



TEAMSTERS LOCAL UNION NO. 155

Representing Employees in Movie Production, Trade Shows & Related Industries, Office, Public Sector & Miscellaneous Jurisdiction in the Province of British Columbia & the Yukon Territory, Canada

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS & TEAMSTERS CANADA



TEAMSTERS LOCAL UNION NO. 155 WAIVER

If I am offered/have been offered temporary work through the Dispatch office of Teamsters Local Union No. 155; I understand and agree to the following terms:

1. The work offered to me, a non-member of Teamsters Local Union No. 155, is temporary employment and comes with no guarantee that future work will be available. The Union shall retain the right to make the final determination of any/all work offered.
2. I am not being offered membership in the Teamsters Local Union No. 155.
3. The offer and acceptance of such work does not entitle me to any work in the future, but if further work is offered, it shall be on the same terms.
4. Should I accept and perform the work presently offered and which may be offered from time to time, that work does not create any retroactive seniority, should I be granted membership in Teamsters Local Union No. 155 at any time in the future.
5. It is my sole responsibility to ensure that I have been properly dispatched by the Union. I must be contacted by Dispatch prior to starting my shift; if contacted directly by a production after Dispatch hours, I recognize that it is my responsibility to verify my dispatch by contacting the on-duty Dispatcher.
6. I recognize that any days worked that have not been registered with the Union Dispatch will not be counted towards membership requirements. Repeated incidents of non-dispatch day infractions can and will result in removal from the permittee roster.
7. My status may be updated to Dormant at anytime at the discretion of Teamsters Local Union No. 155.
8. This waiver must be signed before I am entitled to accept the work offered.
9. The terms of the Master Collective Agreement and the Internal Rules of the Local Union will govern my employment. In addition, I understand I will be required to pay to the Teamsters Local Union No. 155 an amount equal to the field dues provided for by that Collective Agreement.

By signing, I acknowledge that I have read and understand the terms of this waiver, and I accept these terms as applicable to this offer to work and to any work offered in the future unless and until I should be granted membership in Teamsters Local Union No. 155.

First & Last Name	Signature	Date
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Witness First & Last Name	Witness Signature	Date
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TEAMSTERS LOCAL UNION NO. 155

CODE OF CONDUCT

(Reserve List and Permittees)

Article No. 1.00 – PRINCIPLES

- 1.10 The purpose of this Code of Conduct is to allow for the implementation and operation of a system so as to enhance the service and image provided to the Producer, by the Teamsters. This Code of Conduct recognizes that maintaining the highest levels of jobsite professionalism is the joint responsibility of the Union member/employee, the Union and the Producer.
- 1.11 This Code of Conduct is our commitment to uphold the highest industry standards in the workplace and ensure customer satisfaction. It will promote the Teamsters' world-class skills and safe efficient work practices on the jobs performed for our signatory Producers.
- 1.20 This Code is meant to support, but not replace, the use of good judgment regarding personal and professional conduct. The absence of a specific policy or regulation does not relieve any Teamster from the responsibility of exercising the highest standards in any situation.
- 1.30 The main objective of this Code of Conduct is to provide a referred work force and implement guidelines in correcting unacceptable behavior or unsatisfactory performance by any person referred to employment in the industry by the Union.
- 1.40 Reserve list and Permittee workers are expected to conduct themselves in a manner that promotes the Union's reputation in a positive light and ensures continued confidence in the Union.
- 1.50 Reserve list and Permittee workers must treat all persons honestly and fairly, with respect and proper regard for their rights, entitlements, duties and obligations, and at all times act responsible in the performance of their duties.
- 1.60 Commitment to Union Principles, Internal Rules, Local 155's By-Laws, and Local 155's Code of Conduct, including the commitment not to solicit work opportunities or otherwise circumvent Local 155's dispatch procedures.

Article No. 2.00 – SCOPE

- 2.10 This Code shall be adhered to by all Reserve List and Permittee workers.
- 2.20 This code shall apply (in general during the course of employment) to not only job sites, but all related areas (lunch tents, craft service and public areas). Temporary accommodations for those being paid subsistence pay; Union meetings/scheduled social events; Union office premises; Company provided transportation.



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TEAMSTERS LOCAL UNION NO. 155

CODE OF CONDUCT

(Reserve List and Permittees)

(Continued)

Article No. 3.00 – ENFORCEMENT OF CODE OF CONDUCT

3.10 The Code of Conduct is considered to be a part of the Teamsters Local Union No. 155 Motion Picture Dispatch Rules and a violation of any aspect of this code will result in the termination of Reserve List or Permittee status.

Article No. 4.00 – BREACHES OF CODE OF CONDUCT, COMPLIANCE AND RESPONSIBILITIES

4.10 Reserve List and Permittee workers must be aware of the consequences for undesirable and/or unacceptable behaviours.

4.20 Some examples of undesirable and/or unacceptable behaviour or actions, which will be treated as a violation of this Code of Conduct are:

- Insubordination;
- Threatening Behaviour;
- Fighting;
- Assault;
- Under the Influence of alcohol, drugs or other narcotics at work or while operating machinery or driving a company vehicle;
- Willful damage to company property;
- Disruption of Company Activities
- Misuse of Company Property;
- Unauthorized possession or removal of Company Property;
- Unauthorized possession of a weapon on Company premises or use, or threatened use, of any such weapon;
- Making of and/or presenting false documents, information or evidence for personal gain;
- Altering, falsifying or misrepresenting official Company documents, with the intent of defrauding or trying to defraud.
- Intimidation or victimization (either verbal or physical);
- Disorderly Conduct;
- Breach of Company and/or Unions rules or procedures;
- Sexual Harassment;
- Sleeping on duty (without prior consent);
- Negligence;
- Insulting, rude or insolent behaviour;
- Violation of published Code of Conduct;
- Misrepresentation of skills;
- Inappropriate Clothing;
- Lack of Good Personal Hygiene;
- Tardiness



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TEAMSTERS LOCAL UNION NO. 155

CODE OF CONDUCT

(Reserve List and Permittees)

(Continued)

Article No. 5.00 – REPORTING

5.10 Breaches of/or problems arising under the Code of Conduct may be reported, in writing, to the Local Union by any of the following:

- The Producer;
- Shop Steward;
- Member;
- Captain or Coordinator;
- The Union;

If a complaint is raised it will be supported with documentation

Article No. 6.00 – POSITION OF TRUST

6.10 Employment in the motion picture/film industry is considered to be employment in a position of trust. Strict adherence to this Code of Conduct is required during the course of employment and in all dealings and communication with the Union and its officers and employees.

By signing below, I acknowledge that I have read and understand the Code of Conduct.

First & Last Name	Signature	Date
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Witness First & Last Name	Witness Signature	Date
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CONSENT TO RECEIVE ELECTRONIC COMMUNICATIONS

This form confirms that you consent to receive our electronic communications, including but not limited to our newsletters, production summaries, production reports, notifications with respect to seminars and fundraisers, departmental communications, communications from third parties, and other notifications we send from time to time for the purpose of (i) sharing information; (ii) establishing, developing and/or maintaining our relationship with you; and (iii) in accordance with our strategic objectives.

Please note that the provisions of our Privacy Policy continue to apply.

By signing and providing the below information, you confirm consent to receive electronic communications.

Email

Last 4 Digits of SIN

First & Last Name

Signature

Date

Note: You may unsubscribe from our electronic communications at any time.



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CONSENT TO COLLECT, USE, AND DISCLOSE PERSONAL INFORMATION

Purpose of Collection, Use, and Disclosure

Teamsters Union Local No. 155 collects, uses, and discloses personal information **only as necessary** to support union operations while you are an **active Reserve, Permittee, or Member**. This may include the use of personal information for the following specific purposes:

- Dispatch and job referral processes
- Availability and seniority lists
- Internal phone and contact lists
- Communication and administration purposes

Personal information used for these purposes may include your name, contact information, membership status, and other information reasonably required to administer these activities.

Your personal information will not be used or disclosed for any other purpose without your consent, unless permitted or required by law.

Consent

Please check **one** box below:

I CONSENT to the collection, use, and disclosure of my personal information by Teamsters Union Local No. 155 for the purposes described above.

I DO NOT CONSENT to the collection, use, or disclosure of my personal information for the purposes described above.

(Note: choosing not to consent may limit the Union's ability to provide certain services or communications.)

Duration and Withdrawal of Consent

- This consent is **voluntary** and is effective **only while you are an active Reserve, Permittee, or Member** of Teamsters Union Local No. 155.
- You may **withdraw your consent at any time** by providing written notice to the Union.
- Withdrawal of consent will not affect any lawful use of information prior to withdrawal.



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CONSENT TO COLLECT, USE, AND DISCLOSE PERSONAL INFORMATION

(Continued)

To withdraw consent or to ask questions about how your personal information is handled, please contact the Privacy Officer listed below.

Acknowledgement and Signature

I confirm that I have read and understood this consent form and have had the opportunity to ask questions. I further confirm that my consent is informed and voluntary.

First & Last Name	Signature	Date
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Witness First & Last Name	Witness Signature	Date
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Organization: Teamsters Union Local No. 155
Privacy Contact: Privacy Officer / Secretary-Treasurer
Phone: 604-876-8898

REFERENCE ONLY



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ACKNOWLEDGEMENT

- I received, read, and understood the Teamsters Local Union No. 155 Waiver, Teamsters Local Union No. 155 Code of Conduct, Consent to Receive Electronic Communications, and Consent to Disclose Personal Information.
- I certify that all information provided in my application is true and correct.
- I understand that any false information or omission of information will disqualify me from further consideration for referral work and will result in my dismissal from the referral list if discovered at a later time.
- I authorize and designate Teamsters Local Union No. 155 to negotiate, bargain collectively, present and discuss grievances with my Employer, as my representative and my sole and exclusive collective bargaining agency.
- I shall abide by the Constitution, By-laws, decisions, rules, regulations, and working conditions of Teamsters Local Union No. 155.
- I agree that the Employer shall deduct from my gross wage or gross fee, the applicable field dues or service fee rate (whichever is applicable) per the Teamsters Local Union No. 155 By-Laws and remit same to Teamsters Local Union No. 155 while employed on any production.

First & Last Name

Signature

Date

Witness First & Last Name

Witness Signature

Date