Overview

The International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, Local 873 (the "Union") represents technicians working in all aspects of motion picture production in Ontario, including sound, construction, lighting, props, set decoration, greens, scenic paint, SPFX (special effects), hair, make-up, costume, transportation, craft service and script.

The Union refers members and, from time to time, permit workers, through a hiring hall, to employment with Unionized employers (motion picture production companies) in accordance with the Union's hiring hall rules and collective agreement obligations in effect from time to time. The terms and conditions of employment for all Union members and permit workers are governed by a collective agreement between the Union and the Union signatory employer.

Permit Worker Qualifications

The Union maintains a roster of permit workers that have the opportunity to accept available employment opportunities governed by the terms and conditions of a Union collective agreement from time to time.

Each Union departmental committee, in consultation with the Executive Board, shall set the minimum training and work experience requirements that must be met for an individual to be considered for available permit worker opportunities, in a given Union department. The minimum training and work experience requirement applicable to each Union department.

Permit Worker Conditions

Although a Union collective agreement will govern the terms and conditions of a permit worker's employment while working with a Union signatory employer, and the Union will represent a permit worker in their dealings with any Union signatory employer during the course of that permit worker's employment, permit workers are NOT members of the Union.

Subject to circumstances, Union members have a first right of refusal for any available work with Union signatory employers. In circumstances where the volume of available work exceeds the Union's membership, the Union may, from time to time, refer non-Union members – permit workers – to employment with Union signatory employers. Permit workers have no right to work that may be available through the Union hiring hall.

In order for an individual to obtain and maintain permit worker status with the Union, an individual must:

- Comply with all Union rules, policies and/or expectations in effect from time to time and/or Union decisions;
- Acknowledge and accept that permit workers do not possess any of the organizational rights or privileges available to a Union member and, without limiting the generality of the foregoing, acknowledge and accept that permit workers have no right to life, health, dental or other related insurances and/or benefits, nor any entitlement to joining the pension and/or registered retirement savings plan available to Union members from time to time pursuant to the terms of any Union collective agreement and/or Union rule, policy and/or expectation;
- Acknowledge, accept and consent to a Union signatory employer's deduction and remittance to the Union of administration fees from wages earned as a permit worker in the course of their employment in an amount determined by the Union in its sole and absolute discretion from time to time;
- Acknowledge, accept and consent to the Union's collection and disclosure of personal information as may be contemplated in the IATSE 873 Privacy Code from time to time;
- Treat all Union members, employees and officers as well as co-workers, employer representatives and/or members of the general public that a permit worker may come in contact with in the course of their employment with Union signatory employers and/or in the course of their dealings with the Union with dignity and respect at all times and in any circumstance and not engage in any harassment, discrimination and/or violence that may directly or indirectly negatively impact those relationships;
- Perform workplace duties as may be assigned by Union signatory employers competently and safely;
- Avoid engaging in any workplace misconduct and/or unsafe work practices that do or could attract discipline from a Union signatory employer;
- Avoid engaging in any workplace misconduct and/or any other conduct and/or behaviour outside of the workplace that does or could bring discredit and/or reputational damage to the Union;
- Acknowledge and accept that the Union, in its sole and absolute discretion, can terminate and/or suspend an individual's status as a permit worker and/or ability to accept available work opportunities through the Union's hiring hall and/or place temporary and/or permanent conditions on an individual's continued permit worker status, with no right of internal organizational appeal;
- Acknowledge, accept and comply with any Union decisions that may affect an individual's status as a permit worker and/or access or continued access to available work opportunities through the Union's hiring hall, with no right of internal organizational appeal;
- Acknowledge and accept that the Union has the sole and absolute discretion to determine and amend the criteria necessary for membership in the Union and/or the path to membership in the Union and that permit workers have no right to membership in the Union nor any internal organizational right of appeal with respect to the Union's membership decisions; and
- Complete any applications, forms and/or other documentation the Union, in its sole and absolute discretion, may deem necessary from time to time in order for an individual to obtain and/or maintain permit worker status with the Union.

ACKNOWLEDGEMENT AND CONFIRMATION OF ACCEPTANCE

I acknowledge that I have received, read, reviewed and understand the IATSE Local 873 Permit Code of Conduct set out above as well as documents referenced therein, and, by placing my signature hereunder, I hereby confirm:

☐ **my understanding and voluntary acceptance of the IATSE Local 873 Permit Code of Conduct;** *

☐ **my commitment to comply with the IATSE Local 873 Permit Code of Conduct; and** *

☐ **my understanding that any failure to comply with the IATSE Local 873 Permit Code of Conduct may result in the termination of my permit worker status by the Union in its sole and absolute discretion with no internal organizational right of appeal.** *