



I.A.T.S.E. LOCAL 849

Motion Picture Studio Production Technicians, Maritime Provinces, Local 849 Of The International Alliance Of Theatrical Stage Employees, Moving Picture Technicians, Artists And Allied Crafts Of The United States, Its Territories And Canada

“Cheat Sheet” for Crew from Outside the Maritimes

Welcome! This is a short overview outlining some of the quirks and differences between the Maritime Provinces and other IATSE jurisdictions. In this document, you'll find:

- General Information About IATSE Local 849
- Who To Talk To at Local 849
- Our Collective Agreements & Membership
- Hiring Procedures
- Terms Used in Our Jurisdiction

About IATSE Local 849

IATSE Local 849 is a growing motion picture Local representing 600+ members, 70+ sister members and 300+ referrals. We represent 18 departments in Nova Scotia, New Brunswick and Prince Edward Island, including:

- | | | |
|--------------------|----------------|----------------------|
| • Animal Wranglers | • Hair | • Script Supervision |
| • Costumes | • Lighting | • Set Construction |
| • Craft Service | • Make-up | • Set Decoration |
| • Diving | • Marine | • Sound |
| • Greens | • Props | • Special Effects |
| • Grip | • Scenic Paint | • Transportation |

We have a lot of information publicly available on our website (www.iatse849.com). Take a look if you're curious!

Who To Talk To at Local 849

Depending on the size of your home Local, you may be surprised to hear that we only have five full-time office staff. Local 849 is a growing Local that may not provide all of the services you're used to at your home Local. You can find all of our Office Staff contact information here: www.iatse849.com/contact

Our Business Agent is Shelley Bibby. Shelley is generally available from 9 AM - 7 PM AST, Monday through Friday. You can try to call or text her after hours or on weekends, but she may only respond if your request is urgent. Email is great at any time; Shelley looks at it regularly and will get back to you after hours if it's important. Shelley can be reached at 902-499-3866 (call or text) or busagent@iatse849.com

You can also try our **Operations Manager, Jake Ivany.** Jake is typically available from 9am to 6pm AST, Monday through Friday. Similar to Shelley, he can be reached by calling, texting or emailing- he may be able to respond after hours if it's urgent. Jake can be reached at 902-223-1900 (call or text) or admin@iatse849.com

There will also be **3-4 Crew Reps/Shop Stewards** on each production, with 2 of them working “on-set” and 1-2 of them working “off-set”. You will receive their names and contact information once they are confirmed. The Shop Stewards are often indicated on the call sheet.



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Our Collective Agreements & Membership

At IATSE 849, we use '*promulgated*' agreements. This means that a **new contract is negotiated for every production**. Items negotiated that are exceptions to our Standard Agreement are called **variances**.

When you come from out of province to work in the Maritimes, you are considered to be working as a **local hire**. Travel arrangements to get here, housing/accommodations during your stay, per diems, etc. are all items you need to **negotiate with the production yourself**. Any provisions in the Standard Agreement regarding Production Zones, Travel, Layover, etc.(Article 19) only apply if there are shooting locations outside of Local 849's Home Zone during the production.

If you are a full member of another IATSE Local you can apply for **Sister Status**. Sister Status is not granted automatically; you must apply for it. You can find information to apply for Sister Status here: www.iatse849.com/sister However, it isn't necessary unless you plan to stay in one of the Maritime Provinces for good.

If you are a member in good standing at another IATSE local, you won't be subject to any permit fees. Non-IATSE crew (including referrals/permittees/NABET members) will be subject to a permit fee that is detailed in the Collective Agreement (typically 5%)

Every (Canadian) IATSE Local has different policies for **Retirement Plan contributions**. At Local 849, the member must match the Producer's contribution. On your paystub, you'll see an RSP deduction. We forward all RSP monies to the CEIRP (Canadian Entertainment Industry Retirement Plan)/Canada Life, tagged with your name. You'll receive a corresponding income tax slip next year from Canada Life for the portion you contributed.

Non-IATSE crew (including referrals/permittees/NABET members) will have the negotiated producer-paid retirement fringe added directly to their paycheque.

We will send producer-paid **Medical Benefit fringe contributions** to your home IATSE Local. To be sure your Medical Fringes are directed to your home Local, you should fill out an **IATSE Canada Member Direction form** (available here: www.iatse849.com/production-forms) and email it to admin@iatse849.com. If you are not an IATSE member, we cannot forward Medical Benefit fringes to your Union/Guild.

Overtime, Minimum Calls & Turnaround

- Premiums for **ANYONE** working on the **6th** day of the week (typically Saturday) = 1.5 X. This applies regardless of whether they have worked the previous 5 days. Production must give 24 hours' notice of the intention to work the 6th day, or else it's payable at 2X. ([12.5](#)). Similarly, Premiums for **ANYONE** working on the **7th** day of the week (typically Sunday) = 2X. This applies regardless of whether they have worked the previous 6 days. ([12.4](#))
- Set Construction & Scenic Paint minimum call days are **10 hours** (not 8, like other departments)
- We have no 4-hour 'work' calls or 'Unit Move' calls. We do have 4-hour minimum travel only days ([Article 19.20](#)).
- The Transport Department's daily turnaround is 9 hours (10 for everyone else).



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- Standard Weekend turnaround is 56 hours (48+8), though shortened weekends are frequently negotiated as a variance.
- There is a 1/2 hour grace for 2nd meal only if camera wrap has been called. ([14.5 \(2\)](#))
- Transport Department Employees only are entitled to a first meal penalty of \$25 if they are unable to stop for a lunch (catered or while on the road) at their 6th hour of work. ([14.10 \(4\) d](#))

Travel Time & Mileage

- When filming outside of any of the Provincial Home Zones, anyone working under the 849 agreement will get travel time (paid in 6-minute increments). This is confirmed in advance by consultation with the Business Agent ([Article 19.13](#)) unless the location is at one of the predetermined locations per [Article 19.10](#). Travel time doesn't attract turnaround or OT ([Article 19.9](#))
- Travel time is not payable if someone is already on the clock. For example, transport crew who started their call in the Home Zone, and travel on-the-clock outside of the Home Zone would not be paid additional travel time.
- IATSE 849 crew also get a mileage (kilometrage, really) allowance for travel from and back to the edge of the Home Zone, **only if** they self-drive their own vehicle and are not getting a rental rate for that vehicle. This distance also has to be confirmed with me. ([Article 19.15](#)) unless again, it is to one of the predetermined locations cited in [Article 19.16](#). Most accounting departments ask crew to note travel distances on their timesheet in the 'other rates' section. The mileage amount is only payable for the vehicle's driver, not passengers who may be catching a ride.
- Note that travel time and mileage amounts are payable even if a technician happens to live near the 'out-of-zone' location, unless some kind of variance has been negotiated.
- Local 849 has Provincial Home Zones (for Nova Scotia, New Brunswick, and PEI), and a Nearby Zone for Nova Scotia ([19.2](#)). Shows may also negotiate a 'Production Zone'.
- When a Production Zone is declared, crew will receive travel and mileage (under conditions above) into the Production Zone and back out of the Production Zone, but not while travelling from set to set or accommodation to/from set within that Production Zone.

Breakfast Pre-Call Language to Reduce Meal Penalty

Non-deductible Breakfast: This is not a part of our standard agreement but nearly always gets negotiated as a variance. However, it is not like other jurisdictions, whereby the crew can be pre-called for any period of time, then broken for breakfast, and the clock is reset. [HERE](#) is the typical language. It can be tricky to determine who is and isn't tagged for this on the call sheet. The local ADs usually indicate who is on a breakfast pre-call by placing a 'b' beside the crew member's call time on the call sheet grid.

PMs should determine if it's a less costly option to simply bring the crew in for a pre-call and pay the [meal penalty](#).



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Holidays

- **Remembrance Day** is a Holiday in NS, NB and PEI. The day off is November 11, wherever it falls in the week. It cannot be substituted (i.e. you can't give it on the 12th instead of the 11th) and people cannot be forced to work it for premium pay. In NS, there is a Provincial Act prohibiting work on that day. If November 11 falls on a weekend, you don't have to pay the holiday
- The **National Day for Truth and Reconciliation** (September 30) is a paid Holiday in the 849 agreement. However, like Remembrance Day, if it falls on a weekend, no holiday pay is due.
- Additional details on holidays can be found in [Article 16](#) of Local 849's agreement.
- Eligibility for Holiday pay is different for weekly versus daily employees.

Hiring Procedures

IATSE Local 849 does not have Call Stewards or Dispatchers. We don't have seniority, nor are we a hiring hall.

Local 849 members update their availability through our member portal in two different ways. **Weekly availability** for show calls and weekly hires are indicated on our "**Members Availability List**" and **daily availability** is indicated on our "**Daily Hire List**". If you are a Head of Department and are looking to hire members for your department, please contact the Local 849 office to be sent a "**Members Availability List**".

If you are looking to hire a daily or a weekly who is NOT an IATSE Local 849 full member, you MUST get approval from the Business Agent before hiring. Text or email the name(s) and circumstance to Business Agent, Shelley Bibby and she will do her best to give you an answer in a timely fashion. If Shelley is not available, Jake Ivany, Operations Manager of Local 849, can help advise if a Work Permit may be approved in your circumstance.

Weekly hire or "show call" Work Permit requests for non-849 members **must be approved by the Local 849 Executive Board** and, therefore, may take longer to be accepted or denied. In addition, the Production will have to submit a Work Permit as part of the worker's deal memo.

If it is found that a **non-member is hired over an available/suitable member without prior approval**, you will be issued a **Letter of Warning** after the first offence and **escalating fines** for continued offenses as outlined in our Fines for Unapproved Hiring Policy (2012-003-002).

When hiring dailies, we distribute a "Daily Hire List" where workers (members, sisters, and referrals) can indicate when they are available through our member portal. This list is automatically emailed each day at noon for the next day (ex. the list sent at noon on Tuesday would include anyone who updated their availability to work on Wednesday). HODs or Seconds/Bests are responsible for contacting those individuals they would like to hire based on the availability lists; we **do not** act as a hiring hall, have Call Stewards, or Dispatchers.

If you'd like to be added to the distribution list for the "Daily Hire List", email our Operations Manager, Jake Ivany (admin@iatse849.com). You'll get an email every day at noon. **We have an Order-of-Hire Policy and expect every effort to be made to hire suitable members first.** This policy is included in the body of each automated email as a reminder.



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There are some important **caveats to this policy**, including **geographic and capability considerations**. If someone is listed on the “Daily Hire List” as living in a province outside of where the production is shooting, you are not obligated to hire them if they are unwilling to work as a local (ie. no per diem/travel/accommodations). In this instance, the PM/Producer would also have to agree to forgo any provincial incentive they may get from the province they are shooting in. For instance, if you’re shooting in Halifax, N.S., and someone from Ontario shows up on the “Daily Hire List”, you are relieved of the obligation to hire them, regardless of their membership status.

Additionally, if you require someone with a specific certification, skill or other qualification, you are not obligated to hire people without those qualifications listed on the “Daily Hire List”. For instance, if you are working in Transportation and require someone with a Class 1 drivers license and the only member available has a Class 4 license, you would not be obligated to hire that member as they do not meet the requirements of the position.

Terms Used in Local 849

Referrals: Similar to other Local’s “permittee” programs. These people have taken our Film Industry Orientation and *may* have some show experience, but in all likelihood, they are novice technicians. We can forward resumes upon request, which may help you decide on their suitability. There is no obligation to hire a referral from the Daily Hire List.

Overhires (or Overhire List): Non-Departmental Members, including Referrals, Sister members, or Local 849 members who wish to list in a category other than their regular department. These individuals have not met the experience or qualification requirements for full membership in that department, but have expressed their interest in working in that department.

*****This is a working document! If you have anything you notice is different from other jurisdictions, please let us know so we can consider adding it!*