

## **ARTICLE 2. Recognition**

(a) The Producer recognizes the International Alliance of Theatrical Stage Employees and Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada as the exclusive collective bargaining representative of all employees employed by Producer in the classifications listed in this Agreement. The Union makes this Agreement on behalf of such employees, the majority of whom the Union warrants are members of the Union in good standing.

(b) The Producers have agreed to extend recognition to the IATSE as the exclusive bargaining representative of Boat Handlers, Safety Divers, Picture Boat Operators and Marine Coordinators, when such individuals are employed directly by the Producer. The terms and conditions of this Agreement shall be applicable to the above-listed classifications in the Marine Department, with the following exceptions:

(1) There shall be no requirement to accord preference in hiring, rehiring or layoff as required by Paragraph 68;

(2) There shall be no minimum scale rates for such classifications;

(3) There is no mandatory staffing of such classifications;  
and

(4) Pension and health and IAP contributions shall be made based upon all hours worked or guaranteed, whichever is greater, with the IAP percentage applied to the individual's negotiated hourly base rate;

(5) Individuals employed by the Producer in the Marine Department (*i.e.*, Boat Handlers, Safety Divers, Picture Boat Operators and Marine Coordinators) shall be required to complete harassment prevention training and Safety Pass training. CSATF will consult with Local #80 regarding course requirements beyond the "A" course (General Safety and Injury and Illness Prevention Program), the "A2" course (Environmental Safety) and the "P" course (Hazard Communication) and training completion deadlines. Each individual's course requirements and course completion status will be reflected on the CSATF website in the section applicable to "non-roster" classifications once the individual has successfully completed the "A" course, harassment prevention training and the "C19" course ("COVID-19" Prevention Training").

The terms of this Agreement shall not be applicable to individuals in the Marine Department who are employed by a subcontractor or a vendor.

The Local Union represents that the terms of this Agreement have been submitted to its membership and have been duly approved thereby.