

ACTC – IATSE CBA Negotiations 2024

Schedule of Proposed Changes June 26th, 2024

Article #	Current	Proposed	Note	Initial Approval in Principal
3.2	3.2 Wherever in the wording of the Agreement the masculine gender is used, it shall be understood to include all genders.	3.2 Wherever in the wording of the Agreement the masculine gender is used, it shall be understood to include all genders.	3.2 No longer necessary, as no gender referred to in contract. Also included housekeeping for updating numbering for rest of clause 3.	
13.1	<p>13.1 Employees covered by this agreement shall be:</p> <p>(a) Full Time Regular</p> <p>A Full Time Regular Employee is defined as any Employee who is assigned work on a regular basis and for forty (40) hours per week. Full-time regular positions shall include:</p> <ul style="list-style-type: none"> Head Scenic Carpenter Stanley Head Electrician 2nd Scenic Carpenter Head Wardrobe Production Administrator 	<p>13.1 Employees covered by this agreement shall be:</p> <p>(a) Full Time Regular</p> <p>A Full Time Regular Employee is defined as any Employee who is assigned work on a regular basis and for forty (40) hours per week. Full-time regular positions shall include:</p> <ul style="list-style-type: none"> Head Scenic Carpenter Stanley Head Electrician 2nd Scenic Carpenter Head Wardrobe Production Administrator 	Reclassification of all employees into 3 groups, addition of 4 employee positions, removal of doubling of 2 nd stage carpenter, positions to be alphabetised (not yet in proposal)	

	<p>Head Properties</p> <p>Granville Island Head Electrician</p> <p>Production Administrator</p> <p>Stanley Head Stage Carpenter</p> <p>The Employer may: assign a Part-Time Regular Employee, or by agreement of the Union, hire a Temporary Employee, to replace a Full Time Regular Employee for vacation, sick leave or other temporary relief.</p> <p>(b) Part-Time Regular Part-Time Regular Employee is defined as any Employee who is assigned work on a regular recurring basis for periods of less than forty (40) hours per week. Nothing shall prevent a part-time regular Employee from working forty (40) or more hours per week on an irregular basis.</p> <p>Part-Time Regular Employees will work according to an assigned schedule except as specifically mutually agreed by the Employer and the Union.</p> <p>Part-time regular positions shall include: Head Scenic Artist</p>	<p>Head Properties</p> <p>Granville Island Head Electrician</p> <p>Production Administrator</p> <p>Stanley Head Stage Carpenter</p> <p>Head Sound Technician</p> <p>The Employer may: assign a Part-Time Regular Employee, or by agreement of the Union, hire a Temporary Employee, to replace a Full Time Regular Employee for vacation, sick leave or other temporary relief.</p> <p>(b) Part-Time Regular Part-Time Regular Employee is defined as any Employee who is assigned work on a regular recurring basis with an average of greater than 24 hours a week.</p> <p>Part-Time Regular Employees will work according to an assigned schedule except as specifically mutually agreed by the Employer and the Union.</p> <p>Part-time regular positions shall include: Head Scenic Artist</p> <p>Granville Island Head Stage Carpenter</p> <p>2nd Properties</p>		
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	<p>Granville Island Head Stage Carpenter</p> <p>2nd Stage Carpenter</p> <p>Newmont Head Stage Technician</p> <p>2nd Properties</p> <p>Head Sound Technician</p> <p>2nd Wardrobe</p> <p>2nd Sound Technician</p> <p>Cutter</p> <p>2nd Electrician</p> <p>Stitcher</p> <p>2nd Stage Carpenter</p> <p>Wardrobe Maintenance</p> <p>Stagehand Production Assistant (Part-Time)</p> <p>Head Tour Technician</p> <p>Head Dresser</p>	<p>2nd Wardrobe</p> <p>Cutter</p> <p>Stitcher</p> <p>Head Dresser</p> <p>Building Maintenance</p> <p>(c) Part-Time Irregular Part-Time Irregular Employee is defined as any Employee who is assigned work on a regular recurring basis with an average of less than 24 hours a week.</p> <p>2nd Stage Carpenter</p> <p>Newmont Head Stage Technician</p> <p>2nd Sound Technician</p> <p>2nd Electrician</p> <p>2nd Stage Carpenter</p> <p>Wardrobe maintenance</p> <p>Stagehand</p> <p>Production Assistant (Part-Time)</p>		
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	<p>Head Rental Technician</p> <p>2nd Dresser</p> <p>Rental Technician</p> <p>Dresser</p> <p>Building Maintenance</p> <p>(c) Temporary/Casual Employees A Temporary or Casual Employee is defined as an Employee hired for a particular show or project or as and when required; and assigned work in accordance with a posted work schedule. By agreement of the parties, a Temporary Employee may be hired to replace a regular Employee on leave or vacation.</p>	<p>Head Tour Technician</p> <p>Head Rental Technician</p> <p>2nd Dresser</p> <p>Rental Technician</p> <p>Props Builder/Buyer</p> <p>Scenic Painter</p> <p>Head Video</p> <p>Head Wigs/ Makeup</p> <p>(d) Temporary/Casual Employees A Temporary or Casual Employee is defined as an Employee hired for a particular show or project or as and when required; and assigned work in accordance with a posted work schedule. By agreement of the parties, a Temporary Employee may be hired to replace a regular Employee on leave or vacation.</p>		
16.11	16.11 Employees temporarily upgraded to a higher rated job shall receive the rate assigned to that salary group for any time worked calculated in four (4) hour intervals. All upgrades shall be noted and approved by the direct supervisor on the Employees time sheet.	16.11 Employees temporarily upgraded to a higher rated job shall receive the rate assigned to that salary group for any time worked calculated in one (1) hour intervals. All upgrades shall be noted and approved by the direct supervisor on the Employees time sheet.	Reduces minimum upgrade interval	

17.2	<p>17.2 Notification of IATSE 118 Dispatch:</p> <p>(c) If the Employer wishes specific persons:</p> <p>(i) To act in the capacity of Crew Chief, a list of the members of the Union that the Employer wishes to employ, including alternates, will be given to the Calling Steward at this time.</p>	<p>17.2 Notification of IATSE 118 Dispatch:</p> <p>(c) If the Employer wishes specific persons:</p> <p>(i) To act in the capacity of Department Head, a list of the members of the Union that the Employer wishes to employ, including alternates, will be given to the Calling Steward at this time. It is understood that the person hired under this provision shall be paid the Department Head rate for which they are hired.</p> <p>(ii) To act in the capacity of all other positions, a list of members of the Union that the Employer wishes to employ, including alternates, will be given to the Calling Steward at this time. If one of the members accepts the call, the member will be paid at the Group 3 wage rate.</p>	Rewrite specific name-calling procedures to better reflect intended practice	
17.5	<p>17.5 Employee replacements or substitutions for Employees hired for running crew will not be allowed except in the case of illness, injury, or at the request of the Union and agreement of the Employer. Agreement will not be unreasonably withheld</p>	<p>17.5 Employee replacements or substitutions for Employees hired for running crew will not be allowed except in the case of illness, injury, or unless following the provisions laid out in appendix 4 for "Swing Technicians", or at the request of the Union and agreement of the Employer. Agreement will not be unreasonably withheld</p>	Added language to reference swing crew, reference to appendix 4 (attached as appendix 4)	

19.3	<p>19.3 In the event of layoffs, Regular Employees affected will receive three (3) weeks' notice or three (3) weeks salary in lieu of notice. Notice for Part-time Employees may be provided at the time of hire in the event the term of employment is less than three (3) weeks. Salary in lieu of notice for Part-time regular Employees shall be based on the average salary paid over the previous three (3) months.</p>	<p>19.3 In the event of layoffs, Full Time - Regular Employees affected will receive three (3) weeks' notice or three (3) weeks salary in lieu of notice.</p> <p>Part-time Regular Employees will be provided three (3) weeks' notice or three (3) weeks salary in lieu of notice, If less than 16 hours weekly is scheduled for a period of greater than two consecutive weeks.</p> <p>Salary in lieu of notice for Part-time regular Employees shall be based on the average salary paid over the previous three (3) months.</p> <p>Part Time Irregular Employees will be provided with notice of layoff, upon request of the employee, if no work is scheduled for a period of greater than two consecutive weeks</p>	Addresses practice around temporary layoffs of part-time employees	
23.2 (d)	<p>d) Video – When a production uses a video system to record or live stream a production, using live camera operators, a Head Video technician will be required.</p>	<p>d) Video – When a production uses a video system to record or live stream a production, using live camera operators, or when any cameras in addition to a static, non-programmable camera is used, a Head Video technician will be required.</p>	Adds additional parameters around camera use, especially for “robo-cams”	
23.2 (e)	Clause added	23.2 e) Sound - A Sound Technician will be required where a Arts Club production	Establishes a technical	

		uses more than one (1) live microphone (with the exception of those used for FOH, talkback or announcement purposes.)	requirement for a dedicated sound technician to be hired onto a running crew	
23.8 (d)	(d) Stage Management may not perform bargaining unit work, except as follows: (i) On a unit set, as defined in Article 3.7, Stage Management may perform changes of hand props and/or furniture at the Stanley Theatre and Granville Island Stage, or any tours originating from those locations.	(d) Stage Management may not perform bargaining unit work, except as follows: (i) On a unit set, as defined in Article 3.7, Stage Management may perform changes of hand props and/or furniture at the Stanley Theatre and Granville Island Stage, or any tours originating from those locations. At least one bargaining unit member must be part of the backstage running crew	Opens up allowance of limited duties for Stage Managers backstage.	
30	See Attached Page (Appendix 2)	See Attached Page (Appendix 2)	Salary Groups and Wage Scales adjustment 5%, 4%, 3% for Group 1. Wage Adjustment 4%, 5%, 3% All other groups, Production Administrator moved to Group 1, Renumbered Groups,	

			Alphabatize (Not in Proposal)	
30.2	30.2 The Employer agrees that for all Pay Groups 1-2-3-4-5-6-7, should the average Consumer Price Index for Vancouver (as determined by Article 30.3 below) indicate a rise in the cost of living of more than four percent (4%) in the preceding 12 month period, then the wages for those positions will be increased by the amount the CPI rises above four percent (4%) to the nearest 1/10th (0.1) of a percent. It is understood that the observed 12-month period shall be August 1st to July 31st, that the CPI for July is published by mid-August, and that any wage increase will be effective September 1st, of that year.	30.2 The Employer agrees that for all Pay Groups, should the average Consumer Price Index for Vancouver (as determined by Article 30.3 below) indicate a rise in the cost of living of more than the negotiated wage increase for that year in the preceding 12 month period, then the wages for those positions will be increased by the amount the CPI rises above the negotiated wage increase for that year to the nearest one-tenth of a percent (0.1) It is understood that the observed 12-month period shall be August 1st to July 31st, that the CPI for July is published by mid-August, and that any wage increase will be effective September 1st, of that year.	Changes to function of Cost of Living Adjustment, remove mention of pay groups	
36.2	36.2 If Employees are authorized to use their own vehicle in connection with their assigned duties they shall be reimbursed at the rate of fifty seven cents (\$0.57) per kilometer. This allowance shall be increased pursuant to the Canadian Theatre Agreement (Canadian Actors Equity and PACT) in effect.	36.2 If Employees are authorized to use their own vehicle in connection with their assigned duties they shall be reimbursed at the rate established by the Canadian Theatre Agreement (Canadian Actors Equity and PACT) in effect: \$.61/km 2024/25 \$.63/km 2025/26 \$.65/km 2026/27	Housekeeping to continue this in line with CTA, language clarification	
37.5	37.5 Employees requiring overnight accommodation shall receive an accommodation and meal allowance per diem of one	37.5 Employees requiring overnight accommodation shall receive an accommodation and meal allowance per diem at the rate established by the Canadian Theatre Agreement	Housekeeping to continue this in line with CTA, language clarification	

hundred and thirty two dollars and seventy five cents (\$132.75).

For partial days or days without an overnight stay, the Employee shall be provided a prorated meal allowance based on the following:

(a) When a working day outside of Metro Vancouver extends more than twelve (12) hours away from the point of origin (the Theatre's venues or Administrative office) the dinner per diem shall be paid.

(b) On the day of return to the point of origin, the per diem shall be prorated as follows:

\$13.00 return prior to 12:00 noon (Breakfast-\$13.00)
\$32.25 return between 12:00 noon and 6:00pm (Breakfast-\$13.00, Lunch-\$19.25)
\$61.50 return after 6:00pm (Breakfast-\$13.00, Lunch-\$19.25, Dinner-\$29.25)

(Canadian Actors Equity and PACT) in effect

(a) Standard Per Diem	2024/25	2025/26	2026/27
	\$143.00	\$147.50	\$152.00

(b) On the day of return to the point of origin, the per diem shall be prorated as describe on the table below.

Meal Allowance	2024/25	2025/26	2026/27
Prior to 12:00 noon	\$14.50	\$15.00	\$15.50
Prior to 6:00 p.m.	\$35.00	\$36.25	\$37.50
After 6:00 p.m.	\$66.50	\$68.50	\$70.75

For partial days or days without an overnight stay, the Employee shall be provided a prorated meal allowance based on the following:

(a) When a working day outside of Metro Vancouver extends more than twelve (12) hours away from the point of origin (the Theatre's venues or Administrative office) the dinner per diem shall be paid.

2024/25 - \$31.50
2025/26 - \$32.25
2026/27 - \$32.75

	Such allowances shall be increased pursuant to the Canadian Theatre Agreement (Canadian Actors Equity and PACT) in effect.			
41	<p>41.1 The Designated Statutory Holidays for Full Time and Part-Time Regular Employees, employed for at least thirty (30) days prior to the Statutory Holiday, will follow the Designated Statutory Holidays of British Columbia. They are as follows:</p> <ul style="list-style-type: none"> New Year's Day Canada Day Thanksgiving Day Family Day B.C. Day Remembrance Day Good Friday Labour Day Christmas Day Victoria Day <p>41.2 The Designated Statutory Holidays for Casual Bargaining unit members are as follows:</p> <ul style="list-style-type: none"> New Year's Day Canada Day Remembrance Day 	<p>41.1 The Designated Statutory Holidays for Full Time and Part-Time Regular Employees, employed for at least thirty (30) days prior to the Statutory Holiday, will follow the Designated Statutory Holidays of British Columbia. They are as follows:</p> <ul style="list-style-type: none"> New Year's Day Canada Day Thanksgiving Day Family Day B.C. Day Remembrance Day Good Friday Labour Day Christmas Day Victoria Day Truth and Reconciliation Day <p>Including any other duly proclaimed provincial statutory holidays.</p> <p>41.2 The Designated Statutory Holidays for Casual Bargaining unit members are as follows:</p> <ul style="list-style-type: none"> New Year's Day Canada Day Remembrance Day 	Moved T+R Day to List of stats and removed it from list of office closed days (41.11). Updated language to include automatically any other provincially added stat holidays.	

	<p>Family Day B.C. Day December 24 Good Friday Labour Day Christmas Day Victoria Day Thanksgiving Day</p>	<p>Family Day B.C. Day December 24 Good Friday Labour Day Christmas Day Victoria Day Thanksgiving Day Truth and Reconciliation Day</p> <p>Including any other duly proclaimed provincial statutory holidays.</p>		
42.6	<p>42.6 In the event that an Employee desires leave without pay for personal reasons, application shall be made in writing to the Employer stating the reasons for such leave and the duration of such leave. The granting of such leave shall be at the sole discretion of the Employer.</p>	<p>42.6 In the event that an Employee desires leave without pay for personal reasons, application shall be made in writing to the Employer stating the reasons for such leave and the duration of such leave. The granting of such leave shall be at mutual agreement of the employer and Union, will be granted provided it does not unduly conflict with the organizational needs of the employer.</p>	Expanded the employee's ability to seek unpaid leave	
47.1	<p>47.1 When a Regular Employee is required to attend courses in order to adhere to governmental regulations, to address concerns of the Health and Safety Committee, or as deemed necessary by the Employer to</p>	<p>47.1 When a Regular Employee is invited to attend any company meeting or training session (attendance by employee choice), or is required to attend courses in order to adhere to governmental regulations, to address concerns of the Health and Safety</p>	Expands employee ability to attend meetings and receive optional training	

	<p>remain current with emerging technology, equipment, methods, or machinery, the Employer shall:</p> <p>(a) pay for tuition, required supplies, and any associated examination fees;</p> <p>(b) pay the Employee for hours in attendance at such course at regular rates, which will not be taken into account in overtime calculations and will not be subject to minimum hour requirements, as detailed in Article 28.2.</p>	<p>Committee, or as deemed necessary by the Employer to remain current with emerging technology, equipment, methods, or machinery, the Employer shall:</p> <p>(a) pay for tuition, required supplies, and any associated examination fees;</p> <p>(b) pay the Employee for hours in attendance at such course at regular rates, which will not be taken into account in overtime calculations and will not be subject to minimum hour requirements, as detailed in Article 28.2.</p> <p>(c) not schedule the Employee for greater than forty-eight (48) hours weekly, except by mutual agreement.</p>		
49.1	49.1 This agreement shall be effective from September 1, 2020 until August 31, 2024, inclusive.	49.1 This agreement shall be effective from September 1, 2024 until August 31, 2027, inclusive.		
Appendix 1	Travelling Stage Employees' Contracts		Rates in articles 30, 37.5, 41 need to be updated, not attached	
Appendix 4	Appendix # 4 2nd Stage Carpenter The 2 nd Stage Carpenter may perform running crew duties, with the primary focus on deck and flies. It is understood that the 2 nd Stage Carpenter may be	Appendix # 4 2nd Stage Carpenter The 2nd Stage Carpenter may perform running crew duties, with the primary focus on deck and flies. It is understood that the 2nd Stage Carpenter may be offered work on electrics,	Removes this appendix	

	<p>offered work on electrics, follow spot, or sound if qualified, but for these positions on the running crew the call will first be offered members of the Arts Club Theatre roster and then the 2nd Stage Carpenter, prior to going to general dispatch.</p>	<p>follow spot, or sound if qualified, but for these positions on the running crew the call will first be offered members of the Arts Club Theatre roster and then the 2nd Stage Carpenter, prior to going to general dispatch.</p>		
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The representatives of the Arts Club Theatre Company and the IATSE Local 118 agree to recommend the above provisions for ratification to their respective groups.

 On behalf of ACTC

 On Behalf of IATSE 118

 DATE

Appendix # 4

Appendix 4: Swing Shifts

Regular staff running crew are entitled to all show call shifts for their position but may ask for an additional regular weekly day off on show runs that involve six (6) working days per week. This extra day off will be considered a “Swing Shift” and be filled as per the collective agreement. Swing days off will be determined with management, in consideration of show needs, and two days off together can not always be guaranteed. While management will endeavor to accommodate this practice for each position, having a swing can not always be guaranteed.

All Swing shifts for an individual track will be given to the same Swing crew member when possible. A Swing crew member may perform multiple swing tracks for a given production or productions with considerations taken for workload and safety. If all shifts for an individual track cannot be filled, that series of Swing shifts may be broken into individual calls. If the calls cannot be filled it is expected that the regular crew member for that track/position will be scheduled to work the shift. Each track/position for a show will have two training shifts consisting of a shadow shift to learn the track, and a reverse shadow shift to run the track under supervision. After two successful shifts a crew member may perform the track solo. In case of emergency, this requirement may be reduced provided stage management agrees, and the safety of the show is not compromised.

When a Swing crew member is called in to cover or shadow a track for an ill or absent crew member with less than 24 hours notice that shift will be paid at 1.5x. All subsequent shifts will be at the regular rate. The “scheduled day off” for Swing crew members will normally align with the dark day of the theatre, unless otherwise scheduled.

In addition to their track, the Head for backstage work generally includes responsibilities such as show reports, crew management, etc. When a Swing crew member is covering a Head, these responsibilities can either be performed by the Swing—in which case the Swing will be paid Head rate—or alternatively, those additional responsibilities can be reassigned to another crew member, in which case that member will be paid Head rate and the Swing will be paid the lower rate. There will be no circumstance, however, in which cover by a Swing will result in a reduction of the number of Head rates being paid.

Appendix 2-

ARTICLE 30 Salary Groups and Wage Scales

30.1 Salary Groups/Employee Rate Categories

Group #1

Shop Department Heads - Head Scenic Carpenter, Head Properties, Head Wardrobe, Head Scenic Artist, Production Administrator

Group #2

Stage Department Heads - Stanley Head Stage Carpenter, Stanley Head Electrician, Granville Island Head Stage Carpenter, Granville Island Head Electrician, Newmont Head Stage Technician, Head Sound Technician, Head Video Technician, Head Dresser, Head Wigs/Makeup, Head Wigs/Dresser, Head Tour Technician, Head Rental Technician

Group #3

Shop Lead Hands - Building Maintenance, 2nd Scenic Carpenter, 2nd Wardrobe, 2nd Props, Scenic Artist, Cutter, Welder

Stage Lead Hands – 2nd Electrician, 2nd Sound Technician, 2nd Stage Carpenter, 2nd Dresser, Crew Chief

Group #4

Production Administrator

Group #4

Production Assistant, Grips (shop & stage), Painter, Car loader

Granville Island Stage and Stanley Stage Running, Fit-up & Strike Crew – Sound, Electrician, Video, Fly Person, Stagehand, Camera Operator, Deck Crew, Dresser, Follow spot, Wigs, Rental Technician

Shop Assistants – Scenic Carpenter, Props Builder/Buyer, Stitcher

Newmont Stage Running, Fit-up & Strike Crew – Sound, Electrician, Video, Fly Person, Stagehand, Camera Operator, Deck Crew, Dresser, Follow spot, Wigs

Shop Assistants – Wardrobe Maintenance

Group #5

Group #6

Group #7

New Table of Fees

Group	01-Sep-23	01-Sep-24	01-Sep-25	01-Sep-26
#1	\$32.53	\$34.16 (5%)	\$35.53 (4%)	\$36.60 (3%)
#2	\$31.61	\$32.87 (4%)	\$34.51 (5%)	\$35.55 (3%)
#3	\$30.72	\$31.95 (4%)	\$33.55 (5%)	\$34.56 (3%)
#4	\$27.51	\$28.61 (4%)	\$30.04 (5%)	\$30.94 (3%)