



# House

## 2D Technician Crewing Policy

Anyone hired by 2D House on behalf of a Film Production will henceforth be known as "Technician". Technicians include full-time 2D House staff as well as freelancers aka "subcontractors" and operate under the following hourly rates and terms and conditions:

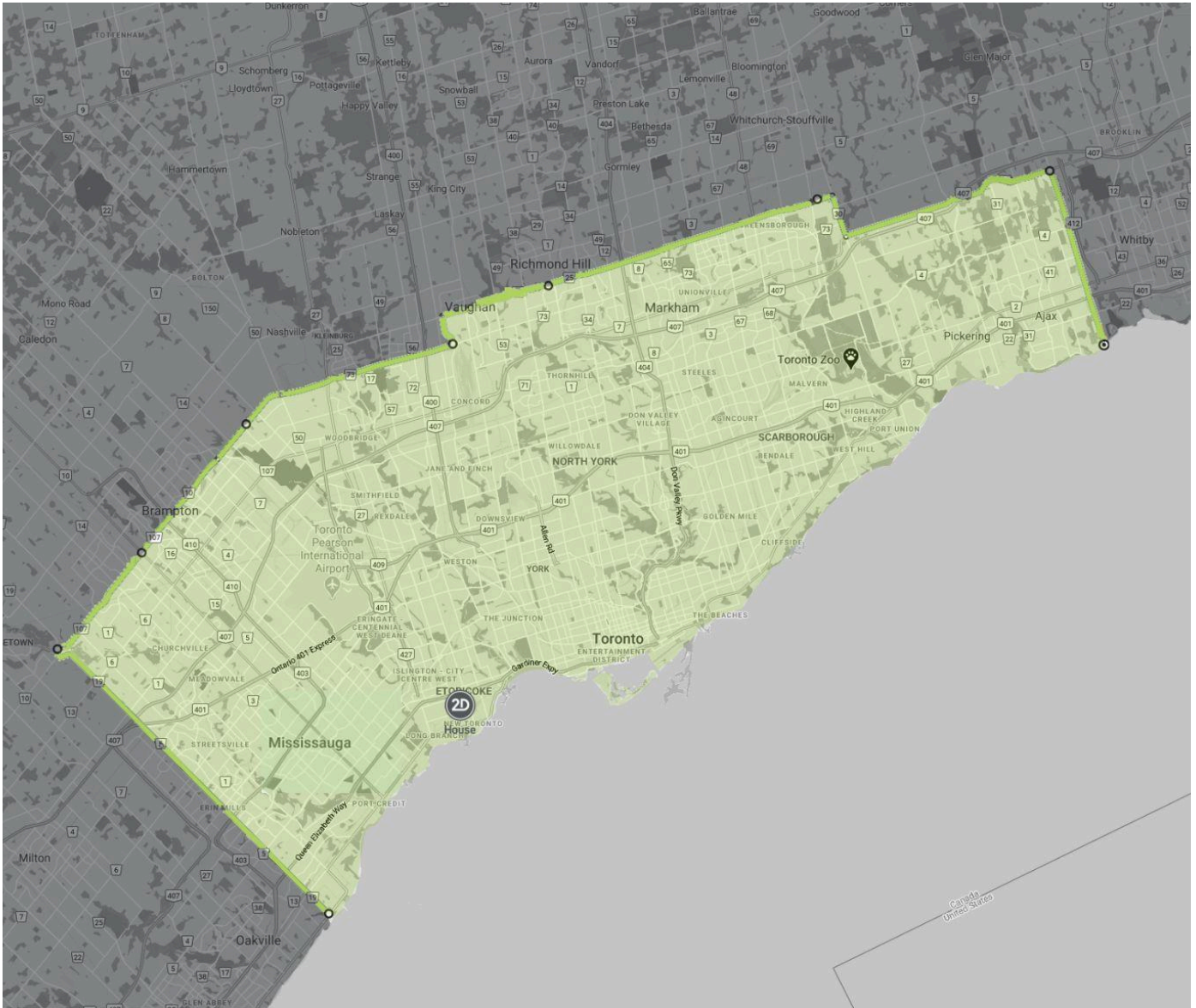
### TECHNICIAN HOURLY RATES (AS OF SEPTEMBER 18TH, 2024)

Position	Hourly Rate	10	11	12	13	14	15>
		Minimum	1.5x	1.5x	2x	2x	3x
<b>PACKAGE TRUCKS</b>							
Swiss Army & Leather Package Truck Driver	\$33.75	\$337.50	\$388.13	\$438.75	\$506.25	\$573.75	\$675.00
Swiss Army & Leather Package Truck Driver/Swing	\$45.00	\$450.00	\$517.50	\$585.00	\$675.00	\$765.00	\$900.00
Galaxy Package Truck Driver	\$40.00	\$400.00	\$460.00	\$520.00	\$600.00	\$680.00	\$800.00
<b>MOTION CONTROL</b>							
Motion Control Operator	\$110.00	\$1,100.00	\$1,265.00	\$1,430.00	\$1,650.00	\$1,870.00	\$2,200.00
Motion Control Technician	\$65.30	\$653.00	\$750.95	\$848.90	\$979.50	\$1,110.10	\$1,306.00
<b>VOLUME OPERATION / THE MIRAGE</b>							
	Hourly Rate		12	13	14	15>	
		Minimum		2x	2x	3x	
Volume Operator	\$100.00		\$1,300.00	\$1,500.00	\$1,700.00	\$2,000.00	
Volume Technician	\$55.00		\$715.00	\$825.00	\$935.00	\$1,100.00	

Please note that the rates listed above do not reflect incidents where meal penalty has been incurred. For more information on Meal Penalty and more, please see our terms and conditions below.

**Terms & Conditions can be found on the following pages. Please read them carefully and sign where indicated.**

## 2D House Boundary Zone Map



### **From Lake Ontario (West Boundary)**

- North on Winston Churchill Blvd / Peel Regional Rd 19
- East on Guelph St / Hwy 7
- Continue East on Bovaird Dr W / Peel Regional Rd 107
- Continue East on Castlemore Rd
- Continue East on Rutherford Rd / York Regional Rd 73
- North on Hwy 27
- East on Major MacKenzie Dr W / York Regional Rd 25
- South on York Durham Line / York Regional Rd 30
- East on Hwy 7
- South on Lake Ridge Rd / Durham Regional Rd 23

## 2D House Technician Terms & Conditions

### 1. BASIC WORK DAY AND HOURS

- 2D House Technicians operate on a Standard ten (10) hour work day with a one (1) hour meal break (10+1).
- On Productions where Technicians are transporting equipment, hours are billed from the time the Technician leaves 2D House (Travel Start) until the Technician has returned back to 2D House at the end of the work day (Travel End).
- Crew Wrap is determined by the actual time the Technicians are finished working on site and departing back to 2D House.

### 2. OVERTIME RATES

- Overtime rates are defined in the Technician Hourly Rates chart above.
- Overtime is to be calculated in one half (.5) hour increments and shall not exceed three (3x) times the basic hourly rate.

### 3. BASIC WORK WEEK ON A PER JOB BASIS

- A basic work week is of any five (5) consecutive shooting and/or pre-light days, (On the same production)
- In the event of a sixth (6th) consecutive shooting and/or pre-light day (On the same production):
  - The rate for the first ten (10) hours worked will be one and one half (1.5x) times the basic hourly rate.
  - Work performed in excess of ten (10) hours will be paid at two (2x) times the basic hourly rate for the next two (2) hours.
  - Work performed in excess of twelve (12) hours will be paid at three (3x) times the basic hourly rate thereafter.
- In the event a job consists of a seventh (7th) consecutive shooting and/or pre-light day:
  - The rate for the first ten (10) hours worked shall be two (2x) times the basic hourly rate.
  - Work performed in excess of ten (10) hours shall be paid at, and not exceed, three (3x) times the basic hourly rate.
- Under no circumstances will the rate exceed three (3x) times the basic hourly rate.

### 4. MEAL(S)

- Production is required to provide a substantial lunch (or a cash equivalent of \$25.00) for 2D Technicians.
- The first meal break must be served no more than six (6) hours after a Technician's call time (not travel start). Failure to do so will result in the Technician entering a meal penalty. Please see the **MEAL PENALTY** section below for more information.
- When meals are provided by production, outside of location, then the production will determine the appropriate amount of travel time given to 2D Technicians.
- All meal breaks should last for a period of one (1) hour.
- Half (.5) hour meal breaks can be taken if approved by the 2D Technicians hired for that production.
- In the event meal allowances are not paid for by Production during the rental term, those fees will be added to the final invoice payable to 2D House. Copies of the receipts from said charges in physical or electronic form can be provided to Production upon request.

### 5. SECOND MEAL(S)

- The second meal must be served no more than six (6) hours after returning back to work from the first meal. Failure to do so will result in the Technician entering a meal penalty. Please see the **MEAL PENALTY** section below for more information.
- Best efforts must be made by production to provide a sit down second meal if deemed possible.
- If a fourteen (14) hour day is planned for, then a second meal should be planned and catered / provided for.
- In the event that production is unable to break for a second meal work may continue through the second meal break. Under this arrangement, the crew will add an additional half (.5) hour to the end of their day.
  - This additional half (.5) hour is paid at the prevailing rate and not considered a Meal Penalty.

## 6. GRACE

- Ten (10) minutes grace is deemed as an acceptable length of time providing that it does not exceed that time.
- One minute over will trigger a meal penalty.
- Grace should only be asked of the crew when completing a setup.
- Grace should not be asked in order to begin a new setup.

## 7. MEAL PENALTY

- The 1st hour of meal penalty is billed at two times (2x) the prevailing rate for work performed in excess of six (6) hours from Call (not from Travel Start), or six (6) hours from the end of the last meal break.
- The 2nd hour of meal penalty is billed at three times (3x) the prevailing rate and continues until a meal break is provided.
- This penalty is calculated in 30 minute increments and will not exceed three times (3x) the prevailing rate.

## 8. REST PERIOD, TURNAROUND AND NIGHT SHOTS

- A rest period of ten (10) hours between the conclusion of the Technician's work day (crew wrap) and the commencement of the next work day (call) must be given to allow the Technician a minimum of eight (8) hours between Travel End and the following day's Travel Start.
- Should said rest period be at risk, it is the responsibility of the production company to anticipate for, and provide 2D House notice to allow the opportunity to provide a relief Technician for the following day's work.
- Encroachment of this turnaround period will be paid at three times (3x) the basic hourly rate until the ten (10) hour rest period has been completed.

## 9. TECHNICIANS HIRED ON BACK-TO-BACK PROJECTS

- 2D House will do its utmost to hire Technicians for Productions that do not have a conflict of schedule from a previous or upcoming job however 2D House reserves the right to refuse requests that they believe will put a Technician's safety at risk.
- This may include, but not be limited to:
  - Call times after 11:00AM
  - Night shoots where productions plan to be filming either prior to 7:00AM or beyond 11:00PM
  - Driving a vehicle after working an excess of 14 hours
  - Performing a task they are not qualified for
  - Interacting with individuals or situations they feel are unsafe.
- It is the responsibility of the production to notify 2D House no less than one week prior to the commencement of work if any of the above mentioned conditions (breach of turnaround, split shooting/night shooting, days scheduled in excess of 14 hours) are to be expected or scheduled. Failure to supply this information in a timely manner may result in the cancellation of your booking.

## 10. 'DOWN' DAYS

- Technicians hired on productions with a scheduled 'down' day in the middle of the booking that prevents that individual from working elsewhere must be compensated for a standard day rate at the discretion of 2D House and Production. In the event a production refuses to pay for a down day, 2D House maintains the right to cancel the Technician and schedule them elsewhere.
- The following scenarios do not qualify as a 'down' day:
  - Weekends (Saturday & Sunday) where the entire production has shut down.
  - Statutory Holidays or weekends that include Statutory Holidays.
  - Weather days that have been previously communicated to 2D House and the Technician.

## 11. HALF DAY SHOTS AND TECHNICAL SURVEYS

- Technical Survey Days are paid at a standard ten hour (10) day rate.
- Half days or days less than ten (10) hours will be paid at a standard ten hour (10) day rate.



## 12. NIGHT SHOOTS

- Production Companies must inform the CSRs at 2D House, as well as the Technicians being hired, of a possible night shoot at the time they request a hold. Night shoots are defined as any production that plans to be rolling camera either prior to 7:00am (0700) or beyond 11:00pm (2300).

## 13. SAFETY

- Should any Technician hired by 2D House feel they are being requested to perform a task where their safety, or the safety of others, is being put at risk, that individual has the right to refuse such a request.
- This may include, but not be limited to: driving a vehicle, performing a task they are not qualified for, handling dangerous materials they are not qualified to handle, interacting with individuals or situations they feel are unsafe.

## 14. WEATHER DAYS CANCELLATION

- Crew members will be told at time of booking if there is a need for a weather day hold.
- Production will be allowed one (1) weather day hold per five (5) consecutive shooting days.
  - At time of booking production will declare what day they would like to hold for weather.
- Weather day calls must be made prior to 1:00pm the day before a proposed shoot day that is affected by weather
- In the event the production company decides to “enact” a weather day, crew member compensation will not change. The only change is the date upon which the work is done, by either one day before or one day later than the proposed shoot dates.

## 15. CANCELLATION

- A booked Technician will be considered an out-of-pocket cost for the Production in the event the job is canceled within 48 hours of the first scheduled work day. Technicians shall be compensated for a 10 hour work day as described in the payscale above for any booked day(s) that are canceled.

## 16. HOLIDAY RATES

- The following shall be paid holidays when worked:
  - New Year's Day
  - Family Day
  - Good Friday
  - Victoria Day
  - Canada Day
  - Labour Day
  - Thanksgiving Day
  - Christmas Day
  - Boxing Day
- The basic hourly rate of pay for paid holidays when worked shall be two (2x) times the prevailing rate and will not exceed three (3x) times the basic hourly rate.

## 17. PARKING EXPENSES

- All parking fees or parking tickets for Technicians operating 2D House vehicles or vehicles with rented equipment, are the responsibility of Production.
- In the event parking fees are not paid for by Production during the rental term, those fees will be added to the final invoice payable to 2D House. Copies of the receipts from said charges in physical or electronic form can be provided to Production upon request.

## 18. ACCOMMODATIONS

- When the Technician is on location and is required to remain overnight or longer, appropriate accommodations shall be provided.
- When any workday within the Boundary Zone is in fifteen (15) hours in duration or longer, not including unpaid meal breaks, the Technician may request for accommodations to be provided by the Production.
- Details regarding accommodation arrangements should be communicated in advance of any productions that require travel outside of the Boundary Zone, particularly on multi-day shoots.
- Technicians on Distant Location assignments shall receive single occupancy, first class accommodation equivalent to CAA or AAA standards at Producer's expense. Productions are prohibited from placing Technicians in an Airbnb or similar short-term rental properties.

## 19. TRAVEL DAYS & TECHNICIAN OVERNIGHTS ON LOCATION

- Package Truck Drivers Minimum travel day length is billed as a standard ten (10) hour day rate as described in the payscale above.
- All other Technicians: Minimum travel day length is billed as half (0.5) a standard 10 hour day rate as described in the payscale above.
- Travel time exceeding the daily minimums will be calculated in thirty (30) minute increments.
- When Technicians are required to overnight on location, the call time will begin when the Technician leaves the hotel and end when the Technician returns to the hotel.

## 20. PER DIEM(S)

- When the Technician is on location and is required to remain overnight or longer, appropriate meals or per diem shall be provided.
- Per diem will be paid out, in cash, to the Technician at the time of arrival to the Production's first location. In the event a Technician is arriving in advance of the Production's first scheduled day of work, per diem will be paid at the time of arrival to their accommodations.
  - Under no circumstance is per diem to be paid out after the production's conclusion or added to the final invoice to production.
  - Productions who fail to provide per diem, in cash, during the duration of the booking will be charged the total per diem owed plus HST on the final invoice.
- When meals are not adequately provided or available, production will pay:
  - **\$15.00 for breakfast**
  - **\$25.00 for lunch**
  - **\$35.00 for dinner.**
- Production will allow for an additional \$25.00 a day per person for incidental travel costs (i.e. laundry, etc.).
  - This money is to be paid in addition to any meals not provided. The \$25.00 is for any travel day that is bookended by two overnights.

## 21. BILLING INQUIRIES & RATES

- All billing inquiries must be directed to a CSR at 2D House. Technicians are not responsible for supplying quotes or estimates on equipment, overtime, meal penalty or additional charges.
- Technicians do not have the authority to waive additional charges such as overtime, meal penalty, parking or meal fees while on-site; any and all matters of this nature must solely be communicated to and at the discretion of a 2D House CSR.

## 22. FREELANCE TECHNICIANS

- 2D House will include Freelance technician labour rates on initial quotes for reference purposes however 2D House is not responsible for invoicing for Freelance Technician's labour.
- Freelance Technicians are responsible for billing Production for their labour directly.