

# **AQTIS SECTION LOCALE 514 Aiest**

## **COLLECTIVE AGREEMENT**

### **BETWEEN:**

**The Quebec Association of Image and Sound Technicians, Local 514 of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada**

**AQTIS LOCAL 514 IATSE – Québec (camera)**

**HEREINAFTER REFERRED TO COLLECTIVELY AS**

**“LOCAL 514”**

**AND**

**PRODUCTION**

**(...)**

**HEREINAFTER REFERRED TO AS**

**“COMPANY”**

## COLLECTIVE AGREEMENT

This Agreement, entered into this **DATE, 2021** by **NAME OF COMPANY**, (hereinafter referred to as the Company) and the AQTIS Local 514 of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, AFL-CIO-CLC-QFL (hereinafter referred to as Local 514) for the production currently entitled "**TITLE**";

### WITNESSETH

Whereas the Company and Local 514 are desirous of entering into a collective bargaining contract governing the employment of Camerapersons, Publicists, On Set Visual Effects and Specialized Equipment Technicians used in producing motion and still pictures.

Now therefore, in consideration of the mutual covenants herein contained and for other good and valuable considerations, the parties hereto do hereby mutually agree as follows:

### 1 - APPLICATION AND SCOPE OF AGREEMENT

The scope of this Agreement is understood to cover all phases of motion picture production, screen-based productions, filmed, electronically and digitally recorded, for theatrical feature release, television release, television series productions, DVD and tape release and all internet and new media productions. This agreement shall also cover, but is not limited to the following:

- a) All publicity, and all photography, (stills or motion picture, filmed, electronic or digital), for the promotion and publicity of the production for which this agreement is intended, including all phases of recording visual images for the internet, all behind-the-scenes photography, Electronic Press Kit photography (EPK's), and all behind-the-scenes electronically or digitally recorded sound.
  - b) All auxiliary equipment necessary to the operation of the camera, regardless of the purposes for which such motion pictures and visual images are used and of the means by which or the substance upon which the same is recorded.
  - c) The co-ordination with all personnel concerned regarding the production requirements, media coverage and publicity materials required on the production, on and off the production set, by the publicist in conjunction with the producing company.
- 1.01 This Agreement shall be applicable to all Camerapersons and Publicists in the classifications covered hereby and (i) employed by the Company to perform services within the territorial jurisdiction of Local 514 (as specified in Article 3 hereof) or (ii) who may be employed by the Company within such territorial jurisdiction and the United States and its Territories to perform services outside of such territorial jurisdiction, it shall be binding upon the Company as well as upon any of its subsidiaries or successors engaged in producing motion pictures and also upon any person, firm, corporation or other organization so engaged in which the Company whether directly or indirectly has a controlling financial interest.
- 1.02 On Set Visual Effects workers, hired by production, in the categories of Supervisors, Coordinators and Technicians are covered by this agreement, subject to all terms and conditions as proscribed herein. Special Equipment Operators and Technicians are covered by this agreement, subject to all terms and conditions as proscribed herein.
- 1.03 In no event shall the Company sub-contract any of the work covered hereby, nor shall any person not employed in compliance with provisions of this Agreement be permitted to perform any of such work for or at the premises of the Company unless otherwise agreed to by the union.
- 1.04 No person who is a principal in the Company (either individually, as a partner or as an officer or director hereof) shall hereafter acquire, either directly or indirectly, any interest as a principal in any business entity engaged in producing motion pictures for the purpose of avoiding the obligations of this Agreement.

## **2 - UNION SECURITY**

- 2.01 The Company agrees to and does hereby recognize Local 514 as the sole and exclusive bargaining representative for all Camerapersons and Publicists in the classifications described in paragraph 4 hereof, photographing theatrical, non-theatrical and commercial productions, now and herein after employed by the Company within the jurisdiction of Local 514 as hereinafter defined, all such Camerapersons and Publicists being referred to hereinafter by the designation "Camerapersons".
- 2.02 In accordance with the prevailing practice, all photography of productions, regardless of the size or type of recording medium used, must have the label of I.A.T.S.E. on each production and all crew members covered under this agreement shall receive a screen credit. Directors of Photography shall receive a single card head credit, and such credit shall appear in the main titles on screen and in all advertisements, subject to the usual exclusions, wherever the credit block appears.
- 2.03 Local 514 agrees to supply Camerapersons for the job requirements of the Company in the classifications covered by this Agreement, and if Local 514 fails to do so, the Company may secure such Camerapersons from any source, subject to the requirement that any such Camerapersons so secured shall become and remain a member in good standing of Local 514 within thirty (30) days under such conditions as may be permitted by law.
- 2.04 Before filling any vacancy for any positions covered by this Agreement, the Company shall give to Local 514 at least seven (7) days' notice (excluding Saturdays, Sundays, and legal holidays) of the existence of such vacancy, and agrees to interview in good faith all applicants referred by Local 514.
- 2.05 Nothing herein shall be interpreted as requiring either party take any action or refrain from taking any action that is in violation or contravention of any applicable Federal or Provincial law in Canada.
- 2.06 Seven (7) days prior to the start of principal photography, district stewards shall be furnished with the names, residence addresses, and date of hiring of all Camerapersons engaged by the Company, as well as copies of work permits issued for any non-Canadian also engaged.
- 2.07 The Company agrees to recognize Local 514 as the sole and exclusive bargaining representative for anyone hired or engaged by the Company to perform the work of the classifications described herein (whether as an employee, dependent or independent contractor) who are employed or engaged to photograph Stills or Motion Pictures for Feature and Television Productions or provide promotion and publicity and who are now and hereafter employed or engaged by the Company within the jurisdiction of Local 514. All such Employees, Dependent or Independent Contractors shall be hereinafter referred to as Employees or Camerapersons.

## **3 - JURISDICTION**

The jurisdiction of Local 514 shall comprise of the Canadian Province: **Quebec**.

## **4 - WAGE SCALE**

- 4.01 On filmed, electronically or digitally recorded or captured screen based productions, the standard minimum wage scale for those employed shall be as follows for a forty (40) hour week, eight (8) hour day (note for Directors of Photography or Publicists hired on a weekly basis, please refer to Articles 14.02 & 15.03 respectively): For camera related categories not listed, contact the Local 514 Office.

**MINIMUM SCALE 2021 – CANADIAN FUNDS**

CATEGORY		Feature Film	Television
	Director of Photography	106,60 \$	102,50 \$
	Director of Photography (weekly)	7 461,65 \$	7 176,80 \$
	Camera Operator	73,00 \$	69,45 \$
	1 <sup>st</sup> Assistant	56,65 \$	53,10 \$
	2 <sup>nd</sup> Assistant	41,35 \$	37,60 \$
	Camera Utility	38,50 \$	34,80 \$
	Publicist (weekly)	4 134,40 \$	3 140,60 \$
	Publicist (daily on TV only)		721,00 \$
	Still Photographers*	61,65 \$	67,60 \$
	Digital Engineer	89,30 \$	85,70 \$
	Digital Technician / Data Management Technician	52,20 \$	50,80 \$
	Motion Picture Video Coordinator	48,60 \$	48,60 \$
	24 Frame Operator	48,60 \$	48,60 \$
	Video Assist 1	33,70 \$	30,65 \$
	Video Assist 2	20,05\$	20,05 \$
<b>EPK/ BTS</b>	Electronic Camera Person (daily)**	73,00 \$	69,40 \$
	Electronic Camera Person (full time)***	439,05 \$	439,05 \$
	Electronic Sound person (daily)**	73,00 \$	69,40 \$
<b>VFX</b>	VFX Supervisor		Negotiable
	VFX Coordinator		Negotiable
	VFX Artist - Technician		32,55 \$
	VFX Technician		30,00 \$
	Camera Trainee	Provincial Minimum Wage****	

SPECIALIZED EQUIPMENT OPERATORS AND TECHNICIANS		
<b>HEADS &amp; CRANES</b>	Stabilized Remote Head Operator	73,75 \$
	Non-stabilized Remote Head Operator	54,10 \$
	Aerial Remote Head Operator	92,25 \$
	Motion Control Operator (Techno Dolly)	92,25 \$
	Motion Control Technician	61,55 \$
<b>UAV</b>	UAV Pilot	106,60 \$
	UAV Operator	73,00 \$
	UAV Safety Supervisor	56,65 \$
<b>3D / helico</b>	For 3D Stereography and Remote Helicopter categories	Contact local 514 Office

**\*Still Photographers will receive an additional 184,40\$ per day plus fringe for labour incurred on digital processing when hired on a daily basis.**

\*\*including EPK/Behind The Scenes/B-roll and when hired on a daily basis.

\*\*\*including EPK/Behind The Scenes/B-roll and when hired on a full time and based on a 10 hour day.

\*\*\*\* Minimum Wage by Provincial Jurisdiction. Increases to be announced by Provincial government in 2021

Québec 13,10 \$ effective May 1<sup>st</sup>, 2020

13,50 \$ effective May 1<sup>st</sup>, 2021

## 5 - HOURS OF WORK

- 5.01 The minimum work day shall consist of eight (8) hours of work and there shall be no split shifts. The minimum work week shall consist of any five (5) consecutive days. The five (5) days are to be designated prior to commencement of principal photography. For payroll purposes, the work week shall commence and end at midnight of the seventh (7th) day in the work week.
- 5.02 For the purposes of computing pay for normal and overtime, including penalties and meal periods, time shall be calculated by the half (1/2) hour so that an employee shall be paid for a full half (1/2) hour period if he/she works any portion of a half (1/2) hour period.
- 5.03 Each day off shall be twenty-four (24) elapsed hours in duration (plus turnaround).

## 6 - OVERTIME

- 6.01 All work in excess of the minimum work day or work week shall be paid as overtime.
- 6.02 Overtime pay for work performed after eight (8) working hours shall be paid for at the rate of one and one-half (1-1/2) times the basic hourly rate.
- 6.03 Overtime pay for work performed after twelve (12) working hours shall be paid for at the rate of two (2) times the basic hourly rate.
- 6.04 Overtime for work performed after thirteen (13) working hours, and subsequent working hours shall be paid at the rate of three (3) times the basic hourly rate.
- 6.05 Work performed on a sixth (6<sup>th</sup>) or seventh (7<sup>th</sup>) day shall be paid for at the rate of two (2) times the basic hourly rate for the first eight (8) working hours. Work performed after eight (8) hours shall be paid for at the rate of three (3) times the basic hourly rate.
- 6.06 When the company guarantees to employ the camera crew for six (6) consecutive days for the duration of the entire shooting schedule; then on the sixth (6<sup>th</sup>) day, the minimum rate for the first eight (8) working hours shall be one and one-half (1-1/2) times the basic hourly rate. Work performed after eight (8) working hours shall be paid for at the rate of two (2) times the basic hourly rate. All work performed after the eleventh (11<sup>th</sup>) working hour shall be paid for at the rate of three (3) times the basic hourly rate.
- 6.07 The Camera Trainee will receive overtime for all work performed, based on the same formula as outlined in this agreement for the camera crew.

## 7 - VACATION, PENSION, WELFARE AND ASSESSMENT

- 7.01 **Vacation Pay:** Six per cent (6.0%) of gross wage will be paid directly to the Cameraperson as vacation pay.
- 7.02 **Producer Retirement Contribution:** Six per cent (6%) of the gross pay (gross wage plus vacation pay) of each Cameraperson shall be remitted weekly to the **IATSE Canadian Entertainment Industry Retirement Plan, c/o AQTIS Local 514 IATSE, 1001, BD de Maisonneuve E. bureau 900 Montréal QC H2L 4P9** or as may otherwise be directed by the Local for the purpose of administering and providing retirement benefits in accordance with the retirement plan or other rules maintained or adopted by the Local from time to time (the "Plan"). In the event a Cameraperson is not enrolled in the Plan, the Producer's remittance shall still be made to the Plan in respect of that Cameraperson and the Plan administrator shall dispose of such funds in accordance with the Plan and the Local's rules.

- 7.03 **Producer Health & Welfare Contribution:** Four and one-half per cent (4.5%) of the gross pay (gross wage plus vacation pay) of each Cameraperson shall be remitted weekly to the **c/o AQTIS Local 514 IATSE, 1001, BD de Maisonneuve E. bureau 900 Montréal QC H2L 4P9** or as may otherwise be directed by the Local for the purpose of administering and providing health & welfare benefits.
- 7.04 **Additional Producer Health & Welfare Contribution:** In addition to the above amounts in 7.03, the Company shall pay an additional flat Twelve Dollars (\$12) per day as **Health and Welfare Benefits** for each cameraperson to be remitted weekly to the **c/o AQTIS Local 514 IATSE, 1001, BD de Maisonneuve E. bureau 900 Montréal QC H2L 4P9**. Please note government taxes may apply.
- 7.05 **Industry Promotion & Development:** One per cent (1%) of the gross pay (gross wage plus vacation pay) of each Cameraperson shall be remitted weekly to the **AQTIS Local 514 IATSE, for Industry Promotion & Development c/o AQTIS local 514 IATSE, 1001, BD de Maisonneuve E. bureau 900 Montréal QC H2L 4P9**
- 7.06 **Working Dues:** A deduction of two and one-half per cent (2.5%) of gross pay (gross wage plus vacation pay) from each Cameraperson shall be remitted weekly as working dues to **c/o AQTIS Local 514 IATSE, 1001, BD de Maisonneuve E. bureau 900 Montréal QC H2L 4P9**
- 7.07 **Seminar and Development:** One-half of a per cent (0.5%) of the gross pay (gross wage plus vacation pay) of each Cameraperson shall be remitted weekly to the AQTIS Local 514 IATSE for Seminar (training) and Development **c/o AQTIS Local 514 IATSE, 1001, BD de Maisonneuve E. bureau 900 Montréal QC H2L 4P9**
- 7.08 **Non-Member Administration Fee:** Based on the applicable tier level, in order to equalize the payments and deductions in respect to camera members of Local 514, 667 or 669 and non-Members, the Producer shall contribute a percentage of the gross pay (gross wage plus vacation pay) for any non-members engaged and shall be remitted weekly to the **AQTIS Local 514 IATSE, 1001, BD de Maisonneuve E. bureau 900 Montréal QC H2L 4P9**.
- 7.09 **Reciprocal Agreements:** For members of Local 514 resident in Quebec who have chosen alternative benefit coverage, an additional percentage from each member will be deducted from gross wages and shall be remitted weekly to IATSE 514/669 Health & Welfare Fund c/o **AQTIS Local 514 IATSE, 1001, BD de Maisonneuve E. bureau 900 Montréal QC H2L 4P9**. Local 514 will provide payroll with a listing of applicable qualifying members.

## 8 - STATUTORY HOLIDAYS

8.01 The following days are recognized as paid holidays:

- New Year's day (January 1<sup>st</sup>)
- Good Friday or Easter Monday (at the option of the Company)\*
- National Patriot's Day (Monday preceding May 25<sup>th</sup>)
- Quebec National Holiday (June 24<sup>th</sup>)
- Canada Day (July 1<sup>st</sup>) If this date falls on a Sunday: July 2nd)
- Labour Day (the first Monday in September)
- Thanksgiving day
- Christmas (December 25<sup>th</sup>)
- Boxing day

as well as any other Federal or Provincial holidays so declared.

\* *By the first (1<sup>st</sup>) day of shooting, the company must notify the crew and the Union which of the two (2) Holidays has been selected.*

8.02 The minimum hourly rate for work performed on a statutory holiday shall be paid for on the same scale as a seventh (7<sup>th</sup>) day, as defined in Section 6.05. Payment for Statutory holidays not worked shall be paid at the rate of a minimum eight (8) hour day.

## 9 - PREMIUMS

9.01 Should a call originate between the hours of midnight and 6:00 a.m., work performed within these hours, exclusive of paid holidays, penalties, or overtime, shall be paid at two (2) times the basic hourly rate in effect for the day in question, but at no time shall the rate of pay exceed three (3) times the basic hourly rate.

9.02 In the event that less than a ten (10) hour (elapsed hours) rest period is allowed between the termination of work on one call and the beginning of work on the next call, triple time will be paid for all work performed in such ten (10) hour rest period, and will be considered part of a minimum eight (8) hour day.

9.03 In the event that an Employee works more than sixteen (16) worked hours from call the minimum amount of time off shall be twelve (12) consecutive hours free from work.

## 10 - MEALS

10.01 All Camerapersons will receive a meal period of one (1) hour. Such meal period will commence not earlier than the end of the fourth (4<sup>th</sup>) hour nor later than the end of the sixth (6<sup>th</sup>) hour from the call time. Time spent travelling to and from the meal area shall be allowed and shall not be considered part of the meal break. Subsequent meal periods shall be given to commence not earlier than the end of the fourth (4<sup>th</sup>) hour and not later than the end of the sixth (6<sup>th</sup>) hour of work after the conclusion of a prior meal period. In the event of the Company requesting a meal period less than an hour, but no shorter than thirty (30) minutes, and such request being granted at the time by the crew representative, such period will be considered time worked and as such will be paid at the prevailing rate.

10.02 If a member is unable to commence a meal period by the end of the sixth (6<sup>th</sup>) hour of work as specified in Section 10.01 above, he/she shall be paid double (2) times the rate in effect at that time for the first hour of infringement, and the second and subsequent hours of a meal penalty shall be paid at three (3) times the rate, until such time as the meal period is forthcoming. Once a meal period is completed, the member shall be paid the applicable hourly rate. It is agreed that the maximum penalty payable under this clause shall be three (3) times the basic hourly rate.

10.03 When on location or at a studio, all Camerapersons shall be provided with coffee, tea, ice water and/or other beverages to be supplied by the Company.

## 11- TRAVEL AND ACCOMMODATION

11.01 When a Cameraperson is required to work at a location outside the boundaries of see Appendix A the Company agrees to originate the call at the "home base". Time used to travel to and from locations shall be considered as part of the work day and subject to the provisions for overtime and meal penalties as describe herein.

11.02 For the purposes of this Agreement, the boundaries of see Appendix A shall be considered a circle with a radius of 25Km (miles or kilometres), centered at the intersection of Ste-Catherine E. and Cartier streets in the city of Montréal. "Home base" shall be defined as the location of the mailing address within the boundaries of Québec province where the production office is located. In the event that such "home base" is not located inside the boundaries of see Appendix A, the intersections of TBD and TBD streets shall be used for purposes of this Agreement.

- 11.03 "Distant Location" is any work location that is situated further than a one (1) hour drive from the edge of the studio zone
- 11.04 When any Camerapersons are travelling to and from a location outside the boundaries of see Appendix A, the Company shall provide first class or business class transportation. Economy class jet air travel shall be considered adequate for the purposes of this Agreement only for flights (gate to gate, destination to destination) under three (3) hours inclusive. When transporting Camerapersons by car to locations within a two (2) hour driving distance from the Company base, the maximum number of passengers per standard sedan and standard nine passenger vehicle shall be five (5) and eight (8) respectively, including the driver. If the driving distance exceeds two (2) hours from the base to location, the maximum number of occupants in the vehicles shall be reduced by one (1) to four (4) and seven (7) respectively, including the driver. The driver shall adhere strictly to the traffic regulations and speed limits as posted. When a Cameraperson is required to move from one place of work to another, the Company shall supply proper legal passenger transport and time so spent shall count as time worked. For the purposes of travel, a Cameraperson shall not ride in the backs of trucks or in the freight areas of vehicles.
- 11.05 If riding a no-sleeper train, plane, automobile, bus or ship, all time spent in travelling shall be subject to all overtime and penalty provisions.
- 11.06 When Camerapersons are required to travel, each Cameraperson shall be insured by the Company for the duration of the travel including the return trip, for the sum of not less than two hundred and fifty thousand dollars (\$250,000.00). Any Cameraperson required to travel by helicopter shall be insured for not less than one million dollars (\$1,000,000.00). Camerapersons shall be required to fill out a form specifying a beneficiary. Such form shall be filed with the designated representative of the Company. A copy of these insurance policies will be submitted by the Company to the Local 514 office one (1) week prior to the start of the production. An employee refusing in good faith to travel by plane or helicopter will not jeopardize his/her future working opportunities on assignments which do not require travel by plane or helicopter.
- 11.07 When Camerapersons on location are required to remain overnight or longer, first class single accommodation equal to the Canadian Automobile Association or the American Automobile Association diamond standards shall be made available.
- 11.08 **PER DIEM**
- i) When Employees are working on location The Company shall pay a per diem of \$70.00 CDN to the Employee for each twenty-four (24) hour period. This per diem consists of fifteen dollars (\$15.00) for breakfast, twenty dollars (\$20.00) for lunch and thirty-five dollars (\$35.00) for supper.
- When outside Canada, per diems shall be paid in the above-mentioned amounts in American or Euro funds to be agreed upon by the union in advance.
- ii) On shooting days when the Company provides a hot meal of equal value to per diem as per article 11.08 (i), the Company may elect to not pay that meal per diem. The supplied meals will meet with the approval of the Crew Representative who may at any time request to see receipts to ensure the cost of said meals is equivalent to that of the meal allowances. This will not apply on weekends or any company days off. If a hotel breakfast is provided it must be available no later than one (1) hour before call.
- 11.09 On distant locations, each Cameraperson shall be notified prior to departure as to what accommodations will be made available at the location. All travel between the Cameraperson's accommodation and the shooting site while on distant location shall be considered time worked.



- 11.10 All Camerapersons will be informed at least twenty-four (24) hours prior to departure as to what kind, class or mode of transportation will be furnished. Return fare to be paid before departure.
- 11.11 When Camerapersons are required to travel overnight by train, the Company must provide at least lower berth accommodations. If travelling by train with sleeping accommodation provided, the Camerapersons shall be given a minimum credit of eight (8) hours pay for each twenty-four (24) hour period, i.e. one hour travel time earns one (1) hour work time credit, and nine (9) hours travel time earns eight (8) hours work time credit. If work occurs on the same day, the travel time on the train may be used to complete the days guarantee.
- 11.12 A Cameraperson required to ride a truck and assigned to, and responsible for, the care of the cargo shall be deemed working for the purposes of overtime and penalty calculations.
- 11.13 When Camerapersons are at a distant location, days not worked including Saturdays, Sundays, and statutory holidays, shall be paid for at the minimum call (eight hours at the basic hourly rate) as well as the vacation pay, pension and welfare benefits, company assessment and dues deduction as per (7.01, 7.02, 7.03, 7.04, 7.05, 7.06 and 7.07).
- 11.14 When a Cameraperson is required to travel and/or work outside of Canada, the Company must provide full travel health insurance for each Cameraperson.

## **12- HAZARDOUS WORK**

- 12.01 Camerapersons shall not be required to perform any work which in their opinion is hazardous.
- 12.02 Camerapersons who agree to perform hazardous work shall negotiate a hazard rate with the Company. The minimum rate for such work shall be seventy-five (\$75.00) dollars per hazard. The same minimum shall apply to each flight while inspecting, rehearsing, or photographing motion and still pictures on aerial flights, whether in an established commercial airplane, or private plane.
- 12.03 A "combat zone" is deemed to be any area or locality in which there is armed conflict, hostilities or government declared emergency. Travelling, working, flying in or over a combat zone shall be deemed hazardous and a negotiated rate shall apply for each day or period in such zones.
- 12.04 In the event any Cameraperson is assigned and agrees to perform hazardous work, he/she shall be covered by a personal accident insurance policy for the duration of such assignment, insuring against disability, death and/or dismemberment, in the amount of one million dollars (\$1,000,000.00) with the beneficiary designated by the Cameraperson. Such policy is to be paid for by the Company and a copy of this insurance policy will be submitted by the Company to the Local 514 office one (1) week prior to the start of the production.
- 12.05 The Company agrees to bring all employees under the terms of the applicable Worker's Compensation Board / Workplace Safety & Insurance Board / Workplace Health, Safety and Compensation Commission in the Province of Québec and in any other jurisdiction where work on the production by the Cameraperson is to take place. Certificates of valid enrollment, or such other forms of proof thereof as is satisfactory to Local 514, shall be provided to it before employment commences. An appropriate first aid kit shall accompany all production crews wherever they may be working. When the union determines the working conditions to be dangerous or hazardous, an individual holding a valid Workers' Compensation Board Industrial First Aid Certificate will be employed.
- 12.06 Each Cameraperson shall be informed prior to departure as to what can be expected in respect to weather conditions at or near the shooting site so that he/she may reasonably provide himself/herself with suitable clothing and/or equipment. However, in extreme cold or wet weather, the Company shall furnish the Camerapersons with suitable clothing and gear to cope with these conditions.

- 12.07 Any Cameraperson unable to complete a shift because of an injury sustained on the job shall be paid a full eight (8) hour shift and any overtime, penalties, and premiums incurred before the injury.
- 12.08 When a Cameraperson is called upon to do any other work that he/she considers hazardous and a difference of opinion arises, then same shall be settled between Local 514 and the Company. Refusal to perform hazardous work shall not in any case be grounds for termination of employment.
- 12.09 The company shall ensure a Workplace Violence & Harassment policy is in place and all Camerapersons are advised of said policy. This Policy is to include definitions of Workplace Violence & Harassment as well as lines of communication in the event a Cameraperson witnesses or is subject to Workplace Violence & Harassment.
- 12.10 The Company shall ensure there shall be no discrimination against any person in respect to membership in this Local by reason of race, colour, creed, political or religious affiliation, family status, marital status, nationality, ancestry, place of origin, sex, age, disability either physical or mental, conviction for which a pardon has been granted, ethnicity, or gender expression & identity or sexual orientation.

### **13 - SEVERANCE OF EMPLOYMENT**

- 13.01 Severance of employment for Camerapersons hired on a weekly basis, shall be one (1) week notice in writing, or in lieu of such notice shall be one (1) week's salary. Other than scheduled termination, severance shall only be for gross incompetence in the performance of the Cameraperson's duty or duties and the onus of proof shall rest on the Company.
- 13.02 In the event of the death of a Cameraperson, the Company shall pay to whomever said Cameraperson may have designated in writing to the Company or if no such designation has been made, to the Cameraperson's estate, an amount equal to the amount of severance pay such Cameraperson would have received had he been discharged on the date of his death.

### **14- DIRECTOR OF PHOTOGRAPHY**

- 14.01 All terms and conditions of the collective agreement shall apply unless otherwise noted here in section 14.
- 14.02 The Director of Photography shall be paid either on a weekly rate or an hourly rate basis according to the minimum scale rates and conditions of this collective agreement. Overscale pay may be negotiated by the employee. All benefits and fringes shall be paid in addition to the rate.
- i) Weekly rates are based on (sixty) 60 hours guaranteed per week which is equivalent to (seventy) 70 pay hours.
  - ii) If a weekly work assignment is less than a week, as in the first or last week of a production schedule, then the rate shall be one-fifth (1/5<sup>th</sup>) of the Director of Photography weekly rate for each day worked during the fractional work week.
  - iii) If on a weekly work assignment, the sixth (6<sup>th</sup>) and seventh (7<sup>th</sup>) day pay shall apply as per the agreement by multiplying one-fifth (1/5<sup>th</sup>) of the weekly rate by one and a half (1.5X) and two (2X) respectfully.

## 15- PUBLICISTS

- 15.01 All terms and conditions of the collective agreement shall apply unless otherwise noted here, in section 15.
- 15.02 Publicists shall be engaged on an 'On Call' basis. Rates shall be paid on a weekly rate pay basis.
- i) If a work assignment is less than a week on a feature film, then the rate shall be one-fifth (1/5th) of the Publicists weekly rate for each day worked during the fractional work week.
  - ii) If a work assignment is less than a week on a television production, then the rate shall be as per section 4 – Wage Scale, for Publicist (daily – T.V. only).
- 15.03 The work day shall be 12 hours for Feature and theatrical release productions and 10 hours for all other phases of motion picture production, but not limited to, television, filmed, electronically and digitally recorded, for DVD and tape release and all internet productions including new media productions. Overtime shall apply as previously stated in this agreement as per section 6.
- 15.04 The regular work week for all Publicists shall be any five (5) consecutive work days followed by two (2) consecutive days as regular days off.
- 15.05 Time spent in attendance at production meetings or surveys shall be considered time worked.
- 15.06 Overtime:
- i) A Publicist who works a sixth (6<sup>th</sup>) work day in a period of seven (7) consecutive calendar days shall be paid a sixth (6<sup>th</sup>) day rate calculated accordingly: Weekly contracted rate divided by five (5) times one and a half (1.5).
  - ii) A Publicist who works a seventh (7<sup>th</sup>) work day in a period of seven (7) consecutive calendar days or a Statutory Holiday shall be paid a seventh (7<sup>th</sup>) day rate calculated accordingly: Weekly contracted rate divided by five (5) times two (2).

## 16 - STILL PHOTOGRAPHY

- 16.01 Operation of all still cameras, on or off the production set, used for the purpose of performing work covered by this agreement shall be performed exclusively by Still Photographers covered by this Agreement. Any still photography by any person who is not a member in good standing with Local 514 in the Still Photographer category is strictly prohibited, and is a violation of this agreement, except as elsewhere provided.
- i) A local 514 photographer will photograph any photography made for the Art and Prop Departments, whereby the photograph will be used for any part of the production that may appear on camera.
  - ii) However, for the purpose of securing pre-production location identification, still pictures which are made solely for the purpose of choosing location sites, such pictures may be made by an Art Director, or a person designated by the Company from the location department or if none, then from the production department, or a Unit Manager if there is no production department, to make such pictures, and such person shall not be subject to the terms of this Agreement.
  - iii) Pre-production still pictures made away from Producers' premises for identification purposes only, for set design or decoration, but not for publicity purposes, may be made by a person designated by the Company, and such person shall not be subject to the terms of this Agreement.
- 16.02 Continuity photographs may be taken by the Script Supervisor, Hair, Make-up or Wardrobe departments or any other department whereby the photos are used strictly for continuity purposes and not used for any other purpose.

- i) The company agrees and acknowledges that no camera on or off the production set for any purpose whatsoever, including continuity photography shall be used with more than 6 (six) mega pixels of resolution, or any Single Lens Reflex (SLR) type camera (digital or film) except otherwise covered under this agreement and by the designated Local 514 photographer. In the event that photography is required using other than this equipment (including continuity purposes), then it must be done by the local 514 still photographer who shall be employed in full compliance with the minimum crew requirements of article 17.07 of the collective agreement.
  - ii) Photographs made by the Director of Photography may be made for the purpose of reference photos for the laboratory. These photographs may only be photographed by the Director of Photography or the Local 514 Still Photographer covered by this agreement, and not by any other crew member. These photographs may also not be used for any other purpose.
- 16.03 If with the consent of Local 514, a Still Photographer, not subject to this Agreement, takes stills photographs which would otherwise be taken by persons subject to this Agreement the Company shall provide that a collaborating Local 514 Still Photographer is employed at the basic rate, subject to the following:
- i) The Still Photographer subject to this Agreement will:
    - Perform similar duties to the Photographer not subject to this Agreement.
    - Submit for consideration still picture photographs.
    - Work the same number of hours each day as the Photographer not subject to this Agreement.
  - ii) No more than one (1) photographer not subject to this Agreement shall be utilized at one time.
- 16.04 In addition to the foregoing provision, upon appropriate notification, (which may include written verification of the assignment if requested by the Local Union), the Local Union shall grant a waiver in the following limited circumstances:
- i) Where such still photographer is on a specific bonafide assignment for a local newspaper, nationally recognized magazine, or a national news service as distinguished from a photographic service.
  - ii) Where a still photographer subject to this Agreement is employed by the Company on television productions on a weekly basis and provided that no more than one still photographer not subject to this Agreement is present at any given time.
- 16.05 In addition to the still photographer's standard wage, each photographer will receive an additional one hundred and eighty-four dollars and forty cents (\$184.40) per day for digital processing when hired on a daily basis.

## **17- GENERAL**

- 17.01 Camera members of Local 514 shall not be required to work or to give services to any Company other than the Company by whom he is directly employed. A member's services shall not be subleased, nor shall any Cameraperson perform services for any other than his direct Company.
- 17.02 The Company shall give Local 514 at least twenty-four (24) hours' notice on all calls.
- 17.03 On a daily basis, the Company shall provide Local 514 with call sheets for all units.
- 17.04 A Cameraperson called in for consultation, supervision, and preparation of lighting, selecting locations or checking equipment, prior to actual shooting, leaving on a trip, shall be compensated at the prevailing wage scale for his respective classification.

- 17.05 The Company can postpone or cancel a call before its commencement by giving notice not later than 1:00 p.m. of the day before the call starts unless the call is for the first (1<sup>st</sup>) day of the work week, in which case the notice must be given no later than 1:00 p.m. of the last day of the preceding work week. The exception is exterior calls, in which case the cancellation deadline will be extended to 6:00 p.m. When such notice is not given, the call shall be considered in effect and binding on the Company to pay for same. Once a Cameraperson begins a call, there can be no cancellation of any part thereof.
- 17.06 When Camerapersons are engaged on a weekly basis, the Company must advise by 1:00 p.m. of the last day of the work week how such Camerapersons are engaged for the following week, whether it is by the day or by the week. If the work week ends on a fifth (5<sup>th</sup>) day, and such Camerapersons are hired on a daily basis from that day, work performed on a sixth (6<sup>th</sup>) and seventh (7<sup>th</sup>) day will be at overtime at the daily rate.

17.07 **Minimum Crew**

The minimum crew on a production shall consist of:

- a) (1) First Cameraperson who should also be the Director of Photography, (2) Operator, (3) 1<sup>st</sup> Assistant, (4) 2<sup>nd</sup> Assistant, (5) Still Photographer, (6) Camera Utility (Loader) on feature films or Camera Trainee on all productions other than feature films.
- b) Any additional cameras on a main unit shall require an Operator and a 1<sup>st</sup> Assistant, however, if more than three (3) cameras are set up at any one time, an additional 2<sup>nd</sup> Assistant will be employed and with the setting up of a seventh (7<sup>th</sup>) camera another additional 2<sup>nd</sup> Assistant shall be employed.
- c) If an additional production unit is required it must be staffed by a full photographic crew.

On production tests, *excluding* equipment tests, the minimum crew shall consist of:

- a) A Director of Photography, Camera Operator, 1<sup>st</sup> Assistant Cameraperson, 2<sup>nd</sup> Assistant Cameraperson and Camera Utility (Loader) on feature films or Camera Trainee (all productions other than feature films).

On Equipment tests (prep), minimum crew shall consist of:

- a) 1<sup>st</sup> Assistant Cameraperson, 2<sup>nd</sup> Assistant Cameraperson and Camera Utility (Loader) on feature films or Camera Trainee (all productions other than feature films).

Composite process photography, backgrounds including plates with or without doubles (doubles not to be part of the cast), the minimum crew shall consist of:

- a) A First Cameraperson and an Assistant (Camera Operator optional).

- 17.08 On all productions other than feature films, The Camera Trainee will be designated by the Local 514 office on a rotational basis. The Camera Trainee will work the same number of hours as the 2<sup>nd</sup> Assistant during Principal Photography, test and wrap days.
- 17.09 The duly authorized Business Representative of Local 514 or his accredited representative shall be permitted to visit any portion of the studio necessary for the proper conduct of the business of the Local during business or working hours.
- 17.10 As Local 514 is a member of the Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, nothing in this Agreement shall ever be construed to interfere with any obligation which Local 514 owes to such International Alliance by reason of a prior obligation provided that the Company shall have been given notice of such obligation.

- 17.11 Nothing in this Agreement shall prevent any individual from negotiating and obtaining from the Company better rates, conditions and/or terms of employment than those herein provided.

The Company, at its discretion, with or without consulting the Union, may give an individual better rate, conditions and/or terms than those provided for in this Agreement.

No individual contract may contain clauses that are contrary to the provisions of this collective agreement. If a deal memorandum, verbal or otherwise, provides for lesser conditions and terms of employment than those this Agreement provides for, then those lesser conditions and terms are null and void and of no effect and the terms and conditions of this Agreement apply to replace the contracts expunged terms and conditions.

The Company shall notify the Union upon entering into any such Agreement with any individual Cameraperson or dependant contractor covered by a personal service or corporate contract or deal memo and shall forward a copy of such contract or deal memo to the Union office prior to employment.

The granting to any individual of better rates, conditions and/or terms shall not in any manner affect the rates, conditions and/or terms provided herein, nor shall it be considered in any manner as precedent for granting similar rates, conditions and/or terms to other individuals.

If an individual incurs a bona fide expense as a result of their employment that is not reimbursed by the company, it is agreed production will provide a completed Canada Revenue Agency T2200 to each individual requiring one for said expense.

- 17.12 A copy of all employment documentation shall be forwarded to the Local 514 office prior to principal photography. This shall include, but is not limited to deal memos, company policies etc.

- 17.13 On or before their first day of employment, employees will supply to the Company reasonable residency information sufficient to ensure that the Company receives all federal and provincial tax credits. 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.

The Company shall inform the Union should any employee fail to provide necessary documentation and the Union will contact the employee to provide the required paperwork in a timely manner.

- 17.14 If any part of the work is worked at a higher classification than the classification under which the employee is called for work, the higher rate shall prevail for the entire day. The Camera Trainee cannot displace a 2<sup>nd</sup> Assistant, or upgrade to a higher classification.

- 17.15 It shall not be a breach of this Agreement for any Cameraperson to refuse to work with a non-union person or person not hired in accordance with Section 2.03 of this Agreement.

- 17.16 Weekly remuneration shall be paid at (or before) four o'clock p.m. (4:00 p.m.) of the fifth (5<sup>th</sup>) day of the work week, for the previous week ending at midnight on the seventh (7<sup>th</sup>) day.

- 17.17 In the event of late payment by the Company, a penalty of one per cent (1%) per day of the gross wages for that week shall be paid to the employee, and such penalty shall be added to the next week's wages or, if none, by a separate cheque.

- 17.18 There will be no stand-by calls.

## 18 - DISPUTES

Where a dispute arises between the Company and the Union relating to the dismissal of an employee, or to the interpretation, application, operation or alleged violation of this Agreement, including a question as to whether a matter is arbitrable, the dispute shall be settled conclusively as follows:

- 18.01 The Union shall present the grievance either orally or in writing to the Company. A meeting between a management representative and a Union Executive Board Member shall be held within two (2) days of the presentation of the grievance.
- 18.02 The Company shall render a decision in writing with respect to the grievance within three (3) days following meeting.
- 18.03 Failure by the Company to have a representative attend a meeting within two (2) days of the presentation of the grievance and/or failure by the Company to render a written decision within three (3) days following the meeting shall constitute a granting of the grievance in favour of the Union and such decision shall be final and binding. These time limits shall exclude Sundays and holidays and may be extended with the written authorization of the Union.
- 18.04 Should the grievance not be resolved to the satisfaction of the parties, the matter shall immediately be referred to a single arbitrator.
- 18.05 The parties have agreed to the following arbitrators and the arbitrator shall be selected by rotation.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

The parties may add additional names to the list and may delete names from the list by mutual agreement. The selected Arbitrator shall be contacted to determine his availability to hear the case within ten (10) days following the Company's written decision. When the selected member of the panel is not available to hear the case within that ten (10) day period the next Arbitrator shall be contacted and this procedure shall continue until one is available.

- 18.06 The Arbitrator shall render a decision either orally or in writing within five (5) days of the conclusion of the arbitration hearing.
- 18.07 The costs of the arbitration, including the legal costs to Local 514, shall be borne by the loser of the judgement.
- 18.08 The Company agrees that, after a complaint has been made by the Union, the Company's representatives shall not discuss or negotiate with the aggrieved union members without the consent of the union.
- 18.09 Except in the case of failure to comply with an arbitration award or non-payment of wages, the Company agrees that it will not lock out any employees hereunder and Local 514 agrees that it will not engage in any strike, boycott, work stoppage or picketing of the Company by reason of any dispute, grievance, or difference of opinion between the parties subject to arbitration under this paragraph.

**19- PERFORMANCE BOND**

- 19.01 To secure the payment of wages and benefits in full, Local 514 will require the Company to post a certified cheque in an amount sufficient for the purpose. Each certified cheque shall cover not only obligations for wages and benefits, but also a reasonable amount for counsel fees and other arbitration and litigation expenses which might be incurred in the event of default of the Company, making it necessary to institute suit for recovery. The amount of such performance bond for this production shall be fifty thousand dollars (\$50,000.00) payable to **c/o AQTIS Local 514 IATSE, 1001, BD de Maisonneuve E. bureau 900 Montréal QC H2L 4P9** and be provided prior to camera preparation.
- 19.02 If weekly remuneration is delayed or not paid at or before four o'clock p.m. (4:00 p.m.) of the fifth (5th) day of the work week for the previous week ending at midnight on the seventh (7th) day during pre-production or production, the Company agrees to provide an additional twenty thousand dollars (\$25,000.00) bond. The additional amount of such performance bond shall be payable immediately to **c/o AQTIS Local 514 IATSE, 1001, BD de Maisonneuve E. bureau 900 Montréal QC H2L 4P9**. The entire bond shall be returned to the Company on completion of its obligations hereunder.

**20- COLLECTION AND STORAGE OF INFORMATION**

- 20.01 The Company will ensure that any information collected of a personal nature for any individual will be stored in a secure environment and will only be used for the purpose for which it was collected and will not be distributed at any time after the production is completed. The Company further confirms that it will adhere to all Provincial, State and Federal privacy policies.

**21- INSURANCE**

- 21.01 It is agreed that the Company shall provide the following while inspecting, rehearsing or shooting: The Producer shall provide insurance in the amount of two hundred and fifty thousand dollars (\$250,000.00) against accidental death and/or dismemberment to be payable to the member, his heirs, assigns, next of kin, or estate and all premiums shall be paid by the Producer. The policy shall be kept in force and effect at all times until the completion of the shoot.

All or part of an Individual Employment Contract may be declared null and void by the Union at any time during the term of the Collective Agreement if, in the opinion of the Union, all or part of the Individual Employment Contract decreases the benefits under the Collective Agreement

It is understood that this Agreement pertains to this production only, and in no way can be construed as a precedent for any future negotiations between the two parties.

This collective agreement is effective as of \_\_\_\_\_ and for one year thereafter.

DATE SIGNED

SIGNED:

\_\_\_\_\_  
**Producer or Company Representative (please print & sign name)**  
**Company Name – "TITLE"**

SIGNED:

\_\_\_\_\_  
President

\_\_\_\_\_  
VP Camera

**AQTIS Local 514 IATSE (camera)**

AQTIS Local 514 of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists & Allied Crafts of the United States its Territories and Canada.

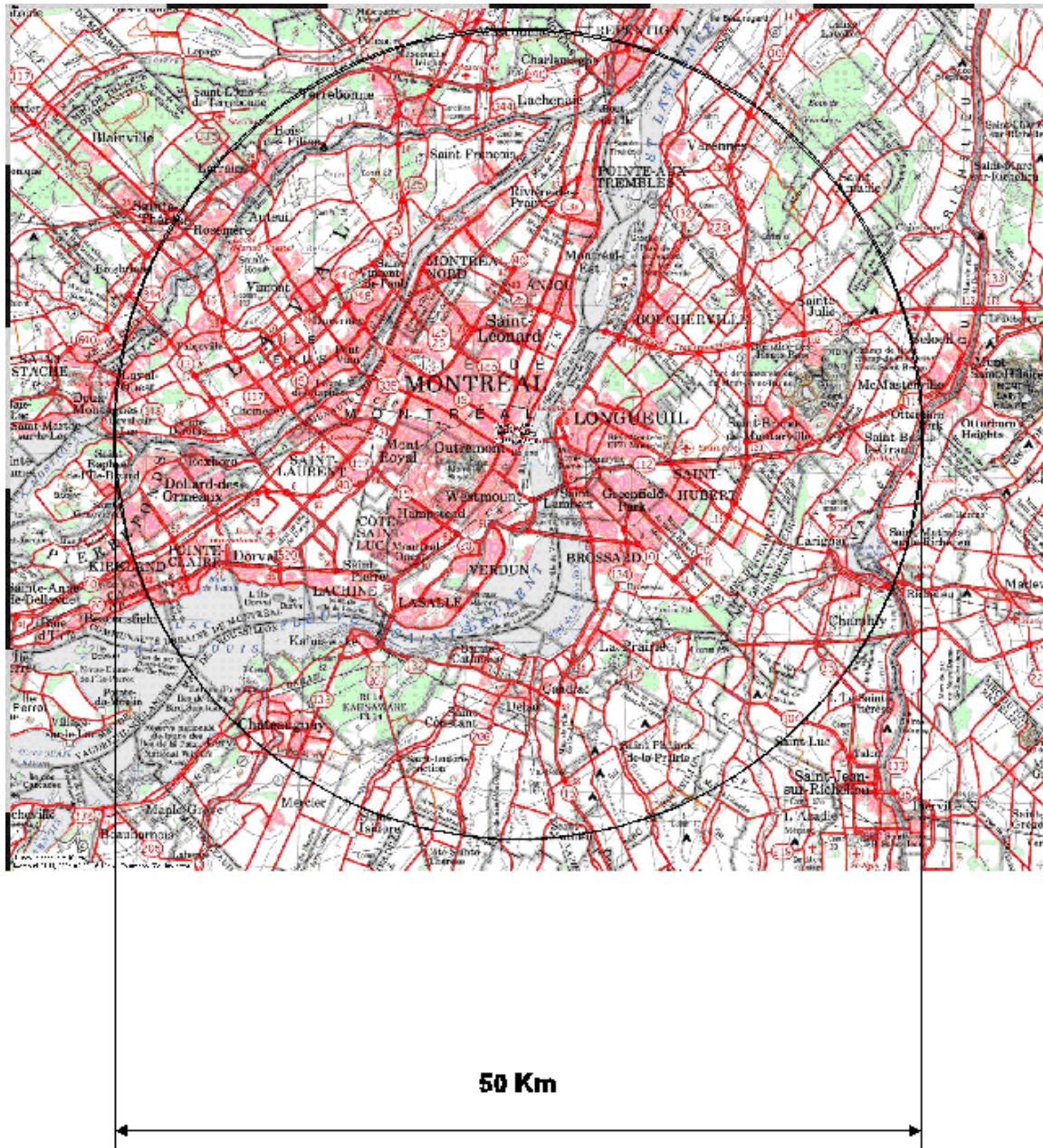


**APPENDIX A**

**Montreal Studio Zone**

**STUDIO ZONE:** The following boundaries shall be referred to as the Studio Zone :

- Near the limits of the islands of Montreal, Laval, Bizard.
- within a radius of twenty-five (25) kilometers from the Papineau subway station in Montréal.



## APPENDIX A

### **NEAR-BY LOCATIONS, OUTSIDE THE STUDIO ZONE**

- i) A "Near-by location" outside the Studio Zone will be a location that falls within a one (1) hour drive starting from the edge of the studio zone. Prior to photography for the Near-by location, the actual distance and time will be determined in fifteen (15) minute increments by and between the Union Business Representative and the Producer.
- ii) When working at a Near-by location, transportation time from the edge of the studio zone to the location and from such location back to the edge of the studio zone will be paid as part of the workday and subject to all premiums, penalties, turnaround and Overtime payments.
- iii) When working at a Near-by location the producer shall provide shuttle service between its base of operations or an agreed upon site as determined by the Union Business Representative and the production manager within the Studio Zone and the location.
- iv) When any workday at a Near-by location is fourteen (14) hours worked in duration or longer not including unpaid meal breaks and travel time, the producer will make reservations for and pay the full cost of single occupancy, first class accommodation equivalent to CAA or AAA diamond standards.
- v) When a crew members call time is between the hours of 4:30 PM and 7:30 PM, or wrap time is between the hours of 5:30 AM and 8:30 AM, the agreed upon travel time shall be doubled and paid at the prevailing rate if traveled, or the producer shall make reservations for and pay the full cost of single occupancy, first class accommodation equivalent to CAA or AAA diamond standards.
- vi) When working at a Near-by location and overnight accommodations are required, Camerapersons and Publicists on Distant location assignments shall receive a per diem allowance of seventy dollars (\$70.00) as per article 11.08 (i) to cover the cost of meals and miscellaneous expenses for each twenty-four (24) hour period, paid in advance and in cash.
- vii) When the producer provides a hot meal of equal value to per diem as per article 11.08 (i), the production may elect to not pay that meal per diem. The supplied meals will meet with the approval of the Crew Representative who may at any time request to see receipts to ensure the cost of said meals is equivalent to that of the meal allowances.
- viii) When the producer provides overnight accommodations according to Article (iv and v) above, call and wrap times shall be at set provided that the set location and accommodations are within fifteen (15) minutes of each other.
- ix) When overnight accommodations according to Article (iv and v) above, are not required, turnaround shall be eleven (11) hours on each workday at Near-by location. When overnight accommodations are provided, regular turnaround of ten (10) hours shall be provided in accordance with Article 9.02.
- x) When overnight accommodations according to Article (iv and v) above, are not required on the last day of the workweek and two days off follow, turnaround will be 48 + 7 hours. In the same circumstance with one day off, turnaround will be 24 + 11 hours.

**DISTANT LOCATIONS**

- i) "Distant Location" is any work location that is situated further than a one (1) hour drive from the edge of the studio zone as per the article 11.03.
- ii) Camerapersons and Publicists on Distant location assignments shall receive single occupancy, first class accommodation equivalent to CAA or AAA standards at producer's expense.
- iii) Camerapersons and Publicists on Distant location assignments shall receive a per diem allowance of seventy dollars (\$70.00) as per 11.08(i) to cover the cost of meals and miscellaneous expenses for each twenty-four (24) hour period, paid in advance and in cash.
- iv) When the producer provides a hot meal of equal value to per diem as per article 11.08(i), the production may elect to not pay that meal per diem. The supplied meals will meet with the approval of the Crew Representative who may at any time request to see receipts to ensure the cost of said meals is equivalent to that of the meal allowances.
- v) Regular turnaround of ten (10) hours shall be provided in accordance with Article 9.02.

All or part of an Individual Employment Contract may be declared null and void by the Union at any time during the term of the Collective Agreement if, in the opinion of the Union, all or part of the Individual Employment Contract decreases the benefits under the Collective Agreement

It is understood that this Agreement pertains to this production only, and in no way can be construed as a precedent for any future negotiations between the two parties.

This Appendix A along with the collective agreement is effective as of  
and for one year thereafter.

\_\_\_\_\_  
DATE SIGNED

SIGNED:

\_\_\_\_\_  
**Producer or Company Representative (please print & sign name)**  
**Production Company – "TITLE"**

SIGNED:

\_\_\_\_\_  
President

\_\_\_\_\_  
VP Camera

**AQTIS Local 514 IATSE (camera)**

AQTIS Local 514 of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians,  
Artists & Allied Crafts of the United States its Territories and Canada (IATSE)

# AQTIS SECTION LOCALE 514 Aiest

## \*\*\*CAMERA TECHNICIAN\*\*\*

<b>Production:</b> _____		<b>UNIT</b> <i>Main</i> <input type="checkbox"/> <i>Second</i> <input type="checkbox"/>	
<b>Type of Production:</b>		Feature <input type="checkbox"/>	MOW <input type="checkbox"/>
		Series <input type="checkbox"/>	Pilot <input type="checkbox"/>
		Other <input type="checkbox"/>	
<b>Production Company:</b> _____			
<b>Address:</b> _____			
<b>Phone</b> _____	<b>Fax</b> _____	<b>Email:</b> _____	
<b>Producer</b> _____		<b>Production Manager</b> _____	

<b>Name:</b> _____		<b>Designation</b> _____
		CSC / ASC / BSC
<b>Address:</b> _____		
<b>Position :</b> _____		
<b>Phone:</b> _____		<b>Credit:</b> _____
<b>Fax</b> _____		<b>Email</b> _____
<b>SIN:</b> _____		<b>HST #</b> _____
<b>Emergency Contact:</b> _____		<b>Phone</b> _____
<b>Beneficiary:</b> _____		

<b>Pre-Production</b> _____	<b>Start Date:</b> _____	<b>Finish Date:</b> _____
<b>Rates</b>	<b>Hourly:</b> _____	<b>Daily:</b> _____
	<b>Weekly:</b> _____	
<b>Weekly rates are based on</b> _____		<b>work hours //</b> _____
		<b>paid hours:</b> _____
<b>Production</b> _____	<b>Start Date:</b> _____	<b>Finish Date:</b> _____
<b>Rates</b>	<b>Hourly:</b> _____	<b>Daily:</b> _____
	<b>Weekly:</b> _____	
<b>Guarantee</b> _____	<b># of days in work week:</b> _____	
<b>Credit:</b> _____		
<b>Other fees:</b> _____		
<b>Kit Rental:</b> _____		
<b>Travel:</b> _____		

Nothing contained herein shall provide for lesser terms and conditions, or undermine the Collective Agreement entered into by AQTIS 514 IATSE (camera) and the Production Company (the Employer), specified herein. Such Collective Agreement shall define all terms and conditions, other than those set out above, at all time and in all circumstances.

AGREED	AGREED ON BEHALF OF:
Employee Name	Signatory Company (Print)
Employee Signature	<small>Signed for and on behalf of the above named Producing Company</small> Producer or Authorized Company Representative
date	date

# AQTIS SECTION LOCALE 514 AIEST

## CAMÉRA Entrepreneur Indépendant

Titre de la Production :	UNIT: Main <input type="checkbox"/> Second <input type="checkbox"/>
Genre De Production:	Long métrage <input type="checkbox"/> MOW <input type="checkbox"/> Série <input type="checkbox"/> Pilot <input type="checkbox"/> Autres <input type="checkbox"/>
Compagnie de production:	
Adresse:	
Téléphone :	Télécopieur : Courriel:
Producteur	Directeur Production

Nom de la compagnie:	Designation	CSC / ASC / BSC
Nom:	Département:	
Position:	Crédit écran :	
Adresse:		
Téléphone :	Télécopieur :	Courriel:
T.P.S. #:	TVQ #	
Contact Urgence:	Téléphone :	
Bénéficiaire :		

Pré-Production	Date début:	Date fin:
Tarif	Horaire:	Quotidien :
		Hebdomadaire:
Jours de travail par semaine:	Heure	Heure payé
Production	Date début:	Date fin:
Tarif	Horaire:	Quotidien :
		Hebdomadaire:
Jours garantis	Jours de travail par semaine:	
Autres Conditions:		
Équipement :		
Voyage:		

Je certifie par la présente que je suis un entrepreneur indépendant et que je suis responsable de verser les taxes provinciale et fédérale ainsi que tout autre paiement similaire requis par les instances gouvernementales.

De plus, je reconnais qu'en tant qu'entrepreneur indépendant, ma compagnie doit contracter une assurance en cas d'accident de travail (aux endroits ou une telle obligation existe).

Aucune disposition de la présente entente n'annule ou remplace la convention collective et toutes les modalités de celle-ci doivent être appliquées comme spécifié par la convention collective de l'AQTIS local 514 IATSE (caméra) pour ladite production.

Je soussigné: \_\_\_\_\_ Je soussigné au nom: \_\_\_\_\_

\_\_\_\_\_  
Nom de la compagnie (entrepreneur)

\_\_\_\_\_  
Nom de la production

\_\_\_\_\_  
Technicien

\_\_\_\_\_  
Signé pour et au nom de la société productrice mentionnée ci-dessus

**Producteur ou représentant autorisé de l'entreprise**

\_\_\_\_\_  
date

\_\_\_\_\_  
date

L'Alliance Internationale des employés de scène et de théâtre, des techniciens de l'image, des artistes et des métiers connexes  
des États-Unis, ses territoires et du Canada

AQTIS 514 IATSE – 1001 Boul. De Maisonneuve E #900, Montréal, QC H2L 4P9 514-844-2113 courriel: [Administration514\\_667@agtis514iatse.com](mailto:Administration514_667@agtis514iatse.com)

# AQTIS SECTION LOCALE 514 Aiest

## \*\*\*CAMÉRA Salarié contractuel\*\*\*

Titre de la Production :		UNIT: <i>Main</i> <input type="checkbox"/> <i>Second</i> <input type="checkbox"/>	
Genre de Production: Long métrage <input type="checkbox"/> MOW <input type="checkbox"/> Série <input type="checkbox"/> Pilot <input type="checkbox"/> Autres <input type="checkbox"/>			
Companie de production:			
Adresse:			
Téléphone :		Télécopieur :	
Courriel:			
Producteur		Directeur production	

L'employé :		Designation	
		CSC / ASC / BSC	
Position:		Crédit écran :	
Adresse:			
Téléphone :		Télécopieur :	
Courriel:			
N.A.S.:		Taxes #	
Contact urgence:		Téléphone :	
Bénéficiaire:			

Pré-Production		Date début:		Date fin:	
Tarif		Horaire:		Quotidien :	
				Hebdomadaire:	
Jours de travail par semaine:		Heure		Heure payé	
Production		Date début:		Date fin:	
Tarif		Horaire:		Quotidien :	
				Hebdomadaire:	
Jours garantis		Jours de travail par semaine:			
Autres Conditions:					
Équipement :					
Voyage:					

Aucune disposition du présent contrat d'engagement n'annule ou remplace la convention collective et toutes les modalités de celle-ci doivent être appliquées comme spécifié par la convention collective de l'AQTIS local 514 IATSE (caméra) pour ladite production. De plus, ladite convention collective déterminera les modalités autres que ceux-ci haut mentionné en tout temps et en toutes circonstances.

Je soussigné:		Je soussigné au nom:	
Nom de la compagnie (entrepreneur)		Nom de la production	
Technicien		Signé pour et au nom de la société productrice mentionnée ci-dessus	
		Producteur ou représentant autorisé de l'entreprise	
date		date	

L'Alliance Internationale des employés de scène et de théâtre, des techniciens de l'image, des artistes et des métiers connexes des États-Unis, ses territoires et du Canada

AQTIS 514 IATSE – 1001 Boul. De Maisonneuve E #900, Montréal, QC H2L 4P9 514-844-2113 courriel: [Administration514\\_667@aqtis514iatse.com](mailto:Administration514_667@aqtis514iatse.com)

# AQTIS SECTION LOCALE 514 Aiest

## CAMERA Corporate Services

Production: _____		UNIT	Main	_____	Second	_____
<b>Type of Production:</b>		Feature	<input type="checkbox"/>	MOW	<input type="checkbox"/>	Series
		Pilot	<input type="checkbox"/>	Other	<input type="checkbox"/>	<input type="checkbox"/>
Production Company: _____						
Address: _____						
Phone		Fax		Email:		
Producer			Production Manager			

Company Name: _____		Designation	_____
		<small>CSC / ASC / BSC</small>	
Name	Department: _____		
Position :	Credit: _____		
Address: _____			
Phone:	Fax	Email	
GST:	QST #		_____
Next of Kin:	Phone _____		
Beneficiary: _____			

Pre-Production	Start Date	_____	Finish Date:	_____
Rates	Weekly	_____	Daily	_____
		Hourly:	_____	
Weekly rates are based on _____ work hours // _____ paid hours				
Production	Start Date	_____	Finish Date:	_____
Rates	Weekly	_____	Daily	_____
		Hourly:	_____	
Guarantee	# of days in work week _____			
Credit:	_____			
Kit Rental	_____			
Other:	_____			
Travel	_____			

I certify I am responsible for payment of all Provincial and Federal income taxes and any other similar payments required by the government(s). Nothing in this agreement shall supersede the Collective Agreement and all other terms and conditions shall be as per the AQTIS 514 IATSE Collective Agreement for the Production

AGREED

AGREED ON BEHALF OF:

\_\_\_\_\_  
 Company Name  
 \_\_\_\_\_  
 per  
 \_\_\_\_\_  
 date

\_\_\_\_\_  
 Producer or Authorized Company Representative  
 \_\_\_\_\_  
 Producer  
 \_\_\_\_\_  
 date