



UBCP/ACTRA

BC MASTER PRODUCTION AGREEMENT - WORKING WITH MINORS

HOURS OF WORK FOR MINORS

Age*	Work Day****	Overtime	Consecutive Time Before Camera	Minimum Break	Tutoring	No. of Minors per Parent/Guardian/Chaperone***
15 days - 2yrs	8 Max	Forbidden	15 mins	20 mins	n/a	1
3-5**yrs	8 Max	Forbidden	30 mins	15 mins	n/a	1
6-11yrs	8 Max	Forbidden	45 mins	10 mins	3 hours per day when a tutor is required	3
12-16yrs	10 Max	2 hours	60 mins	10 mins	3 hours per day when a tutor is required	5

*The BCMPA covers Minors in Article A27 and defines Minors as children under the age of 17.

**Five (5) year old minors attending school will follow the 6 - 11 year old hourly requirements. Kindergarten is not considered school.

***One (1) parent/guardian may be designated for up to a maximum of three (3) of their own minors, provided that the parent/guardian is working as a Background Performer directly in the scene with their minors.

****The Workday includes school. A minor cannot attend school and work on the same day if the hours at school and work exceed the maximum allowable hours.

QUICK FACTS: THE BCMPA – WORKING WITH MINORS

AUDITIONS/WARDROBE FITTINGS/PHOTOGRAPHIC TESTS ON SCHOOL DAYS

The BCMPA requires that call times for auditions, interviews, and photographic tests or wardrobe tests/fittings be held after school hours. On evenings preceding a school day, these should not be held later than 7 p.m. for minors under the age of 12, and not later than 9 p.m. for minors aged 12-15.



WORK PERMITS

A Production must apply, in advance, for a Work Permit for any performer who is not a full member of the Union. A Performer who has already been issued three (3) or more previous Work Permits who has not joined the Union will be required to join prior to working again under a Union contract.

SIGHT AND SOUND

The parent/guardian/chaperone must be on set, has the right to be within sight and sound of the minor and is responsible for the minor at all times. This includes travel to and from holding/trailer to set, crafty, etc. A monitor that provides both audio and visual feeds may be made available if circumstances limit the number of people on set and the parent/guardian/chaperone is restricted from being physically present on set.



WORK WINDOW

The minor's work time, including meal break, must take place within the following hours:

- No earlier than 5 a.m.
- No later than 10 p.m. on evenings preceding a school day (please also refer to Rest Between Days)
- No later than 12:30 a.m. on evenings preceding a non-school day

Minors work time during the regularly scheduled school breaks such as Spring, Summer or Winter breaks:

- No later than 2 a.m.



WORK WINDOW EXTENSION

Producers may seek a variance to the Work Window. Such approval must be granted by the parent/guardian and the Union. There are no variances or extensions to the maximum hours of work. The Union requires that the Producer explore all available options to eliminate such requests, and that the extension is the only reasonable alternative. The Union will always speak with the parent before responding to Production.



REST BETWEEN DAYS

Minors shall receive a minimum rest period of 12 hours between the end of their workday and their call time the next day or their school start time if attending school the next day.



MEAL BREAKS

Minors are entitled to meal breaks after six (6) hours of work like the rest of the performers. Pacific North West hours can also apply to minors, however in either case, minors cannot go into meal penalty.



TUTORING

This is provided in the following circumstances:

- If the minors work three (3) or more school days within a production week; or
- If guaranteed to work two (2) or more school days in a production week for three (3) or more consecutive weeks

Tutoring is to occur during the workday and shall not be less than three (3) hours. It is recommended that the minor be tutored in a minimum of 20-minute sessions.



BANKING OF TUTORING TIME

A Production may bank tutoring time under certain conditions to a maximum of 12 hours per month. Please refer to Article A2706(f) of the BCMPPA.



AREA FOR SCHOOLWORK

When tutoring is required, the Producer must provide an adequate area that is quiet, clean, heated and well lit, as well as basic school supplies and appropriate furniture, including a table and chair.

When tutoring is not required, the Producer shall endeavour to provide a designated space that is quiet, clean, heated and lit, with appropriate working area such as a table and chair so that the minor can perform schoolwork during production down time.



DESIGNATING A CHAPERONE

A parent/guardian may designate another adult (at least 19 years of age), who is not a Producer or employee of production to act as the parent/guardian proxy. This must be provided in writing to the producers. Please refer to Article A2703(i) for more details.



PAYMENT



Payment to performers is due on the 4th business day following the week ending in which your child works – most often the Thursday of the following week. [Learn how to read your child's pay cheque.](#)

PUBLIC GUARDIAN AND TRUSTEE (PGT)

Pursuant to Employment Standards, when a minor earns more than \$2,000 on a production, the employer must deduct and remit 25% of any subsequent earnings to the PGT, who will hold the funds in trust until the Minor is 19 years of age. [Learn more about the PGT.](#)



BENEFITS

Upon joining, UBCP/ACTRA Members must select either ACTRA Fraternal Benefits Society (AFBS) or Member Benefits Trust (MBT) as their benefit provider.

RESIDUALS

UBCP/ACTRA administers residuals in-house and not through ACTRA Performers' Rights Society.



NOTE

This summary does not include all the provisions related to minors working under the BC Master Agreement. Please refer to the [collective agreement](#) for the full terms and conditions.

Ask questions and report breaches of the BCMPA to report.it@ubcpactra.ca

Last updated Jan 24, 2022