



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 2025 - 2027 CONTRACT SUMMARY

Budget Tiers

All rates are listed in Canadian dollars.

Theatrical Motion Pictures

Tier	January 1, 2025- December 31, 2025	
	FROM	TO
A	\$16,755,636	and over
B	\$7,643,027	\$16,755,635
C	\$4,675,735	\$7,643,026
D	\$3,026,072	\$4,675,734
E	\$1,585,093	\$3,026,071
F	Under	\$1,585,092

Tier	January 1, 2026- December 31, 2026	
	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	January 1, 2025- December 31, 2025	
	FROM	TO
A	\$12,555,750	and over
B	\$7,714,962	\$12,555,749
C	\$4,286,090	\$7,714,961
D	\$3,026,072	\$4,286,089
E	\$1,585,093	\$3,026,071
F	Under	\$1,585,092

Tier	January 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

Television Motion Pictures con't...

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	January 1, 2025- December 31, 2025	
	FROM	TO
A	\$10,060,699	and over
B	\$5,994,532	\$10,060,698
C	\$4,495,896	\$5,994,531
D	\$3,026,074	\$4,495,895
E	\$1,585,093	\$3,026,073
F	Under	\$1,585,092

Tier	January 1, 2026- December 31, 2026	
	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	\$1,632,645

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	January 1, 2025- December 31, 2025	
	FROM	TO
A	\$2,670,659	and over
B	\$1,723,426	\$2,670,658
C	\$1,213,891	\$1,723,425
D	\$779,290	\$1,213,890
E	\$324,222	\$779,289
F	Under	\$324,221

Tier	January 1, 2026- December 31, 2026	
	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

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

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	\$343,967

Television Series (1/2 hour)

Tier	January 1, 2025- December 31, 2025	
	FROM	TO
A	\$1,609,711	and over
B	\$959,127	\$1,609,710
C	\$659,398	\$959,126
D	\$479,564	\$659,397
E	\$180,124	\$479,563
F	Under	\$180,123

Tier	January 1, 2026- December 31, 2026	
	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	January 1, 2025- December 31, 2025	
	FROM	TO
A	\$1,682,881	and over
B	\$1,213,318	\$1,682,880
C	\$869,205	\$1,213,317
D	\$344,684	\$869,204
E	\$273,787	\$344,683
F	Under	\$273,786

Tier	January 1, 2026- December 31, 2026	
	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

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

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	January 1, 2025- December 31, 2025	
	FROM	TO
A	\$841,440	and over
B	\$614,441	\$841,439
C	\$434,603	\$614,440
D	\$269,753	\$434,602
E	\$158,508	\$269,752
F	Under	\$158,507

Tier	January 1, 2026- December 31, 2026	
	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	January 1, 2025- December 31, 2027	
	FROM	TO
A		
B	Refer To Side Letter No. 1	
C		
D		
E		
F		

Before any Craftsman 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: January 1, 2025 – December 31, 2025

Tier	Vacation Pay	Health and Welfare	Retirement	Training, Safety & Admin	Total
A	4%	6%	4.5%	0.5%	15%
B	4%	5.5%	4.5%	0.5%	14.5%
C	4%	5%	4%	0.5%	13.5%
D	4%	5%	4%	0.5%	13.5%
E	4%	4.5%	4%	0.5%	13%
F	4%	4.5%	4%	0.5%	13%

Effective: January 1, 2026 – December 31, 2027

Tier	Vacation Pay	Health and Welfare	Health and Welfare Daily Flat \$	Retirement	Training, Safety & Admin	Total
A	4%	6%	\$3.00	4.5%	1%	15.5% + \$3/day
B	4%	5.5%	\$3.00	4.5%	1%	15% + \$3/day
C	4%	5%	\$3.00	4%	1%	14% + \$3/day
D	4%	5%	\$3.00	4%	1%	14% + \$3/day
E	4%	4.5%	\$3.00	4%	1%	13.5% + \$3/day
F	4%	4.5%	\$3.00	4%	1%	13.5% + \$3/day

Honeywagon Operators
Effective: January 1, 2025 – December 31, 2025

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

Effective: January 1, 2026 – December 31, 2027

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	1%	13% + \$12/day
B	4%	5.5%	\$6.00	2%	\$6.00	1%	12.5% + \$12/day
C	4%	5%	\$6.00	2%	\$6.00	1%	12% + \$12/day
D	4%	5%	\$6.00	2%	\$6.00	1%	12% + \$12/day
E	4%	4.5%	\$6.00	2%	\$6.00	1%	11.5% + \$12/day
F	4%	4.5%	\$6.00	2%	\$6.00	1%	11.5% + \$12/day

OTHER DETAILS APPLICABLE TO BOTH CRAFTSERVICE & HONEYWAGON

<p>Work Day (A3.01 / B3.01)</p>	<p>CSP Work day is up to 13 hours, inclusive of meals. The Craftservice Provider 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>HWO Work day is up to 14 hours, inclusive of meals. The Honeywagon Operator shall be paid for all time worked from the time they report as and wherever directed.</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.</p> <p>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-two (52) 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>

Cancellation of Calls (Article 17)	<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))	<p>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.</p>
Health and Safety (Article 6)	<p>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.</p>

CRAFTSERVICE PROVIDERS

Minimum Rates

Effective January 1, 2025

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	\$199.20
B	\$1,902.30	\$1,810.81	B	\$380.46	\$362.16	\$294.05	\$190.13
C	\$1,833.22	\$1,741.83	C	\$366.64	\$348.37	\$264.65	\$182.89
D	\$1,757.49	\$1,666.10	D	\$351.50	\$333.22	\$257.29	\$174.93
E	\$1,606.05	\$1,514.65	E	\$321.21	\$302.93	\$249.93	\$159.03
F	Negotiable	Negotiable	F	Negotiable	Negotiable	Negotiable	Negotiable

Effective January 1, 2026

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	\$2,087.84	\$1,991.90	A	\$417.56	\$398.38	\$308.75	\$209.16
B	\$1,997.42	\$1,901.35	B	\$399.48	\$380.27	\$308.75	\$199.64
C	\$1,924.88	\$1,828.92	C	\$384.97	\$365.79	\$277.88	\$192.03
D	\$1,845.36	\$1,749.41	D	\$369.08	\$349.88	\$270.15	\$183.68
E	\$1,686.35	\$1,590.38	E	\$337.27	\$318.08	\$262.43	\$166.98
F	Negotiable	Negotiable	F	Negotiable	Negotiable	Negotiable	Negotiable

Effective January 1, 2027

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	\$2,160.91	\$2,061.62	A	\$432.17	\$412.32	\$319.56	\$216.48
B	\$2,067.33	\$1,967.90	B	\$413.46	\$393.58	\$319.56	\$206.63
C	\$1,992.25	\$1,892.93	C	\$398.44	\$378.59	\$287.61	\$198.75
D	\$1,909.95	\$1,810.64	D	\$382.00	\$362.13	\$279.61	\$190.11
E	\$1,745.37	\$1,646.04	E	\$349.07	\$329.21	\$271.62	\$172.82
F	Negotiable	Negotiable	F	Negotiable	Negotiable	Negotiable	Negotiable

HONEYWAGON OPERATORS Minimum Rates

Effective January 1, 2025

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	\$1,873.50	A	\$374.69	\$187.35	\$262.28	\$221.14	\$50.00
B	\$1,800.02	B	\$360.00	\$180.01	\$252.01	\$221.14	\$50.00
C	\$1,765.05	C	\$353.00	\$176.52	\$247.10	\$221.14	\$50.00
D	\$1,711.92	D	\$342.38	\$171.20	\$239.69	\$221.14	\$50.00
E	\$1,676.26	E	\$335.27	\$167.61	\$234.68	\$221.14	\$50.00
F	Negotiable	F	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable

Effective January 1, 2026

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	\$1,967.18	A	\$393.43	\$196.72	\$275.39	\$232.20	\$50.00
B	\$1,890.02	B	\$378.00	\$189.01	\$264.61	\$232.20	\$50.00
C	\$1,853.30	C	\$370.65	\$185.34	\$259.45	\$232.20	\$50.00
D	\$1,797.52	D	\$359.50	\$179.76	\$251.68	\$232.20	\$50.00
E	\$1,760.07	E	\$352.03	\$175.99	\$246.41	\$232.20	\$50.00
F	Negotiable	F	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable

Effective January 1, 2027

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	\$2,036.03	A	\$407.20	\$203.60	\$285.03	\$240.32	\$50.00
B	\$1,956.17	B	\$391.23	\$195.63	\$273.87	\$240.32	\$50.00
C	\$1,918.17	C	\$383.62	\$191.83	\$268.53	\$240.32	\$50.00
D	\$1,860.43	D	\$372.09	\$186.05	\$260.49	\$240.32	\$50.00
E	\$1,821.67	E	\$364.35	\$182.15	\$255.03	\$240.32	\$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, 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>