

**MEMORANDUM OF AGREEMENT AS OF THIS 6th DAY OF MARCH, 2026
BETWEEN GENERAL TEAMSTERS, LOCAL UNION NO. 362 (“TEAMSTERS”) AND
THE CANADIAN MEDIA PRODUCERS ASSOCIATION (“CMPA”, COLLECTIVELY
WITH THE TEAMSTERS THE “PARTIES”) IN CONNECTION WITH CHANGES TO
THE MASTER AGREEMENT (THE “AGREEMENT”)**

This Memorandum of Agreement reflects the complete understanding reached between the Parties. As soon as practicable and subject to ratification as per the practices of the Parties, this Memorandum of Agreement (and any Appendices) will be reduced to formal contract language, where necessary, for inclusion into the 2026-2029 Agreement.

The Parties agree to endorse the terms of this Memorandum of Agreement for ratification by their respective memberships.

All of the provisions of the Agreement between the Parties expiring March 31, 2026 are renewed and/or modified effective on the later of April 1, 2026 or the date of full ratification (the “Effective Date”) subject to the following:

Teamsters Proposals

(1) General Rate Increase: 5% effective on the Effective Date of the Agreement; 4% effective April 1, 2027, and 2.75% effective April 1, 2028, with the exception of the following positions for the first year of the Agreement across all Tiers as noted below:

(A) The Catering Vehicle Operator – Cook and Asst. Catering Vehicle Operator – Cook shall not be subject to the five-percent (5%) increase on the Effective Date of the Agreement but shall instead have their rate set at the following amount for Tier A on the Effective Date of the Agreement:

1. Catering Vehicle Operator – Cook: \$40.00
2. Asst. Catering Vehicle Operator – Cook: \$37.25

This rate shall be adjusted for other tiers up and down based on the applicable difference between the tiers (i.e. the 6% tier differentials).

(2) Fringes shall remain status quo with the exception of an increase to the per hour health and welfare plan contribution by \$0.05 effective on April 1, 2027.

(3) The Parties agree to make the following modifications to the Agreement in accordance with Teamsters’ Proposals (including Teamsters Revisions and CMPA Counter Proposals):

(A) Budget Definition - *Amend Budget Definition as follows in accordance with Revised Proposal #1 to Teamsters Proposal #1 (March 5, 2026):*

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

(B) Article 1.22 - *Amend Article 1.22 as follows in accordance with Teamsters Proposal #2 (March 2, 2026):*

1.22 Residency:

(c)

(i) The residency documentation required by the Employer may include, but is not limited to, the Employee's CAVCO Personal Identification number and those documents identified by the Canada Revenue Agency ("CRA") in its guidelines for establishing residency. It is acknowledged that the CRA may change these guidelines at any time and that the CRA is not responsible for the administration of all provincial or territorial incentives and tax credits and therefore the documents and guidelines required by an Employer may differ from these guidelines. The Employer will only ask for such documents as may be reasonably necessary to ensure eligibility pursuant to Article ~~1.20(a)~~. 1.22(a)

(C) Article 7.06 - *Amend Article 7.06 as follows in accordance with CMPA Counter Proposal #1 to Teamsters Proposal #4 (March 4, 2026):*

7.06 Per Diem Allowance

(a) On distant locations, except resorts, within any Province or Territory, the Employee shall be paid ~~in advance~~ a per diem allowance commensurate with the standard of living in the work area but not less than ~~\$70.00~~ \$72.50. However, if meals are provided at the expense of the Employer, the per diem allowance may be reduced in the following manner: Breakfast, \$15.00; Lunch, ~~\$20.00~~ \$22.50 and Dinner, \$30.00. The foregoing dollar amounts will be payable in U.S. dollars when in the United States. The per diem(s) shall be paid to the Employee on the paycheque(s) for the day(s) for which the per diem(s) is applicable.

Upon request the Employer will make reasonable efforts to provide the per diem in advance on a case by case basis.

(b) On resort distant locations, within any Province or Territory, the Employee shall be paid ~~in advance~~ a per diem allowance commensurate with the standard of living in the work area but not less than \$75.00. However, if lunch is provided at the expense of the Employer, the per diem allowance may be reduced in the following manner: Lunch, \$20.00. The foregoing dollar amounts will be payable in U.S. dollars when in the United States. The per diem(s) shall be paid to the Employee on the paycheque(s) for the day(s) for which the per diem(s) is applicable.

Upon request the Employer will make reasonable efforts to provide the per diem in advance on a case by case basis.

(D) Article 7.10 - *Amend Article 7.10 as follows in accordance with Teamsters Proposal #6 (March 2, 2026):*

7.10 Use of Personal Vehicles: Employee vehicles can be used on Employer business only if authorized by the Employer. An Employee shall arrange for adequate insurance coverage before using their motor vehicle on Employer business. It shall not be a violation of this Master Agreement for an Employee to refuse to use their motor vehicle on Employer business. When an Employee uses their vehicle in authorized Employer business, an allowance of ~~forty-five cents (\$0.45)~~ **fifty-five cents (\$0.55)** per kilometre shall be paid.

(E) Article 7.11 - *Amend Article 7.11 as follows in accordance with CMPA Counter Proposal #1 to Teamsters Proposal #7 (March 5, 2026):*

7.11 Report-to Location: Employees ~~who travel, or report to,~~ shall only have one ~~such~~ location where they initially report for work to begin their day. ~~Such Employee shall finish their day where they started such day, where their personal vehicle is parked and/or stored.~~ If such an Employee moves to a different location during the course of the Employee's workday, the Employee shall finish their day and be off the clock at that **different** location, but:

(a) If the Employer does not provide the Employee the opportunity during the course of the workday for the Employee to move their personal vehicle to the new location, the Employer will compensate the Employee an amount equal to the cost of travel back to the report-to location, based on the Employee's applicable hourly rate, excluding turnaround encroachment; **or**

(b) If the Employer provides the Employee the opportunity during the course of the workday for the Employee to move their personal vehicle to the new location, the Employer shall compensate the Employee at the per kilometre rate prescribed in Article 7.10 for travel from the report-to location to the new location.

(F) Article 8.08 - *Amend Article 8.08 as follows in accordance with CMPA Counter Proposal #1 to Teamsters Proposal #8 (March 4, 2026):*

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

(a) When an off-set Employee is required to work on location where convenient meal facilities are lacking, and the camera is live, then the Employer will furnish meals unless the Employee is notified no later than the night before reporting to work that such facilities are lacking. If the Employer fails to provide such notice to the Employee or to the Union when requesting dispatch, the Employee will be paid a meal allowance of \$20.00 on the next regular paycheck.

(b) When the Employer furnishes meals to a shooting unit away from any studio facility and an off-production crew is working on the same site at the same time for the same production, the Employer, at its discretion, may furnish meals to the off-production crew.

(c) The Employer will provide Employees who do not have reasonable access to craft services with a payment of \$6.00 per day for craft service supplies.

(G) Article 9.01 - *Amend Article 9.01 as follows in accordance with CMPA Counter Proposal #2 to Teamsters Proposal #9 (March 6, 2026):*

9.01 Four (4) Hour Call

An Employee may be called to work for not less than four (4) hours pay at the Employee's contracted hourly rate, or in the case of flat-rate Employees, for not less than one-half (.5) the flat-rate Employee's prorated salary for one-half day, for cast and office drivers, airport pick-ups/drop-offs on the drivers sixth and seventh days only. **For clarity, if the Employee is required to work more than four (4) hours they will receive the eight (8) hour minimum guarantee.**

For clarity, an employee called to work on the seventh (7th) day of the work week will be compensated at the seventh (7th) day premium rate regardless of whether the employee worked on the sixth (6th) day of the work week. This provision is applicable to days when the camera is not live.

(H) Article 21.01 - *Amend Article 21.01 as follows in accordance with CMPA Counter Proposal#2 to Teamsters Proposal #13 (March 5, 2026):*

21.01 Application of Agreement: This Agreement is effective from **April 1, 2023** **[Effective Date]** and applies to all productions (including, in the case of a Television Series or Long-form Television Motion Picture, each episode or part thereof) that commence principal photography on or after that date

(I) Article 21.02 - *Amend Article 21.02 as follows in accordance with CMPA Counter Proposal#2 to Teamsters Proposal #13 (March 5, 2026):*

21.02 Term: The term of this Master Agreement shall commence on **April 1, 2023** **[Effective Date]** and continue to and including March 31, **2026-2029.**

Either party desiring to renew or amend this Agreement may give ninety (90) days' notice in writing of its intention to the other party during the term of this Agreement and/or prior to the expiry date of this Agreement.

(J) New Television Series/Pilot Incentive – *Amend the New Television Series/Pilot Incentive as follows in accordance with CMPA Counter Proposal #1 to Teamsters Proposal #15 (March 6, 2026):*

Effective for productions commencing principal photography prior to April 1, 2027

****New Television Series/Pilot Incentive:** For Pilots and the first two (2) seasons of a Television Series:

- (a) a Television Series/Pilot in Tier A will be subject to the Tier B wage and fringe rates;
- (b) a Television Series/Pilot in Tier B will be subject to Tier C wage and fringe rates; and
- (c) the wage rates shall be discounted by two percent (2%) for a Television Series/Pilot in Tier C.

****Third Season Incentive:** For the third (3rd) season of a Television Series in Tier A, B or C:

- (a) The wage rates shall be the wage rates applicable to the previous year of the Master Agreement.

Effective for productions commencing principal photography on or after April 1, 2027

****New Television Series/Pilot Incentive: For Pilots and the first two (2) seasons of a Television Series:**

(a) a Television Series/Pilot in Tier A shall receive a five percent (5%) wage reduction;

(b) a Television Series/Pilot in Tier B shall receive a five percent (5%) wage reduction; and

(c) the wage rates shall be discounted by two percent (2%) for a Television Series/Pilot in Tier C.

****Third Season Incentive: For the third (3rd) season of a Television Series in Tier A, B or C:**

(a) The \$3.10 per hour contribution to Union's Health and Welfare plan shall be capped at eight (8) hours per day.

The budget thresholds contained within the tiers shall increase at the same time and by the same percentage as any annual general wage increases during the term of the Agreement.

(K) Sideletter 2 - *Amend Sideletter 2 as follows in accordance with CMPA Counter Proposal #1 to Teamsters Proposals #18 and 22 (March 5, 2026):*

Sideletter 2
Catering (Article 3.07)

It is the understanding of the Canadian Media Producers Association and Teamsters Local Union No. 362 affiliated with the International Brotherhood of Teamsters that the requirement for catering in Article 3.07 (reproduced below), will not be applicable in circumstances where Production is actively employing members at locations where the location does not permit outside catering services or access by outside parties.

ARTICLE 3.07

When the Employer requires the services of a Food Catering Firm with mobile equipment, such work shall be performed by Employees of the Employer who are members of the Union. This provision does not apply to Low Budget productions.

Additionally, in 2026 negotiations the parties discussed Catering Department needs with respect to health and safety, and staffing (including shopping). The parties agreed that Producers shall consult with the Catering Vehicle Operator – Cook when determining Catering Department minimum personnel requirements, and further consultation will be required in the event of any change which could materially impact personnel requirements (e.g. enlarged numbers of crew).

Dated ~~April 1, 2023~~ **Effective Date of the Agreement**

(L) Sideletter 3 – *Amend Sideletter 3 as follows in accordance with CMPA Counter Proposal #1 to Teamsters Proposal #19 (March 6, 2026):*

Sideletter 3
Consultation Committee

The Union and the CMPA agree to establish a Consultation Committee to discuss on a good faith, without prejudice or precedent basis, work-related issues under the Master Agreement, topics which may include:

- a) Any regulatory work which has historically been fulfilled by Union Employees;
- b) Training;
- c) Job descriptions;
- d) Tier structure and incentives;
- e) Airport pickups and drop-offs.**

The consultation committee shall be comprised of representatives of the CMPA and the Union.

Either Party will respond within thirty (30) days to a written request from the other Party to schedule a Consultation Committee meeting. The first meeting of the Consultation Committee shall occur within the first six (6) months of the term

of the 2026-2029 Master Agreement and the Consultation Committee shall meet semi-annually thereafter, subject to the reasonable availability of the parties.

(M) Sideletter 5 - *Amend Sideletter 5 as follows in accordance with Teamsters Proposal #21 (March 2, 2026):*

**Sideletter 5 DELETE
COVID-19**

~~1. COVID-19 TESTING:-~~

~~The Parties agree that if an Employer implements COVID-19 testing, during the effective term of this Letter of Understanding (“LOU”), the following terms shall apply:-~~

~~a. Should the Employer choose to conduct COVID-19 testing in the workplace, it will do so in accordance with applicable law within the relevant jurisdiction, including applicable human rights and privacy legislation.-~~

~~b. All test results must be collected, used, disclosed and protected within the requirements of applicable privacy legislation. Employers are responsible for securing individual Employee consent to the collection, use and disclosure of their personal information. All test results must be retained and destroyed in accordance with the retention of personal information requirements set out in applicable privacy legislation.-~~

~~e. Compensation for Time Spent Undergoing Testing, and/or COVID Training:-~~

~~i. An Employee who travels outside their home to undergo a test on a day in which the Employee does not work for the Employer, and/or is required to complete COVID-19 training of up to one (1) hour (which need not be completed on the same day), shall receive a stipend payment equivalent to a four (4) hour call (no fringes). For clarity, days for which Employees receive this stipend shall not constitute a workday. However, no stipend is due if the Employee’s test is completed within the work day and the Employee is paid in accordance with the terms of the Master Agreement.-~~

~~ii. Any time that an Employee spends undergoing health screening procedures after reporting to work shall be considered work time.-~~

~~d. Should an Employee test positive:-~~

~~i. The Employee may not be allowed to report to a workplace outside of the Employee’s home, as directed by the Employer or the applicable public health authority.-~~

~~ii. The Employee may be required to self isolate as required by the applicable public health legislation and regulations.-~~

~~iii. The Employee may be required to undertake subsequent COVID19 testing in order to return to work, as directed by the Employer or the applicable public health authority.-~~

~~e. The Employer shall not unlawfully discriminate against an Employee who has a positive COVID-19 test.~~

~~2. COVID Hiatus and COVID Sick Days:~~

~~a. For productions that qualify as Canadian content under the requirements of the Canadian Audio Visual Certification Office (CAVCO) the following terms may apply at the Employer's election:~~

~~i. In the case of a bona fide risk of COVID-19 transmission among cast or crew, the Employer may call an immediate unplanned hiatus without notification for an aggregate of no more than five (5) work days in total, as required to facilitate containment of potential spread (including but not limited to full disinfection of workplaces, testing of all cast and crew, etc.). These 5 days may be used in any increments that are suitable to the Employer's containment strategy, and 14 Production will intend at the commencement of the hiatus to resume work after the designated time period has elapsed.~~

~~ii. It is agreed that the Employer will, in good faith, extend up to three (3) paid COVID-related sick days during production periods (e.g., excluding any hiatus period) to each Employee engaged on the Production, provided that such paid sick days shall only be provided if and to the extent such Employee exhibits known symptoms of COVID-19 ("COVID-Related Illness"), and/or such Employee is directed by the Employer not to work due to such Employee's (A) COVID-Related Illness and/or (B) exposure to another person with a COVID-Related Illness.~~

~~iii. If the Employer requires additional COVID-19 hiatus days beyond the five (5) aggregate hiatus days prescribed in (i), the Employer shall be granted up to an additional five (5) work days, for a maximum of up to ten (10) days total for the Production, with a maximum hiatus period of five (5) days per occurrence. For clarity, the Employer would provide up to three (3) paid sick days (totaling 6 days overall) to each engaged Employee under the same terms outlined in (ii) above.~~

~~3. All applicable health and safety precautions pursuant to occupational health and safety legislation will continue to apply.~~

~~4. This LOU shall expire on March 31, 2026; unless both Parties agree to an earlier expiration date, or agree to an extension. To that end, the Parties acknowledge and agree that this LOU is intended to remain in effect only for the duration of the COVID-19 pandemic.~~

~~5. The Parties agree that any issue of interpretation, application, enforcement, and/or implementation of this LOU may be addressed through the grievance procedure of the Master Agreement.~~

CMPA Proposals

(1) The Parties agree to increase all Tier budget thresholds by 10% on the Effective Date of the Agreement, 4% on April 1, 2027, and 2.75% on April 1, 2028.

(2) The Parties agree to make the following modifications to the Agreement in accordance with the CMPA's Proposals (including CMPA Revisions and Teamsters' Counter Proposals):

(A) Article 1.23 - *Amend Article #1.23 as follows in accordance with CMPA Revised Proposal #2 to CMPA Proposal #1 (March 6, 2026):*

1.23 Use of Production Vehicles:

All tickets for moving and/or standing violations incurred by the Employee shall be the responsibility of the Employee. The Employer will be responsible to ensure that there are no outstanding violations or charges. In the event that there are outstanding costs for violations or charges, the Employer will inform the Employee no later than ~~thirty (30)~~ **forty (40)** days from their last day worked-to request reimbursement.

Notwithstanding the foregoing, the Employee shall not be responsible for standing violations incurred when the Employee has parked at the location and in the manner directed by the Employer.

(B) Article 7.04 - *Amend Article #7.04 as follows in accordance with CMPA Proposal #7 (March 2, 2026):*

7.04 **Parking:** Whenever the Employer does not provide transportation and Employees use personal vehicles to transport themselves to any type of location, the Employer shall provide secure or supervised parking or reimburse each Employee for parking fees ~~on the same day that the fees are incurred.~~ **To claim reimbursement, the Employee must include the relevant details on the Employee's timesheet and, if applicable, attach corresponding receipts.** Parking will be provided within a reasonable distance from the work site.

(C) Article 10.05 - *Amend Article 10.05 as follows in accordance with CMPA Proposal #12 (March 2, 2026):*

10.05 Waiver of Designated Holiday:

(a) When a holiday, other than Christmas Day, Boxing Day, Good Friday, Remembrance Day, New Year's Day, and National Day for Truth and Reconciliation falls on the second, third, or fourth work day of the work week, the Employer may designate the first or fifth

work day of the work week as the day the holiday is to be observed, and the actual day of the holiday shall be worked and paid for at straight time.

(b) If Victoria Day or Canada Day fall on a Monday or a Friday, the Producer may switch a Friday holiday to the immediately following Monday as the observed day of the holiday, and a Monday holiday to the immediately preceding Friday as the observed day of the holiday, and the actual day of the holiday shall be worked and paid for at straight time.

(c) The Employer shall file notice of the designated holiday schedule under Article 10.05 with the Union no later than seven (7) calendar days prior to the holiday for Pilots, and no later than ten (10) calendar days prior to the holiday for all other productions.

(D) 12.02 - Amend Article 12.02 as follows in accordance with CMPA Revised Proposal #1 to CMPA Proposal #13 (March 5, 2026):

12.02 Wage Payment and Pay Day: All wage payments shall be made by check, **direct deposit** or cash evidenced by a written voucher received by the person to whom such cash is paid.

During the period of April 1, 2026 to December 31, 2026, Employees shall have the option to receive payment via check instead of direct deposit.

Paychecks shall be ready no later than four p.m. (4:00 p.m.) of the fifth (5th) work day following the week worked. **In the case of an Employer which elects to pay Employees via direct deposit, payments will be processed on the fourth work day and shall be deposited in the Employee's account at or before 11:59 p.m. on the fifth work day. Employees are to be made aware of any potential payment delays beyond the Employer's control.** The Employer will **include in the copy of the time report attached to the paychecks the following in a time report, which may be attached in hard copy to the Employee's pay-cheque or delivered or made available to the Employee electronically in a manner consistent with the requirements of the Personal Information Protection Act ('PIPA')**: Employee's name and address; job classification; pay period ending date; Union membership; dates worked; hours worked; wage and overtime rates; itemization and identification of all allowances, penalties, premiums and fringes paid and deductions made; and gross and net amounts for the pay period and year to date totals for gross wages, deductions, allowances, penalties, premiums and fringes.

A copy of the Employee time reports **and time sheet** will be forwarded to the Union, accompanied by all applicable remittances, on a weekly basis. If a Saturday, Sunday, or holiday falls on a regular pay day, payment will be made on the preceding work day, **with the understanding that if an Employer elects to pay Employees via direct deposit, funds shall be deposited in an Employee's account at or before 11:59 p.m. of the day following the date the payment is processed. Also, in the event that a production has shifted the work week for its crew but not its accounting**

department, the Employer may continue to treat the accounting department's fifth work day as the regular pay day for crew members who are on a shifted work week.

If an Employer has elected not to pay Employees via direct deposit, The Employer will distribute paychecks to the Employees during their shifts that day. If, for any reason, this is not feasible in the case of any individual or group of Employees, the Employees involved shall be so notified by the Production Manager before the end of their shifts and advised by the Production Manager as to the time when their paychecks will be available. In any such case, the paychecks shall be given to the Production Manager or the person designated by the Production Manager to distribute.

(E) 13.02 - *Amend Article 13.02 as follows in accordance with Teamsters verbal counter proposal to CMPA Proposal #15 (March 4, 2026):*

13.02 Performing Duties in a Higher Classification

- (a) Employees may be required to perform work in any job classification listed in the wage scale.
- (b) If at the direction of the Employer, an Employee works for ~~four (4)~~ **five (5)** hours or more in a classification higher than the classification under which the Employee is called for work, the higher rate shall prevail for the entire workday. The Employee reverts to his/her regular classification on the following day unless notified to the contrary.
- (c) Work time in either a higher or a lower classification shall be credited to fulfill the minimum call of the current classification.

(F) Appendix "2" – *Amend Appendix "2" as follows in accordance with CMPA Revised Proposal #1 to CMPA Proposal #16 (March 6, 2026):*

Appendix "2"

Productions Made for New Media

This confirms the understanding of the Canadian Media Producers Association ("CMPA") and Teamsters Local Union No. 362 affiliated with the International Brotherhood of Teamsters (the "Union") (jointly, the "Parties") concerning the terms and conditions which the Employer may elect to apply to the production of motion pictures which are made for the Internet, mobile devices, or any other new media platform in existence as of **April 1, 2023** [Effective Date] (hereinafter collectively referred to as "New Media").¹

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

¹This Appendix 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.

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.

A. – D. STET

E. Sunset Clause

The parties recognize that these provisions are being negotiated at a time when the business models and patterns of usage of New Media Productions are in the process of exploration, experimentation and innovation. This Appendix shall expire on March 31, ~~2026~~ 2029 unless renewed by mutual agreement of the Parties.

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

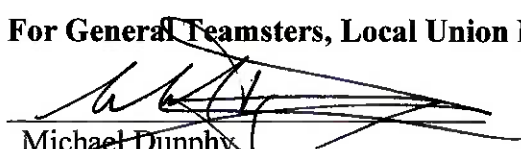
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All Corresponding Changes – *The Parties agree to make all corresponding changes necessary to give effect to the agreed to Proposals listed herein.*

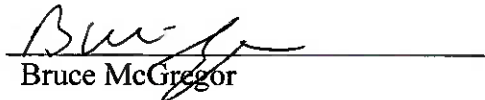
This Memorandum of Agreement may be executed in counterparts, each of which shall be deemed to be an original, but all of which, taken together, shall constitute one and the same agreement. The Parties agree that the execution and exchange of the counterparts of this Memorandum of Agreement electronically, including by electronic transmission, is enforceable as if the counterparts were executed in original ink copies.

Entered into this 6th day of March, 2026.

For General Teamsters, Local Union No. 362:



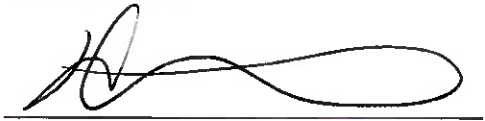
Michael Dunphy
Business Agent



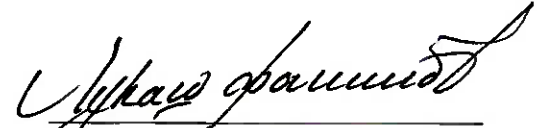
Bruce McGregor



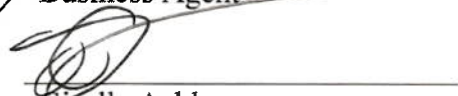
Mike Weder



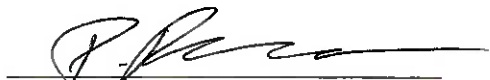
Dave Robinson



Lukas Eichel-Fominov,
Business Agent




Giselle Aebly

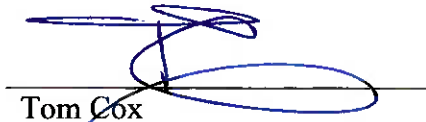


Priska Pfanner

For CMPA:



Sean Porter, Vice-President,
National Industrial Relations and
Counsel



Tom Cox