



I.A.T.S.E. Local 856
Motion Picture Technicians
500-332 Bannatyne Avenue
Winnipeg MB R3A 0W5

Phone: 204-953-1100
Fax: 204-953-1109
Web: www.iatse856.com
E-mail: info@iatse856.com

IATSE Local 856 Trainee Program Guidelines

The Employer (Production) agrees to the following:

1. Trainees must be requested by the department head, in consultation with the employer.
2. Trainees may only be engaged as supplemental labour. The approval by the union for the employer 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.
3. The Trainee(s) will be engaged for a duration of 2 to 6 weeks and work the same hours as the crew.
4. The Trainee(s) will be hired under the IATSE Local 856 Collective Agreement and is entitled to the same rights and protections as all other employees in the bargaining at the tier rate listed in Schedule A.
5. A maximum of four (4) trainees will be allowed per production. No more than one trainee per department will be allowed without prior consultation and approval by the union.
6. Upon completion of training period, the department head will complete an evaluation of the trainee's work for review by the union. The completed form should be submitted to the union as soon as possible after completion of the trainee's placement. Where possible, all parties will schedule a follow-up with the training coordinator to discuss feedback.
7. If the evaluation is accepted, and all conditions are met, the union will request that the production invoice IATSE Local 856 for \$500/week of training.

Trainee Qualifications:

1. Trainee(s) must hold permittee status with the union. Required courses must be completed, including any specific qualification requirements of their chosen department.
2. Trainee(s) must have an up-to-date resume on file with the IATSE 856 training coordinator, and must be registered with the local (via the training coordinator) as a Trainee.
3. Trainees can only participate in one placement.

Compliance

If it is determined that the production, and/or department head, is not in compliance with the terms and conditions of the Trainee Program as detailed above, the union may remove the trainee from the production.

Questions about the Trainee Program can be directed to Dawn Bourbonnais, Training Coordinator for IATSE Local 856, P: 431-334-4776 E: training@iatse856.com