



688 West Hastings Street, Suite 470, Vancouver, BC V6B 1P1  
Phone: 604 408-0746 Fax: 604 806-0563 Email: [unifor2000@mediaunion.ca](mailto:unifor2000@mediaunion.ca)

---

Employment Standards Branch  
4600 Jacombs Rd #250,  
Richmond, BC V6V 3B1

*via email: [ESBDataIntegrity@gov.bc.ca](mailto:ESBDataIntegrity@gov.bc.ca)*

July 30, 2020

To whom it may concern,

Please be advised that Unifor Local 2000 is filing a third-party complaint on behalf of several employees – both past and present – of Scanline VFX, a visual effect studio in Vancouver with hundreds of employees.

We've interviewed several people who allege that Scanline VFX does not pay overtime nor statutory holidays in accordance with B.C.'s Employment Standards Act. Furthermore, Scanline VFX allegedly requires all employees sign contracts that indicate they are high-technology professionals. Based on our interviews, this practice is companywide and dates back to at least April 2012.

Scanline VFX allegedly does not pay employees overtime unless they work more than 45 hours in a week. The studio also only pays employees for five of B.C.'s 10 statutory holidays. For the remaining unpaid stats, they endeavour to give people the day off without pay. Most people we interviewed reported that overtime is not paid in a day unless the 45 hours/week threshold is met, while only one reported that overtime (at double the regular rate) was paid if employees worked more than 12 hours in a day.

All employees or former employees we spoke with reported that they were asked to sign a contract that indicated they were high-technology professionals.

Unifor Local 2000 believes that Scanline VFX does not qualify for the high-technology exclusion as they do not meet the criteria outlined in Section 37.8 of the Act. We are requesting the Employment Standards Branch investigate, and if the branch determines Scanline VFX is not eligible for the high-technology exclusion, we are requesting a companywide review of the payroll records and that all employees be paid any outstanding wages.

If you have any questions or concerns regarding the above noted matter, please do not hesitate to contact me.

Sincerely,

A handwritten signature in blue ink that reads 'Jennifer Moreau'.

Jennifer Moreau  
Secretary-Treasurer