

MASTER COLLECTIVE AGREEMENT

BETWEEN:

**THE INTERNATIONAL ALLIANCE OF THEATRICAL STAGE
EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND
ALLIED CRAFTS OF THE UNITED STATES AND CANADA AFL-
CIO, CLC LOCAL 118**



AND

**CASUAL & TEMPORARY EMPLOYERS
("Master Casual Contract")**

REV. JULY 01, 2022

TABLE OF CONTENTS

ARTICLE PAGE

| | | |
|-----|--|----|
| 1. | GENERAL PURPOSE | 4 |
| 2. | UNION RECOGNITION | 4 |
| 3. | TERM OF AGREEMENT | 4 |
| 4. | UNION SECURITY | 4 |
| 5. | JURISDICTION OF WORK | 5 |
| 6. | CONTRACT FOR RUN | 6 |
| 7. | REMUNERATION | 7 |
| 8. | TIME OF CALL | 8 |
| 9. | CANCELLATION OF CALL | 8 |
| 10. | HOURS OF WORK | 9 |
| 11. | OVERTIME | 9 |
| 12. | VACATION PAY | 10 |
| 13. | MEAL BREAKS | 10 |
| 14. | MEAL PREMIUM | 11 |
| 15. | MINIMUM CALL | 11 |
| 16. | SAFETY | 12 |
| 17. | PAYMENT OF MONIES | 12 |
| 18. | HEALTH AND WELFARE/RETIREMENT SAVINGS PLAN | 12 |
| 19. | REMOVAL OF EMPLOYEE | 13 |
| 20. | GRIEVANCE PROCEDURE | 13 |
| 21. | LOCK OUT AND STRIKES | 14 |
| 22. | MANAGEMENT RIGHTS | 14 |
| 23. | EXISTING TERMS AND CONDITIONS | 14 |
| 24. | UNION RIGHT OF ENTRY | 14 |
| 25. | COST OF LIVING ADJUSTMENTS | 14 |
| 26. | SPECIAL CONDITIONS | 15 |
| 27. | WORKPLACE HARASSMENT | 18 |
| 28. | SCHEDULES | 19 |
| 29. | SAVINGS CLAUSE | 19 |
| 30. | SIGNATORIES | 19 |
| 31. | SCHEDULE "A" | 20 |
| 32. | INDEX | 21 |

This Collective Agreement, BETWEEN:

The Casual / Temporary Employer (hereinafter called the “Employer”), OF THE FIRST PART

AND:

THE INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES AND CANADA, LOCAL 118 (hereinafter called the “Union”), OF THE SECOND PART

A. The Employer is an employer within the meaning of the “Labour Relations Code”. Nothing in this collective Agreement shall be construed so as to contravene any Federal or Provincial statute or regulation.

B. The Union is the bargaining authority for the following workers for the Employer, hereinafter called the Employees, employed within the jurisdiction of work, as described in Article 5 hereof, covering all work traditionally understood as “stagehand” work, including, but not limited to:

| | |
|--|--|
| Stage Carpenters and Assistants | Video Grip |
| Fly Operator and Assistants | Properties Handler and Assistants |
| Carpenter Grip | Property Grips |
| Fly Grip | Sound Operator and Assistants |
| Car and Truck-loaders | Sound Grips |
| High Riggers & Ground Riggers | Head Wardrobe and Assistants |
| Stage Electricians and Assistants | Dressers |
| Spotlight Operators and Electrical Grips | Seamsters |
| Video Operators & Technicians | Projectionists |
| Video Projectionists | Hair and Wigs Heads, Assistants and Grips |
| | Make-up Department Heads, Assistants and Grips |

The parties hereto covenant and agree as follows:

1. GENERAL PURPOSE

- 1.1 The general purpose of this Agreement is to establish and maintain mutually satisfactory working conditions, hours of work and wages, and to provide for Union security and machinery for the prompt and equitable disposition of grievances for all Employees and Employers who are subject to the provisions of this Agreement.
- 1.2 Pursuant to the provisions of Section 53 of the Labour Relations Code, the Employer and the Union agree to the establishment of a consultation committee for the purposes of consulting as needed during the term of the collective agreement about workplace issues. Such meetings may be called by either party, to be scheduled as soon as is practical.

2. UNION RECOGNITION

- 2.1 The Employer acknowledges and recognizes that the Union is the bargaining agent for all persons defined as Employees herein and employed by the Employer in the work described in Article 5 hereof.

3. TERM

- 3.1 This terms and conditions spelled out in this document shall be effective from July 1st, 2022 until replaced by an updated version (scheduled for July 1st, 2023)
- 3.2 Upon ratification of an updated version, the new revision shall be posted on the Union's website, and made available to any temporary employer.
- 3.3 The operation of subsections (2) and (3) of Section 50 of the Labour Relations Code is hereby excluded from and shall not be applicable to this Agreement.

4. UNION SECURITY

- 4.1 The Employer shall hire, to perform work referred to in Article 5, only persons who are, at the time of hiring, members in good standing of the Union or who are approved by the Union, and shall hire for each particular job that person supplied by the Union but subject always to Articles 6 and 15 hereof and the following exceptions:

- (a) Under no conditions shall the employer contract out bargaining unit work;

- (b) If circumstances arise during the course of the setting up or running of a production which could not be foreseen until that time and which make it necessary for the function of an Employee to be performed by any person employed by the Employer whether such person is a member in good standing of the Union or not, the Employer may employ such person to perform such function so long as those unforeseen circumstances require;
- (c) Nothing herein shall restrict a person hired for a particular job from assisting any other Employee working in another Department as described in Article 4.1(b), provided that such assistance is temporary and does not affect the ability of that Employee to properly perform the duties for which the Employee was hired; as determined mutually by the Employer, the Stage Carpenter, and the Union's designated representative. Any decrease or reduction in the size of a crew required by a lack of work shall be accomplished by the dismissal of that person or those persons designated by the Union.

5. JURISDICTION OF WORK

5.1 The exclusive jurisdiction of the Employees covered by this Agreement shall include all work of a kind and nature usually performed by stage hands such as handling, erecting, dismantling, transporting, preparing, maintaining and operating sets, scenery, properties, sound equipment, lights and lighting equipment, and stage equipment and machinery of all kinds and description, as well as the unpacking, packing, cleaning, pressing, dressing, maintaining and quick changing of theatrical costumes, as well as the application, maintaining and/or care of hair of all kinds, types and description, whether it be the natural hair of actors or any natural or synthetic wig or hairpiece, as well as the application, maintaining and/or care of make-up of all kinds, types and description as required, and all activities incidental thereto, in connection with:

- (a) Any and all entertainments, rehearsals, performances and displays on any stage;
- (b) Any and all entertainments, full technical rehearsals, performances and displays performed in any space by a company of or engaged by the Employer;
- (c) Any and all entertainments, technical rehearsals, performances and displays in any room for which an admission is charged;
- (d) All work of a nature or kind usually performed by stage hands in a venue that is required in connection with television productions, closed circuit television, teleprompters, film projectors, filming and filming production work for both

theatrical and television presentation which are produced or executed anywhere within such venue or on its grounds.

- 5.2 When the Employer intends to record a show for a broadcast or taping in any medium, said Employer or their agent shall negotiate crewing with the Union's Representative at least one week prior to the scheduled date.
- 5.3 Videotaping will be permitted without hiring Local 118 technical crew under the following conditions:
- (a) Segments taped are limited to the artists' first three songs. An audio feed from the artist's audio console is permitted. Videotape must be for non-commercial use, including promoting the event to facilitate ticket sales.
 - (b) Accredited news gatherers will have unrestricted Local 118 jurisdictional access to the event location for purposes similar to the foregoing, subject to the presenter's approval.
 - (c) Videotaping of the artist's performance by the artist's staff for the artist's archives or other non-commercial use. Only one video camera may be used, and once placed, will remain in that location for the duration of the videotaping.
- 5.4 In instances where a musical touring group (i.e. a "rock band") has a personal assistant to take care of hair, wig and/or make-up requirements, or if the artist prefers to apply hair, wig and/or make-up for him or herself, the hiring of Local 118 bargaining unit person (s) will be optional. This clause does not apply to plays, operas, Broadway style musicals, etc.

6. CONTRACT FOR RUN

- 6.1 Employees shall be contracted for the set-up, run and strike of the production for which they are employed and Employees shall be employed in the categories of work for which they were called. Employees shall not be dismissed, except for just cause, as provided under Article 19, and shall not be assigned to other categories of work except that the Employer may:
- (a) Where the work available requires, reduce or increase the size of the crew. To avoid any actual or anticipated breach or similar grievance on the part of the Employer or Employee, crew size will be determined by practice and precedent in the industry as determined by mutual agreement between the Employer and the Union.

- (b) Assign Employees to other categories of work by mutual agreement between the Employer and the Union;
- (c) Assign Employees to other categories of work to provide temporary assistance within a Department or in other Departments provided that such temporary assistance does not affect the ability of that Employee to properly perform duties for which the Employee was hired, to the mutual agreement of the Employer, the Stage Carpenter, and the Union's designated representative.
- (d) In the event of a "hold-over", the Employer shall notify the Union not less than fourteen (14) calendar days prior to the original closing date of the production.
- (e) Except where stipulated by Venue Contract, the Department Head of a crew of less than 12 persons will be expected to work alongside that crew. On calls of 12 or more, the Department Head is primarily responsible for directing the work of that crew, and is expected to work alongside that crew when doing so does not result in a lack of effective direction.
- (f) On all calls of forty (40) crew or more, the Employer will hire a Local 118 steward if necessary, who will assist the Head Carpenter with crew scheduling. The Steward will be paid at Department Head rate for as long as necessary, in consultation between the Union and the presenter.

7. REMUNERATION

- 7.1 The rates of remuneration set out in Schedule "A" to this Agreement shall apply.
- 7.2 In any annual revision, the rate of pay from one year to the next shall be calculated on a "most favored nations" basis (i.e. not less than the best negotiated rate) with the contracts of the Union's other major employers.
- 7.3 Where, on any call, an Employee is required or requested to be available to perform work in, or in fact performs work in, a work classification for which a higher remuneration is provided for hereunder (other than an assignment to provide temporary assistance), then the Employee shall be paid that higher rate of remuneration for the entire call. Decisions made with respect to the preceding statement shall be in consultation with the Executive Board of the Union and the representative of the Employer.

7.3 On any run of a production, when a Spotlight Operator or Department Head is engaged, these persons shall be paid the applicable rate for that category for the entire set-up, run and strike of the production. For rock concerts where there is a pre-tour rehearsal period of two (2) or more days, Spotlight Operators will only be paid at the Spotlight Operators rate for the entire day(s) on which follow spots are used.

8. TIME OF CALL

8.1 Subject to this Article 8 and Article 9, time of call shall be at the discretion of the Employer. A call shall be made in the following manner:

(a) As soon as possible, but not less than five (5) days prior to the time of call, the Employer shall advise the Union of:

(i) The time of call;

(ii) The number of persons required specifying the category of work for each person;

(iii) If the Employer wishes specific persons for a skill position, a list of members of the Union that it wishes to employ including a reasonable number of alternates. Where the list of skilled persons already exists, the Employer may add people it deems qualified to that list at any time. Persons on a skill list may be removed for good cause. In accordance with the BC LRA, the selection of individuals may in no way be discriminatory, and the Union may enquire as to the basis for a particular selection to ensure no unfair bias is applied. The Union and Employer will work together to ensure fair opportunity, and diverse representation on the skill lists.

(b) The Union shall report to the Employer as soon as reasonably possible on whether members of the Union in good standing are available (in which case the Employer may again specify a list with alternates), and shall endeavour to accommodate the Employer's request under (a) (iii) hereof except that nothing herein shall require the Union to supply a specific person or persons requested.

- (c) Where a call is in respect of work to be carried out during or prior to a performance by Employees working the performance, such calls shall commence at least thirty (30) minutes prior to commencement of the performance.
- (d) Where an Employee is called to work the opening performance and where said performance requires a set-up before the performance, the Employee shall be called no less than one (1) hour before house opening. Should the set-up time be greater than one (1) hour before house opening then this Article 8.1(d) shall not apply.

9. CANCELLATION OF CALL

- 9.1 The Employer shall cancel a call by notifying the Union of cancellation prior to sixteen (16) hours before the time of call. In the event such notice is not given to the Union prior to that time, then, unless the Union consents to such cancellation, the Employer shall pay to the Employees designated by the Union to fill the call an amount equal to that remuneration which the Employees would have earned through four (4) hours of work at normal time in their respective work categories. Where notice of cancellation can reasonably be given by the Union to the Employees, such 16-hour cancellation requirement shall not apply if any performance is cancelled due to a strike, war, inclement weather, terrorism or other calamity such as fire, earthquake or hurricane. However, if the cancellation of such does not occur until Employees have reported to work, such Employees will be paid a four (4) hour minimum call. If the time of a call is extended without prior notice of sixteen (16) hours before the original time of call and if the call is subsequently cancelled, then this Article 9.1 shall be applied with reference to the original time of call.

10. HOURS OF WORK

- 10.1 The normal work week shall consist of forty (40) hours, based on an eight (8) hour day and a six (6) day week. However, owing to the nature of theatrical operation, hours of work shall not be fixed with respect to time of day or day of week, but shall be as prescribed by the Employer on reasonable notice subject to the overtime provisions herein.
- 10.2 For the purpose of computing pay for normal time and overtime:
- (a) The end of each day is midnight and the end of each week is Saturday midnight, except where an Employee works a continuous period of time which starts before midnight and ends after midnight in which case the end of the day shall be the end of that continuous period of work.

- (b) A break in a work period of less than eight and one half (8.5) hours duration shall not constitute the ending of a work day.
- (c) Time shall be calculated by the half-hour so that an Employee shall be paid for a full half-hour period if any portion of a half-hour period is worked.
- (d) If an Employee, at the call of the Employer, completes a period of duty in any day and is recalled to duty by the Employer on the same day after a break of two (2) hours or greater has elapsed since the completion of that period of duty, and as a result of such recall works a further period of time, the Employee shall be paid one (1) hour travel time at the applicable daily rate.

If an Employee is released prior to the completion of a minimum call (as defined in Article 15) and is recalled for a further period of duty after a break of two (2) hours or greater has elapsed, that Employee is eligible for one (1) hour travel time at the applicable daily rate less that amount of time that remained in the call from which the Employee was released and/or the call to which the Employee returns.

11. OVERTIME

11.1 All overtime referred to in this Article 11.1 shall be paid for at time and one-half the straight time rate of pay. Overtime under this Article 11.1 consists of each of the following separate categories of work and arises when work falls within any of the following categories which are mutually exclusive:

- (a) Time worked in excess of eight (8) hours in any day;
- (b) Time worked in excess of forty (40) hours straight time in any week;
- (c) Time worked on Sunday (subject to Article 11.2).
- (b) Time worked during a Statutory Holiday or day in lieu shall be considered as "straight time" for the purposes of calculating 11.1(b) above.

11.2 All overtime referred to in this Article 11.2 shall be paid for at double the straight time rate of pay. Overtime under this Article 11.2 consists of each of the following separate categories of work and arises when work falls within any of the following categories which are mutually exclusive:

- (a) All time worked between midnight and 8:00 a.m. regardless of time of call;
- (b) All time worked in excess of eleven (11) hours in any one day or shift;

- (c) All time worked in excess of eight (8) hours on Sunday;
 - (d) Where a call requires work to commence between midnight and before 6:00 a.m., all time worked that day.
- 11.3
- (a) All time worked on a Public Holiday shall be paid for at double the straight time rate of pay.
 - (b) When a Public Holiday falls on a Sunday the next day shall be deemed an “overtime day”, and paid as if it were a Sunday, in accordance with 11.1(c) and 11.2(c)
 - (c) The following shall be Public Holidays for the purposes of this Agreement:
 - i.) New Year's Day
 - ii.) Family Day
 - iii.) Good Friday
 - iv.) Easter Sunday
 - v.) Victoria Day
 - vi.) Canada Day
 - vii.) BC Day
 - viii.) Labour Day
 - x.) National Truth & Reconciliation Day
 - xi.) Thanksgiving Day
 - xii.) Remembrance Day
 - xiii.) Christmas Day
 - xiv.) Boxing Day
 - xv.) 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

12. VACATION PAY

- 12.1 The Employer shall pay to each Employee, in addition to the remuneration required under this Agreement, vacation pay equal to eight percent (8%) of their straight time rate for that classification for all hours worked. Such additional payment shall be considered wages for the purposes of Article 17 “Payment of Monies”.

13. MEAL BREAKS

- 13.1 Either of the following shall be defined as constituting a “meal break”:
- (a) One unbroken, unpaid hour, within which the Employee can eat their meal;
 - (b) One unbroken paid half-hour within which an Employee can eat their meal. The rate of pay shall be that which is applicable to the beginning of the half-hour meal period.
- 13.2 No unpaid meal break shall be allowed during a call of five (5) hours or less.
- 13.3 The Employer shall not call an unpaid meal break for the crews:
- (a) Less than two (2) hours from the beginning of a call, or
 - (b) Less than four (4) hours from the previous unpaid meal break.
- 13.4 No meal break shall be set so as to result in an Employee who is working the performance, returning from such meal break at a time less than thirty (30) minutes prior to commencement of the performance.

14. MEAL PREMIUM

- 14.1 Employees shall be allowed one meal break immediately following every four (4) hour period of duty; provided, however, that if any Employee is required to remain on duty after such four (4) hour period, the Employee shall be paid at one and one-half times the rate applicable at the beginning of the fifth hour until relieved for a meal break.
- 14.2 If one call of the workday can be completed in five (5) continuous hours or less from the commencement of the call or from the end of the previous meal break, then Article 14.1 shall not apply. If the call extends beyond five (5) hours, the Employees shall be paid at one and one-half (1-1/2) times the rate applicable at the beginning of the sixth hour until relieved for a meal break. In the event that a meal break falls due during a performance and the time of call has been set no earlier than thirty (30) minutes prior to the commencement of the performance, the meal break shall be postponed without premium to the completion of that performance.
- 14.3 For show crew on one-day rock concerts, two (2) five (5) hour calls may be completed without meal premium.

15. MINIMUM CALL

- 15.1 When an Employee is called to work, the Employee shall be paid not less than four (4) continuous hours at the applicable rate of pay.
- 15.2 When an Employee is called to work for a period which does not exceed four (4) hours and the period commences after midnight and before 6:00 a.m. then the entire minimum call period shall be overtime.
- 15.3 When an Employee is required to return to work after an unpaid meal break, the Employee shall be paid not less than two (2) continuous hours at the applicable rate of pay, except in the case of a strike after a performance at which time an Employee shall be paid not less than three (3) hours at the applicable rate of pay.
- 15.4 When an Employee is required to return to work after a break of greater than one (1) hour, it shall be considered as an additional minimum call as provided in Article 15.1.

16. SAFETY

- 16.1 The Employees will not be required to work under unsafe conditions and shall not be required to work in any unsafe location without adequate safety equipment.
- 16.2 Safety procedures will be followed and safety equipment provided by the Employer will be used by the Employees.
- 16.3 The Union agrees that any Employee dispatched by the Union to perform job functions where a certification is required by government regulation (such as Forklift Operator, Lift Operator, Head Electrician, etc.) shall be certified, and the Employee shall provide proof of certification to the Employer.

17. PAYMENT OF MONIES

- 17.1 The Employer shall pay, with the I.A.T.S.E. Local 118 Trust Account acting as its agent to handle disbursements and remittances, the following:
- (a) Wages
 - (b) CPP and EI contributions as required under Federal and Provincial statutes
 - (c) Trust Account administration fee
 - (d) WorkSafe premiums
 - (d) Health and Welfare contributions as described in Article 18
 - (e) Provincial Employer Health Tax

- (f) Sick pay provision, as required by Provincial law
- (g) Contribution to the International Training Trust Fund as described in Article 26.
- (h) Any other remittances or deductions required by Federal, Provincial, or Municipal government

17.2 All monies are due and payable within one (1) week following presentation of a statement from the I.A.T.S.E. Local 118 Trust Account for services rendered by Stage Crew, or on demand, as specified by the Union.

17.3 Non-payment of monies owing to the I.A.T.S.E. Local 118 Trust Account shall constitute a breach of this Agreement, and the Union shall not be held liable for work stoppage.

17.4 On request from the Employer, the Head Carpenter or designate(s) shall endeavor to provide an accurate estimate of monies owed for services rendered. These estimates shall be updated as required during the set-up, run and strike in order to expedite show settlement and payment to the Union. Although every effort will be made to be as accurate as possible, it is understood by the Employer that the actual final invoice amount presented to the Employer by the IATSE Local 118 Trust Account may be at variance with any estimate given.

18. HEALTH AND WELFARE PLAN/RETIREMENT SAVINGS PLAN

18.1 Health and Welfare Plan

- (a) The employer will pay to the I.A.T.S.E. Local 118 Trust Account eight percent (8%) of the straight time grip rate plus Vacation Pay for the rate as per Schedule "A" for every hour worked for every Employee under this Agreement. These amounts will be forwarded by the I.A.T.S.E. Local 118 Trust Account to the IATSE Local 118 Health and Welfare Trust Account.

18.2 Retirement Savings Plan

- (a) Each Local 118 member will have five percent (5%) of gross wages deducted by the I.A.T.S.E. Local 118 Trust Account. These amounts will be forwarded by the I.A.T.S.E. Local 118 Trust Account to the IATSE Local 118 Savings Trust Account for deposit to the credit of the individual Employees' RRSP accounts at VanCity Savings Credit Union or Canadian Entertainment Industry Retirement Plan (CEIRP).

- (b) The Employer will pay to the I.A.T.S.E. Local 118 Trust Account five percent (5%) of gross wages for every Local 118 member. These amounts will be forwarded by the I.A.T.S.E. Local 118 Trust Account to the IATSE Local 118 Savings Trust Account for deposit to the credit of the individual Employees' RRSP accounts at VanCity Savings Credit Union or Canadian Entertainment Industry Retirement Plan (CEIRP).

19. REMOVAL OF EMPLOYEE

- 19.1 The Employer shall have the right to refuse to hire or dismiss from a position any person supplied by the Union or any Employee, as the case may be for which the Employer has just cause. If after refusal to hire a person or dismissal of any Employee, the Employer cannot show just cause, then the Employer shall recompense that person or Employee for wages lost as a result of this refusal to hire or dismissal. "Just cause" in this Agreement shall include, but shall not be limited to:
 - (a) Breach of any reasonable regulations from time to time made by the Employer governing the duties and functions of the Employees necessary for the conduct and management of the Employer's business insofar as such rules and regulations do not conflict with the terms of this Agreement;
 - (b) Insubordination or failure to obey the proper instructions of superiors including, but not limited to, the Stage Manager, Director or Designer;
 - (c) The fact that the Union is unable to demonstrate that a person is experienced or trained for the particular duties assigned to perform or is performing; and
 - (d) Unsatisfactory performance of duties.
- 19.2 Any Employee dismissed pursuant to this Article shall not be an available member in good standing of the Union for the purposes of Article 4 of this Agreement. It is understood that this Article may be waived by mutual agreement between the Employer and the Union.
- 19.3 Any Employee dismissed wrongfully pursuant to Article 19 will be eligible for payment of all lost wages except for those hours worked for other Employers, or for time the Employee was not available for work to the local while under investigation.

20. GRIEVANCE PROCEDURE

20.1 All differences between the Union and the Employer and any Employee bound by this Agreement concerning its interpretation, application, operation or any alleged violation thereof including any question as to whether any matter is covered by this Article shall be finally and conclusively settled without stoppage of work by the following method:

- (a) Any such difference shall in the first instance be discussed between the Steward and the Production Manager, Stage Manager, or other person authorized by the Employer
- (b) If no settlement is reached, the Steward and the Production Manager, Stage Manager or other authorized person shall report to the Executive Board of the Union and the senior employed management official of the Employer respectively, and they shall meet as soon as possible. If no settlement is reached between them within five (5) days, they shall refer the difference to a single arbitrator to be selected by them whose decision shall be final and binding on all persons bound by this Agreement. If the Union and senior employed management official of the Employer cannot agree on a single arbitrator within five (5) days, either party may request the Minister of Labour to appoint such a single arbitrator. The costs of and incidental to the settlement of any difference shall be borne equally by the Union and the Employer.

21. LOCK OUT AND STRIKES

21.1 Upon commencement of a production (load in), the Employer shall not lock out any Employee and no Employee shall strike and the Union shall not declare or authorize a strike of Employees before the completion (load out) of that production.

21.2 It is understood and agreed that refusal to cross a legal picket line shall not constitute a breach of this Agreement.

22. MANAGEMENT RIGHTS

22.1 All matters relating to conditions and the work of Employees not inconsistent with or specifically dealt with by this Agreement or not otherwise regulated by law are understood to be within the prerogatives and rights of management, provided, however, that the Employer will not alter significantly the conditions or the work of Employees without prior notice to and bona fide consultation with the Union through the Union's Executive Board.

23. EXISTING TERMS AND CONDITIONS

- 23.1 All explicit or implicit terms and conditions of work and understanding between the Union and Employer, which are not contrary to this Agreement, shall continue in full force and effect.

24. UNION RIGHT OF ENTRY / UNION BUSINESS

- (a) An authorized representative or representatives of the Union shall be permitted by the Employer, upon prior notification, to enter and inspect, free of any interference, Employee work areas when such entrance or inspection is required, in the Union's opinion, in connection with any investigations or matters pertaining in any way to this Agreement, but such representatives shall not interrupt or interfere with any work in progress.
- (b) The Steward or Executive Board Member designated to represent the Employees on the production shall be permitted to perform Union business provided such business pertains to the current production, without loss of pay. The Steward shall advise the Employer's representative prior to leaving their duties.

25. COST OF LIVING ADJUSTMENTS

- 25.1 Should the average Consumer Price Index for Vancouver (all items), as published by Statistics Canada on its website, in June prior to the end of a contract year indicate a rise in the cost of living for that contract year greater than the increase in pay set for that year, the Schedule "A" wage scale will be increased at the end of the contract year in the following manner: for any percentage point to the nearest tenth that the Consumer Price Index increase on May 31st exceeds the pay percentage increase for that year, Schedule "A" rates will be increased by that % amount at the end of the contract year, before the pay percentage increase outlined for the following year is applied.

26. SPECIAL CONDITIONS

26.1 Assistants

- (a) A sound assistant shall be engaged for the “run of show” (per Article 6) if two or more mixing consoles are used on a production (i.e. “main mix” and monitor mixing boards)
- (b) A sound assistant shall be engaged for the “run of show” (per Article 6) if RF mics are being used. This shall be an additional assistant if one is already required under 26.1(a)
- (c) The second person called in any department shall be called as an assistant, except as provided for in 26.1(d). They will be engaged for the “run of show” (per Article 6) if they are part of the show crew, having duties during the run. Otherwise, they may be called as assistant just for load-in, load-out, and/or any work calls outside of the run.
- (d) The second person called in the Carpentry department may be called as Head Fly, in which case the third person for that department shall be called as an assistant.

26.2 Minimum Crews

- (a) For the purposes of this Agreement productions shall be grouped into four (4) categories:
 - Class A: No sound and minimal lighting; no props or scenery; minimum house crew, two (2): Head Carpenter and Head Electrician.
 - Class B: Straight Truck (20 ft. or greater), no hanging pieces; minimum crew, six (6): four department heads plus two.
 - Class C: One Semi-Trailer, single truss supported by ground hoists, no hanging pieces; minimum crew, eight (8): four department heads plus four.
 - Class D: One Semi-Trailer, two trusses supported by ground hoists, no hanging pieces; minimum crew, ten (10): four department heads plus six.
- (b) Where scenery, drapes, lights and/or sound equipment are hung, add Head Fly Operator or High Rigger, and Fly Grip (to load counterweights) or Ground Rigger, where applicable.
- (c) Should special circumstances prevail, any of these categories may be

increased or decreased by mutual agreement between the Employer and the Union representative.

26.3 Car / Truck-loaders

- (a) A minimum of four (4) Car / Truck-loaders (in addition to the minimums of Article 26.2) will be hired where one semi-trailer or more is to be unloaded or loaded. Two heavily-stacked straight trucks of 20 – 30 foot box length will be considered the equivalent of one semi-trailer.
- (b) Where only one semi-trailer or equivalent is unloaded or loaded, Car/Truck-loaders will, if requested, assist with stage work after unloading is completed during the set- up, and prior to loading during the strike. Decisions as to the commencement of loading during the strike will be made by the Employer.
- (c) Where there is only one heavily-stacked straight truck of 20 – 30 foot box length to be loaded or unloaded, crew on the set-up or strike will be reclassified as Car/Truck-loaders. In this case, those crew members reclassified as Car/Truck-loaders shall continue to work on stage after unloading is completed or before loading commences.
- (d) Where there are only minimally-stacked straight trucks of 20 – 30 foot box length, unloading and loading to a level loading dock may be performed by the set-up and strike crew as part of their set-up and strike duties.

26.4 Assistant Fly operator - the Employer agrees to this classification only under the following conditions, which must be taken in their entirety:

- (a) A fly operator may be designated as a fly assistant if 3 or more fly operators shall be employed, and
- (b) Such designation shall be approved by the Technical Director or the Employer's designated representative, after consultation with the Steward and/or the Executive Board of the Union, and shall not be unreasonably withheld if justification warrants such hiring. It shall be understood that a common sense and practical attitude shall prevail from both sides.
- (c) In the case of a travelling show which employs a fly operator then there will not be any need for a fly assistant, provided the road fly operator is available to work on the fly floor.

26.5 Wardrobe

- (a) All Wardrobe personnel will be prepared to supply their own basic hand-sewing supplies. Hiring of Wardrobe personnel will not depend on the person's ability to supply equipment such as irons, ironing boards or sewing machines.
- (b) Wardrobe personnel shall not be held responsible for the safekeeping of valuables or other personal belongings of performers.

26.6 Travel Expenses

Should Employees be required to travel outside the following Municipalities: Vancouver, Burnaby, New Westminister, North Vancouver, West Vancouver, or Richmond, the following conditions shall apply:

(a) Accommodation expenses shall be paid by the Employer. Accommodation shall be single occupancy, and in the same hotel or equivalent as that provided to others (e.g. Musicians)

(b) Should an Employee be requested and is agreeable to use a personal vehicle for the Employer's business; the Employee shall be compensated at the rate as designated and published by the CRA (for reference, in 2022: \$0.61 per km for the first 5,000 km). Personal vehicle use shall be in accordance with current insurance requirements. It shall not be a condition of employment that an Employee provide a vehicle.

(c) For any day including a hotel stay, where the Employee is not covered by a pink contract, the employer shall provide a per diem for meals and incidental expenses at the Government of Canada published rate (for reference, in 2022: \$115.95). For partial travel days, meal expenses shall reimbursed per the Government of Canada Appendix C table (for reference, in 2022 as follows: Breakfast \$21.90, Lunch \$22.15, Dinner \$54.40, and incidental expenses \$17.50).

(d) Additional legitimate expenses shall be reimbursed upon presentation of a receipt.

- 26.7 If requested by the Employer, the Employee agrees to provide their own hand tools for every call for which such tools are requested. These tools shall include one (1) adjustable crescent wrench and a multi-tool. Alternately, the employee may decide to bring instead: one (1) adjustable crescent wrench, one (1) screw driver with at least Robertson #7, #8 and slot bits, and one (1) pair of pliers. Someone called for the carpentry department may be requested to provide their own hammer.
- 26.8 Head Video will be required where a production uses a video system, complete with controlling station and camera(s) or controlling station and playback. Camera Operator(s) and switchers will be called as required by the production.
- 26.9 Training Trust Fund - The Employer agrees to contribute one percent (1%) of gross wages earned by all employees to the IATSE Entertainment and Exhibition Industries Training Trust Fund. The contribution will be collected by the Payroll Trust and remitted to the TTF on behalf of the Employer

27. Workplace Harassment Policy

- 27.1 Employer and the Union agree that any form of discrimination (including sexual harassment) under the prohibited grounds of the BC Human Rights Code shall not be tolerated in the workplace. The prohibited grounds of discrimination under the BC Human Rights Code are: race, color, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, age, and criminal or summary conviction for an offence that is unrelated to the employment of that person.
- Both Employer and the Union are committed to providing a work environment in which all workers are treated with respect and dignity. Workplace harassment will not be tolerated from any person in the workplace. Bullying and harassment includes any inappropriate conduct or comment by a person towards a worker that the person knew or reasonably ought to have known would cause that worker to be humiliated or intimidated, but excludes any reasonable action taken by an employer or supervisor relating to the management and direction of workers or the place of employment. Examples of conduct or comments that might constitute bullying and harassment include (but is not limited to) verbal aggression or insults, calling someone derogatory names, sexual innuendo or aggression, harmful hazing or initiation practices, vandalizing personal belongings, and/or spreading malicious rumors. Workers must not engage in the bullying and harassment of other workers, and report if bullying and harassment is observed or experienced. This policy statement applies to all workers, including permanent, temporary, casual, and contract workers. It also applies to interpersonal and electronic communications, such as email and/or social media.
- If an individual experiences or witness bullying or harassment the individual should

report it to both the Employer's Production Manager and the Union. The Production Manager or his/her designate and a member of the Union's Executive Board will meet to discuss and determine the course of action to be taken in the situation. If it is determined that it is a harassment situation the individual accused of harassment will meet with the Employer representative and a member of the Union's Executive Board with the view to obtain an apology or, if required, disciplinary action as outlined in the union contract.

If at any time an employee is required to meet with the Employer representative and/or a member of the Union's Executive Board they are entitled to have a union representative with them in the meeting.

The Employer has Anti-Harassment Officers who are available to individuals to meet with if they believe they are being harassed or bullied or witness harassment or bullying. The Employer's Production Manager will inform employees who the Anti-Harassment Officers are at any given time.

28. SCHEDULES

It is agreed between the Employer and the Union that all Schedules annexed hereto are an integral part of this Agreement.

29. SAVINGS CLAUSE

If any portion of this Agreement shall by Provincial, Federal or other law, or by decision of any court be declared or held illegal, void or unenforceable, the remaining portions of this Agreement shall continue to be valid and in full force and effect.

SCHEDULE "A" WAGE RATES*

| Effective Date | July 1 st , 2021 <u>to June 30th, 2022</u> | July 1 st , 2022 <u>to June 30th, 2022</u> |
|-------------------------|---|---|
| Stage/Head Carpenter | \$ 44.21 | (+ 2021 & 2022 CPI adjstmnt.) |
| Head Electrician | \$ 41.85 | (+ 2021 & 2022 CPI adjstmnt.) |
| Head Fly Operator | \$ 41.85 | (+ 2021 & 2022 CPI adjstmnt.) |
| Head Properties | \$ 41.85 | (+ 2021 & 2022 CPI adjstmnt.) |
| Head Sound | \$ 41.85 | (+ 2021 & 2022 CPI adjstmnt.) |
| Head Wardrobe | \$ 41.85 | (+ 2021 & 2022 CPI adjstmnt.) |
| Head Video | \$ 41.85 | (+ 2021 & 2022 CPI adjstmnt.) |
| Head Hair & Wigs | \$ 41.85 | (+ 2021 & 2022 CPI adjstmnt.) |
| Head Make-up | \$ 41.85 | (+ 2021 & 2022 CPI adjstmnt.) |
| Projectionist | \$ 41.85 | (+ 2021 & 2022 CPI adjstmnt.) |
| Camera Operator | \$ 41.85 | (+ 2021 & 2022 CPI adjstmnt.) |
| Spot Operator | \$ 39.59 | (+ 2021 & 2022 CPI adjstmnt.) |
| Assistant Carpenter | \$ 38.94 | (+ 2021 & 2022 CPI adjstmnt.) |
| Assistant Electrician | \$ 38.94 | (+ 2021 & 2022 CPI adjstmnt.) |
| Assistant Fly operator | \$ 38.94 | (+ 2021 & 2022 CPI adjstmnt.) |
| Assistant Properties | \$ 38.94 | (+ 2021 & 2022 CPI adjstmnt.) |
| Assistant Sound | \$ 38.94 | (+ 2021 & 2022 CPI adjstmnt.) |
| Assistant Wardrobe | \$ 38.94 | (+ 2021 & 2022 CPI adjstmnt.) |
| Assistant Hair and Wigs | \$ 38.94 | (+ 2021 & 2022 CPI adjstmnt.) |
| Assistant Make-up | \$ 38.94 | (+ 2021 & 2022 CPI adjstmnt.) |
| Ground Rigger | \$ 38.94 | (+ 2021 & 2022 CPI adjstmnt.) |
| Preset Operator | \$ 38.94 | (+ 2021 & 2022 CPI adjstmnt.) |
| Grips | \$ 36.88 | (+ 2021 & 2022 CPI adjstmnt.) |
| Dresser | \$ 36.88 | (+ 2021 & 2022 CPI adjstmnt.) |
| Hair & Wigs | \$ 36.88 | (+ 2021 & 2022 CPI adjstmnt.) |
| Loader (Car/Truck) | \$ 44.21 | (+ 2021 & 2022 CPI adjstmnt.) |
| High Rigger | \$ 57.55 | (+ 2021 & 2022 CPI adjstmnt.) |

Grip rate shall apply to Employees in the following classifications: Carpenter Grip, Fly Operator Grip, Electrical Grip, Sound Grip, Property Grip and Video Grip.

* Schedule A, column 2 to be adjusted per Article 25 on July 1, 2022, and this note, plus 1st column, to be removed upon revision