

## **CMPA/Teamsters, Local 362 2026 NEGOTIATION HIGHLIGHTS**

*This document highlights the changes to the Master Agreement agreed to by the CMPA and the Teamsters during 2026 agreement negotiations. Please note this list is not exhaustive and for all agreed to changes to the Master Agreement please review the parties' Memorandum of Agreement and Addendum, both of which are enclosed.*

### **Term, Tier and Rate & Fringe Increases**

- Three-year term expiring March 31, 2029.
- General rate increase: 5%/4%/2.75%, with the exception of the following positions for the first year of the agreement:
  - Catering Vehicle Operator – Cook \$40.00 (at Tier A; to be adjusted up and down based on the applicable difference between the tiers); and
  - Assistant Catering Vehicle Operator – Cook: \$37.25 (at Tier A; to be adjusted up and down based on the applicable difference between the tiers).
- Fringes: Increase the per hour contribution to Union's Health and welfare plan by \$0.05 effective April 1, 2027.
- Tier threshold increases: 10%/4%/2.75%.

### **CMPA Proposals:**

The following modifications to the Master Agreement are in accordance with CMPA Proposals:

- Amended the "Report To Location" language to no longer require payment for time for travel between the report to location and wrap location for individuals who are given the opportunity to move their personal vehicles during the workday (such individuals to be paid kilometrage for move of personal vehicle to wrap location).
- Increased the time a Producer may request reimbursement of an Employee's tickets for moving/standing violations from thirty (30) days to forty (40) days for last day worked.
- Amended payment requirement for parking fees to no longer require fees to be reimbursed on the same day they are incurred and added an explicit requirement for Employees to include the relevant details/receipts on their timesheets for reimbursement.
- Amended per diem payment obligation to no longer require payment in advance (per diem to be paid on paycheque for applicable day).

- Added the ability to shift Victoria Day and Canada Day when falling on a Monday/Friday.
- Added language permitting payment by direct deposit (note that Employees must still have option to receive payment by check until December 31, 2026).
- Increased the threshold for entitlement to an upgrade for performing duties in a higher classification from four (4) to five (5) hours.
- Renewed the sunset period for the existing New Media terms until December 31, 2029.

#### Teamsters Proposals:

The following modifications to the Agreement are in accordance with Teamsters Proposals:

- Introduced a new structure for the New Television Series/Pilot Incentive effective for productions commencing principal photography on or after April 1, 2027, as follows:
  - Pilots and Seasons 1/2:
    - Tiers A & B: Five percent (5%) wage reduction; and
    - Tier C: Two percent (2%) wage reduction.
  - Season 3:
    - All tiers: The per hour contribution to the Union's Health and Welfare plan shall be capped at eight (8) hours per day.
- Amended "Budget" definition to remove offsets for tax credits and production incentives.
- Increased per diem for distant locations (except resorts) from \$70.00 to \$72.50 (with corresponding increase of the lunch deduction from \$20.00 to \$22.50).
- Increased kilometrage rate for use of personal vehicles from \$0.45 to \$0.55.
- Added a \$6.00/day craft allowance for Employees who do not have reasonable access to craft services.
- Clarified that when an Employee is on a four (4) hour call, they will receive the eight (8) hour minimum guarantee if they are required to work more than four (4) hours.
- Clarified that Employees are not responsible for standing violations incurred when the Employee parks at the location and in the manner directed by the Employer.
- Amended the catering sideletter to require the Producer to consult with the Catering Vehicle Operator – Cook when determining minimum personnel requirements
- Deleted COVID-19 sideletter.