

COLLECTIVE 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**

**HEREINAFTER REFERRED TO AS “THE UNION”
(on behalf of Craftservice Providers and Honeywagon Operators)**

-- AND --

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

**HEREINAFTER REFERRED TO AS “THE ASSOCIATION”
(on its own behalf and behalf of its members)**

(Production Company)

For the Production currently entitled

CONTENTS

ARTICLE		PAGE
1	Obligations	2
2	Recognition and Scope of Agreement	3
3	Producer Rights	4
4	Jurisdiction and Division of Work	4
5	Individual Contracts of Engagement	5
6	Non-Discrimination and Anti Harassment	5
7	Union Personnel	6
8	Hours of Work and Work Week	8
9	Overtime Hours and Other Non-Regular Hour Premiums	9
10	Location Boundaries	10
11	Holidays	10
12	Remittances and Deductions	11
13	Security for Wages	14
14	Remuneration and Payment of Wages	15
15	Travel and Accommodation	16
16	Insurance	17
17	Cancellation of Calls	17
18	Discipline, Layoff and Dismissal	17
19	Settlement of Disputes	18
20	Health and Safety	20
21	Paid Sick Leave	21
22	Employee Indemnification	21
23	Communications	21
24	Intent of Agreement	22
25	Term	22
26	Letters of Variance	22
Schedule A	Craftservice Providers	
A1	Job Description	24
A2	Personnel	24
A3	Hours of Work	28
A4	Meals	29
A5	Minimum Rates	30
Schedule B	Honeywagon Operators	
B1	Job Description	32
B2	Personnel	33
B3	Hours of Work	33
B4	Meals	34
B5	Minimum Rates	35
Schedule C	Budget Tiers	37
Schedule D	Bargaining Authorization and Voluntary Recognition Agreement	41
Schedule E	Certified Budget	44
Schedule F	Corporate Guarantee	45
Schedule G	List of Adhered Producers	47
Schedule H	List of Approved Producers	55
Side Letter No.1	Productions Made for New Media	57
Side Letter No.2	Joint Diversity Committee	60

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.

“CRAFTSERVICE PROVIDER” 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 Craftservice Provider who is an employee of that corporation, to perform work covered by this Agreement.

“HONEYWAGON” is any vehicle containing multiple compartments or units, used either as dressing room(s) or office(s) (whether occupied or not) together with crew washroom facilities (whether contained in the compartments or units, or generally accessible).

“HONEYWAGON OPERATOR” 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 Honeywagon Operator who is also an employee of that corporation to perform work covered by this Agreement.

“MEMBER” means a Craftservice Provider or a Honeywagon Operator engaged by a signatory Producer under this Agreement.

“PRODUCER” means the engager of a Craftservice Provider or a Honeywagon Operator 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 individual engaged by the Producer in any category of the bargaining unit as listed in Schedule "A" or "B" of 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 Craftservice Providers and Honeywagon Operators and any other classification as contained in Schedule "A" and Schedule "B" of this Agreement.
- (b) The Association and the Producer recognize the Union's jurisdiction and the job classifications set out in Schedule "A" and Schedule "B" 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 "G" 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 "D". 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 Craftservice Providers and/or Honeywagon Operators as are required by production. For greater clarity, a production that requires neither Craftservice Providers nor Honeywagon Operators 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 13 (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 19.

ARTICLE FOUR

Jurisdiction and Division of Work

- (a) (i) 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.
- (ii) Nothing in this Agreement will preclude the owner of the Honeywagon or Craftservice 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.
- (b) 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 FIVE

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 SIX

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 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 13.
- (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 "E" confirming the budget tier for the applicable production.
- (e) The Union shall provide the Producer with a list of qualified Craftservice Providers and Honeywagon Operators.
- (f) The Union will provide the Producer within forty eight (48) hours of a Member's engagement, a copy of the Member's valid driver's licence, driver's abstract, Food Handler's Certificate (in the case of Craftservice Providers) and any other applicable licence. A copy of each of the above items shall also be provided to the Union upon expiry of the applicable certificate or licence.
- (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

- (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 Union will designate one (1) crew representative on each specific production. The crew representative will be responsible for assisting with issues such as Health and Safety, and Equity, Diversity and Inclusion. The designated crew representative shall have one dollar (\$1.00) added to their basic hourly rate when the designated crew representative has completed both joint health and safety training and at least one of crew representative training or diversity and inclusion training.

ARTICLE EIGHT

Hours of Work and Work Week

- (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) **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, 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.

accordance with Ontario provincial employment standards legislation.

- (d) The paid un-worked holiday will be considered a day worked for the purposes of calculating sixth (6th) and/or seventh (7th) day pay in accordance with Article 9 of the Agreement.
- (e) 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 11(b) and (c) above.
- (f) 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.
- (g) The Producer shall have the discretion to schedule a Statutory Holiday so that it is taken immediately before or immediately following other rest days.
- (h) 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 TWELVE

Remittances and Deductions

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

- (a) Pay to each Member an amount equal to four percent (4%) of their total wages as vacation pay. Such payments shall be paid weekly with regular remuneration.
- (b) Pay on behalf of each Craftservice Provider an amount equal to four percent (4%) of their total wages or four and one-half percent (4.5%) for Craftservice Providers on tier A and tier B level productions, and pay on behalf of each Honeywagon Operator an amount equal to two percent (2%) of their total wages and six dollars (\$6.00) per day worked as retirement benefits. The Producer shall forward this payment directly to the Union on a monthly basis with a complete remittance breakdown.
- (c) Deduct from each Craftservice Provider an amount equal to four percent (4%) of their total wages or four and one-half percent (4.5%) for Craftservice Providers on tier A and tier B level productions, and deduct from each Honeywagon Operator an amount equal to two percent (2%) of their total wages as retirement benefits. 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 an amount, based on the tier level of the production as set out in the summary chart below, of each Member's total wages and, for Honeywagon Operators, six dollars (\$6.00) per day worked as health and welfare benefits. The Producer shall forward this payment directly to the Trustees on a monthly basis with a complete remittance breakdown.

- (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 Thirteen (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 Nineteen (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 FOURTEEN

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" and "B" of this Agreement.
- (b) Payment for work performed and any other payments or considerations shall be paid on the fourth (4th) 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) In the event of non-payment of wages of more than seven (7) days or other monies due to the Member or the Union, the Union and its Members are under no obligation to continue to provide services to the Producer and the Union is under no obligation to avert any work stoppage.
- (e) Articles 14(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;

ARTICLE SIXTEEN

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 SEVENTEEN

Cancellation of Calls

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.

A work day cancelled without proper notice cannot be defined as a day off for the calculation of sixth (6th) and seventh (7th) days.

ARTICLE EIGHTEEN

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

ARTICLE TWENTY

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.
- (c) Any Member unable to complete their minimum daily call because of an injury sustained on the job, shall be paid the applicable daily call.
- (d) The Producer may refuse to employ a Member dispatched by the Union if the Member has exceeded or will exceed the maximum hours of service as a result of such employment. Each Member shall track his or her hours of service and shall not accept any call if he or she has exceeded or will exceed the maximum hours of service as a result of such employment.
- (e) 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.
- (f) 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.
- (g) 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 - ONE

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 - TWO

Employee Indemnification

The Producer hereby releases and forever discharges, and agrees to defend, indemnify and save harmless any Member (including persons engaged through a loan-out company), and in the event of such Member’s death, the Member’s heirs and executors, against any and all losses, claims, damages, actions, causes of action, liabilities and necessary costs, including legal fees, incurred during the effective dates of this Agreement and in the course of performance of the Member’s duties performed within the scope of the Member’s engagement for the Producer that resulted in contractual liability for such Member or in bodily injury or property damage suffered by any person subject to the following conditions:

- (a) This Article does not apply to grossly negligent conduct by the Member.
- (b) The Member shall co-operate fully in the defense of the claim or action, including, but not limited to, providing notice to the Producer within five (5) business days upon becoming aware of any claim or litigation, attending hearings and trials, securing and giving evidence and obtaining the attendance of witnesses.

ARTICLE TWENTY - THREE

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 - FOUR

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 - FIVE

Term

- (a) The Agreement shall come into effect on January 1, 2025 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 TWENTY-SIX

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. The decision to approve and implement such modifications to the Agreement is within the sole discretion of the Union. The Union's decision to deny a modification to the Agreement is not subject to the grievance procedures under Article Nineteen of the Agreement.

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

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		

SCHEDULE "D"

BARGAINING AUTHORIZATION & VOLUNTARY RECOGNITION AGREEMENT

Prior to contracting a Craftservice Provider or a Honeywagon Operator, 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 Craftservice Providers and/or Honeywagon Operators as are required by production. For greater clarity, a production that requires neither Craftservice Providers nor Honeywagon Operators 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 Craftservice Providers and Honeywagon Operators 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 Craftservice Providers and Honeywagon Operators 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 "E"
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 "F"
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 “G”

LIST OF ADHERED PRODUCERS

(see Article 2 (c))

14 Hours Productions Inc.
3253 Production Services Inc.
1801231 Ontario Inc.
1819410 Ontario Inc.
1990 Truth Films Inc.
2076056 Ontario Inc.
2086411 Ontario Ltd.
2262730 Ontario Ltd.
2381356 Ontario Inc.
2469399 Ontario Ltd.
7016531 Canada Inc.
7093438 Canada Inc.
7279337 Canada Inc.
8002614 Canada Inc.

A

Adam Herz Pilot Inc.
AG Films Canada Inc.
Aaliyah Productions Inc.
Abroad Production Inc.
Accent Five Productions Inc.
Accent-KITH Productions Ltd.
Accidental Productions (API) Inc.
Adoration Productions Inc.
ADLADS Fils Canada Inc.
AG Productions ULC
Alice Productions (Muse) Inc.
Almanack Productions Inc.
Almost Productions Limited
Altered Boys Productions Inc.
Angel On Campus Productions Ltd.
Anne Prequel Productions Inc.
Anon Film Productions Canada Inc.
AP 13 Productions Inc.
Arcaders Productions Ltd
Arletta (Copperheart) Productions Inc.
Automatic Pictures Inc.
Awakening Films
Awakening Films, A Division of Hannah-
Rachel Production Services Limited

B

Back Again Productions (Ontario) Inc.
Backup Canada Productions Ltd.
Backstage Productions (Season I) Inc.
Backstage Productions (Season II) Inc.
Barrens Productions Inc.
BATB Productions Inc.
BATB II Productions Inc.
BATB III Productions Inc.
BATB IV Productions Inc.
Bedford Productions Inc.
Being Erica II Productions Ltd.
Being Erica III Productions Limited
Being Erica IV Productions Limited
Best Man Productions Inc.
Best Years Productions Inc.
Best Years 2 Productions Inc.
BFB Productions Canada Inc.
BHG Productions Inc.
Billable Hours II Productions
Billable Hours III Productions
Billable Hours Productions Limited
Blank of the Dead Productions
Block 16 Productions Inc.
Bloor Street Productions
BLP Productions Ltd.
BMV Films API Inc.
Bo Series Inc.
Bo Series 2 Inc./Bo Series 2B Inc.
Bo Series 3 Inc.
Bo Series 4 Inc.
Bo TV Pilot Productions Inc.
Bomb Girl MOW Productions (Ontario) Inc.
Bomb Girl Productions (Ontario) Inc.
Bomb Girls II Productions (Ontario) Inc.
Bookey’s Mark Inc.
Booky II Inc.
Booky III Inc.
Border Season Two Inc.
Boy Girl Productions Canada Limited

Brass I Productions Inc.
Brass Productions Inc./990 Multi Media
Entertainment Company Inc.
Breakaway Productions Inc.
Breakout Kings Productions Ltd.
Breakout Kings Series Productions Ltd.
Bridal Fever Productions Inc.
Broomsticks Productions Ltd.
BTB Blue Productions Ltd.
Buckout Productions Ltd.
Bull Productions Inc.
BVT Productions Inc.

C

C/P Awake Productions Inc.
C/P Family Productions Inc.
C/P Teardrop Productions Inc.
C/P Tifpro II Productions Inc.
C/P Voices Prod's Inc.
C/P Voices Productions Inc.
C/P Wide Awake Productions Inc.
Calico 2 Productions Inc.
Camille Productions Inc.
Candywitch Productions Inc.
Castle Pawn Productions ULC
Castor Productions Inc.
Cent Productions Inc.
Charlie Bartlett Productions Inc.
Chart Topping Productions Inc.
Cinebridge Productions Inc.
Cineflix (Copper 2) Inc.
Cineflix (Copper) Inc.
CJ Abracadebra Productions Inc.
Cliffwood Productions Ltd.
C-Lot Productions (Ontario) Inc.
CN Pilot Productions Inc.
CN Pilot Productions Ltd.
Cobu Productions Inc.
Code 2 Productions Inc.
Coin Flip Productions Ltd.
Colder Than Jersey Productions Inc.
Collingwood TV Productions (II) Inc.
Colony Productions (Ontario) Inc.
Committed Productions Inc.
Compulsion Films Inc.
Connor Undercover II Inc.
Coroner 2 Productions (Ontario) Inc.

Cosmopolis Productions Inc.
Cottage Country Productions Inc.
Cracked Season One Inc.
Cracked Season Two Inc.
Cracker Jack Pilot Productions Inc.
CTR Canada Ltd.
CTR Productions Ltd.

D

D4M Productions Inc.
Dairy Road Productions Inc.
Damien TV Productions Ltd.
Darcy II Productions Limited
Darcy Productions Limited
Darius - Gospel Productions Inc.
Darius-BGE Productions Inc.
Darius E sew Productions Inc.
Darius-Gospel Productions Inc.
Dark Matter Series Inc.
Dark Matter Series 2 Inc.
Dark Matter Series 3 Inc.
Davis Films/Impact Inc.
Davis Films/Impact Pictures (RE5) Inc.
DCTV Mulmur Between Productions Inc.
DCTV Mulmur Between 2 Productions Inc.
Debug (Copperheart) Productions Inc.
Decode/Buzz Productions 3 Inc.
DeMilo Productions (Mama) Inc.
Designated I Ltd.
DHX/Befriend and Betray Productions Inc.
DHX-Exchange Productions Inc.
DHX-Exchange Productions II Inc.
DHX-Exchange Productions III Inc.
DHX-Malory Productions Inc.
DHX/Satisfaction Productions Inc.
DHX/Satisfaction Productions 1 Inc.
Digerati Films Inc.
Dirty Road Productions Inc.
Diverted Prod. Inc.
Diverted Productions Inc.
Dogpatch Productions Ltd.
Doheny Productions Inc.
Donnie Is A Man Productions Inc.
Doomstown Productions Inc.
Dotcom Films Inc.
Double Agent Productions Inc.
Dozen Canada Productions Inc.

Dozen Canada Productions Ltd.
Dr. Cabbie Films Ltd.
Driver For Hire (QVF) Inc.
Dublin Productions Inc.
Dutiful Productions ULC

E

Ecstasy Film Production Services
Edwin Boyd Productions Inc.
Eleventh Hour Prod. Inc.
Eleventh Hour Productions Inc.
Engagement Productions Inc.
Engagement Productions Ltd.
Engels I Productions Inc.
Entertainment One
Epitome Pictures Inc.
Epitome Screen Productions Inc.
Euclid 431 Pictures
Evel Films Inc.
Expanding Universe Productions Ltd.
Expanding Universe Productions 2 Ltd.
Expanding Universe Productions 5 Ltd.
Eyewitness North Productions Inc.

F

F Word Productions Inc.
Falling Films Inc.
Fat Wedding Productions Inc.
Film Tryst Inc.
Fir Crazy Productions Inc.
Flashpoint Season I Productions Inc.
Flashpoint Season II Productions Inc.
Flashpoint Season III Productions Inc.
Flashpoint Season IV Productions Inc.
Flashpoint Season V Productions Inc.
Food Market Films Inc.
Four Brothers Films Inc.
Four Minute Productions Inc.
Foxfire Productions Inc.
Fresh Start Productions Ltd.
Fringe Element Films Inc.
Front St. Films
Fugitive Pieces Productions Inc.

G

G2G Series Inc.

Gables 23 Productions Inc.
Gabriel Simon Production Services Limited
GEP Defiance Inc.
GEP Heroes Reborn Inc.
GEP Impulse C Inc.
GEP Productions Inc.
GEP Suits Inc.
GEP Suits C Inc.
GEP 12 Monkeys Inc.
GEP 12 Monkeys B Inc.
GEP Umbrella A Inc.
Get'Er Done Productions 5 Inc.
Ghostly Productions Ltd.
Gigi II Productions Inc.
Gilead Productions Inc.
Go Girl Television Prods. Inc.
Go Girl Televisions Productions Inc.
Go Jump Productions Inc.
Good Witch Productions Inc.
Good Witch One Productions Inc.
Good Witch II Productions Inc.
Good Witch III Productions Inc.
Good Witch (IV) Productions Inc.
Good Witch (VII) Productions Inc.
Good Witches Productions Inc.
Good Witch Weds Productions Inc.
Goon 2 Productions Inc.
Grandpa Productions Limited

H

HP Christmas Knight Productions Inc.
H.S. Productions (Ontario) Inc.
Hamilton-Mehta Beeba Productions Inc.
Hamilton-Mehta Productions Inc.
Hannah Rachel Production Services Limited
Haunted Peak Inc. / Gothic Manor US, LLC
Haunter (Copperheart) Productions Inc.
Haven 5 Productions Inc.
Hellions Productions Incorporated
Hello It's Me Productions Inc.
High Calibre Productions Inc.
Him Productions Inc.
HM1 Productions Inc.
Home Again Film Productions Inc.
Hope Zee One Inc.
Hope Zee Two Inc.

Hope Zee Three Inc.
Hope Zee Four Inc.
Hope Zee Five Inc.
Horse and Girl Productions Inc.
HTS Productions Inc.

I

Ice Breaker Productions ULC
Ice World Productions Inc.
Idaho Productions Ltd.
Impact Films (Canada) Inc.
Indie 1 Inc.
Indie 2 Inc.
Intermittent Productions Ltd.
Invasion Productions Inc.
Investigator (Series 1) Productions Inc.
Investigator (Series 1) Prods Inc.
Investigator (Whizbang) Productions Inc.
IYD Productions Inc.

J

JCardinal Productions Inc.
JHC Productions Inc.
Joe's Daughter Inc.
John A. Productions (IGP) Inc.
Jump Roping Productions Ltd.

K

KCUS Productions Inc.
Kennedys Productions (Ontario) Inc.
Kevin Hill Productions Ltd.
Kevin Hill Productions Ltd. Yr. 1
Kick Ass 2 Productions Inc.
Kickass Productions Inc.
Killjoys Productions Ltd.
Killjoys II Productions Limited
Killjoys III Productions Limited
Kim I Productions Inc.
Kim IV Productions Inc.
Kin Productions Inc.
King Film Productions II Inc.
King Films Productions 1 Inc.
Kinky Hair Productions Inc.
Kinky Hair II Productions Inc.
Kodachrome Productions Inc.

L

Lars Productions Inc.
LB (Gen One) Canada Inc.
LIFE (Gen One) Canada Inc.
Life With Derek III Inc.
Life With Derek IV Inc.
Little Mosque Productions
Little Mosque Productions II Ontario Inc.
Little Mosque Productions III Ontario Inc.
Little Mosque Productions IV Ontario Inc.
Little Mosque Productions V Ontario Inc.
Little Mosque Productions VI Ontario Inc.
Locke & Key Productions Inc.
Lockhem Productions Inc.
Lockhem 3 Productions Inc
Love Bugs Productions Canada Inc.
Love Child Productions Inc.
LWB Productions Inc.
LWB II Productions Inc.

M

Mackerel Pie Pictures
Made Productions Inc.
Made In The Shade Productions Inc.
Magical Garden (Whizbang) Productions Inc.
Magnus Echelon Productions Inc.
Magnus Echelon 2 Productions Inc.
Manly Shore Production Services Inc.
Maple Plus Productions Inc.
Marilyn Productions Inc.
Mark Winemaker (Warehouse 13)
Mayday Productions Inc.
Max & Shred Productions Inc.
Max & Shred 2 Productions Inc.
Mayday Productions Inc.
MBV Productions Inc.
MBV Productions (Season I) Inc.
MBV Productions (Season II) Inc.
Meat Cute Productions Inc.
Mega Omaha Films, Inc
MH & S Productions Inc.
MH Wizzle Productions Inc.
Midsun Productions (Ontario) Inc.
Million Productions (Muse) Inc.
Millions Productions (Muse) Inc.
Milton's Secret Productions Inc.

Minority Report TV Productions Ltd
Missing Productions II Corp.
Missing Productions III Corp.
Miss Sloane Productions Inc.
MKP Productions Inc.
MKP3 Productions Inc.
Molly Films Inc.
Molly's Movie Ltd.
Movie Venture 6 Inc.
MS1 Films
MSW Television Productions Inc.
MSW 3 Television Productions Inc.
Mulmer's Hocket Musical Inc.
Mulmer's One Week Inc.
Mulumur's Still Inc.
Murdoch Online VI
MVL Incredible Productions Canada, Inc.

N

NB Christmas Productions (Muse) Inc.
Newsprint Productions, Inc.
Nikita Films, A Division of Hannah Rachel
Production Services Inc.
Night Raiders East Inc.
Nine Time Productions Inc.
North Port Productions
Northwood Anne Inc.
Northwood Anne Trois Inc.
Not Ready Productions Inc.
Not A Real Company Productions Inc.
Not A Real Company 2 Productions Inc.
Note of Love Productions
Novelette's Productions Inc.
NR3 Productions Inc.
Nurse Series Season 1 Inc.
Nylon Productions Ltd.

O

OCP Productions Ltd.
Odessa 13 Productions Inc.
Officer M Films Inc.
OP Swap Inc. OP Vogue Inc.
Ophelia Productions (Ontario) Inc.
Orphan Black Productions Limited
Orphan Black II Productions Ltd.
Orphan Black III Productions Ltd.
Orphan Black IV Productions Limited

Orphan Black V Productions Limited
Our Fathers Productions Limited

P

P2 Productions Canada Inc.
P2 Productions Canada Ltd.
Pacifier Productions Ltd.
Particular Skills CN Inc.
Peel Weight Productions Inc.
Perfect Strangers Prod. Inc.
Perfect Strangers Productions Inc.
Phase One Movie Ltd.
Playing House Productions Inc.
Poe Films A Division of Hannah-Rachel
Poutine Productions ULC
Production Services Limited
Port Hope Pilot Productions, Inc.
Portal Films, a Division of Hannah-Rachel
Production Services Limited
Prey Film Productions API Inc.
Pride of Lions Films Inc.
Princessa Productions Ltd.
Privet Pictures Inc.
PTG Productions Ontario Inc.

Q

QLP Pilot Television Productions LTD
Queen of Sheba Productions Inc.
Queen of the Night Films Inc.
QVF 2007 Productions Inc.
QVF Fairfield Productions Inc.

R

Rag-TV 2 Inc.
Rag-TV 3 Inc.
Rag-TV Inc.
Ransom Television Productions Inc.
RCAN Productions Ltd.
R-Caro Productions Ltd.
Really Me Productions Inc.
Really Me Productions (Season II) Inc.
Recon Films, A Division of WBTv Canada
Production Services Inc.
Regression Canada Inc.
Reign Productions Inc.
Reign II Productions Inc.
Reign III Productions Inc.

Reign IV Productions Inc.
Rekall Productions Ltd
Remedy Season One Inc.
Remedy Season 2 Inc.
Re-Memory Productions Ltd.
Revamped II Productions Inc.
Revolution Erie Productions Ltd.
Revolution Leaf Productions Ltd.
Rhombus Media (Antiviral) Inc.
Rhombus Media (Blindness) Inc.
Rhombus Media (Enemy) Inc.
Rhombus Media (Skin) Inc.
Rhombus Media (Smelly Fish) Inc.
Rhombus Possessor Inc.
Richmond St. Films Inc.
Richmond St. Films II Inc.
Richmond Street Films II Inc.
RL (Gen One) Canada Inc.
Rocan Productions Ltd.
Rockingham Productions Ltd.
Rocky Horror Productions Ltd.
Rookie Blue Five Inc.
Rookie Blue Four Inc.
Rookie Blue Three Inc.
Rookie Blue Two Inc.
Roxy Hunter 3 & 4 Productions Inc.
Rupture Productions Inc.
Russell Films Inc.

S

Sagia Productions Inc.
Salem Productions API Inc.
Sam Films Inc.
Saving Grade Productions Inc.
Saving Hope Productions 1 Inc.
Saw III Productions Canada, Inc.
SC Productions Ont. Inc.
Schitt's Creek 3 Inc.
Schitt's Creek 6 Inc.
Scott Pilgrim Productions Inc.
Screen Door (MVP) Productions Inc.
Secret Life Productions Inc.
Servitude Productions Inc.
Session I Productions Limited
Session Productions Limited
Seymour & From Productions 2 Inc.
Seymour & From Productions Inc.

Shade P1 Productions Inc.
Shade PI S4 Productions Inc.
Shades of Black Prods. Inc.
Shades of Black Productions Inc.
Shadows S2 Television Productions Inc.
Shadowhunters TV Inc.
Shaftesbury Aaron Stone Inc.
Shaftesbury Baxter I Inc.
Shaftesbury Dark Oracle II Inc.
Shaftesbury Departure II Inc.
Shaftesbury Digital 1 Inc.
Shaftesbury Films Inc.
Shaftesbury Frankie III Inc.
Shaftesbury Good Dog Inc.
Shaftesbury Good Dog II Inc.
Shaftesbury Good Times Inc.
Shaftesbury H & D Inc.
Shaftesbury HFTH Inc.
Shaftesbury High Court 1 Inc.
Shaftesbury Jane Show I Inc.
Shaftesbury Lifetime 2007 Inc.
Shaftesbury Listeners Inc.
Shaftesbury Listener I Inc.
Shaftesbury Listener II Inc.
Shaftesbury Listener III Inc.
Shaftesbury Listener IV Inc.
Shaftesbury Listener V Inc.
Shaftesbury Murdoch I Inc.
Shaftesbury Murdoch II Inc.
Shaftesbury Murdoch III Inc.
Shaftesbury Murdoch IV Inc.
Shaftesbury Murdoch V Inc.
Shaftesbury Murdoch VI Inc.
Shaftesbury Murdoch VIII Inc.
Shaftesbury Murdoch X Inc.
Shaftesbury Murdoch XIII Inc.
Shaftesbury Murdoch XIV Inc.
Shaftesbury Mysteries VIII Inc.
Shaftesbury Overruled II Inc.
Shaftesbury Overruled III Inc.
Shaftesbury Plato Inc.
Shaftesbury Regenesi s I Inc.
Shaftesbury Regenesi s II Inc.
Shaftesbury Regenesi s III Inc.
Shaftesbury Rise Up Inc.
Shaftesbury Services Inc.
Shaftesbury Services II Inc.

Shaftesbury Vacation Inc.
She's The Mayor Productions Inc.
She-Wolf Season I Productions Inc.
She-Wolf Season II Productions Inc.
She-Wolf Season 3 Productions Inc.
Shimmer Lake Productions Inc.
Shoot The Messenger Productions 1 Inc.
Sienna Films Productions VII Inc.
Sienna Films Productions VIII Inc.
Sienna Films Productions XII Inc.
Silencing Canada Productions Inc.
Silent Hill 2 DCP Inc.
Silent Hill DCP Inc.
Silent Witness Productions API Inc.
Singularity Productions Ltd.
Skate Productions Inc.
Skins I Productions Inc.
Skins II Productions Inc.
Skins Productions Inc.
Skinwalkers DCP Inc.
SL4 Productions Inc.
Slanted Films, a division of Shawn Danielle
Production Services Limited
SLS Productions Canada Inc.
SLU Productions Inc.
Soe Films Inc.
Sold Pictures Inc.
Sophie Films 2009 Inc.
SP Canadian Film Productions Inc.
Splice (Copperheart) Productions Inc.
Split D Films Inc.
Spotted Cow Productions Inc.
Spotted Cow Productions Ltd.
Spun Out Productions Inc.
Stage 49 Ltd.
Stage Fright Film Production Ltd.
Starmaps Productions Inc.
Startlet Productions Inc.
Stay With Me Productions Inc.
Still Seas Productions
Stopher Productions Ltd.
Strain Can Productions Inc.
Strain Can II Productions Inc.
Strain Can IV Productions Inc.
Streak Productions Inc.
Strip Productions Inc.
STS Productions I Ltd.

Stupid Zebra Productions Inc.
Sullivan Entertainment
Summer Camp Productions Ltd.
Sunshine Sketches Productions Inc.

T

T5 Condor 2 Productions Inc.
T5 Mirror Productions Inc.
Talk To Me Productions Inc.
TCAN Productions Ltd.
Temple Dance Productions Limited
Temple Dance II Productions Limited
Temple Dance III Productions Limited
Temple Dance IV Productions Limited
Temple Dance V Productions Limited
Temple Dance VII Productions Limited
Temple Music Room Productions Limited
Terrific Trucks Productions Inc.
THC Productions Ontario Inc.
The Call Productions Inc.
The Firm Television Productions Inc.
The Inspiring Grizzlies Inc.
The Middle Man Films Inc.
The Note API Inc.
The Pits Inc.
The Play AKA DC Productions (Ontario) Inc.
The Poet Inc.
The Stanley Dynamic II Inc.
The Strip Productions Inc.
The Thing Films Inc.
The Wanting Film Inc.
Then Again Productions Services Inc.
Third Act Productions Inc.
Third Bedford Productions Inc.
Three Inches Productions Ltd.
TJ Films Productions Inc.
Transam Productions Ltd.
Tutelary Productions, ULC
TV for Noobs Productions
Twinkle Toes Movie Production Ltd.
Tyrone Productions

U

UHP Productions Ltd.
Ultra Productions Inc.
Undercover Rogue 3 Productions Inc.

Unhistory Films
Unique Features (TMI) Inc.
Unstable Productions (API) Inc.
Until the Night Productions Inc.
UPI Road 2010 Inc.
Utopia Falls TV inc.

V

Verite Productions Inc.
Victor Movie Prod. Inc.
Victoria Day Films Inc.

W

W. Girl Productions (Muse) Inc.
Warm Cases Ltd.
WBK Productions Inc.
Weeping Willow Productions Ltd.
WHC Season 1 Productions Inc.
Whiskey Business Productions Inc.
Whistleblower (Gen One) Canada Inc.
White Commission Ltd.
Whizbang Films Inc
Wingin' It Cycle III
Wingin' It II Productions Ltd.
Wingin' It III Productions Ltd.
Wisegirl Films Inc.
Wish List Pilot Productions Inc.
Witch Movie Ontario Inc.
Witch Productions Inc.
Wolves (Copperheart) Productions Inc.
Workin' Moms Productions IV ULC.

Workin' Moms Productions ULC
Working on the Edge Productions Inc.
WUMM Productions Inc.
WWG Productions Inc.

X

XIII Series 2 Inc.
XIII Series Inc.
XIII Television Productions Inc.

Y

Y Canada Productions Inc.
Yard (Series 1) Productions Inc.
Yellow Card Productions Inc.

Z

ZOS Productions Inc.

SCHEDULE “H”

LIST OF APPROVED PRODUCERS

(see Article 13 (b))

Aircraft Pictures Ltd.
Amaze Film & Television
Blue Ice Pictures
Blumhouse Productions
Boat Rocker Media
Breakthrough Entertainment
Buck Productions
Cameron Pictures
Copperheart Entertainment Inc.
Don Carmody Productions Inc.
Dufferin Gate
E1 Entertainment - Television
Epitome Pictures Inc.
First Generation Films
Fresh TV Inc.
Hideaway Pictures Inc.
Indian Grove Productions Ltd.
Lions Gate Entertainment Corp.

Lionsgate Canada Inc.
Muse Entertainment Enterprises Inc.
New Metric Media
Pier 21 Films Ltd.
Pink Sky Entertainment
Prodigy Pictures
Prospero Pictures
QVF Inc.
Rhombus Media
S & S Productions Inc.
Screen Door Inc.

Serendipity Point Films
Shaftesbury Films
Sinking Ship Entertainment
Sphere Media
Temple Street Productions
The Nightingale Company
White Pine Pictures
Whizbang Films Inc.
Wildbrain Ltd.

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 12 (f) 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 Eighteen, 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.