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

February 23, 2024

IATSE 891 Pilot Trainee Program FAQ

1. **What is the IATSE 891 Pilot Trainee Program?**
   The IATSE 891 Pilot Trainee Program has been designed by the Office of the Business Representative to break down systemic barriers to membership for underrepresented and equity deserving groups. It formalizes the traditional ad-hoc system of training new workers and helps interested mentor members to pair with trainees looking to gain on-the-job experience.

2. **Didn't you already do this in 2020?**
   Yes, and we have relaunched the program to improve on the first iteration, and to bridge the gap between the Side Letter 17 program that is currently under development as part of our last round of bargaining, and to make headway in this vital area of development. We have also obtained 'special program' standing with the BC Office of the Human Rights Commissioner, which helps protect the Local and members in undertaking this work.

3. **Is this the program that is referenced in Side Letter 17 in the BCCFU Master Agreement?**
   No this is an IATSE 891 program. It offers us an opportunity to find areas where we need to problem solve and address issues while we continue to design the special program under Side Letter 17 with the Employer-Council Committee.

4. **How does this pilot benefit IATSE 891 and its membership?**
   It's another way for us to find and recruit new members as we are aware of the need to keep up with labour market demands, membership attrition, and to work towards a more just and equitable industry for all. In addition to the proven stability and success that a diversified workforce brings, it will help long-term members have a safe and structured outlet for mentoring, teaching, and passing along hard-won skills to the next generation of motion picture workers. Additionally, it will demonstrate to our producing partners, as well as Government Officials who maintain our robust BC Film Tax Incentive Program, that we are seriously undertaking equity work within our ranks; this is a priority for both parties in making considerations from where to bring a production, to analyzing tax credits, and priorities for government funds.

5. **Won't this take away a job from an existing member?**
   Trainees will not take the place of an experienced crew member and are not to be used for additional labour. This is a placement that will not take away a core crew position.

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6. How long will this pilot program be in place?
Our intention is that this pilot program will conclude when the Side Letter 17 Special
Program is finalized and implemented on AMPTP productions.
However, the program will be made available on a production-by-production basis at the
Union's discretion, for shows that are not adhered to the BCCFU Master Agreement but
are IATSE 891 signatories.

7. Can any production use this program?
Yes, at the Union's discretion. We welcome any production who agrees to the terms laid
out by IATSE 891, to meet with our Business Representative to discuss signing up for
the program.

8. Where do the candidates come from? How are they selected?
The candidates come from a variety of community groups and film related programs,
including but not limited to Creative Pathways, the Collective Bunch, and various post-
secondary film programs. They are selected by the Employer based on available
mentors in their chosen department, or on the requirements of their individual programs.

9. What are the requirements for Trainees?
Trainees are required to complete all relevant courses and prerequisites for the
department they wish to enter and be trained in, the same as permittees applying would.

10. Is IATSE 891 financially responsible for Trainees taking prerequisite courses?
No, Trainees are responsible for their own training and pre-requisite courses.

11. How long can a Trainee be part of the pilot program?
A Trainee can be part of the program for up to 90 days, at which point they will graduate
to Permittee status. If the trainee cannot acquire 90 days on a single production, they
may join another production to finish the full term if a mentor is available.