

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into this 11th day of July 2025 between bargaining representatives of **I.A.T.S.E. Local 118**, and the bargaining representatives of the **Pacific National Exhibition**. Both parties unanimously agree, without reservation, to recommend the following terms and conditions for a Renewal Collective Agreement to their respective principals, containing all of the conditions of the agreement which expired December 31st, 2022 save and except as explicitly amended below:

1. Article 3 shall be amended to implement the renewal agreement for a term of four years from January 1st, 2023 to and including December 31st, 2026.

2. General Wage Increases:

Schedule "A" shall be amended to reflect the following general wage increases:

Effective January 1 st , 2023:	4.5% across the board
Effective January 1 st , 2024:	4% across the board
Effective January 1 st , 2025:	3.5% across the board
Effective January 1 st , 2026:	3% across the board

3. Effective upon date of union ratification, article 11.3 (c) will be amended as follows:

c) The following shall be Public Holidays for the purposes of the Agreement:

- i) New Year's Day
- ii) Family Day
- iii) Good Friday
- iv) Easter Monday
- v) Victoria Day
- vi) Canada Day
- vii) BC Day
- viii) Labour Day

ix) National Truth & Reconciliation Day

x) Thanksgiving Day

xi) Remembrance Day

xii) Christmas Day

xiii) Boxing Day

xiv) Any other day duly proclaimed by Federal or Provincial authority as a public holiday in the area in which the place of employment is located.

4. Effective upon date of union ratification, article 25.1 will be updated as follows:

25.1 Health and Welfare Plan

The Employer will pay into a designated Trust Fund ~~six~~ **seven and a half** percent (7.5%) of the straight time grip rate coupled with the Holiday Pay for that rate per Schedule "A" for every hour worked for every employee under this Contract.

5. Effective upon date of union ratification, article 26.5 will be amended to add (d) as follows:

(d) If any Employee is requested to furnish sewing machines, irons, ironing boards, and/or large kits of sewing supplies or hair and make up supplies, the Employee shall bring such equipment if they can, and provided the employer receives an invoice, the Employer shall pay the Employee the following in respect of the Employee's provision of such equipment:

<u>Sewing Machine (inclusive of extensive sewing kit)</u>	<u>\$75/day *</u>
<u>Commercial Steamer</u>	<u>\$75/day *</u>
<u>Iron and Ironing Board</u>	<u>\$50/day *</u>
<u>Extensive Sewing Kit**</u>	<u>\$50/day *</u>
<u>Hair and Makeup Kit</u>	<u>\$100/day *</u>

*Maximum payout per production (set, run, strike) is three times the daily rate for each item above.

** Such kit is understood to be equipment that is well beyond standard items such as flashlight, scissors etc. normally earned by a dresser.

6. Effective January 1, 2026, the PNE will contribute a one-time payment of \$2,000 for the IATSE Entertainment and Exhibitions Industry Training Trust Fund. Payment will be sent to IATSE Training Trust Fund, 2210 W Olive Avenue, Suite 300 Burbank, CA 91056.
7. Effective January 1st, 2025, the Technical Director II Position will be amended (after the 2025 general wage increase has been applied) to \$47.50/hour.
8. Notice of Change of Practice:

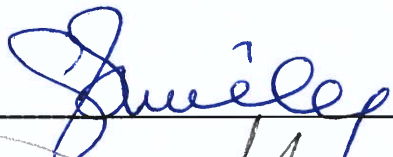
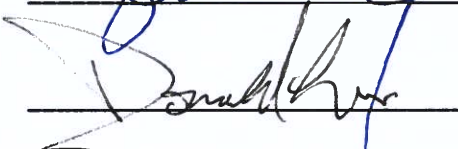
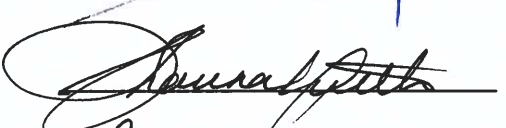
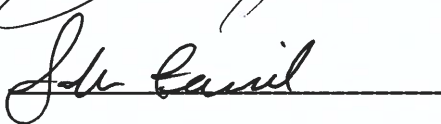
The PNE intends to post the PNE Head Carpenter position effective October 1st, 2025. The intention is for the PNE to develop a pool of qualified, part-time Head Carpenters to backfill in case of absence of the current incumbent.

9. General Housekeeping:


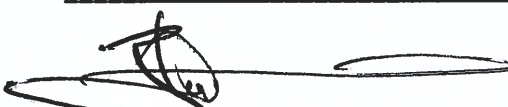
The parties shall perform any and all "general housekeeping" required for the renewal collective agreement, at the time of preparing the legal documents for execution. The purpose of this "general housekeeping" is to ensure that amendments resulting from collective bargaining do not create ambiguities elsewhere in the renewal collective agreement, to correct and improve the language and grammar used, or to more accurately reflect the original intent of the parties, provided that any change resulting from this undertaking will not change original intent in any way, and each such change is specifically agreeable to both parties.

Agreed in the City of Vancouver, BC this 11th day of July, 2025

FOR THE PNE

FOR THE UNION



Mike Luney
