



IATSE LOCAL 891

International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada • British Columbia and the Yukon

RRSP Contributions:

What you need to know when working in another jurisdiction

When you choose to work in another jurisdiction outside of IATSE 891, please keep in mind that you are subject to the rules of whichever IATSE Sister Local or Directors Guild you are operating under. This applies to both Health Benefits & RSP contributions. Rules and procedures related to employment may be different in another jurisdiction such as Local 212 in Alberta, 514 in Montreal, or 873 in Toronto, other than the IATSE 891 rules in effect in our jurisdiction of BC and the Yukon.

We encourage any member choosing to work in another jurisdiction under another Local or Guild to please contact the administration of that office with any questions about rules and procedures, including those related to Benefits and RSP contributions.

If it seems a little confusing, bear with us.

Here's what you need to know about your RRSP as an IATSE 891 member.

IATSE 891 is proud to participate in the Canadian Entertainment Industry Retirement Plan (CEIRP), our industry based national retirement plan that our Local initiated in January 2004. To ensure a better financial future for our members, all new 891 members since 2004 have been mandatorily enrolled in the Plan.

Whenever you work on an IATSE 891 signed production, your Employers (the Producers) are contractually obligated to contribute towards your future retirement. This RSP Employer contribution is reflected as a "Pension" fringe and is identified as such on every paystub, listed under your Income statement. This same amount is then reflected as a deduction, identified as "RRSP MAN". The deduction is then deposited to an RSP in your name with Canada Life and you receive annual tax credits for the accumulating deposits. The Employer Pension fringe is a contractually predetermined percentage, with the percentage assigned in accordance with the Production's budget. The higher the production's budget, the higher the percentage of Pension fringe.

If you choose to work in another jurisdiction under an IATSE Sister Local or the Directors Guild of Canada (DGC), the "Host" administration will ensure your RSP Employer contributions will continue to flow directly into your RSP account with Canada Life. There should be little to no interruption in the flow of the Employer contributions.

For members who joined IATSE 891 before 2004, and have since voluntarily enrolled in the retirement plan, you can expect to experience all the same administrative procedures as explained above.

We recognize that some *891 members who joined 891 before 2004, and who have not voluntarily enrolled in the Plan, will fall under the category of "plan exempt"* when it comes to the RSP deduction. Even as a "plan exempt" member of 891, you will see the "RRSP MAN" deduction on your paystub for the Pension fringe when you are working in another jurisdiction. There is no administrative ability for other Locals or the DGC to recognize 891's "plan exempt" category, nor make individual considerations when it comes to the RSP payroll deduction.

Ultimately, the Sister Local/DGC will issue a refund to IATSE 891 for those few “plan exempt” members. The timing of the refund will be dependent on the rules and procedures of the particular Sister Local/DGC you work under. Please contact the Sister Local/DGC office for more details on refund timing.

Stay informed of your rights and the rules you’re expected to play by when you are accepting work in another jurisdiction, by reaching out to the Local/Guild overseeing the production.

Your Paystub—how is the Pension fringe reflected?

NO NAME SHOW

Dates worked: 3/26-30/2018

Description	Hours	Rate	Amount
Straight	xxx	xxx	xxx
Overtime	xxx	xxx	xxx
Overtime	xxx	xxx	xxx
Double Time	xxx	xxx	xxx
Holiday	xxx	xxx	xxx
Kit	xxx	xxx	xxx
Meal Pen.	xxx	xxx	xxx
Pension	xxx	xxx	26.31
Turnaround	xxx	xxx	xxx
Vacation	xxx	xxx	xxx
Totals	xxx	xxx	xxx

This member's employer pension contribution has gone into his RRSP. He has also made a voluntary contribution of \$50.

Deductions

Description	Amount	YTD
Income tax	xxx	xxx
xxx		
CPP	xxx	xxx
891 RRSPMan	26.31	xxx
891 RSPVol	50.00	xxx

- If you are a mandatory enrollment in CEIRP, the employer contribution is automatically deducted from your pay as “RRSP Man” and the funds are transferred to Canada Life via IATSE Local 891.
- If you are enrolled in CEIRP with a voluntary RSP deduction, it is noted as “RRSP Vol” on the paystub. If you are “Plan Exempt” (you joined IATSE 891 before 2004) then the employer paid “pension” fringe amount remains on your paycheck as additional net in-come to you.