

Summary of Changes to IATSE Local 849 Standard Agreement December 18, 2018

Following is a summary of the changes to the Standard agreement as were ratified at the IATSE Local 849 General Member's meeting, December 16, 2018. Note that minor "housekeeping" items are not included below (e.g. change of word "manpower" to "personnel")

1. Addition of "**The Canadian Creative Industries Code of Conduct**" preceding Article 1

2. **Article 6.7 UPGRADES/Article 10.1 & 10.5 - INDIVIDUAL EMPLOYMENT CONTRACTS:**
 - mandates employees to submit additional documentation (top sheet, time sheet etc.) to be eligible for upgrade or if employee works in more than one department during the course of a production
 - Does not require Company to provide complete start package to Employee immediately upon execution but upon request
 - The Company should include the executed Deal Memo/Start Slip with the Employee's first paycheque. The Company should provide a blank complete start package to the Union (BA) for distribution to crew for reference

3. **Article 12.6 - HOURS OF WORK AND WORKWEEK**
 - **Shift of Workweek:** The Company may now shift the workweek twice during production without incurring extra costs. The 2nd shift is intended to allow for the return to a regular workweek (i.e. 1st shift was to Saturday-Wednesday work week; 2nd shift goes back to Monday-Friday workweek). Also, a provision for shortened notification period

4. **Article 13.9 - OVERTIME HOURS:**
 - **Night Premium:** omission of night premium language except under certain conditions

5. **Article 14.2/14.7/14.8/14.19/14.21 - MEAL BREAKS AND MONIES**
 - **14.2 Substantials** Best efforts to be made to serve 1st subs 3 hours after general crew call. Allows some flexibility in the event of circumstances beyond Craft Services' control causing delay in delivery of subs
 - **14.19/14.21** reasonable nutritional options to be provided for Employees with identified allergies or dietary restrictions; the Employee must communicate the restrictions/allergies to Employer, Craft Service and Catering
 - **14.7/14.8 Grace** Grace language is revised to align with 667 language and past practice variances; allow for two "as of right" grace periods per week (notwithstanding other limits such as 30-minute lunch period); eliminates requirement for 15-minute advance request

6. Article 16.3 - HOLIDAYS

- Changes requirements for payment of unworked holidays

7. Article 19.16/19.17/19.19 - PRODUCTION ZONE AND TRAVEL

- **19.16, 19.17 Accommodations** The Company should ensure continuous accommodation is provided while working on locations outside of the Provincial Home Zone. The Employee should be given 24 hours notice when required to vacate accommodations; minor language change to be consistent with terminology used in rest of document
- **Travel Days** Reduction of minimum travel day call from 8 hours to 4 hours; corresponding reduction in per diem payouts

8. Article 21 – INSURANCE

- **21.2** change of definition of “travel Insurance” to more accurately reflect and describe the type of policy required. This came from a general misunderstanding of what type of insurance this is

9. Article 23.4/23.15/23.8 – HEALTH AND SAFETY

- Insertion of reference to Canadian Creative Industries Code of Conduct and requirement to include same in Employees’ start packages
- Expansion of options for reporting of unsafe working conditions and inclusion of bullying and harassment

10. Article 24.1/24.3/24.7 - LAYOFF, DISCIPLINE and DISMISSAL

- Changes to notification of layoff requirements
- Requirement for Employees to give notice of resignation
- Addition of recreational cannabis usage along with alcohol and illegal substances

11. SCHEDULE “A”

- **Job Classifications:** Best Boy Grip, Best Boy Lighting, Best Boy Rigging Electric changed to Best Grip, Best Lighting, Best Rigging Electric
- **Rates Increase by 3%** as applied on TIER 1 rate structure

For any questions or clarification requirements, please contact:

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