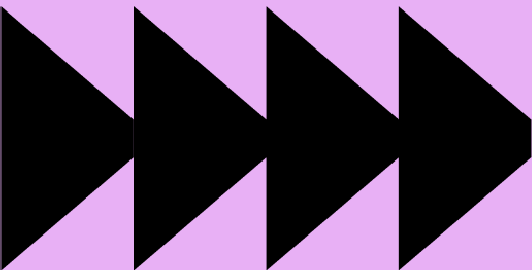


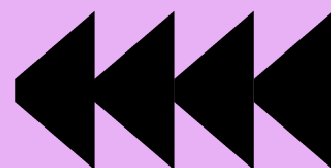
July 2022

**AQTIS
514
IATSE**



EQUIVALENCE POLICY: EXPERIENCE ACQUIRED OUTSIDE AQTIS 514 IATSE

Member Services, AQTIS 514 IATSE
presented to the Executive Board on September 13, 2022





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Basic principles of experience equivalence

It is possible that no minimum number of days (credits) need to be worked under an AQTIS 514 IATSE contract for recognition. A person may be recognized in a position based on experience acquired outside the organization's jurisdiction if the department's equivalence committee accepts the work performed based on the evaluation grid.

There are two types of work experience equivalence:

1. **Automatic equivalence:** when the technician provides us with a recommendation from another IATSE local or certification from the DGC, a broadcaster or a unionized service provider. Equivalence is granted according to the positions listed in the employment history provided by the other union or employer.
2. **Equivalence recognized by the department:** when the technician has worked in Quebec on productions outside AQTIS 514 IATSE jurisdiction or on requests for technicians from other countries or provinces.

File submission

For a file to be sent to the department representative:

- The technician must be a member or permittee.
- The equivalence requested must allow the technician to be recognized in the position. We do not submit applications if the required classification criteria cannot be met with the total credits requested.
- The technician must fill out the equivalence form and attach the following proof of work:
 - Pay slips and invoices, or
 - Time sheets with proof of payment, or
 - Contracts and proof of payment, or



- Employer’s written confirmation (only in the case of broadcasters, recognized service providers and identifiable foreign producers).
- The technician must have taken or registered for AQTIS 514 IATSE’s mandatory Introduction to the Union course.
- The technician must meet the requirements for the position in question (e.g. letters of recommendation) and, where applicable, undertake to take the courses required by the department (in the meantime, the technician is considered a conditional member).

File evaluation grid

AQTIS 514 IATSE jurisdiction must be observed.

Equivalence possible <u>The total credits recognized for non-union work in Quebec cannot exceed 50% of the required credits</u>	Equivalence not possible
Experience acquired outside Quebec	Experience acquired in Quebec in film, fiction, advertising, television, documentary, new media
All broadcasters recognized in Quebec Service providers Corporate productions and sports broadcasts	Unpaid work and school projects carried out as part of a training course
Short video: project with a budget under \$30,000 or digital recording with a budget under \$15,000 not intended for broadcast during regular programming	Short video: project with a budget over \$30,000, digital recording with a budget over \$15,000 or content intended for broadcast during regular programming

Each department has its own file evaluation process, but the above principles must be followed.

For reference, less than 7 hours of work equal ½ credit and 7 or more hours of work equal 1 credit.





Course exemptions

Members with relevant experience can request an exemption from mandatory courses specific to a particular department.

It is important to note that if a person meets the exemption criteria determined by the department, AQTIS 514 IATSE cannot require the person to take the course.

However, there are no exemptions from the INTRODUCTION TO THE UNION and MANAGING A TEAM courses. Requests for exemptions from the INTRODUCTION TO THE UNION and MANAGING A TEAM courses will not be forwarded to the department representative. Technicians unwilling to meet this criterion will be unable to become members recognized in the position.

Response times and processing order

Response times vary by department and time of year, as well as the order in which requests are processed. For reasons of efficiency and equity, files are processed by departments within two months of their receipt by the representative, in the order they are received.

If the two-month timeframe is not respected despite reminders to the representative, Member Services reserves the right to make a decision on the experience equivalence requested, in consultation with the vice-presidents.

Information for department representatives

Upon their election, department representatives must be informed of the policy adopted by the Executive Board.