

Keeping Film, Television & Streaming Productions Safe in Canada

UNION-MPA STUDIOS COVID-19 PROTOCOLS

The major studios represented by the AMPTP and the Motion Picture Association, together with their major union partners representing cast and crew, came together at the outset of the pandemic with guidance from leading infectious disease and public health experts, epidemiologists, and a range of medical and occupational safety professionals to develop the most robust industry protocols for safe return to production.

These unique COVID-19 protocols, in accordance with detailed return-

to-work collective bargaining agreements, require major studios – including Disney, Netflix, Paramount and CBS Studios, Sony Pictures, Warner Bros. and NBCUniversal¹ – to adhere to rigorous and ongoing health and safety protocols on production. The underpinnings of our safe set strategy include regular PCR testing (before and during employment), daily health assessments, distancing, PPE and mandatory masking, proper ventilation and air purification, contact tracing, oversight by production safety teams, and a controlled, zone-based system.

Our Safety & Testing Protocols Work

In the last 4 months of 2020, **25 major MPA studio productions in Ontario** administered more than **132,938 PCR tests**, with an overall **positivity rate of just .06%**.

In the same period, **MPA studio productions in B.C.** administered more than **138,713 PCR tests**, with an overall **positivity rate of just .08%**.

In both jurisdictions, the overall positivity rate on MPA studio productions is **more than 100 times lower than the provincial average**.

Every single case of COVID-19 has been identified and contained with no further spread in the workplace.



Overview of Safety & Testing Fundamentals

- All employees **undergo PCR testing prior to entering the workplace.**
- Each producer adopts a system to divide employees into working group zones to minimize contact and interaction. Employees are divided based on the zones—calculated by proximity to other actors/employees. **All employees undergo ongoing PCR testing at a frequency determined by their level of interaction in a working group zone.**
- All employees are required to **complete daily health assessment surveys, including temperature checks.**
- Producers **provide PPE and mandatory masking to be worn at all times** except when eating, drinking and when production mandates removal for creative reasons (e.g., on camera work).
- Each production designates a **compliance supervisor responsible** for oversight, administration and enforcement of all protocols. Any concerns must be reported up and a supervisor may pause production.
- **Paid sick leave** applies when an employee or a member of the employee's household exhibits symptoms or tests positive for COVID-19 or when an employee (or a parent, spouse or child the employee is caring for) is required by an employer or public health official or healthcare provider to isolate.
- The millions of dollars spent on COVID-19 safety measures on our productions far exceed the minimum standards required by provincial health and safety regulations.

¹These studios are represented by the Motion Picture Association – Canada. The testing data refers to MPA-Canada studios, together with Take5 Productions, as of Dec. 31, 2020.

How the Zone System Works to Help Keep Performers & Crew Safe

The Zone system divides employees into working groups to minimize contact and interaction. All employees undergo ongoing testing at a frequency determined by their level of interaction in a working group zone.

The example below represents the minimum number of zones used and a sample framework, though each production will review and establish zone breakdowns by job classification on an ongoing basis that will often exceed the minimum below. All employees undergo PCR testing prior to entering the workplace.



ZONE A



 PCR TEST PRIOR TO ENTERING THE WORKPLACE
+ TESTING 3X PER WEEK

INCLUDES E.G., PERFORMERS, DIRECTORS, CAMERA CREW, SOUND CREW, HAIR, MAKEUP

All performers and background actors working on set as well as all employees who are present in a workspace with a performer or background actor while that actor is not wearing PPE.

If the employee works five or more days a week, they are tested at least three times a week. Employees working less than five days a week are tested within 72 hours prior to working.

ZONE B



 PCR TEST PRIOR TO ENTERING THE WORKPLACE
+ TESTING AT LEAST 1X PER WEEK

INCLUDES E.G., SET DECORATOR, PROPS DEPARTMENT

Employees who work on a "hot" set, but are not present in a workspace with a performer or background actor while the actor is not wearing PPE.

All Zone B employees must be tested at least once a week.

ZONE C



 PCR TEST PRIOR TO ENTERING THE WORKPLACE
+ MAY TEST AS NEEDED

INCLUDES E.G., CONSTRUCTION AND ELECTRIC DURING PRE-PRODUCTION WHEN CAST ARE NOT YET WORKING

Employees who can wear PPE all the time, are not required to be within two metres of other individuals for more than 15 minutes, and don't come into contact with Zone A or Zone B employees who aren't wearing PPE at all times.

Zone C employees are tested prior to entering the workplace. They may also test once per week, or as needed.

ZONE D



 PCR TEST PRIOR TO ENTERING THE WORKPLACE

INCLUDES E.G., ANIMATORS, PUBLICISTS AND REMAINING POST-PRODUCTION EMPLOYEES

Zone D employees undergo testing prior to entering the workplace and do not require periodic testing, as they typically do not access the production location in the course of their work. These employees would only be permitted to access the production location after additional testing confirming they are COVID-19-negative.

