



IATSE LOCAL 411

International Alliance of Theatrical Stage Employees, Moving Picture Technicians,
Artists and Allied Crafts of the United States, its Territories and Canada

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CRAFTSERVICE PROVIDERS & HONEYWAGON OPERATORS 2022 - 2024 CONTRACT SUMMARY

Budget Tiers

All rates are listed in Canadian dollars.

Theatrical Motion Pictures

Tier February 2, 2022- December 31, 2022		
	FROM	TO
A	\$12,562,587	and over
B	\$6,994,452	\$12,562,586
C	\$4,278,960	\$6,994,451
D	\$2,769,284	\$4,278,959
E	\$1,450,584	\$2,769,283
F	Under	\$1,450,583

Tier January 1, 2023- December 31, 2023		
	FROM	TO
A	\$12,939,465	and over
B	\$7,204,286	\$12,939,464
C	\$4,407,329	\$7,204,285
D	\$2,852,363	\$4,407,328
E	\$1,494,102	\$2,852,362
F	Under	\$1,494,101

Tier January 1, 2024- December 31, 2024		
	FROM	TO
A	\$13,327,649	and over
B	\$7,420,415	\$13,327,648
C	\$4,539,549	\$7,420,414
D	\$2,937,934	\$4,539,548
E	\$1,538,925	\$2,937,933
F	Under	\$1,538,924

Television Motion Pictures

Tier February 2, 2022- December 31, 2022		
	FROM	TO
A	\$9,413,711	and over
B	\$7,060,283	\$9,413,710
C	\$3,922,379	\$7,060,282
D	\$2,769,284	\$3,922,378
E	\$1,450,584	\$2,769,283
F	Under	\$1,450,583

Tier January 1, 2023- December 31, 2023		
	FROM	TO
A	\$9,696,122	and over
B	\$7,272,091	\$9,696,121
C	\$4,040,050	\$7,272,090
D	\$2,852,362	\$4,040,049
E	\$1,494,102	\$2,852,361
F	Under	\$1,494,101

Television Motion Pictures con't...

Tier January 1, 2024- December 31, 2024		
	FROM	TO
A	\$9,987,006	and over
B	\$7,490,254	\$9,987,005
C	\$4,161,252	\$7,490,253
D	\$2,937,934	\$4,161,251
E	\$1,538,925	\$2,937,933
F	Under	\$1,538,924

Mini-Series (per 2 hours of broadcast time)

Tier February 2, 2022- December 31, 2022		
	FROM	TO
A	\$7,543,037	and over
B	\$5,485,846	\$7,543,036
C	\$4,114,383	\$5,485,845
D	\$2,769,286	\$4,114,382
E	\$1,450,584	\$2,769,285
F	Under	\$1,450,583

Tier January 1, 2023- December 31, 2023		
	FROM	TO
A	\$7,769,328	and over
B	\$5,650,421	\$7,769,327
C	\$4,237,814	\$5,650,420
D	\$2,852,365	\$4,237,813
E	\$1,494,102	\$2,852,364
F	Under	\$1,494,101

Tier January 1, 2024- December 31, 2024		
	FROM	TO
A	\$8,002,408	and over
B	\$5,819,934	\$8,002,407
C	\$4,364,948	\$5,819,933
D	\$2,937,936	\$4,364,947
E	\$1,538,925	\$2,937,935
F	Under	\$1,538,924

Television Series (1 hour)

Tier February 2, 2022- December 31, 2022		
	FROM	TO
A	\$2,002,333	and over
B	\$1,577,179	\$2,002,332
C	\$1,110,883	\$1,577,178
D	\$713,160	\$1,110,882
E	\$296,710	\$713,159
F	Under	\$296,709

Tier January 1, 2023- December 31, 2023		
	FROM	TO
A	\$2,062,403	and over
B	\$1,624,494	\$2,062,402
C	\$1,144,209	\$1,624,493
D	\$734,555	\$1,144,208
E	\$305,611	\$734,554
F	Under	\$305,610

Television Series (1 hour) con't...

Tier January 1, 2024- December 31, 2024		
	FROM	TO
A	\$2,124,275	and over
B	\$1,673,229	\$2,124,274
C	\$1,178,535	\$1,673,228
D	\$756,592	\$1,178,534
E	\$314,779	\$756,591
F	Under	\$314,778

Television Series (1/2 hour)

Tier February 2, 2022- December 31, 2022		
	FROM	TO
A	\$1,206,885	and over
B	\$877,737	\$1,206,884
C	\$603,443	\$877,736
D	\$438,869	\$603,442
E	\$164,839	\$438,868
F	Under	\$164,838

Tier January 1, 2023- December 31, 2023		
	FROM	TO
A	\$1,243,092	and over
B	\$904,069	\$1,243,091
C	\$621,546	\$904,068
D	\$452,035	\$621,545
E	\$169,784	\$452,034
F	Under	\$169,783

Tier January 1, 2024- December 31, 2024		
	FROM	TO
A	\$1,280,385	and over
B	\$931,191	\$1,280,384
C	\$640,192	\$931,190
D	\$465,596	\$640,191
E	\$174,878	\$465,595
F	Under	\$174,877

Serial and Strip Programs (1 hour)

Tier February 2, 2022- December 31, 2022		
	FROM	TO
A	\$1,261,742	and over
B	\$1,110,358	\$1,261,741
C	\$795,446	\$1,110,357
D	\$315,435	\$795,445
E	\$250,554	\$315,434
F	Under	\$250,553

Tier January 1, 2023- December 31, 2023		
	FROM	TO
A	\$1,299,594	and over
B	\$1,143,668	\$1,299,593
C	\$819,309	\$1,143,667
D	\$324,898	\$819,308
E	\$258,071	\$324,897
F	Under	\$258,070

Serial and Strip Programs (1 hour) con't...

Tier January 1, 2024- December 31, 2024		
	FROM	TO
A	\$1,338,582	and over
B	\$1,177,979	\$1,338,581
C	\$843,888	\$1,177,978
D	\$334,645	\$843,887
E	\$265,813	\$334,644
F	Under	\$265,812

Serial and Strip Programs (1/2 hour)

Tier February 2, 2022- December 31, 2022		
	FROM	TO
A	\$630,872	and over
B	\$562,301	\$630,871
C	\$397,723	\$562,300
D	\$246,862	\$397,722
E	\$145,057	\$246,861
F	Under	\$145,056

Tier January 1, 2023- December 31, 2023		
	FROM	TO
A	\$649,798	and over
B	\$579,170	\$649,797
C	\$409,655	\$579,169
D	\$254,268	\$409,654
E	\$149,409	\$254,267
F	Under	\$149,408

Tier January 1, 2024- December 31, 2024		
	FROM	TO
A	\$669,292	and over
B	\$596,545	\$669,291
C	\$421,945	\$596,544
D	\$261,896	\$421,944
E	\$153,891	\$261,895
F	Under	\$153,890

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

Tier February 2, 2022- December 31, 2024		
	FROM	TO
A		
B	Refer To Side Letter No. 1	
C		
D		
E		
F		

Before any Crafts Service 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.

CRAFTSERVICE PROVIDERS & HONEYWAGON OPERATORS

SUMMARY OF REMITTANCES & DEDUCTIONS

(Article 12 (a), (b), (d) and (e))

Craftservice Providers

Effective: February 2, 2022 – December 31, 2024

Tier	Vacation Pay	Health and Welfare	Retirement	Training, Safety & Admin	Total
A	4%	6%	3.5%	0.5%	14%
B	4%	5.5%	3.5%	0.5%	13.5%
C	4%	5%	3%	0.5%	12.5%
D	4%	5%	3%	0.5%	12.5%
E	4%	4.5%	3%	0.5%	12%
F	4%	4.5%	3%	0.5%	12%

Honeywagon Operators

Effective: February 2, 2022 – December 31, 2024

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

OTHER DETAILS APPLICABLE TO BOTH CRAFTSERVICE & HONEYWAGON

<p>Work Day (A3.01 / B3.01)</p>	<p>Work day is up to 14 hours, inclusive of meals. The Craftservice Provider and Honeywagon Operator shall be paid for all time worked from the time they report as and wherever directed. A Craftservice Provider who is requested by the Producer to pick up and drive a vehicle to a location shall be paid from the time they pick up the vehicle to the time they return the vehicle or return to their start work location.</p>
<p>Work Week (Article 8)</p>	<p>Work week is seven days, the first five being work days, the 6th and 7th being days off.</p>
<p>6th Day (Article 9)</p>	<p>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.</p>
<p>7th Day (Article 9)</p>	<p>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.</p>
<p>Holidays (Article 11)</p>	<p>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.</p>
<p>Turnaround (A3.03 / B3.04)</p>	<p>CSP – Turnaround is ten (10) hours between shifts. HWO – Turnaround is nine (9) hours between shifts. Encroachment is at 2 X the applicable rate and is calculated in six minute increments.</p>
<p>Weekend Turnaround (A3.03 / B3.04)</p>	<p>CSP</p> <ul style="list-style-type: none"> • On a 5 day work week: Fifty (50) consecutive hours. • On a 6 day work week: Thirty-four (34) consecutive hours. <p>HWO</p> <ul style="list-style-type: none"> • On a 5 day work week: Forty-eight (48) consecutive hours. • On a 6 day work week: Thirty (30) consecutive hours. <p>Encroachment is at 2 X the daily pro-rated hourly rate and is calculated in six minute increments.</p>
<p>Per Diem and Travel (Article 15)</p>	<p>To be provided as per the applicable technicians agreement (who represent such positions as gaffers, grips, etc.) signed by the production.</p>
<p>Bond (Article 13)</p>	<p>Equivalent of two (2) weeks wages for any Craftservice Providers and Honeywagon Operators engaged on the production or Corporate Letter of Guarantee from productions that are eligible.</p>
<p>Boundaries (Article 10)</p>	<p>As per the applicable technicians agreement (who represent such positions as gaffers, grips, etc.) signed by the production.</p>
<p>Cancellation of Calls (Article 17)</p>	<p>A Craftservice Provider and/or Honeywagon Operator engaged for a daily work call shall be paid for the hours booked unless the Craftservice Provider and/or Honeywagon Operator received notification of the cancellation of change in schedule no later than ten (10) hours, or eight (8) hours if due to adverse weather conditions, prior to the work call.</p> <p>A work day cancelled without proper notice cannot be defined as a day off for the calculation of sixth (6th) and seventh (7th) days.</p>

T2200 (Article 7(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.
Health and Safety (Article 6)	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.

CRAFTSERVICE PROVIDERS

Minimum Rates

Effective February 2, 2022

WEEKLY RATES			DAILY RATES				
Tier	Key Craftserver Weekly Rate per Article A2.02	Assistant Craftserver Weekly Rate per Article A2.07	Tier	Key Craftserver Daily Rate per Article A2.02	Assistant Craftserver Daily Rate (1/5 th weekly rate) per Article A2.07	BG Daily Rate per Article A2.08	6 Hour Call (BG or Driver) per Article A3.04 (i) and(ii)
A	\$1,874.27	\$1,788.15	A	\$374.85	\$357.63	\$277.17	\$178.82
B	\$1,793.10	\$1,706.87	B	\$358.62	\$341.37	\$277.17	\$170.69
C	\$1,727.99	\$1,641.84	C	\$345.60	\$328.37	\$249.46	\$164.18
D	\$1,656.60	\$1,570.46	D	\$331.32	\$314.09	\$242.52	\$157.04
E	\$1,513.85	\$1,427.70	E	\$302.77	\$285.54	\$235.58	\$142.77
F	Negotiable	Negotiable	F	Negotiable	Negotiable	Negotiable	Negotiable

Effective January 1, 2023

WEEKLY RATES			DAILY RATES				
Tier	Key Craftserver Weekly Rate per Article A2.02	Assistant Craftserver Weekly Rate per Article A2.07	Tier	Key Craftserver Daily Rate per Article A2.02	Assistant Craftserver Daily Rate (1/5 th weekly rate) per Article A2.07	BG Daily Rate per Article A2.08	6 Hour Call (BG or Driver) per Article A3.04 (i) and (ii)
A	\$1,930.50	\$1,841.80	A	\$386.10	\$368.36	\$285.49	\$184.18
B	\$1,846.89	\$1,758.07	B	\$369.38	\$351.61	\$285.49	\$175.81
C	\$1,779.83	\$1,691.10	C	\$355.97	\$338.22	\$256.94	\$169.11
D	\$1,706.30	\$1,617.57	D	\$341.26	\$323.51	\$249.80	\$161.75
E	\$1,559.27	\$1,470.53	E	\$311.85	\$294.11	\$242.65	\$147.05
F	Negotiable	Negotiable	F	Negotiable	Negotiable	Negotiable	Negotiable

Effective January 1, 2024

WEEKLY RATES			DAILY RATES				
Tier	Key Craftserver Weekly Rate per Article A2.02	Assistant Craftserver Weekly Rate per Article A2.07	Tier	Key Craftserver Daily Rate per Article A2.02	Assistant Craftserver Daily Rate (1/5 th weekly rate) per Article A2.07	BG Daily Rate per Article A2.08	6 Hour Call (BG or Driver) per Article A3.04 (i) and (ii)
A	\$1,988.42	\$1,897.05	A	\$397.68	\$379.41	\$294.05	\$189.71
B	\$1,902.30	\$1,810.81	B	\$380.46	\$362.16	\$294.05	\$181.08
C	\$1,833.22	\$1,741.83	C	\$366.64	\$348.37	\$264.65	\$174.18
D	\$1,757.49	\$1,666.10	D	\$351.50	\$333.22	\$257.29	\$166.60
E	\$1,606.05	\$1,514.65	E	\$321.21	\$302.93	\$249.93	\$151.46
F	Negotiable	Negotiable	F	Negotiable	Negotiable	Negotiable	Negotiable

HONEYWAGON OPERATORS Minimum Rates

Effective February 2, 2022

WEEKLY RATE		DAILY RATES					
Tier	Weekly Rate	Tier	Daily Rate (1/5 th weekly rate)	6 Hour Call Rate per Article B3.02	10 Hour Call Rate per Article B3.02	Regulatory Compliance Rate per Article B3.05	Overtime Rate
A	\$1,681.86	A	\$336.37	\$168.18	\$235.45	\$198.52	\$50.00
B	\$1,615.89	B	\$323.17	\$161.60	\$226.23	\$198.52	\$50.00
C	\$1,584.50	C	\$316.89	\$158.46	\$221.83	\$198.52	\$50.00
D	\$1,536.81	D	\$307.36	\$153.69	\$215.17	\$198.52	\$50.00
E	\$1,504.80	E	\$300.97	\$150.47	\$210.67	\$198.52	\$50.00
F	Negotiable	F	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable

Effective January 1, 2023

WEEKLY RATE		DAILY RATES					
Tier	Weekly Rate	Tier	Daily Rate (1/5th weekly rate)	6 Hour Call Rate per Article B3.02	10 Hour Call Rate per Article B3.02	Regulatory Compliance Rate per Article B3.05	Overtime Rate
A	\$1,732.32	A	\$346.46	\$173.23	\$242.51	\$204.48	\$50.00
B	\$1,664.37	B	\$332.87	\$166.45	\$233.02	\$204.48	\$50.00
C	\$1,632.04	C	\$326.40	\$163.21	\$228.48	\$204.48	\$50.00
D	\$1,582.91	D	\$316.58	\$158.30	\$221.63	\$204.48	\$50.00
E	\$1,549.94	E	\$310.00	\$154.98	\$216.99	\$204.48	\$50.00
F	Negotiable	F	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable

Effective January 1, 2024

WEEKLY RATE		DAILY RATES					
Tier	Weekly Rate	Tier	Daily Rate (1/5th weekly rate)	6 Hour Call Rate per Article B3.02	10 Hour Call Rate per Article B3.02	Regulatory Compliance Rate per Article B3.05	Overtime Rate
A	\$1,784.29	A	\$356.85	\$178.43	\$249.79	\$210.61	\$50.00
B	\$1,714.30	B	\$342.86	\$171.44	\$240.01	\$210.61	\$50.00
C	\$1,681.00	C	\$336.19	\$168.11	\$235.33	\$210.61	\$50.00
D	\$1,630.40	D	\$326.08	\$163.05	\$228.28	\$210.61	\$50.00
E	\$1,596.44	E	\$319.30	\$159.63	\$223.50	\$210.61	\$50.00
F	Negotiable	F	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable

OTHER HONEYWAGON OPERATOR CONTRACT DETAILS

<p>Overtime (Article B3.03)</p>	<p>Regardless of when worked, overtime shall be paid at a rate \$50.00 per hour after 14 hours of work.</p>
<p>Meal Breaks (Article B4.01)</p>	<p>All Honeywagon Operators are to receive a sixty (60) minute meal period, subject to the same penalties as the technicians engaged on the production.</p> <p>(Second and subsequent meal periods shall be no less than thirty (30) minutes and no more than sixty (60) minutes in duration.</p> <p>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).</p>
<p>Hiring/ Staffing (Article B2.03)</p>	<p>Subject to Article B2.01, the Honeywagon Operator shall be selected by the Producer or the Producer's duly authorized representative.</p>
<p>Load In/Out (Article B3.02)</p>	<p>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.</p>
<p>Move In/Out (Article B3.02)</p>	<p>Where a Honeywagon Operator is required to move a Honeywagon, which is not participating in a shooting unit's day, to a shooting location, or works in excess of the six (6) hour call referenced above, the call shall revert to a ten (10) hour call paid at seventy percent (70%) of the applicable daily rate.</p> <p>If a Honeywagon Operator works in excess of ten (10) hours the call shall revert to a fourteen (14) hour call as per Article B3.01 above.</p>
<p>Multiple Honeywagons (B2.02)</p>	<p>One (1) Honeywagon Operator may be responsible for two (2) adjacent Honeywagons. In these circumstances the Honeywagon Operator shall be paid at straight time for being responsible for both Honeywagons. At no time, shall a Honeywagon that is in use be left unattended.</p>
<p>Relief Operator (B3.05)</p>	<p>When the Producer anticipates that a Honeywagon Operator will be on duty in excess of the time permitted under any regulations under the Highway Traffic Act, another Honeywagon Operator ("the Relief Honeywagon Operator") may be called 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 to perform bargaining unit work. At camera wrap, the Relief Honeywagon Operator will take control of the Honeywagon. At that time, the original Honeywagon Operator may, at the Producer's discretion, be released. Should the Relief Honeywagon Operator be required to work more than seven (7) hours, the Relief Honeywagon Operator will be paid the applicable daily rate. Relief Honeywagon Operators shall have access to any transportation already provided to and from the location.</p>