

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 --



August 1, 2026 – December 31, 2027

**SET MEDICS
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 AFFILIATED WITH
THE AFL-CIO AND CLC**

**HEREINAFTER REFERRED TO AS "THE UNION"
(on behalf of Set Medics)**

-- AND --

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

**HEREINAFTER REFERRED TO AS "THE ASSOCIATION"
(on its own behalf)**

(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.

“SET MEDIC” 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 Set Medic who is also an employee of that corporation to perform work covered by this Agreement.

“MEMBER” means a Set Medic engaged by a signatory Producer under this Agreement.

“PRODUCER” means the engager of a Set Medic 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 Set Medic engaged by the Producer pursuant to 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 Set Medics working under the terms and conditions of this Agreement in the province of Ontario.

- (b) The Association and the Producer recognize the Union's jurisdiction and the job classifications set out in Schedule "A" 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 "F" 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 "C". 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 Set Medics as is required by production. For greater clarity, a production that does not require a Set Medic 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 16 (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 23.

ARTICLE FOUR

Set Medic - Job Description

- (a) As directed by the Producer, or the Producer's designate, the Set Medic(s) shall be responsible for:
 - (i) setting up and maintaining a First Aid station at or near the worksite,
 - (ii) providing First Aid within the First Aid scope of practice, as appropriate,
 - (iii) When an AED is present, maintaining the AED in proper working condition,
 - (iv) providing and maintaining a First Aid kit / station that meets or exceeds the requirements of R.R.O. 1990, Regulation 1101,
 - (v) assisting with WSIB forms and other health and safety documents as directed by the Producer, or the Producer's designate, in the Producer's sole discretion,
 - (vi) contacting emergency services, as delegated by the Producer and coordinating transportation to a hospital or other medical facility if/when needed, and
 - (vii) assisting, as directed by the Producer, or the Producer's designate, with the implementation of health and safety protocols in response to an applicable government declared public health emergency, such as the COVID-19 pandemic.
- (b) Subject to Article 4(c), each Set Medic engaged must possess both a valid Cardio Pulmonary Resuscitation (CPR) certification at the Healthcare Provider level and a valid Emergency Medical Responder's (EMR) certification

- (c) If a Set Medic possesses a valid CPR certificate but does not possess a valid EMR certification, the Set Medic will nevertheless be deemed qualified and may be engaged if they possess one of the following licences or certifications:
- (i) Advanced Emergency Medical Care Assistant (AEMCA); or
 - (ii) Registered Practical Nurse (RPN); or
 - (iii) Registered Nurse (RN); or
 - (iv) Nurse Practitioner (NP); or
 - (v) Certified Athletic Therapist (AT) recognized by the Canadian Athletic Therapist Association.

For clarity, possession of one of the above licenses, or any other regulated healthcare certification or license, does not expand or alter the job duties of a Set Medic engaged pursuant to this Agreement. Regardless of the professional licences or certifications that a Set Medic may possess, Set Medics are engaged solely to provide the services set out in the Set Medic job duties description.

ARTICLE FIVE

Jurisdiction and Division of Work

- (a) 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, save and except:
- (i) persons engaged by the Producer in a managerial capacity;
 - (ii) persons engaged by the Producer's parent company and/or the studio;
 - (iii) a paramedic engaged pursuant to the Ambulance Act, O. Reg 257/00.

For clarity, this Agreement shall not apply to the performance of bargaining unit work by those individuals identified in Article 5(a)(i)-(iii) and Article 5(c) shall not apply in such circumstances. Additionally, it shall not be a violation of this Agreement for any individual other than a Set Medic to provide assistance in the event of an emergency.

- (b) Nothing in this Agreement will preclude the owner of a Set Medic 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.
- (c) Subject to Article 5(a), 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 SIX

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 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 16.
- (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 "D" confirming the budget tier for the applicable production.
- (e) The Union and its Set Medic members agree to regularly update the availability list

of those Set Medics who are available and qualified to accept an engagement. A Set Medic 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.

- (f) The Member will provide the Producer, within forty-eight (48) hours of being engaged, a copy of the Member's certifications and any other applicable licences. 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. A copy of each of the above items shall also be provided, by the Member, to the Union upon expiry of the applicable certificate or license.
- (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 7(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 (15th) 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 number of Set Medics engaged on a production shall be determined by the Producer. Such determination shall be based on the production schedule, crew size, shooting location(s), level of health and safety risk, and any other factors deemed necessary by the Producer.
- (k) The engagement of a Key Set Medic on a production shall be at the sole discretion of the Producer. A Key Set Medic shall be a Set Medic who, in addition to those duties defined in Article 4(a), is assigned any of the following duties by the Producer:
 - (i) Scheduling the work of other Set Medics engaged by the Producer; and
 - (ii) Supervising other Set Medics engaged by the Producer.
 - (iii) A Set Medic who is assigned for a period of five (5) or more consecutive hours to a higher-paying job classification than the classification for which the Set Medic was engaged shall receive the rate of remuneration for the higher classification for the day on which the Set Medic performs such duties. For clarity, a Set Medic will revert to their regular job classification the day following any upgrade unless notified to the contrary by the Producer or the Producer's duly authorized representative.

ARTICLE EIGHT

Call Dispatch System

- (a) If a Set Medic is required for a call, the Producer (or designate) shall be entitled to call a Set Medic directly to engage them on a name-hire basis. If the Producer elects not to engage a Set Medic directly, the Producer may call the Union office and request to engage a Set Medic by name-hire. Should the Producer not elect to name-hire, the call will be dispatched by the Union.
- (b) The Union will maintain a fair and equitable dispatch of Set Medics to all Producers, regardless of technical union affiliation.
- (c) 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.
- (d) If the Union is unable to furnish qualified, competent and locally available Set Medics, 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.

ARTICLE NINE

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, and
 - 4) A list of credits or a resume of the requested non-Member.
- (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, in accordance with the amounts indicated in the charts in Article 15 (i) of this Agreement, including a complete remittance breakdown.

ARTICLE TEN

Hours of Work and Work Week, Overtime and Premium Pay

- (a) The normal week shall consist of seven (7) days, the first five (5) being work days, the sixth (6th) and seventh (7th) days normally being days off.
- (b) Subject to Article 10(c), the minimum call shall be nine (9) paid hours of work. The Set Medic shall be paid for all time worked from the time they report as and wherever directed, until they are released from work.

(c) Four Hour Call

When required by a Producer, a Set Medic may be engaged for a minimum of four (4) hours paid at the equivalent of six (6) hours at the basic hourly rate. If a Set Medic on a four (4) hour call as identified herein works more than four (4) hours, with the approval of the authorized representative of the Producer, the call shall be a nine (9) hour minimum call.

(d) Overtime and Premium Pay

(i) Work performed in excess of the minimum daily call shall be paid as overtime.

(ii) Overtime and premium payments are to be calculated in one-tenth (.1) hour segments.

(iii) Overtime pay for work performed after the ninth (9th) working hour shall be paid for at the rate of one and one-half times (1.5x) the basic hourly rate up to and including the twelfth (12th) hour worked.

(iv) Overtime pay for work performed after the twelfth (12th) hour worked shall be paid for at the rate of two times (2x) the basic hourly rate.

(v) When a Set Medic works on the Set Medic's sixth (6th) consecutive day of the work week, the Set Medic shall be paid one and one-quarter (1 ¼) times the basic hourly rate for the Set Medic's minimum call. When a Set Medic works on the Set Medic's seventh (7th) consecutive day of the work week the Set Medic shall be paid one and one-half (1½) times the basic hourly rate for the Set Medic's minimum call.

(vi) The hourly rate of pay for work performed after the minimum call on a Set Medic's sixth (6th) day worked for the Producer within the regular work week shall be one and one-half times (1.5x) the basic hourly rate up to and including the twelfth (12th) hour worked.

(vii) The hourly rate of pay for work performed after twelve (12) work hours on a

Set Medic's sixth (6th) day worked for the Producer within the regular work week, or any work hours after the minimum call on a Set Medic's seventh (7th) day worked for the Producer within the regular work week, shall be three times (3x) the basic hourly rate as prescribed in applicable wage schedules.

(viii) Where more than one (1) Set Medic is engaged, provided that at least one (1) of the Set Medics who worked the previous five (5) days works the sixth (6th) and/or seventh (7th) day, the Producer shall determine which Set Medic, if any at all, works the sixth (6th) and/or seventh (7th) day.

(ix) The Producer shall only be obligated to pay overtime and/or premium pay where the Producer or the Producer's designate has scheduled or has granted prior approval for the performance of the work which attracts the overtime or premium pay.

ix) In no case shall payments made to a Member exceed three (3) times the applicable basic hourly rate.

(xi) Premium pay shall not be due to a Set Medic who has been employed by the Producer during his or her work week and who is dispatched by the Union to the same production on a different unit or in a different department on the sixth or seventh day of his or her work week.

It is not the intention of the Producer to utilize this provision to avoid payment for a sixth or seventh day by name hiring an employee or by requesting that a Set Medic be dispatched to replace a Set Medic on a unit that is scheduled to work six (6) or seven (7) days in a work week.

(e) Rest Periods / Turnaround

(i) The Set Medic 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 Set Medic shall be given at least fifty-two (52) hours off as weekend turnaround, based on a five (5) day work week.

(ii) Where the Set Medic 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").

(iii) When the sixth (6th) day worked occurs on the seventh (7th) 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 (5th) day and the commencement of the shift on the seventh (7th) day of the work week.

(iv) Encroachment of a Member's rest period/turnaround shall be paid at the rate of two (2) times the applicable hourly rate for all encroached hours.

(f) 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 (7th) 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 (7th) day of work.

(ii) shift the work week back by one (1) day, by changing the seventh (7th) day of the regular work week to the first (1) day of the shifted work week, provided that the sixth (6th) 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 (7th) 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, carpenter, scenic 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 (7th) day of work.

(g) 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.

ARTICLE ELEVEN

Meals and Monies

- (a) Except as provided for in Article 11(b), Set Medics are to receive a thirty (30) minute meal period, which shall be taken together, where possible, with the shooting crew. The meal period shall be paid and considered time worked. During such meal period, the Set Medic must remain on standby at or near the job site and be reachable by the normal means of communications utilized on the production (i.e.: walkie-talkie, phone etc.) should their services be required.
- (b) Notwithstanding Article 11(a), on any day in which more than one (1) Set Medic is engaged, the Producer may, at the Producer's sole discretion, provide at least one

- (1) Set Medic with a meal break(s) in accordance with Article 11(a) and provide any other Set Medics with a sixty (60) minute first meal period during which they are not required to remain on standby. In such cases, the sixty (60) minute meal period shall not be paid and shall not be considered time worked.
- (c) Except as set out in Article 11(d), a Set Medic is entitled to a first meal break after no more than six (6) hours worked. If the first meal is not available the Producer shall pay to the Set Medic twenty dollars (\$20.00). If the second meal is not available within eight (8) hours of the completion of the Set Medic's previous meal, the Producer shall pay to the Set Medic 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.
 - (d) Where a Producer is instituting a "non-deductible" first meal system in accordance with the agreement applicable to Assistant Directors who are engaged on the production, the Producer may implement the same "non-deductible" first meal system for Set Medics.
 - (e) Where a Producer is instituting an "Ontario Hours" system in accordance with the agreement applicable to technicians who are engaged on the production (e.g. gaffers, grips, etc.), the Producer may implement the same "Ontario Hours" system for Set Medics.

ARTICLE TWELVE

Additional Payments

(a) **First Aid Kits**

The Set Medic is responsible for providing a first aid kit that meets or exceeds the requirements of R.R.O. 1990, Regulation 1101. The kit rental fee will be negotiated between the Set Medic and the Production Manager on a production-by-production basis.

In addition, the Producer will reimburse the Set Medic for the cost associated with returning the kit to the original full stock. The Set Medic will provide the Producer with a complete list of First Aid Kit contents at the time of engagement. Reimbursement payments shall be made no later than the second (2nd) pay period following the submission of receipts. Alternatively, the Producer may provide a petty cash float and/or P-Card to facilitate the restocking of the listed first aid kit contents.

(b) **AED**

A Set Medic may provide an AED if requested by a Producer. Should a Set Medic provide an AED, upon mutual agreement, the Set Medic and the Production Manager will negotiate the rental fee. In addition, the Producer will pay for the replacement of shock pads and batteries if they are utilized on the production.

ARTICLE THIRTEEN

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. Should there be no union agreement in place for the above-mentioned technicians, the Producer and the Union will negotiate the travel and accommodation provisions.

ARTICLE FOURTEEN

Holidays

- (a) The following days are recognized as paid Statutory Holidays:

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 Statutory Holiday is not worked, all weekly hired Members who work the scheduled work day before and the scheduled work day after the Statutory Holiday will get paid the minimum daily call for the Holiday. This shall not apply to a Statutory Holiday that occurs within a hiatus period.

- (b) 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.

When a Proclaimed Holiday falls on a weekly hired 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.

- (c) The minimum hourly rate for work performed on a Statutory or Proclaimed Holiday shall be two times (2x) the basic hourly rate for the first nine (9) working hours. Work performed after nine (9) working hours shall be paid for at the rate of three times (3x) the basic hourly rate.

- (d) 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 14(a) and (b) above.
- (e) 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.
- (f) The Producer shall have the discretion to schedule a Statutory Holiday so that it is taken immediately before or immediately following other rest days, provided the day observed as the holiday is taken during the week of, the week preceding, or the week following the actual holiday.
- (g) 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 FIFTEEN

Remittances and Deductions

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

- (a) Pay to each Member a percentage of their total wages as vacation pay in accordance with the charts in (i) below. Such payments shall be paid weekly with regular remuneration.
- (b) Pay on behalf of each Set Medic a percentage of their total wages as retirement benefits in accordance with the charts in (i) below. The Producer shall forward this payment directly to the Union on a monthly basis with a complete remittance breakdown.
- (c) Deduct from each Set Medic a percentage of their total wages as retirement benefits in accordance with the charts in (i) below. 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 a percentage of their total wages as health and welfare benefits in accordance with the charts in (i) below. 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 a percentage of their total wages as a contribution to the IATSE Local 411 Training, Safety and Admin fund in accordance with the chart in (i) below. The Producer shall forward this payment directly to the Union on a monthly basis with a complete remittance breakdown.
- (f) Deduct from each Permittee a percentage of their total wages as a permit fee in accordance with the charts in (i) below. The Producer shall forward this payment directly to the Union on a weekly basis with a complete remittance breakdown.

(g) 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:

(i) from August 1, 2026, nine hundred and sixty-five dollars (\$965) per feature, movie-of-the-week or pilot, two thousand four hundred and ten dollars (\$2,410) per mini-series production, and two thousand and four hundred dollars (\$2,400) per cycle of a series.

(ii) from October 1, 2026, nine-hundred and eighty dollars (\$980) per feature, movie-of-the-week or pilot, two thousand four hundred and forty-five dollars (\$2,445) per mini-series production, and two thousand four hundred and twenty-five dollars (\$2,425) per cycle of a series.

(iii) from October 1, 2027, nine-hundred and ninety-five dollars (\$995) per feature, movie-of-the-week or pilot, two thousand four hundred and eighty dollars (\$2,480) per mini-series production, and two thousand four hundred and forty-five (\$2,445) 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.

(h) The Producer shall make all contributions and withholdings as required by law.

(i) Summary of remittances pursuant to Article 15:

Tier	Vacation Pay	Health and Welfare	Retirement	Training, Safety & Admin	Permit Fee	Total % Paid by Producer
A	4%	6%	2%	0.5%	5%	12.5%
B	4%	5.5%	2%	0.5%	5%	12%
C	4%	5%	2%	0.5%	5%	11.5%
D	4%	5%	2%	0.5%	5%	11.5%
E	4%	4.5%	2%	0.5%	5%	11%
F	4%	4.5%	2%	0.5%	5%	11%

ARTICLE SIXTEEN

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" 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 "G", 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 "E" on a production-by-production basis. An Approved Producer shall mean an entity:

- (i) that 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 "G" Approved Producer status.
- (e) Throughout the life of this Agreement the Union and the Association may agree to add Producers to Schedule "G".
- (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 16 (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 23 (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 SEVENTEEN

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" of this Agreement.
- (b) Payment for work performed and any other payments or considerations shall be paid on the fifth (5th) work day of the following week, at or before 4:00 p.m. (16:00 hours) for work performed the week ending the seventh (7th) 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) Articles 17 (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 EIGHTEEN

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, carpenters, scenics and etc., and who are engaged on the production. Should there be no union agreement in place for the above mentioned technicians, the producer and the Union will negotiate the travel and accommodation provisions.
- (b) Per diem meal allowances shall be paid in the same manner as applicable to technicians who represent such positions as gaffers, grips, carpenters, scenic etc. and who are engaged on the production. Should there be no union agreement in place for the above mentioned technicians, the Producer and the Union will negotiate the per diem and meal provisions.
- (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. A Producer may, at its sole discretion, require the Member to arrange for insurance coverage in excess of one million dollars (\$1,000,000).

ARTICLE NINETEEN

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 TWENTY

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 TWENTY - ONE

Cancellation of Calls

A Set Medic engaged for a daily work call shall be paid for the hours booked unless the Set Medic 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 workday cancelled without proper notice cannot be defined as a day off for the calculation of sixth (6th) and seventh (7th) days.

ARTICLE TWENTY - TWO

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 (6th) hour of the Member's work day on the first (1st) 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 TWENTY - THREE

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, 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 23 (d). A matter not referred to arbitration in this time shall be considered resolved.
- (f) Any time limits prescribed in Article 23 may be extended by mutual agreement of the parties to the grievance.

ARTICLE TWENTY - FOUR

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.

Any Member unable to complete their minimum daily call because of an injury sustained on the job, shall be paid the applicable daily call.

- (c) 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.
- (d) 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.
- (e) 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 - FIVE

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-SIX

Set Medics Insurance

As a condition of engagement, the Member shall maintain and furnish certificates of insurance to the Producer evidencing the below insurance:

- (a) Commercial General Liability Insurance, including premises operations, completed operations/products, contractual liability and independent contractors coverages with a combined single limit for Bodily Injury and Property Damage of five million dollars (\$5,000,000) per occurrence. Such policy shall name Producer as an additional insured.
- (b) Professional liability insurance, if requested by the Producer, with a combined coverage limit of one million dollars (\$1,000,000) per occurrence.

Such insurance coverage shall be at the expense of the Member.

ARTICLE TWENTY-SEVEN

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-EIGHT

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-NINE

Term

- (a) The Agreement shall come into effect on August 1, 2026 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 THIRTY

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.

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



President



Business Agent

SIGNED BY THE ASSOCIATION

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



Senior Vice-President, National Industrial Relations
and General Counsel

SCHEDULE “A”

WAGE RATES

Effective August 1, 2026

HOURLY RATES		
Tier	Key Set Medic	Set Medic
A	NEG.	\$30.00
B	NEG.	\$29.00
C	NEG.	\$28.00
D	NEG.	\$26.00
E	NEG.	\$25.00
F	NEG.	NEG.

Effective January 1, 2027

HOURLY RATES		
Tier	Key Set Medic	Set Medic
A	NEG.	\$31.05
B	NEG.	\$30.02
C	NEG.	\$28.98
D	NEG.	\$26.91
E	NEG.	\$25.88
F	NEG.	NEG.

In no way will the negotiable rates for Key Set Medics at Tiers A-E above be less than the equivalent of the Set Medic rate plus 1.00 an hour.

SCHEDULE “B”

BUDGET TIERS

Theatrical Motion Pictures

Tier	August 1, 2026- December 31, 2027	
	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	August 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	August 1, 2026- December 31, 2027	
	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	\$1,632,644

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	August 1, 2026- December 31, 2027	
	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	\$343,966

Television Series (1/2 hour)

Tier	August 1, 2026- December 31, 2027	
	FROM	TO
A	\$1,658,002	and over
B	\$987,901	\$1,658,001
C	\$679,180	\$987,900
D	\$493,951	\$679,179
E	\$185,528	\$493,950
F	Under	\$185,527

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

Serial and Strip Programs (1 hour)

Tier	August 1, 2026- December 31, 2027	
	FROM	TO
A	\$1,733,367	and over
B	\$1,249,718	\$1,733,366
C	\$895,281	\$1,249,717
D	\$355,025	\$895,280
E	\$282,001	\$355,024
F	Under	\$282,000

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

Serial and Strip Programs (1/2 hour)

Tier	August 1, 2026- December 31, 2027	
	FROM	TO
A	\$866,683	and over
B	\$632,875	\$866,682
C	\$447,641	\$632,874
D	\$277,845	\$447,640
E	\$163,263	\$277,844
F	Under	\$163,262

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

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

Tier	August 1, 2026- December 31, 2027	
	FROM	TO
A		
B	Refer To Side Letter No. 1	
C		
D		
E		
F		

SCHEDULE "C"

BARGAINING AUTHORIZATION & VOLUNTARY RECOGNITION AGREEMENT

Prior to contracting a Set Medic, 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 Set Medics as are required by production. For greater clarity, a production that does not require a Set Medic 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 Set Medic 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 Set Medics 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)

(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 "D"

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 "E"

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 “F”

LIST OF ADHERED PRODUCERS

(see Article 2(c))

No Producers adhered as of date of publication.

SCHEDULE “G”

LIST OF APPROVED PRODUCERS

(see Article 16(b))

Aircraft Pictures Ltd.

Blue Ice Pictures

Boat Rocker Studios Limited

Cameron Pictures Inc.

Copperheart Entertainment

Don Carmody Productions Inc.

Entertainment One Television Productions Ltd. d/b/a Lionsgate Canada

Hideaway Pictures

Lionsgate Studios Holding Corp.

Muse Entertainment Enterprises Inc.

New Metric Media

Pink Sky Entertainment

Serendipity Point Films

Shaftsbury Films

Shere Media

Sphere Media Toronto Inc.

S&S Productions Inc.

WildBrain

Whizbang Films

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 15 (g) 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 Twenty-Two, 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.

SIDE LETTER No.3

APPLICATION OF INITIAL AGREEMENT (Article 29)

During the course of negotiations for a first agreement, the Parties discussed the issue of a Producer who may elect to adhere to the Agreement but whom would not be subject to the terms and conditions prescribed in the Agreement in accordance with Article 29 due to having opened a production office prior to the effective date of the Agreement.

The Parties agree that for the purposes of this first Agreement only, a Producer who adheres to the Agreement and who previously opened a production office prior to the effective date shall be permitted to continue to engage Set Medics, including members of the Union, and such engagements shall not be subject to this Agreement. However, in the case of a series, should the same signatory Producer produce a subsequent season of the series without, at any time, closing the production office, for the purposes of Article 29 the signatory Producer shall be deemed to have opened the production office for the subsequent season effective on the commencement of principal photography for such subsequent season.

For clarity, in such circumstances this Agreement shall only apply to the engagement of Set Medics by the signatory Producer for the subsequent season.

The Parties agree that this Side Letter No. 3 shall expire effective December 31, 2027, unless otherwise mutually agreed by the Parties in writing.

SIDE LETTER No.4

ENTITLEMENT TO MEMBERSHIP

The Parties hereby agree that, notwithstanding the provisions of Article 9 (Application for Work Permits), during the term of the current Agreement any Set Medic who is engaged by a Producer who:

- (i) meets the Set Medic qualifications in Article 4(b);
- (ii) meets any Citizenship or Residency requirements for Union Membership;
and
- (iii) has previously worked on at least one (1) film, television, or digital media production in Ontario

shall be automatically entitled to join the Union, and the Producer shall not be required to obtain a Work Permit for such Set Medic.

Such Set Medic shall complete any paperwork required by the Union to facilitate joining, including adherence to any Union rules and authorization for dues deductions.

The Parties agree that this Side Letter No. 4 shall expire effective December 31, 2027, unless otherwise mutually agreed by the Parties in writing.