Article B2.01, the Honeywagon Operator shall be selected by the Producer or the Producer's designate, who is not a representative of the Honeywagon company.

## **Article B3**

### **HONEYWAGON OPERATOR HOURS OF WORK**

B3.01 The normal working day shall be up to fourteen (14) consecutive hours of work inclusive of meal breaks. Honeywagon Operators shall be paid for all time worked from the time they report as and wherever directed until they are released from work. There will be no splitting of shifts. The working day shall begin twelve (12) minutes prior to the Transportation Department's hot and ready time (as it is understood within the industry) and shall be concluded after the Assistant Director's office is closed, when said office is located in the Honeywagon.

B3.02 A Honeywagon Operator may be brought in for a six (6) hour call, paid at half the straight time daily rate, to pick-up/drop-off the Honeywagon to/from the production office and load/unload the Honeywagon with items including but not limited to: office materials, walkie-talkies, fax machines or other electronic devices, cable etc. and clean the Honeywagon and shall exclude movement to the shooting location. Such six (6) hour calls shall not constitute a day of work for the purpose of calculating sixth (6th) or seventh (7th) day premiums.

Where a Honeywagon Operator is required to move a Honeywagon to or from a shooting location, or works in excess of the six (6) hour call referenced above, the call shall revert to a ten (10) hour call paid at seventy percent (70%) of the applicable daily rate. If a Honeywagon Operator works in excess of ten (10) hours the call shall revert to a fourteen (14) hour call as per Article B3.01 above.

B3.03 Overtime

Regardless of when worked, overtime shall be paid at the rate as set out in Article B5.

### B3.04 Turnaround

The Honeywagon Operator shall be given at least nine (9) hours off between the conclusion of one (1) shift and the commencement of their next shift ("turnaround"). Also, the Honeywagon Operator shall be given at least forty-eight (48) hours off as weekend turnaround, based on a five (5) day work week.

Where the Honeywagon Operator works six (6) consecutive days in a work week, there shall be a continuous thirty (30) hour rest period which includes the nine (9) hour turnaround above ("weekend turnaround").

When the sixth (6<sup>th</sup>) day worked occurs on the seventh (7<sup>th</sup>) day of the regular work week, there shall be a continuous thirty (30) hour rest period between the end of the shift on the fifth (5<sup>th</sup>) day and the commencement of the shift on the seventh (7<sup>th</sup>) day of the work week.

### B3.05 (i) Regulatory Compliance (Unit Mover)

When the Producer anticipates that a Honeywagon Operator will be on duty in excess of the time permitted under any regulations under the Highway Traffic Act, another Honeywagon Operator ("the Relief Honeywagon Operator") may be called. The Relief Honeywagon Operator shall be paid at the rate set out in Article B5, if required to work seven (7) hours or less to perform bargaining unit work. At camera wrap, the Relief Honeywagon Operator will take control of the Honeywagon. At that time, the original Honeywagon Operator may, at the Producer's discretion, be released. Should the Relief Honeywagon Operator be required to work more than seven (7) hours, the Relief Honeywagon Operator will be paid the applicable daily rate. Relief Honeywagon Operators shall have access to any transportation already provided to and from the location.

(iii) In accordance with Article B2, all Relief Honeywagon Operators shall be members in good standing of the Union. In the event a Relief Honeywagon Operator, who is a member of the Union is not available, the production may assign the unit move to whomever it wishes.

B3.06 Where a Honeywagon Operator is required by the Producer, or the Producer's designate, who is not a representative of the Honeywagon company, to perform any services on the Honeywagon(s) on scheduled days off shall be paid at the applicable rate set out in Article B5 or at a minimum of four (4) hours the rate of one and one-half (1½) times on the sixth (6<sup>th</sup>) day of a five (5) day work week and at a minimum of four (4) hours at double time (2x) on the seventh (7<sup>th</sup>) day of a five (5) day work week. Any hours actually worked in excess of the four (4) hour minimum shall be paid at the applicable premium for either the sixth (6<sup>th</sup>) or seventh (7<sup>th</sup>) day, as the case may be.

## **Article B4**

### **HONEYWAGON OPERATOR MEALS**

B4.01 (a) All Honeywagon Operators are to receive a sixty (60) minute meal period, subject to the same penalties as the technicians engaged on the production.

(b) Second and subsequent meal periods shall be no less than thirty (30) minutes and no more than sixty (60) minutes in duration.

(c) In any event, a Honeywagon Operator is entitled to a meal break after six (6) hours. If the first meal is not available, the Honeywagon Operators shall be reimbursed in the amount of seventeen dollars and fifty cents (\$17.50).

**Article B5**

**HONEYWAGON OPERATOR MINIMUM RATES**

**Effective January 1, 2025**

<b>WEEKLY RATE</b>		<b>DAILY RATES</b>					
Tier	Weekly Rate	Tier	Daily Rate (1/5th weekly rate)	6 Hour Call Rate per Article B3.02	10 Hour Call Rate per Article B3.02	Regulatory Compliance Rate per Article B3.05	Overtime Rate
A	\$1,873.50	A	\$374.69	\$187.35	\$262.28	\$221.14	\$50.00
B	\$1,800.02	B	\$360.00	\$180.01	\$252.01	\$221.14	\$50.00
C	\$1,765.05	C	\$353.00	\$176.52	\$247.10	\$221.14	\$50.00
D	\$1,711.92	D	\$342.38	\$171.20	\$239.69	\$221.14	\$50.00
E	\$1,676.26	E	\$335.27	\$167.61	\$234.68	\$221.14	\$50.00
F	Negotiable	F	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable

**Effective January 1, 2026**

<b>WEEKLY RATE</b>		<b>DAILY RATES</b>					
Tier	Weekly Rate	Tier	Daily Rate (1/5th weekly rate)	6 Hour Call Rate per Article B3.02	10 Hour Call Rate per Article B3.02	Regulatory Compliance Rate per Article B3.05	Overtime Rate
A	\$1,967.18	A	\$393.43	\$196.72	\$275.39	\$232.20	\$50.00
B	\$1,890.02	B	\$378.00	\$189.01	\$264.61	\$232.20	\$50.00
C	\$1,853.30	C	\$370.65	\$185.34	\$259.45	\$232.20	\$50.00
D	\$1,797.52	D	\$359.50	\$179.76	\$251.68	\$232.20	\$50.00
E	\$1,760.07	E	\$352.03	\$175.99	\$246.41	\$232.20	\$50.00
F	Negotiable	F	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable

**Effective January 1, 2027**

<b>WEEKLY RATE</b>		<b>DAILY RATES</b>					
<b>Tier</b>	<b>Weekly Rate</b>	<b>Tier</b>	<b>Daily Rate (1/5th weekly rate)</b>	<b>6 Hour Call Rate per Article B3.02</b>	<b>10 Hour Call Rate per Article B3.02</b>	<b>Regulatory Compliance Rate per Article B3.05</b>	<b>Overtime Rate</b>
<b>A</b>	\$2,036.03	<b>A</b>	\$407.20	\$203.60	\$285.03	\$240.32	\$50.00
<b>B</b>	\$1,956.17	<b>B</b>	\$391.23	\$195.63	\$273.87	\$240.32	\$50.00
<b>C</b>	\$1,918.17	<b>C</b>	\$383.62	\$191.83	\$268.53	\$240.32	\$50.00
<b>D</b>	\$1,860.43	<b>D</b>	\$372.09	\$186.05	\$260.49	\$240.32	\$50.00
<b>E</b>	\$1,821.67	<b>E</b>	\$364.35	\$182.15	\$255.03	\$240.32	\$50.00
<b>F</b>	Negotiable	<b>F</b>	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable

# SCHEDULE "C"

## BUDGET TIERS

### Theatrical Motion Pictures

Tier	January 1, 2025- December 31, 2025	
	FROM	TO
A	\$16,755,636	and over
B	\$7,643,027	\$16,755,635
C	\$4,675,735	\$7,643,026
D	\$3,026,072	\$4,675,734
E	\$1,585,093	\$3,026,071
F	Under	\$1,585,092

Tier	January 1, 2026- December 31, 2026	
	FROM	TO
A	\$17,258,305	and over
B	\$7,872,318	\$17,258,304
C	\$4,816,008	\$7,872,317
D	\$3,116,854	\$4,816,007
E	\$1,632,646	\$3,116,853
F	Under	\$1,632,645

Tier	January 1, 2027- December 31, 2027	
	FROM	TO
A	\$17,776,054	and over
B	\$8,108,488	\$17,776,053
C	\$4,960,488	\$8,108,487
D	\$3,210,360	\$4,960,487
E	\$1,681,625	\$3,210,359
F	Under	\$1,681,624

### Television Motion Pictures

Tier	January 1, 2025- December 31, 2025	
	FROM	TO
A	\$12,555,750	and over
B	\$7,714,962	\$12,555,749
C	\$4,286,090	\$7,714,961
D	\$3,026,072	\$4,286,089
E	\$1,585,093	\$3,026,071
F	Under	\$1,585,092

Tier	January 1, 2026- December 31, 2026	
	FROM	TO
A	\$12,932,423	and over
B	\$7,946,410	\$12,932,422
C	\$4,414,672	\$7,946,409
D	\$3,116,854	\$4,414,671
E	\$1,632,646	\$3,116,853
F	Under	\$1,632,645

Tier	January 1, 2027- December 31, 2027	
	FROM	TO
A	\$13,320,395	and over
B	\$8,184,803	\$13,320,394
C	\$4,547,112	\$8,184,802
D	\$3,210,360	\$4,547,111
E	\$1,681,625	\$3,210,359
F	Under	\$1,681,624

**Mini-Series (per 2 hours of broadcast time)**

Tier	January 1, 2025- December 31, 2025	
	FROM	TO
A	\$10,060,699	and over
B	\$5,994,532	\$10,060,698
C	\$4,495,896	\$5,994,531
D	\$3,026,074	\$4,495,895
E	\$1,585,093	\$3,026,073
F	Under	\$1,585,092

Tier	January 1, 2026- December 31, 2026	
	FROM	TO
A	\$10,362,520	and over
B	\$6,174,368	\$10,362,519
C	\$4,630,773	\$6,174,367
D	\$3,116,856	\$4,630,772
E	\$1,632,646	\$3,116,855
F	Under	\$1,632,645

Tier	January 1, 2027- December 31, 2027	
	FROM	TO
A	\$10,673,396	and over
B	\$6,359,599	\$10,673,395
C	\$4,769,697	\$6,359,598
D	\$3,210,362	\$4,769,696
E	\$1,681,625	\$3,210,361
F	Under	\$1,681,624

**Television Series (1 hour)**

Tier	January 1, 2025- December 31, 2025	
	FROM	TO
A	\$2,670,659	and over
B	\$1,723,426	\$2,670,658
C	\$1,213,891	\$1,723,425
D	\$779,290	\$1,213,890
E	\$324,222	\$779,289
F	Under	\$324,221

Tier	January 1, 2026- December 31, 2026	
	FROM	TO
A	\$2,750,779	and over
B	\$1,775,129	\$2,750,778
C	\$1,250,308	\$1,775,128
D	\$802,668	\$1,250,307
E	\$333,949	\$802,667
F	Under	\$333,948

Tier	January 1, 2027- December 31, 2027	
	FROM	TO
A	\$2,833,302	and over
B	\$1,828,383	\$2,833,301
C	\$1,287,817	\$1,828,382
D	\$826,749	\$1,287,816
E	\$343,968	\$826,748
F	Under	\$343,967



### Television Series (1/2 hour)

Tier	January 1, 2025- December 31, 2025	
	FROM	TO
<b>A</b>	\$1,609,711	and over
<b>B</b>	\$959,127	\$1,609,710
<b>C</b>	\$659,398	\$959,126
<b>D</b>	\$479,564	\$659,397
<b>E</b>	\$180,124	\$479,563
<b>F</b>	Under	\$180,123

Tier	January 1, 2026- December 31, 2026	
	FROM	TO
<b>A</b>	\$1,658,002	and over
<b>B</b>	\$987,901	\$1,658,001
<b>C</b>	\$679,180	\$987,900
<b>D</b>	\$493,951	\$679,179
<b>E</b>	\$185,528	\$493,950
<b>F</b>	Under	\$185,527

Tier	January 1, 2027- December 31, 2027	
	FROM	TO
<b>A</b>	\$1,707,742	and over
<b>B</b>	\$1,017,538	\$1,707,741
<b>C</b>	\$699,555	\$1,017,537
<b>D</b>	\$508,769	\$699,554
<b>E</b>	\$191,094	\$508,768
<b>F</b>	Under	\$191,093

### Serial and Strip Programs (1 hour)

Tier	January 1,, 2025- December 31, 2025	
	FROM	TO
<b>A</b>	\$1,682,881	and over
<b>B</b>	\$1,213,318	\$1,682,880
<b>C</b>	\$869,205	\$1,213,317
<b>D</b>	\$344,684	\$869,204
<b>E</b>	\$273,787	\$344,683
<b>F</b>	Under	\$273,786

Tier	January 1, 2026- December 31, 2026	
	FROM	TO
<b>A</b>	\$1,733,367	and over
<b>B</b>	\$1,249,718	\$1,733,366
<b>C</b>	\$895,281	\$1,249,717
<b>D</b>	\$355,025	\$895,280
<b>E</b>	\$282,001	\$355,024
<b>F</b>	Under	\$282,000

Tier	January 1, 2027- December 31, 2027	
	FROM	TO
<b>A</b>	\$1,785,368	and over
<b>B</b>	\$1,287,209	\$1,785,367
<b>C</b>	\$922,139	\$1,287,208
<b>D</b>	\$365,676	\$922,138
<b>E</b>	\$290,461	\$365,675
<b>F</b>	Under	\$290,460

**Serial and Strip Programs (1/2 hour)**

Tier	January 1, 2025- December 31, 2025	
	FROM	TO
<b>A</b>	\$841,440	and over
<b>B</b>	\$614,441	\$841,439
<b>C</b>	\$434,603	\$614,440
<b>D</b>	\$269,753	\$434,602
<b>E</b>	\$158,508	\$269,752
<b>F</b>	Under	\$158,507

Tier	January 1, 2026- December 31, 2026	
	FROM	TO
<b>A</b>	\$866,683	and over
<b>B</b>	\$632,875	\$866,682
<b>C</b>	\$447,641	\$632,874
<b>D</b>	\$277,845	\$447,640
<b>E</b>	\$163,263	\$277,844
<b>F</b>	Under	\$163,262

Tier	January 1, 2027- December 31, 2027	
	FROM	TO
<b>A</b>	\$892,684	and over
<b>B</b>	\$651,861	\$892,683
<b>C</b>	\$461,071	\$651,860
<b>D</b>	\$286,181	\$461,070
<b>E</b>	\$168,161	\$286,180
<b>F</b>	Under	\$168,160

**New Media (webisodes/podcasts/interstitials, etc.)**

Tier	January 1, 2025- December 31, 2027	
	FROM	TO
<b>A</b>		
<b>B</b>	Refer To Side Letter No. 1	
<b>C</b>		
<b>D</b>		
<b>E</b>		
<b>F</b>		

## SCHEDULE "D"

### BARGAINING AUTHORIZATION & VOLUNTARY RECOGNITION AGREEMENT

*Prior to contracting a Craftservice Provider or a Honeywagon Operator, a Producer who agrees to become a party to this Collective Agreement shall sign a Bargaining Authorization and Voluntary Recognition Agreement as follows on the Producer's letterhead and forward it to the Union. This Bargaining Authorization and Voluntary Recognition Agreement shall constitute a binding and irrevocable obligation by the Producer to the terms and conditions of the Collective Agreement where such Producer is involved in the production of a Motion Picture during the life of the Collective Agreement.*

*It is agreed that by signing this Bargaining Authorization and Voluntary Recognition Agreement the Producer is only obligated to engage those Craftservice Providers and/or Honeywagon Operators as are required by production. For greater clarity, a production that requires neither Craftservice Providers nor Honeywagon Operators shall not be obligated to engage same.*

I, \_\_\_\_\_ (Insert name of individual) on behalf of the Producer hereby acknowledge receipt of the Collective Agreement ("the Agreement") covering Union members engaged as a Craftservice Providers and Honeywagon Operators in theatrical films, and television programs and other Production between the Canadian Media Producers Association (the "CMPA") and Local 411 of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts (the "Union") and state that I am authorized to execute this Agreement on behalf of \_\_\_\_\_, (the "Producer") with respect to a Production currently titled \_\_\_\_\_.

Production type: Theatrical Motion Picture \_\_\_\_\_ Television Motion Picture \_\_\_\_\_  
Mini-Series \_\_\_\_\_ Television Series (1 Hour) \_\_\_\_\_  
Television Series (1/2 Hour) \_\_\_\_\_ Serial/Strip (1 Hour) \_\_\_\_\_  
Serial/Strip (1/2 Hour) \_\_\_\_\_ New Media \_\_\_\_\_

Budget Tier: A \_\_\_\_\_ B \_\_\_\_\_ C \_\_\_\_\_ D \_\_\_\_\_ E \_\_\_\_\_ F \_\_\_\_\_

Platform of Exhibition: Theatrical \_\_\_\_\_ Free Television \_\_\_\_\_  
Pay Television \_\_\_\_\_ Cable Television \_\_\_\_\_  
Compact Devices \_\_\_\_\_ New Media \_\_\_\_\_

The Producer hereby acknowledges that, by executing this Bargaining Authorization and Voluntary Recognition Agreement, it is becoming signatory to the Collective Agreement. The Producer agrees to abide by and conform to all the terms and conditions contained therein.

The Producer recognizes that the Union is the exclusive bargaining agent of Craftservice Providers and Honeywagon Operators and recognizes the CMPA as the Producer's sole and exclusive bargaining agent.

Please check one of the following:

1) For CMPA Members:

The Producer hereby certifies that it is a member in good standing of the CMPA:

Membership No. \_\_\_\_\_

By signing this document, the Producer appoints the CMPA as its exclusive bargaining agent, authorized to bargain on its behalf, and agrees that it shall be bound by the terms and conditions of the Agreement, which is the result of collective bargaining between, and which has been ratified by, the CMPA and the Union.

OR:

2)  The Producer hereby certifies that it is not a member in good standing of the CMPA.

When executed by a Producer the terms of this agreement form a contract to which the Union, the Producer and the CMPA are all parties and each party agrees to abide by its rights and obligations created under this contract.

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 20-\_\_.

\_\_\_\_\_  
(Name of Signatory Producer)

\_\_\_\_\_

\_\_\_\_\_  
(Address of Signatory Producer)

\_\_\_\_\_  
(Phone and fax number of Signatory Producer)

\_\_\_\_\_  
(Authorized Signature)

\_\_\_\_\_  
(Print or type name of Authorized Signatory)

Receipt of the above Bargaining Authorization and Voluntary Recognition Agreement is hereby confirmed by the Union.

\_\_\_\_\_  
(Authorized Signature)

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*(Print or type name of Authorized Signatory)*

---

*(Date)*

A copy of this Bargaining Authorization and Voluntary Recognition Agreement shall be forwarded to the CMPA.

**SCHEDULE "E"**  
**CERTIFIED BUDGET**

The undersigned \_\_\_\_\_  
*(insert name of Completion Guarantor/Producer)*

is the Completion Guarantor \_\_\_\_\_ Producer \_\_\_\_\_ (Check one)

for \_\_\_\_\_  
*(insert name of production)*

being produced by \_\_\_\_\_  
*(insert name of production company)*

We certify that the budget dated \_\_\_\_\_ having a total production cost  
*(above and below-the-line, all amortized and episodic expenses)* of

\_\_\_\_\_ is the budget approved by us for this production.  
*(insert grand total)*

For series, indicate # of episodes \_\_\_\_\_

For co-productions, please complete the following:

The production titled \_\_\_\_\_

is a co-production. Yes \_\_\_\_\_ No \_\_\_\_\_.

This budget figure represents the total production cost, total herein defined as costs incurred by all Producers. Yes \_\_\_\_\_ No \_\_\_\_\_.

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_\_.

\_\_\_\_\_  
*(Signature of signing officer)*

\_\_\_\_\_  
*(Print or type name)*

**SCHEDULE “F”**  
**CORPORATE GUARANTEE**

**RE: “**

---

”

This letter is to set out the terms of an agreement reached between

\_\_\_\_\_ “the Company” and  
IATSE Local 411 (“Union”). This agreement applies to the production presently entitled  
“ \_\_\_\_\_ ” (the “Production”) to be produced by  
\_\_\_\_\_, (“Producer”).

In consideration of the Union waiving the posting of a performance bond by Producer for the Production, “the Company” guarantees payment to the Union of all present and future debts, liabilities, and obligations due or owing to the Union from or by Producer in connection with the Production that would normally be covered by the posting of a performance bond pursuant to the collective agreement signed between Producer and the Union and the amendments thereto.

It is agreed that this is a continuing guarantee and will cover and secure any ultimate balance owing to the Union in connection with the Production, which would normally be covered by the posting of a performance bond, but the Union is not obliged to exhaust its recourse against Producer before being entitled to payment by the Company of all and every debt, liability, and obligation of Producer guaranteed herein.

If, at any time, payment of an amount guaranteed herein is in default, the Union shall deliver to the Company a formal demand in writing outlining the specific sum involved and particulars of the default. On receipt of such demand the Company shall forthwith pay to the Union the sum set out in such notice, less any amounts with respect to which there is a *bona fide* dispute, in which case the Company shall advise the Union of such dispute and provide a written explanation for the Company’s position with respect to the subject matter of the *bona fide* dispute.

If any amounts, other than an amount which is subject to a *bona fide* dispute, remain in default for more than two (2) business days after the Company has been served with the demand provided for above, the Union shall have the unilateral right to terminate this Agreement and the Producer shall be required to immediately post a performance bond equal to two weeks’ minimum scale remuneration for each member or permittee engaged by the Producer to be held in trust by the Union for the protection of its members.

This agreement forms an amendment to the collective agreement and the amendments thereto signed between the Union and Producer for the production.

This contract between the Company and the Union will be construed in accordance with the laws of the Province of Ontario and this contract shall be deemed to have been made in Ontario.

Signed and dated this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

\_\_\_\_\_ (“the Company”) IATSE Local 411

Per: \_\_\_\_\_  
Company Signing Officer Signature

Per: \_\_\_\_\_  
IATSE Local 411 Signing Officer Signature

\_\_\_\_\_  
Print Name & Title

\_\_\_\_\_  
Print name & Title



## SCHEDULE "G"

### LIST OF ADHERED PRODUCERS

(see Article 2 (c))

14 Hours Productions Inc.  
3253 Production Services Inc.  
1801231 Ontario Inc.  
1819410 Ontario Inc.  
1990 Truth Films Inc.  
2076056 Ontario Inc.  
2086411 Ontario Ltd.  
2262730 Ontario Ltd.  
2381356 Ontario Inc.  
2469399 Ontario Ltd.  
7016531 Canada Inc.  
7093438 Canada Inc.  
7279337 Canada Inc.  
8002614 Canada Inc.

#### A

Adam Herz Pilot Inc.  
AG Films Canada Inc.  
Aaliyah Productions Inc.  
Abroad Production Inc.  
Accent Five Productions Inc.  
Accent-KITH Productions Ltd.  
Accidental Productions (API) Inc.  
Adoration Productions Inc.  
ADLADS Fils Canada Inc.  
AG Productions ULC  
Alice Productions (Muse) Inc.  
Almanack Productions Inc.  
Almost Productions Limited  
Altered Boys Productions Inc.  
Angel On Campus Productions Ltd.  
Anne Prequel Productions Inc.  
Anon Film Productions Canada Inc.  
AP 13 Productions Inc.  
Arcaders Productions Ltd  
Arletta (Copperheart) Productions Inc.  
Automatic Pictures Inc.  
Awakening Films  
Awakening Films, A Division of Hannah-  
Rachel Production Services Limited

#### B

Back Again Productions (Ontario) Inc.  
Backup Canada Productions Ltd.  
Backstage Productions (Season I) Inc.  
Backstage Productions (Season II) Inc.  
Barrens Productions Inc.  
BATB Productions Inc.  
BATB II Productions Inc.  
BATB III Productions Inc.  
BATB IV Productions Inc.  
Bedford Productions Inc.  
Being Erica II Productions Ltd.  
Being Erica III Productions Limited  
Being Erica IV Productions Limited  
Best Man Productions Inc.  
Best Years Productions Inc.  
Best Years 2 Productions Inc.  
BFB Productions Canada Inc.  
BHG Productions Inc.  
Billable Hours II Productions  
Billable Hours III Productions  
Billable Hours Productions Limited  
Blank of the Dead Productions  
Block 16 Productions Inc.  
Bloor Street Productions  
BLP Productions Ltd.  
BMV Films API Inc.  
Bo Series Inc.  
Bo Series 2 Inc./Bo Series 2B Inc.  
Bo Series 3 Inc.  
Bo Series 4 Inc.  
Bo TV Pilot Productions Inc.  
Bomb Girl MOW Productions (Ontario) Inc.  
Bomb Girl Productions (Ontario) Inc.  
Bomb Girls II Productions (Ontario) Inc.  
Bookey's Mark Inc.  
Booky II Inc.  
Booky III Inc.  
Border Season Two Inc.  
Boy Girl Productions Canada Limited

Brass I Productions Inc.  
Brass Productions Inc./990 Multi Media  
Entertainment Company Inc.  
Breakaway Productions Inc.  
Breakout Kings Productions Ltd.  
Breakout Kings Series Productions Ltd.  
Bridal Fever Productions Inc.  
Broomsticks Productions Ltd.  
BTB Blue Productions Ltd.  
Buckout Productions Ltd.  
Bull Productions Inc.  
BVT Productions Inc.

## C

C/P Awake Productions Inc.  
C/P Family Productions Inc.  
C/P Teardrop Productions Inc.  
C/P Tifpro II Productions Inc.  
C/P Voices Prod's Inc.  
C/P Voices Productions Inc.  
C/P Wide Awake Productions Inc.  
Calico 2 Productions Inc.  
Camille Productions Inc.  
Candywitch Productions Inc.  
Castle Pawn Productions ULC  
Castor Productions Inc.  
Cent Productions Inc.  
Charlie Bartlett Productions Inc.  
Chart Topping Productions Inc.  
Cinebridge Productions Inc.  
Cineflix (Copper 2) Inc.  
Cineflix (Copper) Inc.  
CJ Abracadebra Productions Inc.  
Cliffwood Productions Ltd.  
C-Lot Productions (Ontario) Inc.  
CN Pilot Productions Inc.  
CN Pilot Productions Ltd.  
Cobu Productions Inc.  
Code 2 Productions Inc.  
Coin Flip Productions Ltd.  
Colder Than Jersey Productions Inc.  
Collingwood TV Productions (II) Inc.  
Colony Productions (Ontario) Inc.  
Committed Productions Inc.  
Compulsion Films Inc.  
Connor Undercover II Inc.  
Coroner 2 Productions (Ontario) Inc.

Cosmopolis Productions Inc.  
Cottage Country Productions Inc.  
Cracked Season One Inc.  
Cracked Season Two Inc.  
Cracker Jack Pilot Productions Inc.  
CTR Canada Ltd.  
CTR Productions Ltd.

## D

D4M Productions Inc.  
Dairy Road Productions Inc.  
Damien TV Productions Ltd.  
Darcy II Productions Limited  
Darcy Productions Limited  
Darius - Gospel Productions Inc.  
Darius-BGE Productions Inc.  
Darius E sew Productions Inc.  
Darius-Gospel Productions Inc.  
Dark Matter Series Inc.  
Dark Matter Series 2 Inc.  
Dark Matter Series 3 Inc.  
Davis Films/Impact Inc.  
Davis Films/Impact Pictures (RE5) Inc.  
DCTV Mulmur Between Productions Inc.  
DCTV Mulmur Between 2 Productions Inc.  
Debug (Copperheart) Productions Inc.  
Decode/Buzz Productions 3 Inc.  
DeMilo Productions (Mama) Inc.  
Designated I Ltd.  
DHX/Befriend and Betray Productions Inc.  
DHX-Exchange Productions Inc.  
DHX-Exchange Productions II Inc.  
DHX-Exchange Productions III Inc.  
DHX-Malory Productions Inc.  
DHX/Satisfaction Productions Inc.  
DHX/Satisfaction Productions 1 Inc.  
Digerati Films Inc.  
Dirty Road Productions Inc.  
Diverted Prod. Inc.  
Diverted Productions Inc.  
Dogpatch Productions Ltd.  
Doheny Productions Inc.  
Donnie Is A Man Productions Inc.  
Doomstown Productions Inc.  
Dotcom Films Inc.  
Double Agent Productions Inc.  
Dozen Canada Productions Inc.

Dozen Canada Productions Ltd.  
Dr. Cabbie Films Ltd.  
Driver For Hire (QVF) Inc.  
Dublin Productions Inc.  
Dutiful Productions ULC

## **E**

Ecstasy Film Production Services  
Edwin Boyd Productions Inc.  
Eleventh Hour Prod. Inc.  
Eleventh Hour Productions Inc.  
Engagement Productions Inc.  
Engagement Productions Ltd.  
Engels I Productions Inc.  
Entertainment One  
Epitome Pictures Inc.  
Epitome Screen Productions Inc.  
Euclid 431 Pictures  
Evel Films Inc.  
Expanding Universe Productions Ltd.  
Expanding Universe Productions 2 Ltd.  
Expanding Universe Productions 5 Ltd.  
Eyewitness North Productions Inc.

## **F**

F Word Productions Inc.  
Falling Films Inc.  
Fat Wedding Productions Inc.  
Film Tryst Inc.  
Fir Crazy Productions Inc.  
Flashpoint Season I Productions Inc.  
Flashpoint Season II Productions Inc.  
Flashpoint Season III Productions Inc.  
Flashpoint Season IV Productions Inc.  
Flashpoint Season V Productions Inc.  
Food Market Films Inc.  
Four Brothers Films Inc.  
Four Minute Productions Inc.  
Foxfire Productions Inc.  
Fresh Start Productions Ltd.  
Fringe Element Films Inc.  
Front St. Films  
Fugitive Pieces Productions Inc.

## **G**

G2G Series Inc.

Gables 23 Productions Inc.  
Gabriel Simon Production Services Limited  
GEP Defiance Inc.  
GEP Heroes Reborn Inc.  
GEP Impulse C Inc.  
GEP Productions Inc.  
GEP Suits Inc.  
GEP Suits C Inc.  
GEP 12 Monkeys Inc.  
GEP 12 Monkeys B Inc.  
GEP Umbrella A Inc.  
Get'Er Done Productions 5 Inc.  
Ghostly Productions Ltd.  
Gigi II Productions Inc.  
Gilead Productions Inc.  
Go Girl Television Prods. Inc.  
Go Girl Televisions Productions Inc.  
Go Jump Productions Inc.  
Good Witch Productions Inc.  
Good Witch One Productions Inc.  
Good Witch II Productions Inc.  
Good Witch III Productions Inc.  
Good Witch (IV) Productions Inc.  
Good Witch (VII) Productions Inc.  
Good Witches Productions Inc.  
Good Witch Weds Productions Inc.  
Goon 2 Productions Inc.  
Grandpa Productions Limited

## **H**

HP Christmas Knight Productions Inc.  
H.S. Productions (Ontario) Inc.  
Hamilton-Mehta Beeba Productions Inc.  
Hamilton-Mehta Productions Inc.  
Hannah Rachel Production Services Limited  
Haunted Peak Inc. / Gothic Manor US, LLC  
Haunter (Copperheart) Productions Inc.  
Haven 5 Productions Inc.  
Hellions Productions Incorporated  
Hello It's Me Productions Inc.  
High Calibre Productions Inc.  
Him Productions Inc.  
HM1 Productions Inc.  
Home Again Film Productions Inc.  
Hope Zee One Inc.  
Hope Zee Two Inc.

Hope Zee Three Inc.  
Hope Zee Four Inc.  
Hope Zee Five Inc.  
Horse and Girl Productions Inc.  
HTS Productions Inc.

## **I**

Ice Breaker Productions ULC  
Ice World Productions Inc.  
Idaho Productions Ltd.  
Impact Films (Canada) Inc.  
Indie 1 Inc.  
Indie 2 Inc.  
Intermittent Productions Ltd.  
Invasion Productions Inc.  
Investigator (Series 1) Productions Inc.  
Investigator (Series 1) Prods Inc.  
Investigator (Whizbang) Productions Inc.  
IYD Productions Inc.

## **J**

JCardinal Productions Inc.  
JHC Productions Inc.  
Joe's Daughter Inc.  
John A. Productions (IGP) Inc.  
Jump Roping Productions Ltd.

## **K**

KCUS Productions Inc.  
Kennedys Productions (Ontario) Inc.  
Kevin Hill Productions Ltd.  
Kevin Hill Productions Ltd. Yr. 1  
Kick Ass 2 Productions Inc.  
Kickass Productions Inc.  
Killjoys Productions Ltd.  
Killjoys II Productions Limited  
Killjoys III Productions Limited  
Kim I Productions Inc.  
Kim IV Productions Inc.  
Kin Productions Inc.  
King Film Productions II Inc.  
King Films Productions 1 Inc.  
Kinky Hair Productions Inc.  
Kinky Hair II Productions Inc.  
Kodachrome Productions Inc.

## **L**

Lars Productions Inc.  
LB (Gen One) Canada Inc.  
LIFE (Gen One) Canada Inc.  
Life With Derek III Inc.  
Life With Derek IV Inc.  
Little Mosque Productions  
Little Mosque Productions II Ontario Inc.  
Little Mosque Productions III Ontario Inc.  
Little Mosque Productions IV Ontario Inc.  
Little Mosque Productions V Ontario Inc.  
Little Mosque Productions VI Ontario Inc.  
Locke & Key Productions Inc.  
Lockhem Productions Inc.  
Lockhem 3 Productions Inc  
Love Bugs Productions Canada Inc.  
Love Child Productions Inc.  
LWB Productions Inc.  
LWB II Productions Inc.

## **M**

Mackerel Pie Pictures  
Made Productions Inc.  
Made In The Shade Productions Inc.  
Magical Garden (Whizbang) Productions Inc.  
Magnus Echelon Productions Inc.  
Magnus Echelon 2 Productions Inc.  
Manly Shore Production Services Inc.  
Maple Plus Productions Inc.  
Marilyn Productions Inc.  
Mark Winemaker (Warehouse 13)  
Mayday Productions Inc.  
Max & Shred Productions Inc.  
Max & Shred 2 Productions Inc.  
Mayday Productions Inc.  
MBV Productions Inc.  
MBV Productions (Season I) Inc.  
MBV Productions (Season II) Inc.  
Meat Cute Productions Inc.  
Mega Omaha Films, Inc  
MH & S Productions Inc.  
MH Wizzle Productions Inc.  
Midsun Productions (Ontario) Inc.  
Million Productions (Muse) Inc.  
Millions Productions (Muse) Inc.  
Milton's Secret Productions Inc.

Minority Report TV Productions Ltd  
Missing Productions II Corp.  
Missing Productions III Corp.  
Miss Sloane Productions Inc.  
MKP Productions Inc.  
MKP3 Productions Inc.  
Molly Films Inc.  
Molly's Movie Ltd.  
Movie Venture 6 Inc.  
MS1 Films  
MSW Television Productions Inc.  
MSW 3 Television Productions Inc.  
Mulmer's Hocket Musical Inc.  
Mulmer's One Week Inc.  
Mulumur's Still Inc.  
Murdoch Online VI  
MVL Incredible Productions Canada, Inc.

## **N**

NB Christmas Productions (Muse) Inc.  
Newsprint Productions, Inc.  
Nikita Films, A Division of Hannah Rachel  
Production Services Inc.  
Night Raiders East Inc.  
Nine Time Productions Inc.  
North Port Productions  
Northwood Anne Inc.  
Northwood Anne Trois Inc.  
Not Ready Productions Inc.  
Not A Real Company Productions Inc.  
Not A Real Company 2 Productions Inc.  
Note of Love Productions  
Novelette's Productions Inc.  
NR3 Productions Inc.  
Nurse Series Season 1 Inc.  
Nylon Productions Ltd.

## **O**

OCP Productions Ltd.  
Odessa 13 Productions Inc.  
Officer M Films Inc.  
OP Swap Inc. OP Vogue Inc.  
Ophelia Productions (Ontario) Inc.  
Orphan Black Productions Limited  
Orphan Black II Productions Ltd.  
Orphan Black III Productions Ltd.  
Orphan Black IV Productions Limited

Orphan Black V Productions Limited  
Our Fathers Productions Limited

## **P**

P2 Productions Canada Inc.  
P2 Productions Canada Ltd.  
Pacifier Productions Ltd.  
Particular Skills CN Inc.  
Peel Weight Productions Inc.  
Perfect Strangers Prod. Inc.  
Perfect Strangers Productions Inc.  
Phase One Movie Ltd.  
Playing House Productions Inc.  
Poe Films A Division of Hannah-Rachel  
Poutine Productions ULC  
Production Services Limited  
Port Hope Pilot Productions, Inc.  
Portal Films, a Division of Hannah-Rachel  
Production Services Limited  
Prey Film Productions API Inc.  
Pride of Lions Films Inc.  
Princessa Productions Ltd.  
Privet Pictures Inc.  
PTG Productions Ontario Inc.

## **Q**

QLP Pilot Television Productions LTD  
Queen of Sheba Productions Inc.  
Queen of the Night Films Inc.  
QVF 2007 Productions Inc.  
QVF Fairfield Productions Inc.

## **R**

Rag-TV 2 Inc.  
Rag-TV 3 Inc.  
Rag-TV Inc.  
Ransom Television Productions Inc.  
RCAN Productions Ltd.  
R-Caro Productions Ltd.  
Really Me Productions Inc.  
Really Me Productions (Season II) Inc.  
Recon Films, A Division of WBTv Canada  
Production Services Inc.  
Regression Canada Inc.  
Reign Productions Inc.  
Reign II Productions Inc.  
Reign III Productions Inc.

Reign IV Productions Inc.  
Rekall Productions Ltd  
Remedy Season One Inc.  
Remedy Season 2 Inc.  
Re-Memory Productions Ltd.  
Revamped II Productions Inc.  
Revolution Erie Productions Ltd.  
Revolution Leaf Productions Ltd.  
Rhombus Media (Antiviral) Inc.  
Rhombus Media (Blindness) Inc.  
Rhombus Media (Enemy) Inc.  
Rhombus Media (Skin) Inc.  
Rhombus Media (Smelly Fish) Inc.  
Rhombus Possessor Inc.  
Richmond St. Films Inc.  
Richmond St. Films II Inc.  
Richmond Street Films II Inc.  
RL (Gen One) Canada Inc.  
Rocan Productions Ltd.  
Rockingham Productions Ltd.  
Rocky Horror Productions Ltd.  
Rookie Blue Five Inc.  
Rookie Blue Four Inc.  
Rookie Blue Three Inc.  
Rookie Blue Two Inc.  
Roxy Hunter 3 & 4 Productions Inc.  
Rupture Productions Inc.  
Russell Films Inc.

## **S**

Sagia Productions Inc.  
Salem Productions API Inc.  
Sam Films Inc.  
Saving Grade Productions Inc.  
Saving Hope Productions 1 Inc.  
Saw III Productions Canada, Inc.  
SC Productions Ont. Inc.  
Schitt's Creek 3 Inc.  
Schitt's Creek 6 Inc.  
Scott Pilgrim Productions Inc.  
Screen Door (MVP) Productions Inc.  
Secret Life Productions Inc.  
Servitude Productions Inc.  
Session I Productions Limited  
Session Productions Limited  
Seymour & From Productions 2 Inc.  
Seymour & From Productions Inc.

Shade P1 Productions Inc.  
Shade PI S4 Productions Inc.  
Shades of Black Prods. Inc.  
Shades of Black Productions Inc.  
Shadows S2 Television Productions Inc.  
Shadowhunters TV Inc.  
Shaftesbury Aaron Stone Inc.  
Shaftesbury Baxter I Inc.  
Shaftesbury Dark Oracle II Inc.  
Shaftesbury Departure II Inc.  
Shaftesbury Digital 1 Inc.  
Shaftesbury Films Inc.  
Shaftesbury Frankie III Inc.  
Shaftesbury Good Dog Inc.  
Shaftesbury Good Dog II Inc.  
Shaftesbury Good Times Inc.  
Shaftesbury H & D Inc.  
Shaftesbury HFTH Inc.  
Shaftesbury High Court 1 Inc.  
Shaftesbury Jane Show I Inc.  
Shaftesbury Lifetime 2007 Inc.  
Shaftesbury Listeners Inc.  
Shaftesbury Listener I Inc.  
Shaftesbury Listener II Inc.  
Shaftesbury Listener III Inc.  
Shaftesbury Listener IV Inc.  
Shaftesbury Listener V Inc.  
Shaftesbury Murdoch I Inc.  
Shaftesbury Murdoch II Inc.  
Shaftesbury Murdoch III Inc.  
Shaftesbury Murdoch IV Inc.  
Shaftesbury Murdoch V Inc.  
Shaftesbury Murdoch VI Inc.  
Shaftesbury Murdoch VIII Inc.  
Shaftesbury Murdoch X Inc.  
Shaftesbury Murdoch XIII Inc.  
Shaftesbury Murdoch XIV Inc.  
Shaftesbury Mysteries VIII Inc.  
Shaftesbury Overruled II Inc.  
Shaftesbury Overruled III Inc.  
Shaftesbury Plato Inc.  
Shaftesbury Regenesi s I Inc.  
Shaftesbury Regenesi s II Inc.  
Shaftesbury Regenesi s III Inc.  
Shaftesbury Rise Up Inc.  
Shaftesbury Services Inc.  
Shaftesbury Services II Inc.

Shaftesbury Vacation Inc.  
She's The Mayor Productions Inc.  
She-Wolf Season I Productions Inc.  
She-Wolf Season II Productions Inc.  
She-Wolf Season 3 Productions Inc.  
Shimmer Lake Productions Inc.  
Shoot The Messenger Productions 1 Inc.  
Sienna Films Productions VII Inc.  
Sienna Films Productions VIII Inc.  
Sienna Films Productions XII Inc.  
Silencing Canada Productions Inc.  
Silent Hill 2 DCP Inc.  
Silent Hill DCP Inc.  
Silent Witness Productions API Inc.  
Singularity Productions Ltd.  
Skate Productions Inc.  
Skins I Productions Inc.  
Skins II Productions Inc.  
Skins Productions Inc.  
Skinwalkers DCP Inc.  
SL4 Productions Inc.  
Slanted Films, a division of Shawn Danielle  
Production Services Limited  
SLS Productions Canada Inc.  
SLU Productions Inc.  
Soe Films Inc.  
Sold Pictures Inc.  
Sophie Films 2009 Inc.  
SP Canadian Film Productions Inc.  
Splice (Copperheart) Productions Inc.  
Split D Films Inc.  
Spotted Cow Productions Inc.  
Spotted Cow Productions Ltd.  
Spun Out Productions Inc.  
Stage 49 Ltd.  
Stage Fright Film Production Ltd.  
Starmaps Productions Inc.  
Startlet Productions Inc.  
Stay With Me Productions Inc.  
Still Seas Productions  
Stopher Productions Ltd.  
Strain Can Productions Inc.  
Strain Can II Productions Inc.  
Strain Can IV Productions Inc.  
Streak Productions Inc.  
Strip Productions Inc.  
STS Productions I Ltd.

Stupid Zebra Productions Inc.  
Sullivan Entertainment  
Summer Camp Productions Ltd.  
Sunshine Sketches Productions Inc.

## **T**

T5 Condor 2 Productions Inc.  
T5 Mirror Productions Inc.  
Talk To Me Productions Inc.  
TCAN Productions Ltd.  
Temple Dance Productions Limited  
Temple Dance II Productions Limited  
Temple Dance III Productions Limited  
Temple Dance IV Productions Limited  
Temple Dance V Productions Limited  
Temple Dance VII Productions Limited  
Temple Music Room Productions Limited  
Terrific Trucks Productions Inc.  
THC Productions Ontario Inc.  
The Call Productions Inc.  
The Firm Television Productions Inc.  
The Inspiring Grizzlies Inc.  
The Middle Man Films Inc.  
The Note API Inc.  
The Pits Inc.  
The Play AKA DC Productions (Ontario) Inc.  
The Poet Inc.  
The Stanley Dynamic II Inc.  
The Strip Productions Inc.  
The Thing Films Inc.  
The Wanting Film Inc.  
Then Again Productions Services Inc.  
Third Act Productions Inc.  
Third Bedford Productions Inc.  
Three Inches Productions Ltd.  
TJ Films Productions Inc.  
Transam Productions Ltd.  
Tutelary Productions, ULC  
TV for Noobs Productions  
Twinkle Toes Movie Production Ltd.  
Tyrone Productions

## **U**

UHP Productions Ltd.  
Ultra Productions Inc.  
Undercover Rogue 3 Productions Inc.

Unhistory Films  
Unique Features (TMI) Inc.  
Unstable Productions (API) Inc.  
Until the Night Productions Inc.  
UPI Road 2010 Inc.  
Utopia Falls TV inc.

## **V**

Verite Productions Inc.  
Victor Movie Prod. Inc.  
Victoria Day Films Inc.

## **W**

W. Girl Productions (Muse) Inc.  
Warm Cases Ltd.  
WBK Productions Inc.  
Weeping Willow Productions Ltd.  
WHC Season 1 Productions Inc.  
Whiskey Business Productions Inc.  
Whistleblower (Gen One) Canada Inc.  
White Commission Ltd.  
Whizbang Films Inc  
Wingin' It Cycle III  
Wingin' It II Productions Ltd.  
Wingin' It III Productions Ltd.  
Wisegirl Films Inc.  
Wish List Pilot Productions Inc.  
Witch Movie Ontario Inc.  
Witch Productions Inc.  
Wolves (Copperheart) Productions Inc.  
Workin' Moms Productions IV ULC.

Workin' Moms Productions ULC  
Working on the Edge Productions Inc.  
WUMM Productions Inc.  
WWG Productions Inc.

## **X**

XIII Series 2 Inc.  
XIII Series Inc.  
XIII Television Productions Inc.

## **Y**

Y Canada Productions Inc.  
Yard (Series 1) Productions Inc.  
Yellow Card Productions Inc.

## **Z**

ZOS Productions Inc.



## **SCHEDULE “H”**

### **LIST OF APPROVED PRODUCERS**

(see Article 13 (b))

Aircraft Pictures Ltd.  
Amaze Film & Television  
Blue Ice Pictures  
Blumhouse Productions  
Boat Rocker Media  
Breakthrough Entertainment  
Buck Productions  
Cameron Pictures  
Copperheart Entertainment Inc.  
Don Carmody Productions Inc.  
Dufferin Gate  
E1 Entertainment - Television  
Epitome Pictures Inc.  
First Generation Films  
Fresh TV Inc.  
Hideaway Pictures Inc.  
Indian Grove Productions Ltd.  
Lions Gate Entertainment Corp.  
  
Lionsgate Canada Inc.  
Muse Entertainment Enterprises Inc.  
New Metric Media  
Pier 21 Films Ltd.  
Pink Sky Entertainment  
Prodigy Pictures  
Prospero Pictures  
QVF Inc.  
Rhombus Media  
S & S Productions Inc.  
Screen Door Inc.

Serendipity Point Films  
Shaftesbury Films  
Sinking Ship Entertainment  
Sphere Media  
Temple Street Productions  
The Nightingale Company  
White Pine Pictures  
Whizbang Films Inc.  
Wildbrain Ltd.

## **SIDE LETTER No.1**

### **PRODUCTIONS MADE FOR NEW MEDIA**

This confirms the understanding of IATSE Local 411 and the Producer concerning the terms and conditions which the Producer may elect to apply to the production of entertainment motion pictures of the type that have traditionally been covered under the Collective Agreement which are made for the Internet, mobile devices, or any other new media platform in existence as of January 1, 2010 (hereinafter collectively referred to as "New Media").

The parties mutually recognize that the economics of New Media production are presently uncertain and that greater flexibility in terms and conditions of employment is therefore mutually beneficial. If one or more business models develop such that New Media production becomes an economically viable medium, then the parties mutually recognize that future agreements should reflect that fact.

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.

#### **A. Terms and Conditions of Employment on Derivative New Media Productions**

A "Derivative New Media Production" (hereinafter collectively referred to as "Derivative Production") is a production for New Media based on an existing dramatic television motion picture covered by the Collective 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 Collective Agreement.

Members may be engaged by a Producer and assigned to a Derivative 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 Members 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 benefits, shall continue as if the Member were continuing to work on the source production.

In all other situations, terms and conditions of employment are freely negotiable between the Member and the Producer, to the extent permitted by applicable law, except for those provisions identified in Paragraph C. below, and provided that the Producer and Member cannot negotiate wages and overtime less than the minimums provided by applicable law for Members not covered by a collective agreement.

#### **B. Terms and Conditions of Employment on Original New Media Productions**

Terms and conditions of employment on Original New Media Productions are freely negotiable between the Member and the Producer, to the extent permitted by applicable law, except for those provisions identified in Paragraph C. below, and

provided that the Member and Producer cannot negotiate wages and overtime less than the minimums provided by applicable law for Members not covered by a collective agreement.

### **C. Other Provisions**

#### **(1) Fringe Rates**

The aggregate fringe rate payable for retirement benefits, health and welfare, and vacation pay on covered New Media Productions shall be ten percent (10%) of straight time earnings only. The Union shall allocate the percentage among the aforementioned fringe categories. The Producer is not required to make retirement benefits, health and welfare, and vacation pay contributions on behalf of any Member who has been issued a work permit, provided that proof of payment to such Member's applicable IATSE retirement benefits and health and welfare is provided to the Union. The CMPA administration fee as per Article 12 (f) shall also apply.

#### **(2) Grievance and Arbitration**

The provisions of Article Nineteen of the Collective Agreement, "Settlement of Disputes" 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 Members, so that a single Member may be required to perform the functions of multiple job classifications covered hereunder.

#### **(4) No Strike, No Lockout**

The provisions of Article Two, Recognition and Scope of Agreement, of the Collective Agreement shall apply.

#### **(5) Dues**

The provisions of Article Seven (h), Union Personnel, of the Collective Agreement shall apply.

#### **(6) Layoff, Termination of Employment and Replacement**

The following provisions of the Collective Agreement shall apply to all Members engaged on New Media Productions: Article One paragraph (c) "Authorized Representative" and Article Eighteen, Discipline, Layoff and Dismissal.

#### **(7) No Other Terms Applicable**

Except as expressly provided in this Sideletter, no other terms and conditions of the Collective Agreement shall be applicable to Members engaged on New Media Productions.

### **D. 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. Therefore, the provisions of this Article shall expire on the termination date of the Collective Agreement and will be of no force and effect thereafter. No later than sixty (60) days before that expiration date, the parties will meet to negotiate new terms and conditions for reuse of 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.

## **SIDE LETTER No.2**

### **JOINT DIVERSITY COMMITTEE**

The Canadian Media Producers Association and IATSE, Local 411 support equity, diversity and inclusion in the film, television and new media productions industry. To that end, the Parties have agreed to the establishment of a Joint Diversity Committee.

The Parties will invite to sit on this committee prominent members of IATSE, Local 411 and CMPA. Other industry stakeholders may be invited to participate in committee meetings as appropriate and as mutually agreed between IATSE, Local 411 and the CMPA.

The Parties agree to meet at least quarterly. The mission of the committee will be to take steps to ensure that individuals from equity-seeking and sovereignty-seeking groups are provided with access to employment opportunities, opportunities for career development and advancement, and greater representation across all IATSE, Local 411 job classifications, including collaborating on measures or initiatives to compile appropriate data, identify obstacles, and work together to remove such obstacles in a safe and inclusive work environment.