



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

### 2017 - 2018 CONTRACT SUMMARY

### Budget Tiers

All rates are listed in Canadian dollars.

#### Theatrical Motion Pictures

January 9, 2017 – December 31, 2017		
Tier	FROM	TO
A	\$10,942,839	and over
B	\$6,092,628	\$10,942,838
C	\$3,727,254	\$6,092,627
D	\$2,412,229	\$3,727,253
E	\$1,263,554	\$2,412,228
F	Under	\$1,263,553

January 1, 2018 – December 31, 2018		
Tier	FROM	TO
A	\$11,161,696	and over
B	\$6,214,481	\$11,161,695
C	\$3,801,800	\$6,214,480
D	\$2,460,473	\$3,801,799
E	\$1,288,825	\$2,460,472
F	Under	\$1,288,824

#### Television Motion Pictures

January 9, 2017 – December 31, 2017		
Tier	FROM	TO
A	\$8,199,961	and over
B	\$6,149,971	\$8,199,960
C	\$3,416,650	\$6,149,970
D	\$2,412,229	\$3,416,649
E	\$1,263,554	\$2,412,228
F	Under	\$1,263,553

January 1, 2018 – December 31, 2018		
Tier	FROM	TO
A	\$8,363,960	and over
B	\$6,272,970	\$8,363,959
C	\$3,484,983	\$6,272,969
D	\$2,460,473	\$3,484,982
E	\$1,288,825	\$2,460,472
F	Under	\$1,288,824

#### Mini-Series (per 2 hours of broadcast time)

January 9, 2017 – December 31, 2017		
Tier	FROM	TO
A	\$6,570,481	and over
B	\$4,778,532	\$6,570,480
C	\$3,583,899	\$4,778,531
D	\$2,412,229	\$3,583,898
E	\$1,263,554	\$2,412,228
F	Under	\$1,263,553

January 1, 2018 – December 31, 2018		
Tier	FROM	TO
A	\$6,701,891	and over
B	\$4,874,103	\$6,701,890
C	\$3,655,577	\$4,874,102
D	\$2,460,474	\$3,655,576
E	\$1,288,825	\$2,460,473
F	Under	\$1,288,824

#### Television Series (1 hour)

January 9, 2017 – December 31, 2017		
Tier	FROM	TO
A	\$1,744,164	and over
B	\$1,373,827	\$1,744,163
C	\$967,653	\$1,373,826
D	\$621,209	\$967,652
E	\$258,454	\$621,208
F	Under	\$258,453

January 1, 2018 – December 31, 2018		
Tier	FROM	TO
A	\$1,779,047	and over
B	\$1,401,304	\$1,779,046
C	\$987,006	\$1,401,303
D	\$633,633	\$987,005
E	\$263,623	\$633,632
F	Under	\$263,622

### Television Series (1/2 hour)

January 9, 2017 – December 31, 2017		
Tier	FROM	TO
A	\$1,051,276	and over
B	\$764,565	\$1,051,275
C	\$525,638	\$764,564
D	\$382,283	\$525,637
E	\$143,585	\$382,282
F	Under	\$143,584

January 1, 2018 – December 31, 2018		
Tier	FROM	TO
A	\$1,072,302	and over
B	\$779,857	\$1,072,301
C	\$536,151	\$779,856
D	\$389,929	\$536,150
E	\$146,457	\$389,928
F	Under	\$146,456

### Serial and Strip Programs (1 hour)

January 9, 2017 – December 31, 2017		
Tier	FROM	TO
A	\$1,099,061	and over
B	\$967,194	\$1,099,060
C	\$692,886	\$967,193
D	\$274,765	\$692,885
E	\$218,249	\$274,764
F	Under	\$218,248

January 1, 2018 – December 31, 2018		
Tier	FROM	TO
A	\$1,121,042	and over
B	\$986,538	\$1,121,041
C	\$706,744	\$986,537
D	\$280,260	\$706,743
E	\$222,614	\$280,259
F	Under	\$222,613

### Serial and Strip Programs (1/2 hour)

January 9, 2017 – December 31, 2017		
Tier	FROM	TO
A	\$549,530	and over
B	\$489,800	\$549,529
C	\$346,443	\$489,799
D	\$215,033	\$346,442
E	\$126,355	\$215,032
F	Under	\$126,354

January 1, 2018 – December 31, 2018		
Tier	FROM	TO
A	\$560,521	and over
B	\$499,596	\$560,520
C	\$353,372	\$499,595
D	\$219,334	\$353,371
E	\$128,882	\$219,333
F	Under	\$128,881

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

January 9, 2017 – December 31, 2018		
Tier	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: January 9, 2017 – December 31, 2018

Tier	Vacation Pay	Health and Welfare	Retirement	Safety & Training	Total Fringes	Working Dues Deduction
A	4%	6%	2%	0.5%	12.5%	1.75%
B	4%	5.5%	2%	0.5%	12%	1.75%
C	4%	5%	2%	0.5%	11.5%	1.75%
D	4%	5%	2%	0.5%	11.5%	1.75%
E	4%	4.5%	2%	0.5%	11%	1.75%
F	4%	4.5%	2%	0.5%	11%	1.75%

### Honeywagon Operators – Effective: January 9, 2017 – December 31, 2018

Tier	Vacation Pay	Health and Welfare %	Health and Welfare Daily Flat \$	Retirement %	Retirement Daily Flat \$	Training, Safety & Admin	Total
A	4%	6%	\$4.00	2%	\$4.00	0.5%	12.5% + \$8/day
B	4%	5.5%	\$4.00	2%	\$4.00	0.5%	12% + \$8/day
C	4%	5%	\$4.00	2%	\$4.00	0.5%	11.5% + \$8/day
D	4%	5%	\$4.00	2%	\$4.00	0.5%	11.5% + \$8/day
E	4%	4.5%	\$4.00	2%	\$4.00	0.5%	11% + \$8/day
F	4%	4.5%	\$4.00	2%	\$4.00	0.5%	11% + \$8/day

### OTHER DETAILS APPLICABLE TO BOTH CRAFTSERVICE & HONEYWAGON

<b>Work Day</b> (A3.01 / B3.01)	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.
<b>Work Week</b> (Article 8)	Work week is seven days, the first five being work days, the 6 <sup>th</sup> and 7 <sup>th</sup> being days off.
<b>6<sup>th</sup> Day</b> (Article 9)	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.
<b>7<sup>th</sup> Day</b> (Article 9)	2 X one-fifth of the weekly contracted rate. All overtime is at time and a half of the applicable pro-rated daily rate. All overtime will be calculated in six (6) minute increments.  Provided that at least one of the Employees who worked the previous five (5) days, works the sixth (6 <sup>th</sup> ) and/or seventh (7 <sup>th</sup> ) day, those Employees shall determine which Employee, (if not all) works the sixth (6 <sup>th</sup> ) and/or seventh (7 <sup>th</sup> ) day.
<b>Holidays</b> (Article 11)	<b>Not Worked:</b> No deduction from weekly contracted rate. <b>Worked:</b> 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.

<b>Turnaround</b> (A3.03 / B3.04)	Turnaround is nine (9) hours between shifts. Encroachment is at 2 X the applicable rate and is calculated in six minute increments.
<b>Weekend Turnaround</b> (A3.03 / B3.04)	<b>On a 5 day work week:</b> Forty-eight (48) consecutive hours. <b>On a 6 day work week:</b> Thirty (30) consecutive hours. Encroachment is at 2 X the daily pro-rated hourly rate and is calculated in six minute increments.
<b>Per Diem and Travel</b> (Article 15)	To be provided as per the applicable technicians agreement (who represent such positions as gaffers, grips, etc.) signed by the production.
<b>Bond</b> (Article 13)	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.
<b>Boundaries</b> (Article 10)	As per the applicable technicians agreement (who represent such positions as gaffers, grips, etc.) signed by the production.
<b>Cancellation of Calls</b> (Article 17)	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 twelve (12) hours 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.
<b>T2200</b> (Article 17)	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.
<b>Health and Safety</b> (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: January 9, 2017 – December 31, 2017**

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 <sup>th</sup> 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	\$1,648.63	\$1,572.87	A	\$329.73	\$314.58	\$243.80	\$157.28
B	\$1,577.14	\$1,501.37	B	\$315.42	\$300.28	\$243.80	\$150.14
C	\$1,519.94	\$1,444.17	C	\$303.99	\$288.83	\$219.42	\$144.43
D	\$1,457.15	\$1,381.38	D	\$291.43	\$276.28	\$213.32	\$138.15
E	\$1,331.59	\$1,255.81	E	\$266.32	\$251.16	\$207.23	\$125.58
F	Negotiable	Negotiable	F	Negotiable	Negotiable	Negotiable	Negotiable

**Effective: January 1, 2018 – December 31, 2018**

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 <sup>th</sup> 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	\$1,681.60	\$1,604.33	A	\$336.32	\$320.87	\$248.68	\$160.43
B	\$1,608.68	\$1,531.40	B	\$321.73	\$306.29	\$248.68	\$153.14
C	\$1,550.34	\$1,473.05	C	\$310.07	\$294.61	\$223.81	\$147.32
D	\$1,486.29	\$1,409.01	D	\$297.26	\$281.81	\$217.59	\$140.91
E	\$1,358.22	\$1,280.93	E	\$271.65	\$256.18	\$211.37	\$128.09
F	Negotiable	Negotiable	F	Negotiable	Negotiable	Negotiable	Negotiable

**OTHER CRAFTSERVICE PROVIDER CONTRACT DETAILS**

<p><b>Overtime</b> (Article A3.02)</p>	<p>Overtime is paid after 14 hours of work at a rate of double time (2) of the regular hourly rate calculated in six (6) minute increments.</p> <p>Overtime after 16 hours of work is paid at a rate of triple time (3) of the regular hourly rate calculated in six (6) minute increments</p>
<p><b>Meal Breaks</b> (Article A4.01)</p>	<p>Craftservice Providers are to receive a sixty (60) minute meal period, which shall be taken together, where possible, with the shooting crew or transportation department and is included in the paid consecutive hours of work as provided for in Article A3.01. In no event shall the meal period be less than thirty (30) minutes.</p> <p>Second and subsequent meal periods shall be no less than thirty (30) minutes and no more than sixty (60) minutes in duration, taken together, where possible, with the shooting crew or transportation department.</p> <p>In any event, a Craftservice Provider is entitled to a meal break after eight (8) hours after their individual call time. If the first meal is not available the Producer shall pay to the Craftservice Provider Seventeen Dollars and Fifty cents (\$17.50). If the second meal is not available within eight (8) hours of the completion of crew lunch, the Producer shall pay to the Craftservice Provider Seventeen Dollars and Fifty cents (\$17.50). There shall be Seventeen Dollars and Fifty cents (\$17.50) meal penalty for each missed meal break with a daily cap of thirty (\$30) dollars combined for all meal penalties.</p>
<p><b>Daily Calls</b> (Article A2.03)</p>	<p>If a Craftservice Provider is required for a daily call, the Producer shall call the Union to furnish such Craftservice Provider via the Local 411 Call Steward Service.</p>
<p><b>Key Weekly</b> (Article A2.02)</p>	<p>The first (1st) weekly Craftservice Provider engaged shall be appointed, by the producer or the Producer's duly authorized representative as Key and shall be paid the applicable Key Weekly rate set out in Article A5.</p>
<p><b>Assistant Weekly</b> (Article A2.07)</p>	<p>A Craftservice Provider not engaged as Key Weekly or primarily to service background performers shall be paid the applicable Assistant Weekly rate set out in Article A5.</p>
<p><b>Assistant Daily</b> (Article A2.07)</p>	<p>A Daily Craftservice Provider not engaged primarily to service background performers shall be paid one-fifth (1/5th) of the applicable weekly rate per day.</p>
<p><b>BG Daily</b> (Article A2.08)</p>	<p>A Daily Craftservice Provider engaged primarily to service background performers shall be paid at the rate set out in Article A5.</p>
<p><b>6 Hour MTO Compliance Daily</b> (A3.04 (i))</p>	<p>After the regular Craftservice Provider has been on duty in excess of the time permitted under the Ontario Highway Traffic Act regulations, an additional Craftservice Provider shall be called, via the Local 411 Call Steward System, for a six (6) hour call. Such Craftservice Provider shall be paid one half (½) of one fifth (1/5th) the applicable weekly rate per day if required to work six (6) hours or less. In the event the Craftservice Provider is required to work more than six (6) hours, the Craftservice Provider will be paid one fifth (1/5th) the applicable Craftservice Provider weekly rate per day. This Craftservice Provider shall have access to any transportation already provided to and from the location.</p>
<p><b>6 Hour BG Daily</b> (A3.04 (ii))</p>	<p>A Craftservice Provider may be called for a six (6) hour call for increased numbers of background performers. When called to work in the case of background performers, the Craftservice Provider may be called to start work in advance of the majority of background performers' call time and the Craftservice Provider may be dismissed at wrap of the majority of background performers. Such Craftservice Provider shall be paid one half (½) of one fifth (1/5th) the applicable weekly rate per day if required to work six (6) hours or less. If the event the Craftservice Provider is required to work more than six (6) hours, the Craftservice Provider will be paid one fifth (1/5th) the applicable Craftservice Provider weekly rate per day.</p>

# HONEYWAGON OPERATORS

## Minimum Rates

Effective January 9, 2017 – December 31, 2017

Tier	Weekly Rate	Daily Rate (1/5 <sup>th</sup> weekly rate)	6 Hour Call Rate per Article B3.02	10 Hour Call Rate per Article B3.02	Relief Operator Rate per Article B3.05	Overtime Rate
A	\$1,600.85	\$320.17	\$160.08	\$224.11	\$188.96	\$50.00
B	\$1,538.07	\$307.61	\$153.81	\$215.33	\$188.96	\$50.00
C	\$1,508.19	\$301.63	\$150.82	\$211.15	\$188.96	\$50.00
D	\$1,462.79	\$292.56	\$146.28	\$204.80	\$188.96	\$50.00
E	\$1,432.32	\$286.47	\$143.23	\$200.52	\$188.96	\$50.00
F	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable

Effective January 1, 2018 – December 31, 2018

Tier	Weekly Rate	Daily Rate (1/5 <sup>th</sup> weekly rate)	6 Hour Call Rate per Article B3.02	10 Hour Call Rate per Article B3.02	Relief Operator Rate per Article B3.05	Overtime Rate
A	\$1,632.87	\$326.57	\$163.28	\$228.59	\$192.74	\$50.00
B	\$1,568.83	\$313.76	\$156.89	\$219.64	\$192.74	\$50.00
C	\$1,538.35	\$307.66	\$153.84	\$215.37	\$192.74	\$50.00
D	\$1,492.05	\$298.41	\$149.21	\$208.90	\$192.74	\$50.00
E	\$1,460.97	\$292.20	\$146.09	\$204.53	\$192.74	\$50.00
F	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable	Negotiable

### OTHER HONEYWAGON OPERATOR CONTRACT DETAILS

<b>Overtime</b> (Article B3.03)	Regardless of when worked, overtime shall be paid at a rate \$50.00 per hour after 14 hours of work.
<b>Meal Breaks</b> (Article B4.01)	All Honeywagon Operators are to receive a sixty (60) minute meal period, subject to the same penalties as the technicians engaged on the production.  (Second and subsequent meal periods shall be no less than thirty (30) minutes and no more than sixty (60) minutes in duration.  In any event, a Honeywagon Operator is entitled to a meal break after six (6) hours. If the first meal is not available, the Honeywagon Operators shall be reimbursed in the amount of seventeen dollars and fifty cents (\$17.50).
<b>Hiring/ Staffing</b> (Article B2.03)	Subject to Article B2.01, the Honeywagon Operator shall be selected by the Producer or the Producer's duly authorized representative.

<p><b>Load In/Out</b> (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><b>Move In/Out</b> (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><b>Multiple Honeywagons</b> (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><b>Relief Operator</b> (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>