



IATSE LOCAL 411
INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES
Production Coordinators, Craftservice Providers and Honeywagon Operators
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CRAFTSERVICE PROVIDERS & HONEYWAGON OPERATORS CONTRACT SUMMARY 2012

Budget Tiers

All rates are listed in Canadian funds

Theatrical Motion Pictures		Television Motion Picture	
Tier A	\$10,109,492 and over	Tier A	\$7,575,496 and over
Tier B	\$5,628,647 - \$10,109,491	Tier B	\$5,681,622 - \$7,575,495
Tier C	\$3,443,407 - \$5,628,646	Tier C	\$3,156,457 - \$5,681,621
Tier D	\$2,228,526 - \$3,443,406	Tier D	\$2,228,526 - \$3,156,456
Tier E	\$1,167,328 - \$2,228,525	Tier E	\$1,167,328 - \$2,228,525
Tier F	Under \$1,167,328	Tier F	Under \$1,167,328
Television Series – 1 Hour		Television Series – ½ Hour	
Tier A	\$1,611,338 and over	Tier A	\$971,217 and over
Tier B	\$1,269,204 - \$1,611,337	Tier B	\$706,340 - \$971,216
Tier C	\$893,961 - \$1,269,203	Tier C	\$485,608 - \$706,339
Tier D	\$573,901 - \$893,960	Tier D	\$353,170 - \$485,607
Tier E	\$238,771 - \$573,901	Tier E	\$132,651 - \$353,169
Tier F	Under \$238,771	Tier F	Under \$132,651
Serial and Strip Programs – 1 Hour		Serial and Strip Programs – ½ Hour	
Tier A	\$1,015,363 and over	Tier A	\$507,681 and over
Tier B	\$893,537 - \$1,015,362	Tier B	\$452,499 - \$507,680
Tier C	\$640,120 - \$893,536	Tier C	\$320,060 - \$452,498
Tier D	\$253,840 - \$640,119	Tier D	\$198,658 - \$320,059
Tier E	\$201,629 - \$253,839	Tier E	\$116,732 - \$198,657
Tier F	Under \$201,629	Tier F	Under \$116,732
Mini-Series (per each 2 hrs of broadcast time)		New Media (Webisodes/Podcasts/Interstitials and etc.)	
Tier A	\$6,070,109 and over	Tier A	Rates and Fringes per New Media Side Letter
Tier B	\$4,414,625 - \$6,070,108	Tier B	
Tier C	\$3,310,968 - \$4,414,624	Tier C	
Tier D	\$2,228,526 - \$3,310,967	Tier D	
Tier E	\$1,167,328 - \$2,228,525	Tier E	
Tier F	Under \$1,167,328	Tier F	
Before any Craftservice Provider(s) or Honeywagon Operator(s) is engaged the Producer shall provide the Union with a copy of a duly completed and signed Schedule "E" confirming the budget tier for the applicable production.			

SUMMARY OF REMITTANCES & DEDUCTIONS

(Article 11 (a), (b) and (d))

Tier	Vacation Pay	Health and Welfare	Retirement	Total Fringes		Working Dues Deduction
A	4%	6%	2.5%	12.5%		1.25%
B	4%	5.5%	2.5%	12%		1.25%
C	4%	5%	2.5%	11.5%		1.25%
D	4%	5%	2.5%	11.5%		1.25%
E	4%	4.5%	2.5%	11%		1.25%
F	4%	4.5%	2.5%	11%		1.25%

OTHER DETAILS

Work Day (A3.01/B3.01)	Work day is up to 14 hours, inclusive of meals. The Craftsman Provider shall be paid for all time worked from the time they report as and wherever directed, until they are released from work.
Work Week (Article 7)	Work week is seven days, the first five being work days, the 6 th and 7 th being days off.
6th Day (Article 8)	1½ X one-fifth of the weekly contracted rate. All overtime is at time and a half of the applicable pro-rated daily rate. All overtime will be calculated in six (6) minute increments.
7th Day (Article 8)	2 X one-fifth of the weekly contracted rate. All overtime is at time and a half of the applicable pro-rated daily rate. All overtime will be calculated in six (6) minute increments. Provided that at least one of the Employees who worked the previous five (5) days, works the sixth (6 th) and/or seventh (7 th) day, those Employees shall determine which Employee, (if not all) works the sixth (6 th) and/or seventh (7 th) day.
Holidays (Article 10)	Not Worked: No deduction from weekly contracted rate. Worked: Additional one-fifth of the weekly contracted rate. Any employee who works the scheduled day before and the scheduled day after a statutory holiday will receive payment for the statutory holiday.
Turnaround (A3.03/B3.04)	Turnaround is 8 hours between shifts. Encroachment is at 2 X the applicable rate and is calculated in six minute increments.
Weekend Turnaround (A3.03/B3.04)	On a 5 day work week: Forty-eight (48) consecutive hours. Encroachment is at 2 X the applicable rate and is calculated in six minute increments.
Per Diem And Travel (Article 14)	To be provided as per the applicable technicians agreement (who represent such positions as gaffers, grips, etc.) signed by the production.
Bond (Article 12)	Equivalent of two weeks wages for any Honeywagon Operators engaged on the production or Corporate Letter of Guarantee for those productions adhered to the agreement.
Boundaries (Article 9)	As per the applicable technicians agreement (who represent such positions as gaffers, grips, etc.) signed by the production.
Cancellation of Calls (Article 16)	The Employer may cancel calls for Employees up to 6:00pm (1800hrs) prior to the starting time of the call. In the event that such a notice is not given, the Employer shall pay the employee one (1) days pay at the basic rate.

CRAFTSERVICE PROVIDERS

CRAFTSERVICE PROVIDER MINIMUM RATES

January 1, 2012 – December 31, 2012

All rates are listed in Canadian funds

Tier	Weekly Rate	Regular Daily Rate (1/5 th weekly rate) Article 2.08	BG Daily Rate Article A2.09	6 Hour Daily Rate A3.04 (i) and (ii)
A	\$1,424.59	\$284.92	\$220.81	\$142.46
B	\$1,359.84	\$271.97	\$220.81	\$135.99
C	\$1,308.03	\$261.61	\$198.74	\$130.81
D	\$1,251.16	\$250.23	\$193.21	\$125.12
E	\$1,137.43	\$227.49	\$187.70	\$113.75
F	Negotiable	Negotiable	Negotiable	Negotiable

OTHER DETAILS

Overtime (Article A3.02)	<p>Overtime is paid after 14 hours of work at a rate of time and a half (1.5) of the regular hourly rate calculated in six (6) minute increments.</p> <p>Overtime after 16 hours of work is paid at a rate of double time (2) of the regular hourly rate calculated in six (6) minute increments</p>
Meal Breaks (Article A4.01)	<p>All Employees are to receive a sixty (60) minute meal period, which shall be taken together with the shooting crew or transportation department and is included in the paid consecutive hours of work as provided for in Article 7.</p> <p>Second and subsequent meal periods shall be no less than thirty (30) and no more than sixty (60) minutes in duration, taken together with the shooting crew or transportation department.</p> <p>In no event shall the meal period be less than thirty (30) minutes</p>
Daily Calls (Article A2.04)	<p>If a Craftservice Provider is required for a daily call, the Producer shall call the Union office to furnish such Craftservice Provider via the Local 411 call steward service.</p>
Regular Daily (Article A2.08)	<p>A daily Craftservice Provider not engaged primarily to service background performers shall be paid one-fifth (1/5th) of the applicable weekly rate per day.</p>
BG Daily (Article A2.09)	<p>A daily Craftservice Provider engaged primarily to service background performers shall be paid at the rate set out in Article A5.</p>
6 Hour MTO Compliance Daily (A3.04 (i))	<p>After the regular Craftservice Provider has been on duty in excess of the time permitted under the Ontario Highway Traffic Act regulations, an additional Craftservice Provider shall be called, via the Local 411 call steward system, for a six (6) hour call. Such Craftservice Provider shall be paid one half (½) of one fifth (1/5th) the applicable weekly rate per day if required to work six (6) hours or less. In the event the Craftservice Provider is required to work more than six (6) hours, the Craftservice Provider will be paid one fifth (1/5th) the applicable Craftservice Provider weekly rate per day. This Craftservice Provider shall have access to any transportation already provided to and from the location.</p>
6 Hour BG Daily (A3.04 (ii))	<p>A Craftservice Provider may may be called for a six (6) hour call for increased numbers of background performers. When called to work in the case of background performers, the Craftservice Provider may be called to start work in advance of the majority of background performers' call time and the Craftservice Provider may be dismissed at wrap of the majority of background performers. Such Craftservice Provider shall be paid one half (½) of one fifth (1/5th) the applicable weekly rate per day if required to work six (6) hours or less. If the event the Craftservice Provider is required to work more than six (6) hours, the Craftservice Provider will be paid one fifth (1/5th) the applicable Craftservice Provider weekly rate per day</p>

HONEYWAGON OPERATORS

HONEYWAGON OPERATOR MINIMUM RATES

January 1, 2012 – December 31, 2012

All rates are listed in Canadian funds

Tier	Weekly Rate	Daily Rate (1/5 th weekly rate)	6 Hour Call Article B3.02	10 Hour Call Article B3.02	Relief Operator Article B3.04	Overtime Rate
A	\$1,449.94	\$289.99	\$144.99	\$202.99	\$171.14	\$56.00
B	\$1,393.07	\$278.61	\$139.30	\$195.03	\$171.14	\$56.00
C	\$1,366.02	\$273.20	\$136.60	\$191.24	\$171.14	\$56.00
D	\$1,324.90	\$264.98	\$132.49	\$185.49	\$171.14	\$56.00
E	\$1,297.30	\$259.46	\$129.73	\$181.62	\$171.14	\$56.00
F	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable

OTHER DETAILS

Overtime (Article B3.03)	Regardless of when worked, overtime shall be paid at a rate \$56.00 per hour after 14 hours of work.
Turnaround (Article B3.04)	Turnaround is 8 hours between shifts. Encroachment is at 2x the applicable rate and is calculated in hour increments.
Weekend Turnaround (Article B3.04)	On a 5 day work week: Forty-Eight (48) consecutive hours. On a 6 day work week: Twenty-Eight (28) consecutive hours. Encroachment is at 2x the applicable rate and is calculated in hour increments.
Meal Breaks (Article B4.01)	All Honeywagon Operators are to receive a sixty (60) minute meal period, subject to the same penalties as the technicians engaged on the production. (Second and subsequent meal periods shall be no less than thirty (30) minutes and no more than sixty (60) minutes in duration. In any event, a Honeywagon Operator is entitled to a meal break after six (6) hours. If the first meal is not available, the Honeywagon Operators shall be reimbursed in the amount of seventeen dollars and fifty cents (\$17.50).
Hiring/ Staffing (Article B2.03)	Subject to Article B2.01, the Honeywagon Operator shall be selected by the Producer or the Producer's duly authorized representative
Load In/Out (Article 3.02)	A Honeywagon Operator may be brought in for a six (6) hour call, paid at half the straight time daily rate, to pick-up/drop-off the Honeywagon to/from the production office and load/unload the Honeywagon with items including but not limited to: office materials, walkie-talkies, fax machines or other electronic devices, cable etc. and clean the Honeywagon and shall exclude movement to the shooting location. Such six (6) hour calls shall not constitute a day of work for the purpose of calculating sixth (6th) or seventh (7th) day premiums.
Multiple Honeywagons (Article B2.02)	There must be a Honeywagon Operator present for each Honeywagon while in operation. On existing studio lots and/or locations which are fixed for two (2) or more days, one (1) Honeywagon Operator may be responsible for adjacent Honeywagons. In these circumstances the Honeywagon Operator shall receive remuneration, based on the applicable daily rate, of one and a half (1½) at Tiers A and B, one and a quarter (1¼) at Tiers C and D and straight time at Tiers E and F for being responsible for both Honeywagons. In cases where a Honeywagon remains stationary for more than five (5) days, subsequent days shall be paid at straight time. In cases where two (2) Honeywagons remain stationary for the entire shoot and advance notice is provided to the Honeywagon Operator the payment to the Honeywagon Operator shall be straight time commencing from the first day in studio or on location. At no time, shall a Honeywagon that is in use be left unattended.

Relief Op
(Article B3.05)

Before an Honeywagon Operator is directed to move or drive the Honeywagon after the Honeywagon Operator has been on duty in excess of the time permitted under any regulations under the Highway Traffic Act, another Honeywagon Operator ("the Relief Honeywagon Operator") shall be called to move the Honeywagon. The Relief Honeywagon Operator shall be paid at the rate set out in Article B5, if required to work seven (7) hours or less and will take control of the Honeywagon once it is prepared to be moved. Should the Relief Honeywagon Operator be required to work more than seven (7) hours, the Relief Honeywagon Operator will be paid the applicable daily rate. Relief Honeywagon Operators shall have access to any transportation already provided to and from the location.