



As of April 1, 2018

NOTICE TO CANADIAN AFFILIATES OF THE AMPTP AND CMPA MEMBER COMPANIES SIGNATORY TO THE 2018 BRITISH COLUMBIA AND YUKON COUNCIL OF FILM UNIONS MASTER AGREEMENT:

Re: Healthy and Safe Workplaces

During the 2018 negotiations for a successor agreement to the 2015 Master Agreement, the Council Member-Unions requested that Employers join with the Council to promote physically and psychologically healthy and safe workplaces. The Negotiating Producers agreed to raise awareness of this subject among Employers by issuing this bulletin.

The purpose of this bulletin is to advise you of our commitment to work together with the Unions to:

- Increase awareness about resources available to Employees and their families surrounding mental health and substance abuse issues.
- Foster a supportive environment for Employees who may need help.
- Identify resources to aid supervisors in their role relating to Employees' mental health and substance abuse issues.
- Achieve continued adherence to the principles of confidentiality relating to Employees' mental health and substance abuse issues.
- Provide continuing communications to Employees that working while impaired is a safety concern for everyone and is unacceptable.

Please circulate this bulletin to your production executives in order to raise consciousness of the objectives outlined above.

A handwritten signature in blue ink, appearing to read "Carol A. Lombardini".

Carol A. Lombardini
On behalf of the Canadian Affiliates
of the AMPTP

A handwritten signature in blue ink, appearing to read "Jason Lee".

Jason Lee
On behalf of the CMPA-BC Producers
Branch