

## **SCHEDULE D - TRAINEES**

When the Company engages Trainees, it agrees to the following:

### **D1. Conditions**

D1.1 Trainee(s) may only be engaged as supplemental labour. The approval by the Union for the Company to hire a trainee will only be considered after the Department Head has established full departmental crew requirements. Trainee(s) must not replace a required weekly hire position or displace a full member without prior consultation and approval by the Union.

D1.2 The Department Head will determine the mentor(s) from within the department. The mentor(s) should be a member in good standing of IATSE Local 849, have worked in the department for a minimum of 5 years, and must agree to take on the mentoring role. There may be circumstances where it is beneficial for the trainee to have more than one mentor. This will be determined on a case-by-case basis.

D1.3 The Trainee(s) will be engaged for a period of no less than 2 weeks and no more than 6 weeks on a single production. Due to the unpredictability of the production season, there will be some flexibility with this condition. The duration of the Trainee's term may be negotiated on a per Production basis with consideration given to a project's format, shooting schedule, and budget. The Company may have the option of renewing the Trainee's term, only with agreement of the Union and Department Head.

D1.4 The Trainee(s) will be hired under the I.A.T.S.E. Local 849 Collective Agreement and is entitled to the same rights and protections as all other employees in the bargaining unit unless otherwise specified in this Schedule D.

D1.5 On Tier 1 and Tier 2 productions, a maximum of 2 Trainees per department may be engaged, up to a maximum of 8 per production. On Tier 3 and Tier 4 Productions, a maximum of 1 Trainee per department are allowed, to a maximum of 3 per production. Trainees may only be engaged on a Tier 5 production with special permission from the Executive Board. Because of the lower budget nature of Tier 5 productions, consideration may be given to modifying some conditions. Modified conditions must be agreed to by the Union, the Company, the Department Head, and the Trainee, and will be defined in writing.

### **D2. Remuneration**

D2.1 Trainees on Tier 1 and Tier 2 productions shall be remunerated at the rate of \$17/hr. All overtime and meal penalty language shall apply as per the signed Collective Agreement. The Company shall be relieved of the obligation to remit the Administration Fee, Training and Welfare Fund, and Retirement Benefit fringes on behalf of Trainees. The Company is still required to remit Vacation Pay and the Medical Fund Benefit fringe as described in Article 17 negotiated in the signed Collective Agreement.

D2.2 Trainees on Tier 3, Tier 4 and Tier 5 productions shall be remunerated at the rate of \$16/hr. All overtime and meal penalty language shall apply as per the signed Collective Agreement. The Company shall be relieved of the obligation to remit the Administration Fee, Training and Welfare Fund, and Retirement Benefit fringes on behalf of Trainees. The Company is still required to remit Vacation Pay and the Medical Fund Benefit fringe as described in Article 17 negotiated in the signed Collective Agreement.

D2.3 Trainees will not be subject to permit fees or working dues deductions.

D2.4 When a Tier 2 production is eligible for the first season incentive reduction to Tier 3, a Trainee shall receive the Tier 2 rate.

### **D3. Qualifications**

D3.1 Trainees must have completed the IATSE Local 849 Set Etiquette and Safety workshop and hold a valid WHMIS certificate. Some Departments may have other specific requirements to qualify.

D3.2 Trainees must have an up-to-date resume on file with the Union and must be registered with the Local as a Trainee.

**D4. Follow-Up**

D4.1 At the conclusion of the Trainee's placement the Trainee's Department Head/Mentor(s), and a representative from Production will complete the IATSE 849 Trainee Program Assessment Form. The completed Form should be submitted to the Union as soon as possible after completion of the Trainee's placement.

D4.2 At the conclusion of the Trainee's placement the Trainee will complete the IATSE 849 Trainee Program Self-Assessment Form. The completed Form should be submitted to the Union as soon as possible after completion of the Trainee's placement.

D4.3 All parties will schedule a meeting with a representative from the Union to discuss feedback, where possible.

**D5. Compliance**

D5.1 If it is determined that the Production is not in compliance with the Terms and Conditions of the Trainee Program as detailed in this Schedule D, the Union may remove the Trainee from the production and seek remedy as per Article 25 of this Agreement.